

AGENDA

SCHOOL BOARD WORKSHOP

GADSDEN COUNTY SCHOOL BOARD
MAX D. WALKER ADMINISTRATION BUILDING
35 MARTIN LUTHER KING, JR. BLVD.
QUINCY, FLORIDA

September 3, 2013

4:00 P.M.

THIS WORKSHOP IS OPEN TO THE PUBLIC

1. CALL TO ORDER
2. SCHOOL BOARD AREAS OF COMMON GOAL
 - a. Personnel
 - b. Communication
 - c. Fiscal & Management Accountability
 - d. Board Efficacy
 - e. Facilities Plan
3. ITEMS BY THE SUPERINTENDENT
4. SCHOOL BOARD REQUESTS AND CONCERNS
5. ADJOURNMENT

INFORMAL DISCUSSION WITH BOARD MEETINGS
AUGUST 13, 2013
1:00 P.M.
GOLD CLUB OF QUINCY
SCHOOL BOARD RETREAT

DISTRICT 1 - LEWIS

PRIORITIES

- #1 Personnel & Staffing
 - A. Org Chart request include - pay & duties
- #2 Technology
- #3 Pay personnel relative to duties - **Adopt policy**
- #4 Address school based audit findings.
- #5 Facilities & combining schools
 - A. Collaboration of Admin. & Staff

DISTRICT 1 DISCUSSION OF CONCERNS

- #1 Funding/Personnel
(Certified Teachers for Secondary)
- #2 (Technology)
- #3 Pay according to duties
(Pay aligns duties/responsibilities) Reduction and/or Raises
NEED: Policy for job descriptions (demotions in pay and duties/responsibilities)
- #4 Staffing and Organizational Chart
 - District
 - Department
 - Pay and Duties Responsibilities
- #5 Program Elimination (one page progress report)

RED = concerns as charted by Public Relations Coordinator

BLACK = concerns from the Board as documented by the Deputy Superintendent

- #6 On-going conversation on budget (strategies planning)
- #7 Audit findings (sub related)
- #8 Facilities (combining of schools) Monies for new facilities
- #9 Ideas of smooth transition for the merger/restructuring
- #10 Transitional conversation between elementary and middle school (Milton)
- #11 Image (Milton)

DISTRICT 2 - HELMS

PRIORITIES

- #1 Budget
 - A. Larger Reserve >3%
 - B. Reduce Personnel via school consolidation
- #2 Academics
 - A. Reading
- #3 Policies
 - A. Knowledgeable admin.
 - B. Enforcement
- #4 Good Communication from Leaders
 - A. Good PR @ schools
- #5 More positive newspaper articles in school news

DISTRICT 2 DISCUSSION OF CONCERNS

- #1 School consolidation/restructuring (curricular implementation)
- #2 Offer various courses in consolidation
- #3 Budget (larger than 3% as required by statutes)
Personnel is 80% of the budget
Goal of 5% reserve

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- #4 Academics
 - A. Reading as top priority
 - B. Reading specialists and coaches working with students
 - C. Reading in all classes
 - D. Mentors to assist with reading
 - E. Focus on issues and not cover up (Lewis)
 - F. Policies (must follow the policies as written) (awareness and knowledge), enforcement
- #5 Leadership/Communication (district level and PR)
 - A. The school as well as personnel (front office)
 - B. Administration
- #6 Positive News Release (every week)

DISTRICT 3 - SIMMONS

- #1 Fully support education thru fiscal responsibility
 - A. Reduce cost
- #2 Reduce audit findings
- #3 Enhance parental involvement regarding student discipline
 - A. Training from classroom management
 - B. Sensitivity training
 - C. Accountability of Employees
- #4 Reduce 1% per year
- #5 Meet monthly regarding bargaining and legal issues
 - A. Better communication from bargaining team
- #6 Only hire highly certified employees
- #7 Complete facilities plan from under utilized schools
- #8 Each board member should serve on a committee
 - A. Curriculum
 - B. Technology
 - C. Food Service

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D. Transportation

#9 Teamwork

A. Key issues are common

DISTRICT 3 DISCUSSION OF CONCERNS

- #1 Full support ed program with budget
- #2 Explore ways to release cost
- #3 Eliminate all audit findings
- #4 Continue to enhance parent involvement with focus on student discipline (classroom management) (Milton & Frost)
- #5 training on classroom management
- #6 sensitivity training
- #7 accountability (key piece for district)
- #8 adhere to district/state policies
- #9 reduce staff by 1% each year
- #10 collective bargaining and legal issues at least once per year (monthly)
- #11 only hire highly certified employees
- #12 don't hire students/staff not clearing background check
- #13 create a long range plan (short) to complete facilities (under utilized schools)
- #14 each School Board member chair a committee to press schools forward (i.e., Simmons chaired Technology) (curriculum – food service – technology)
- #15 School Board work together (unwavering) create policy, but cannot enforce (strong School Board works together)

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DISTRICT 5 - MILTON

- #1 More student centered not staff centered
- #2 Site based management
- #3 District operates as a business
 - Transportation
 - Look at attrition
 - Athletics deficits
 - Internal accounts

DISTRICT 1 DISCUSSION OF CONCERNS

- #1 board members advised on transfer prior recommendation (administrative) non-compliance
- #2 policy procedures to be adhered (consequences for not)

DISTRICT 4 - FROST

- #1 Board members would like to be apprised about the appointments of admin. prior to coming to board
- #2 Consequences for not following board policy
 - non compliance

DISTRICT 1 DISCUSSION OF CONCERNS

- #1 more student centered not staff centered
- #2 principal input (site based meeting)
- #3 district operate as a business (transportation, look at attrition, athletics deficits, internal accounts)

Mrs. Smith: develop concepts for board

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COMMON GOALS BY AREAS

- #1 Personnel
- #2 Communication
- #3 Fiscal & Management Accountability
- #4 Board Efficacy
- #5 Facilities Plan

PR REQUESTS

- More news articles
- more faith based communication

Faith Based Celebration

Announcements from School Board

- #1 J. Shanks band will receive uniforms from a community effort! (Roger Milton)
- #2 identify parent liaison in every school (Lewis)
- #3 work on incentives for Superintendent to reach goals

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