



## THE SCHOOL DISTRICT OF LEE COUNTY

*Continuous Systemic Improvement (CSI) Advisory Committee*  
*April 15, 2019*

*6:00 p.m. – 7:30 p.m. – Training Room D*

**Meeting Minutes**

**Committee Members Present:** Andrea Edmunds, Andrew Evans, Melissa Hatter, Brian Rasnick, William Ribble, Sara Richmond, Matthew Steig, Dr. Michele Stork, Jamie VanCleve

**Absent:** Anide Charles, Jason Grabowski, Mary Jo Potter

**School Board Liaison:** Cathleen O'Daniel Morgan

**Staff Members Present:** Cindy McClung, Coordinator, Continuous Improvement

**Recording Secretary:** Julie Holcomb

**Guests:** n/a

### **Welcome**

The meeting was called to order by Dr. Michele Stork at 6:00 p.m.

### **Review /Approval of Meeting Agenda and November Meeting Minutes**

Dr. Stork asked for a motion to approve the March 25, 2019 meeting minutes and the April 15, 2019 meeting agenda that were posted to the CSI Advisory Committee website. Unanimous approval by committee members.

### **Board Member Report**

Mrs. Morgan reported that the District has successfully negotiated a contract with the support SPALC union, and contract with the teacher TALC union is in the final stages of approval.

School Safety and Security – several Board Members met with legislators in Tallahassee to discuss important school-related topics. The District is not only in compliance with the recent requirements, but ahead of the curve in planning for short-term and long-term security as it relates to school safety.

The District is committed to working with school safety resource officers and designated staff, and the decision has been made that teachers will not be carrying weapons in the schools.

There will be a town hall meeting on April 16, 2019, at 6:00 p.m., in the Board Room, regarding bus stop safety, and Mrs. Morgan encouraged all to participate and provide feedback at this session.

## Public Comment

N/A

## Building a Future-Ready District

Dr. Angela Pruitt, Chief Human Resources Officer, was the guest speaker for the meeting to discuss human resources topics.

The PowerPoint that was presented will be posted to the CSI Advisory Committee website along with the draft meeting minutes.

Committee members asked the questions below, and Dr. Pruitt provided responses as noted:

Real-time Professional Development – training is developed based on need and the appropriate trainer sent to deliver the training, at the time it is needed.

Insurance & Benefits - How many chronic diseases is the District tracking? Mr. Rasnick noted that there are 28 standard metrics that should be tracked. He also discussed options for apps available for real-time tracking that may be of benefit to the District, and he would be willing to meet with the appropriate individuals to discuss options.

Dr. Stork asked about the process for evaluating school-based administrators. Dr. Pruitt discussed the climate survey that was conducted two years ago with emphasis on those that are a “flight risk” (defined as those that apply for like positions), and turnover rates. The data was and continues to be analyzed, and plans to address issues are in place for areas of concern. Some indicators do not show up in an evaluation, so the climate survey is being used to address school issues.

The support staff evaluation instrument is currently being addressed by the District for revisions and updates.

Mr. Evans asked about the metrics used to calculate the recruitment return on investment. Dr. Pruitt replied that the formula is the money spent and resulting hires – matched against teacher starting pay.

Ms. Edmunds asked if there has been discussion regarding visiting international colleges for recruiting purposes. Dr. Pruitt reported that this has been discussed and reviewed for viability.

The 360 administrator evaluation pilot went “okay,” but the number of individuals selected to respond to the evaluation for each administrator was not ideal to provide the feedback needed. The costs of continuing with the company selected for the pilot were prohibitive. The funding for the pilot was provided through a grant that was received to evaluate only Title I schools.

Dr. Stork asked if what the top 2-3 reasons are for leaving the District. Dr. Pruitt noted that the exit surveys are frequently “what we already know” – “don’t feel connected” and “housing” are frequent responses, in addition to the “culture at the school.”

Mr. Riddle recommended that the District track data on those that advanced through the school system, to employment, and those moving through the system into administrator roles, and provide the data for public information to showcase District retention processes.

Based on data from teacher and administrator feedback, two new courses are currently offered that are based on work by David Allen, *Crucial Conversations* and *Getting Things Done*. Both have been well attended by administrators, and an additional course is currently in the planning stages to be offered soon.

### **Good of the Order**

The standardized meeting schedule was discussed. It was suggested to recommend to the Board that the third Monday of the month not be used for scheduling due to holidays.

The committee agreed to put forward a recommendation that the CSI Advisory Committee Meetings not be televised. The motion for the recommendation to be put forward to the Board was made by Mr. Grabowski, and seconded by Mr. Riddle. The committee voted with 8 members voting yes, and 1 member abstaining.

### **Adjournment**

Meeting adjourned at 7:20 p.m.