

Minutes of
Okeechobee County School Board Workshop
August 22, 2016
6:00 p.m.

I. Call to Order

Call to Order: Chairman Morgan

Present: District 1 – Joe Arnold
District 2 – Malissa Morgan, Chairman
District 5 – Jill Holcomb, Vice Chairman

Ken Kenworthy, Superintendent of Schools
Tom Conely, School Board Attorney

Absent: District 3 - Dixie Ball and District 4 - India Riedel

Invocation: Tom Conely, School Board Attorney
Pledge of Allegiance: Led by Chairman Morgan

II. Presentation of Proposed Strategic Plan

Superintendent Kenworthy opened the workshop with a graph showing the steps taken to bring the Proposed Strategic Plan to the meeting tonight. The District Administrators met on the 20th, 24th and 30th of June for brainstorming sessions and to talk about plans for the District moving forward. In those meetings, four focus areas were identified: Academic, Student, Human Capital, and District Systems. The administrators looked at the Vision Statement, *Achieving Excellence: Putting Students First*, the Mission Statement: *To prepare all students to be college and career ready and function as productive citizens*, and the Core Values: *PRIDE – Perseverance, Respect, Integrity, Dependability, Ethics*. The administrators decided to leave all three the same. The Board members agreed.

Superintendent Kenworthy explained that each of the four focus areas – Academic, Student, Human Capital, and District Systems – lists the Desired State and three Division Priorities. The Division Priorities are statements needed to reach the Desired State. Superintendent Kenworthy asked Board members to participate in an activity, prior to the power point presentation. The activity consisted of looking at each Focus area to provide suggestions for “achieving” and “developing” each area. Board members offered the following:

Focus Area	Achieving	Developing
1: Academic	<ul style="list-style-type: none"> Student success in assessment 	<ul style="list-style-type: none"> 3rd grade reading on grade level 2nd-3rd grade gap 5th grade gap Track graduates: military service, college, work
2: Student	<ul style="list-style-type: none"> Guidance Counselors, i-Ready and teachers with differentiation(elementary) Ensuring our students are safe Every student receiving breakfast 	<ul style="list-style-type: none"> Attendance/engagement of students
3: Human Capital	<ul style="list-style-type: none"> HR and the Principals have done a great job! Training/mentoring of subs Bus Drivers and Food Service workers putting students first Preserving classroom time 	<ul style="list-style-type: none"> Preserving classroom time Continue to recruit/build capacity (Teachers and Administrators) Elementary Support Staff
4: District Systems	<ul style="list-style-type: none"> Excellent job with partnering with the community 	<ul style="list-style-type: none"> Want a safer, cleaner environment at the high school Want a new high school

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Superintendent Kenworthy started the presentation by reviewing the following chart:

FOCUS AREAS				
	1 Academic	2 Student	3 Human Capital	4 District Systems
Desired State	All students will be academically prepared to enter post-secondary education or a career of their choice.	The educational environment will be focused on the student.	All employees will be invested in academic achievement.	All departments will work smarter and more efficiently to support student achievement.
Division Priorities	<ul style="list-style-type: none"> • Improve engagement in standards driven instruction from bell to bell. • Increase proficiency on state assessments. • Ensure career and college readiness. 	<ul style="list-style-type: none"> • Teach core values. • Ensure students are cared for, nurtured, valued, and respected. • Encourage students' responsibility for learning by charting their progress and bearing the cognitive load. 	<ul style="list-style-type: none"> • Fully staff schools and departments with skilled employees. • Develop skills so that all employees are performing at a highly effective level. • Improve attendance of faculty and staff. 	<ul style="list-style-type: none"> • Support technology for standards achievement and business functions. • Ensure all facilities are in pristine condition, safe, and conducive to learning. • Partner with our community to enhance student success.

* The Strategic Plan is designed to provide a framework upon which all school improvement plans are developed and implemented.

Superintendent Kenworthy introduced Pat McCoy, Assistant Superintendent for Instructional Services, to present information on Focus Area 1: Academics.

Mrs. McCoy reviewed each Objective and Strategy as shown on the power point presentation. Mrs. McCoy explained the program areas that have been implemented, completed and notes of interest in other areas.

Focus Area 1: Academic

<p>Desired State All students will be academically prepared to enter post-secondary education or a career of their choice.</p>	<p style="text-align: center;">Division Priority</p> <ul style="list-style-type: none"> • Improve engagement in standards driven instruction from bell to bell. <ul style="list-style-type: none"> • Increase proficiency on state assessments. • Ensure career and college readiness.
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Objectives	Strategies	Monitoring Tools	Responsibility	Funding
<p>Objective 1: Exceed the state average in all state assessed areas by 2019-20.</p>	<ol style="list-style-type: none"> 1. Focus on standards based instruction for K-12 by: <ol style="list-style-type: none"> a. Continue implementation of the Florida Standards Implementation Plan. b. Focus PLCs on standards based instruction and instructional shifts. c. Identify sources of authentic and rigorous text for instruction with professional development. d. Communicate a vertical progression of standards. e. Ensure use of curriculum maps in all subjects. f. Increase student opportunities for students to develop conceptual understanding and application. g. Provide more opportunities for students to talk about their mathematical thinking. 2. Monitor instruction through instructional rounds. 3. Develop, create, and modify interim assessments <ol style="list-style-type: none"> a. Contact publishers to revise/improve/align assessments. b. Construct and review tests banks and questions to 	<p>FSA data</p> <p>Standards Mastery reports</p> <p>i-Ready diagnostic reports</p> <p>Performance Matters reports</p> <p>Data collected as a result of instructional rounds</p> <p>Creation of interim assessments</p> <p>FSIP Checklists</p> <p>School Improvement Plans</p> <p>FAIR</p>	<p>Instructional Services</p> <p>Coordinator of PD</p> <p>Coordinator of Accountability</p> <p>Principals</p>	<p>Project 4731- Title I, Part A</p> <p>Project 4717- Title I, Part C</p> <p>Project 4721- Title II</p> <p>Project 1730 - Instructional Materials</p> <p>Project 1752 – Putting Students First</p> <p>Project 1704 – SAI Summer School</p> <p>School Discretionary</p>

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	<p>reflect rigor of the standards.</p> <ul style="list-style-type: none"> c. Submit interim assessments to D2D for evaluation for improvement. d. Administer interim assessments for all state assessed areas. <p>4. Increase the percent of students on grade level or proficient on interim assessments (70% on PM)</p> <ul style="list-style-type: none"> a. Use sub-group data from state and interim assessments to differentiate instruction. b. Ensure Level 1s and 2s are receiving targeted intervention to reach proficiency. 			
<p>Objective 2: Increase student acceleration measures.</p>	<ul style="list-style-type: none"> 1. Increase the annual number of industry certifications 5% every year through 2019-20. 2. Develop a school-level plan to increase participation in accelerated programs (such as AVID, STEM, Gifted, AP, Dual Enrollment) with an emphasis on underrepresented populations. 3. Develop a monitoring system to ensure all high school students that qualify have the opportunity to take a dual enrollment or AP course and or achieve an industry certification. 4. Increase the number of students earning an Associate's Degree to 20 by 2020. 	<p>Industry Certifications</p> <p>Enrollment records</p> <p>School Acceleration Enrollment/Participation Records by Demographic</p>	<p>Coordinator of GSP</p> <p>Director of Student Services</p> <p>Principals</p>	<p>Project 4731- Title I, Part A</p> <p>Project 4717- Title I, Part C</p> <p>Project 4721- Title II</p> <p>Project 4701- Title III</p> <p>Project 1759 - AVID</p> <p>Projects 1712 & 1738 - Dual Enrollment & Textbooks</p> <p>Project 1791 - Advanced Placement</p> <p>Projects 4781, 4785- Perkins</p>

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	5. Increase the duplicated enrollments in dual enrollment classes to 1,000 by 2020.			Project 1708 - Industry Certification
Objective 3: Increase the graduation rate to the current state average by 2020.	1. Increase the K-12 promotion rates.	Student database records	Director of Student Services	Project 4731- Title I, Part A
	2. Identify the students that would benefit from the 18-credit graduation option prior to 9 th grade.	List of additional programs	Principals	Project 4717- Title I, Part C
	3. Increase student attendance rates.	MTSS records EWS records	Instructional Services	Project 4721- Title II
	4. Increase engagement by exploring afterschool activities that are not dependent on GPA starting in elementary and middle school.	Creation of credit recovery plan	Director of ESE Director of IT	Project 4701- Title III
	5. Explore the possibility of increasing the number of career programs which lead to industry certification.		Coordinator of GSP	SAI
	6. Employ a graduation coach at OHS and an Intervention Specialist at OAA to meet the needs of at-risk students.			Projects 4781 & 4785- Perkins
	7. Pilot <i>Capturing Kids' Hearts</i> at YMS.			Project 1708- Industry Certs
	8. Clarify and communicate the procedures of early warning system and MTSS.			Projects 4755- Title VI Grad Coach & Credit Retrieval Para
	9. Develop and disseminate a credit recovery plan for the district.			General Funds
	10. Incorporate literacy and math into elective classes to provide real-life context. (CAR-PD)			

Mrs. McCoy shared the following information during the Focus Area 1: Academic portion of the power point presentation.

Objective 1:

Strategy 1. (d.) Teachers are equipped with tool kits aligning grades 2-3-4; middle school science has fully developed maps and math is continuing with work to fully develop their maps.

Strategy 2. Instructional Rounds with the Superintendent and Assistant Superintendents have started at all schools.

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Strategy 3. Mrs. Branham, Coordinator, K-12 Assessment and Accountability, has contacted publishers asking for updates on revisions, improvements or alignment of materials.

Strategy 4. (b.) Researching best practices.

Objective 2:

Strategy. 1. Current number of industry certifications earned in 2015-16 in CTE, 287.

Objective 3:

Strategy 1. and 2. Promotion rates are being monitored closely. Mr. Tedders is looking at students that would benefit from this option.

Strategy 3. Student attendance continues to be a problem in elementary and secondary. The District is considering several options to bring awareness of the problem to the general public.

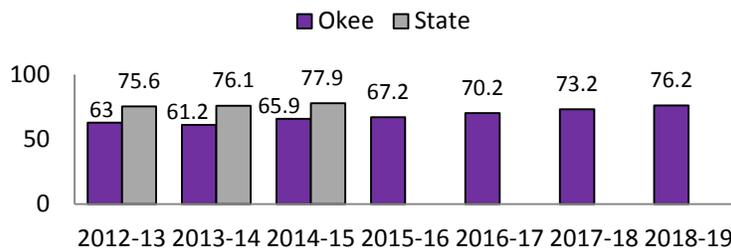
Strategy 6. and 7. has been completed.

DISTRICT TOTALS FOR READING				DISTRICT TOTALS FOR MATH			
	Diagnostic 1	Diagnostic 2	Diagnostic 3		Diagnostic 1	Diagnostic 2	Diagnostic 3
	2015-16	2015-16	2015-16		2015-16	2015-16	2015-16
Gr K	25%	58%	85%	Gr K	13%	40%	72%
Gr 1	17%	51%	76%	Gr 1	12%	34%	69%
Gr 2	24%	51%	72%	Gr 2	16%	42%	71%
Gr 3	45%	63%	72%	Gr 3	25%	50%	68%
Gr 4	21%	36%	50%	Gr 4	36%	55%	76%
Gr 5	24%	31%	39%	Gr 5	35%	50%	63%
Gr 6	27%	37%	42%	Gr 6	27%	40%	47%
Gr 7	25%	34%	37%	Gr 7	14%	22%	30%
Gr 8	28%	27%	34%	Gr 8	14%	14%	24%

English/Language Arts Exams			
Grade	Okee % Passing	State % Passing	Gap
3	43	54	-11
4	46	52	-6
5	33	52	-19
6	37	52	-15
7	34	49	-15
8	44	57	-13
9	35	51	-16
10	36	50	-14

Mathematics Exams			
Grade	Okee % Passing	State % Passing	Gap
3	60	61	-1
4	56	59	-3
5	43	55	-12
6	43	50	-7
7	42	52	-10
8	50	48	+2

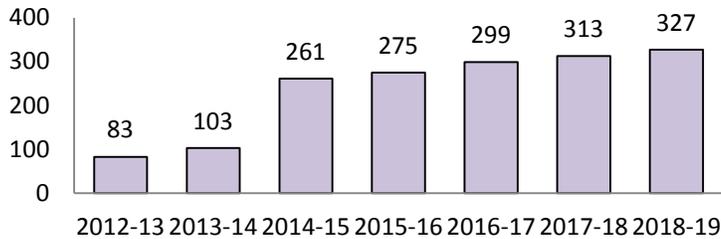
Graduation Rate



This chart lists the latest graduation data available from the state which is for 2014-15. The following years through 2018-19 are projected goals.

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Industry Certifications



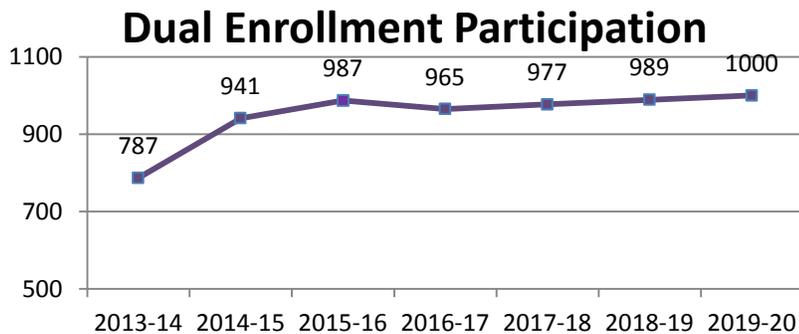
A 5% increase in Industry Certifications is included each year through 2018-19. Industry Certification gives the student a certificate verifying that a third party has validated the student has the necessary skills for certification.

Math			
Grade	Okee % Passing	State % Passing	Gap
Algebra 1	44	55	-11
Algebra 2	26	40	-14
Geometry	30	51	-21

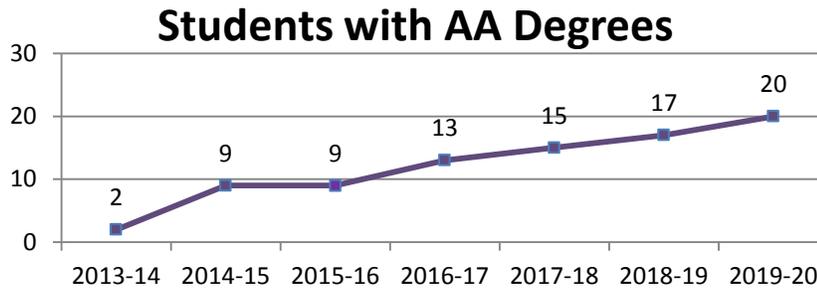
2015-16 History			
Grade	Okee % Passing	State % Passing	Gap
Civics	51	67	-16
US History	47	66	-19

2015-16 Promotion Rates Grades 3-10			
Grade	Number Retained	End of Year Membership	Promotion Rate
3	83	595	86%
4	9	471	98%
5	2	497	99%
6	26	470	94%
7	29	415	93%
8	30	436	98%
9	7	466	98%
10	5	426	99%

2015-16 Science Grades 5, 8, Biology			
Grade	Okee % Passing	State % Passing	Gap
Grade 5	39	51	-12
Grade 8	35	50	-15
Biology	52	64	-12



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This chart reflects the number of students graduating with both a high school diploma and an AA degree.

The dual enrollment numbers above are a duplicated count.

Superintendent Kenworthy introduced Toni Wiersma, Director of Student Services to present information on Focus Area 2: Student.

Mrs. Wiersma reviewed each Objective and Strategy as shown on the power point presentation. Mrs. Wiersma explained the program areas that have been implemented, completed and notes of interest in other areas.

Focus Area 2: Student

Desired State	Division Priority			
The educational environment will be focused on the student.	<ul style="list-style-type: none"> • Teach core values. • Ensure students are cared for, nurtured, valued and respected. • Encourage students' responsibility for learning by charting their progress and bearing the cognitive load. 			
Objectives	Strategies	Monitoring Tools	Responsibility	Funding
Objective 1: Decrease the number of students with 21+ days of absences.	<ol style="list-style-type: none"> 1. Decrease the number of students with 9+ unexcused absences by 5%. 2. Reduce the number of out-of-school suspensions. 3. Develop a district system of support and employ alternatives to out of school suspension. <ol style="list-style-type: none"> a. Identify and communicate age appropriate behaviors through professional development. 4. Convene a district committee to evaluate progressive discipline. 5. Examine quarterly suspension data by 	Student database SESIR data PD sign-in Sheets	Director of Student Services Principals Instructional Services ESE Staff Behavioral Analyst	Indirect Costs Project 1720-Saturday School

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	<p>subgroup, incidents, and rate of suspension.</p> <p>6. Implement the attendance policies timely and accurately.</p>			
<p>Objective 2: Create a safe and nurturing learning environment as evidenced by increased positive responses to <i>"I feel safe at school."</i> and <i>"Students treat each other with respect."</i></p>	<p>1. Teach Character Education/PRIDE/PBS at all schools.</p> <p style="padding-left: 20px;">a. Revitalize PBS Program by developing school-wide committees, providing training and procuring funding.</p> <p style="padding-left: 20px;">b. Establish a character education program that incorporates core values (PRIDE).</p> <p style="padding-left: 20px;">c. Continue efforts to educate all stakeholders in bullying and harassment prevention and policy.</p>	<p>Climate Surveys</p> <p>Curriculum</p> <p>Recognitions, awards and incentives</p>	<p>Instructional Services</p> <p>Principals</p> <p>Assistant Principals</p> <p>Director of ESE</p> <p>Behavioral Analyst</p>	<p>IDEA</p> <p>Project 1730-Instructional Materials</p> <p>School Discretionary</p>
<p>Objective 3: Students will demonstrate engagement by taking ownership of their learning as evidenced by increased effectiveness on Indicators 5 and 8 of the instructional evaluation instrument.</p>	<p>1. Review rubric with teachers on targeted indicators during pre-plan.</p> <p>2. Teachers will collaborate and design questions to encourage rigorous conversations among students.</p> <p>3. Teachers will examine student work to ensure students are carrying cognitive load.</p> <p>4. School will create a plan on conducting data chats with students on academic progress.</p> <p>5. Secondary teachers will implement WICOR strategies consistently in their classes.</p>	<p>PLC Meeting Calendars</p> <p>Sign-sheets of PLC meetings</p> <p>Performance Appraisal Data</p> <p>WICOR Walk-throughs</p>	<p>Principals</p> <p>Coordinator of PD</p> <p>Reading Coaches</p> <p>District AVID Coordinator</p>	<p>Indirect Costs</p>
<p>Objective 4: Increase the positive</p>	<p>1. Provide recognition for students' academic and</p>	<p>Tracking of recognitions</p>	<p>Principals</p>	<p>School Based Funds -</p>

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response to "Students are recognized for their good work."	behavioral success. 2. Communicate those successes through Social Media, newsletters, website, newspaper.			internal
Objective 5: Provide timely, targeted interventions, enrichments and resources to all students to ensure their academic and behavioral success.	<ol style="list-style-type: none"> 1. Schools will implement the MTSS Model. 2. Provide accelerated courses and enrichment. 3. Schools will monitor EWS-Early Warning System. 4. Schools will develop and implement BIPS when necessary. 5. School leadership identifies social and emotional student needs based on MTSS and EWS. 6. Crisis Counselors provide support groups. 	Tracking of the numbers of: <ol style="list-style-type: none"> a. students at each tier b. staffings during the year c. students on watch list d. students in acceleration courses e. students in enrichment groups f. students identified as gifted Group attendance sheets	Principals Director of ESE Instructional Services Crisis Counselors	Indirect Costs

Mrs. Wiersma shared the following information during the Focus Area 2: Student portion of the power point presentation.

Objective 1:

- 12% of students miss more than a month of school.
- 1,295 students have more than nine unexcused absences.
- The Attendance Policy has been reviewed.
- Early interventions will be the key to reduce absences.
- The School District can issue a citation to court for truancy.

Objective 2:

- Reviewed the strategies

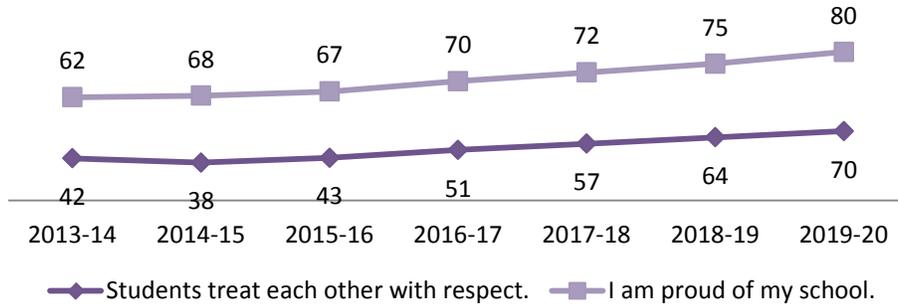
Objective 3:

- Want students to invest in their education.
- Use data chats for goal setting.
- AVID training.

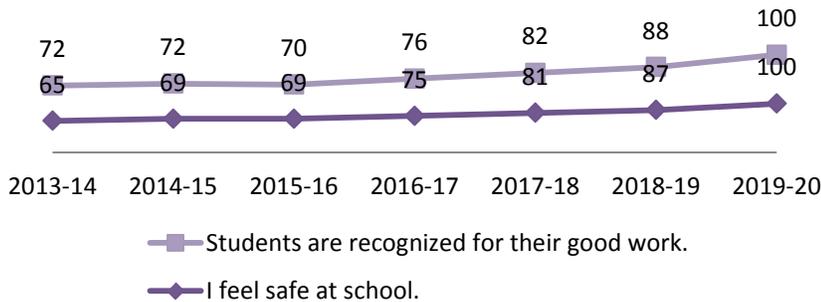
Objective 5:

- Use Project 10, early warning for graduates down to grade 6.

Student Climate Surveys



Student Climate Surveys



School	Days of Out-of-School Suspensions
CES	40
EES	113
NES	13
OAA	527
OFC	482
OHS	458
OMS	583
SEM	185
SES	50
YMS	469
TOTAL	2920

Students with 9+ Unexcused Absences



Superintendent Kenworthy discussed the Students with 9+ Unexcused Absences and Days Out-of-School Suspensions charts. Board Members discussed the two lowest elementary schools showing the highest number of suspensions. Okeechobee Achievement Academy as an Out-of-School Suspension School was also discussed.

Superintendent Kenworthy introduced Donna Garcia, Coordinator of Staff Development, and Sherry Wise, Director of Human Resources, to present information on Focus Area 3: Human Capital.

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Mrs. Garcia and Mrs. Wise reviewed each Objective and Strategy as shown on the power point presentation. Mrs. Garcia explained the Professional Development portion, while Mrs. Wise explained the Human Resources part of the program.

Focus Area 3: Human Capital

Desired State All employees will be invested in academic achievement.	Division Priority			
	<ul style="list-style-type: none"> • Fully staff schools and departments with skilled employees. • Develop skills so that all employees are performing at a highly effective level. • Improve attendance of faculty and staff 			
Objectives	Strategies	Monitoring Tools	Responsibility	Funding
Objective 1: Enhance teacher performance through staff development based on prioritized needs identified through teacher appraisal data and deliberate practice plans.	1. 2016-17 professional development will be provided to teachers on these indicators (identified from 2015-16 teacher appraisal data.) <ul style="list-style-type: none"> • Indicator #5- Engages students • Indicator #7- Cognitive Load • Indicator #10- Questioning 2. Professional Development on these topics will be addressed during PLCs facilitated by a reading coach, administrator or outside agency.	Performance Appraisal Data PLC Minutes/Agenda Sign-in Sheets	Coordinator of PD Principals	Project 4731- Title I, Part A Project 4721- Title II Project 1722 - Instructional Staff Training
Objective 2: Build capacity of classified staff by increasing the number of professional development opportunities.	1. 2016-17 professional development will be provided to classified employees on following topics: Skyward, Customer Service, Safety, data processing, bookkeeping, custodial subjects, monitoring and evaluating ELL and ESE files, and instructional practices.	Agendas Sign-in sheets	Department Heads Coordinator of PD	Project 4721- Title II IT Budget
Objective 3: Recruit additional	1. Advertisements will be developed to	Training agendas	Director of HR	Project 4721- Title II

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<p>substitutes and provide them with meaningful training to continue academic focus.</p>	<p>recruit substitutes.</p> <ol style="list-style-type: none"> 2. Training for long-term subs will be provided through JumpSTART Pd. 3. Onboarding training will take place with new subs. 4. Include long-term substitutes in POST meetings. 5. Implement Safe Schools Substitute Program. 	<p>Sign-in sheets Advertisements</p>	<p>Coordinator PD</p>	
<p>Objective 4: Increase the beginning teacher salary to \$40,000 by 2017-18.</p>	<ol style="list-style-type: none"> 1. Research salaries of surrounding and like-size districts. 2. Negotiate salary increase with Association. 3. Ensure funds are appropriate to sustain increase. 	<p>Salary schedule</p>	<p>Superintendent Director of Finance</p>	<p>General Funds</p>
<p>Objective 5: Provide employees positive feedback for good work.</p>	<ol style="list-style-type: none"> 1. Increase the use of social media to recognize employees. 2. Continue Board Recognition. 3. Create a district committee to investigate motivational incentives. 4. Administer <i>StrengthFinders</i> to the leadership team. 	<p>Board Agendas Climate Surveys StrengthFinder Matrix</p>	<p>Webmasters Administrative Services Coordinator of PD</p>	<p>Project 4721-Title II</p>
<p>Objective 6: Enhance instructional leadership capacity of district and school-based leaders.</p>	<ol style="list-style-type: none"> 1. 2016-2017 Professional Development Focus for Instructional Leaders will be on the following: <ul style="list-style-type: none"> • Cambridge Calibration provided to all new administrators. • D2D Feedback Training. • Deeper understanding of Instructional Shifts. 2. School Walk- 	<p>Sign- Sheets Principal meeting agendas Performance appraisal data</p>	<p>Superintendent Coordinator of PD Instructional Services Principals</p>	<p>Project 4721-Title II Project 1787 - Instructional Leadership</p>

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	<p>Throughs based on D2D, DA, Evaluation rubric will be conducted by:</p> <ul style="list-style-type: none"> • By district and school leaders once a month. • By school-based teams (P, AP, RC) and a district leader twice a quarter. <p>3. PD will be provided at each principal's meeting on these indicators (identified form 2015-2016 teacher appraisal data)</p> <ul style="list-style-type: none"> • Indicator #5- Engages Students • Indicator #7- Cognitive Load • Indicator #10- Questioning 			
Objective 7: Enhance instructional leadership capacity of teacher leaders.	<ol style="list-style-type: none"> 1. Utilize teacher leaders to assist with POST. 2. Encourage teacher leaders to participate in professional development and share upon return. 3. Utilize teacher leaders to facilitate appropriate professional development. 	<p>PD Calendar</p> <p>List of Teacher Leaders who work as PD Facilitators.</p>	<p>Principals</p> <p>Coordinator of PD</p> <p>Teacher Leaders</p>	<p>Project 4731- Title I, Part A</p> <p>Project 4721- Title II</p> <p>Project 1722 - Instructional Staff Training</p>
Objective 8: Reduce sick, personal, and unearned leave absences of employees.	<ol style="list-style-type: none"> 1. In addition to each payroll, monitor leave on a monthly basis. 2. Follow the unearned leave practice of notifying employees of ability to take FMLA. 3. Develop procedures that govern when to begin FMLA as well as run FMLA and sick leave concurrently. 	<p>Monthly payroll reports</p> <p>Skyward data</p> <p>Developed procedures</p>	<p>Finance Department</p> <p>Principals</p> <p>Administrative Services</p>	<p>Indirect Costs</p>
Objective 9:	<ol style="list-style-type: none"> 1. Revise HRMD. 	<p>HRMD</p>	<p>Administrative</p>	<p>General Funds</p>

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Develop policies, protocols, and procedures to ensure that system and school leaders have access to hire, place and retain qualified professional and support staff.	<ol style="list-style-type: none"> 2. Increase access to Teachers-Teachers.com for aide in recruitment. 3. Increase collaborative recruitment efforts with a district recruitment team. 4. Increase salaries to be competitive. 5. Form a committee to help develop policies and procedures for Human Resources. 	<p>List of recruitment activities</p> <p>Salary schedules</p>	<p>Services</p> <p>Director of HR</p> <p>Coordinator of PD</p>	<p>Project 1709 - T2T</p> <p>Project 1706 - AIT</p>
<p>Objective 10: Educate all instructional staff on Florida standards, curriculum guides, appropriate assessments and support them through professional development.</p>	<ol style="list-style-type: none"> 1. Update instructional tool kits. 2. Utilize PLCs to discuss Florida Standards. 3. Monitor the use of the standards mastery test to ensure pace of curriculum map. 4. Provide professional development according to master-in-service plan. 	<p>Tool kits</p> <p>PLC agendas</p> <p>Professional development offerings</p> <p>Standards mastery reports</p>	<p>Coordinator of PD</p> <p>Instructional Services</p> <p>Coordinator of Accountability Principals</p> <p>Reading Coaches</p>	<p>Project 1723 - Special Needs</p> <p>Project 4721- Title II</p>

Mrs. Garcia and Mrs. Wise shared the following information during the Focus Area 3: Human Capital portion of the power point presentation.

Objective 1:

- How to build Staff Development with all staff members.
- Emphasize Enhancing Teacher Performance through Staff Development chart.

Objective 2:

- Build capacity for sustainability.

Objective 3:

- Develop a good pool of applicants.

Objective 4:

- Goal to increase the beginning teachers salary to \$40,000, to be competitive with neighboring counties.

Objective 5:

- Further emphasized positive feedback and the use of social media.

Objective 6:

- Shared an in-depth look at Professional Development for the areas listed.

Objective 9:

- Create a Human Resource procedure to retain all employees.

Objective 10:

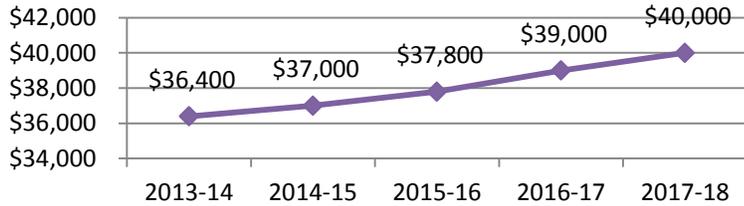
- Refer staff back to the updated instructional tool kits.

Board Member Arnold commented that he would like to see the teacher positive feedback statistics broken down by school.

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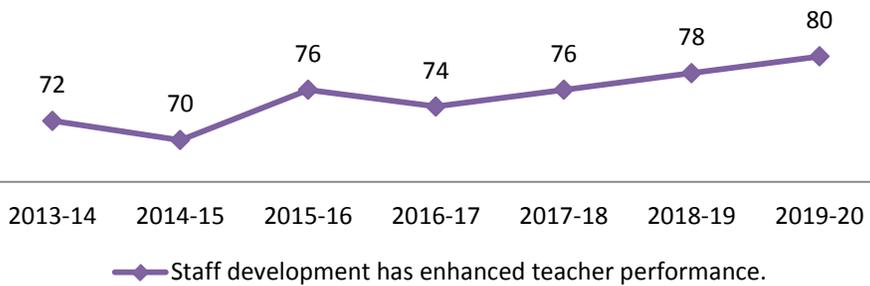
Chairmen Morgan commented that the beginning salary is good for recruiting. Mrs. Morgan said that she would like to see the complete salary schedule competitive to be able to retain teachers on any step.

Beginning Teacher Salary

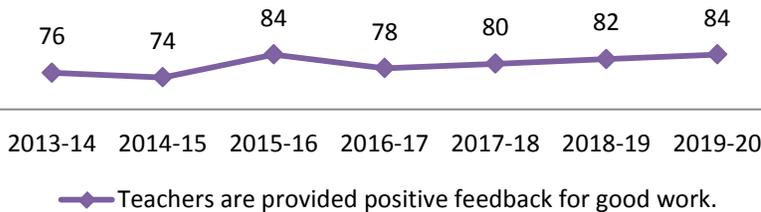


Superintendent Kenworthy commented on the importance of getting the beginning teacher salary to \$40,000 in order to remain competitive with surrounding districts.

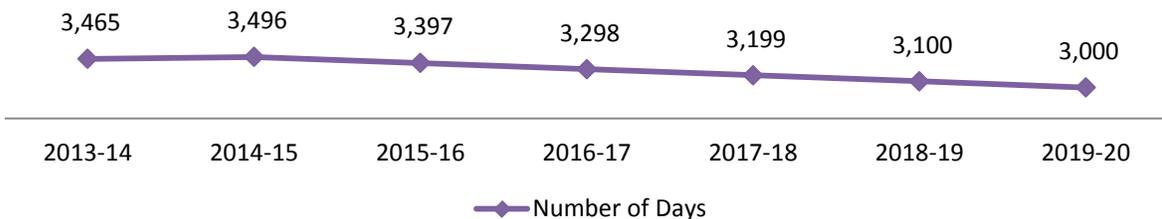
Enhancing Teacher Performance through Staff Development



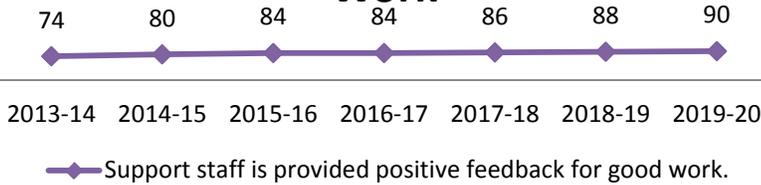
Teachers are Provided Positive Feedback for Good Work



Number of Teacher Absences



Support Staff is Provided Positive Feedback for Good Work



The data for 2013-14 and 2014-15 are percentages based on responses entered by staff on Climate Surveys. The following years show the goal for increasing positive responses.

Superintendent Kenworthy introduced Renée Geeting, Assistant Superintendent of Administrative Services, to present information on Focus Area 4: District Systems.

Mrs. Geeting reviewed each Objective and Strategy as shown on the power point presentation. Mrs. Geeting explained the program areas that have been implemented, completed and notes of interest in other areas.

Focus Area 4: District Systems

Desired State All departments will work smart and efficiently to support student achievement	Division Priority			
	<ul style="list-style-type: none"> • Support technology for standards achievement and business functions. • Ensure all facilities are in pristine condition, safe, and conducive to learning. <ul style="list-style-type: none"> • Partner with our community to enhance student success. 			
Objectives	Strategies	Monitoring Tools	Responsibility	Funding
Objective 1: Be 1:1 by 2019-20.	1. Create professional development plan for each school site that is 1:1. 2. Provide teachers with ELA standards and technology matrix. 3. Develop plan to provide devices to remaining schools. 4. Ensure infrastructure is in place through 3 rd party evaluation. 5. Explore feasibility of placing Wifi on busses.	Creation of plan T4 (Teachers Train Teachers in Technology) plan and training documents Report from 3rd party evaluation	IT Principals of Selected Sites Director of Operations	Project 1777 - DCP Capital Funds
Objective 2: Utilize the highly qualified sync between Skyward Student and Skyward Business to achieve high school	1. Set-up Skyward training for HQ sync. 2. Develop procedures for implementing the sync and monitoring the system. 3. Provide training to those	Development of high school master schedule for 2017-18	Director of HR Director of IT Principals	IT Budget

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scheduling.	involved.		Assistant Superintendents	
Objective 3: Write policies and procedures that align all district systems.	<ol style="list-style-type: none"> 1. Identify areas in which written policies and procedures are needed inside departments and or jobs. 2. Identify a plan of dissemination for searchable written policies and procedures. 	Written policies and procedures	All Administrators	Indirect Costs
Objective 4: Continue to implement cost effective strategies to address capital needs.	<ol style="list-style-type: none"> 1. Prioritize needs based on safety and security. 2. Align funding sources with principal needs. 	<p>Long range plan for capital needs</p> <p>Capital budget - SREF</p>	Director of Operations	Capital Budget
Objective 5: Continue researching possibility of special facilities construction for Okeechobee High School.	<ol style="list-style-type: none"> 1. Research traffic patterns at OHS. 2. Research correction of draining problem. 3. Examine hiring lobbyist. 	Plans and completion of projects	<p>Board Members</p> <p>Superintendent</p> <p>Director of Oper</p>	<p>Capital Budget</p> <p>General Funds</p>
Objective 6: Monitor workers' compensation claims.	<ol style="list-style-type: none"> 1. Worker's compensation reports will be pulled monthly. 2. Safe School training will be utilized by all employees during the 2016-17 school year. 3. Employees requiring medical attention will be drug tested and required to complete a Safe School's module relating to their accident. 	<p>Tracking through Safe Schools platform</p> <p>Origami System reports</p> <p>SREF</p>	Assistant Superintendent for Administrative Services	<p>General Funds</p> <p>Project 1742 - Drug Testing</p>
Objective 7: Create a system of support for atypical student behaviors.	<ol style="list-style-type: none"> 1. Formulate protocols for all schools by the behavioral analyst. 2. Identify strategies, resources and interventions 3. Sequence of steps and timeline for interventions. 	<p>Development of protocols</p> <p>Lists of strategies and interventions</p>	<p>Director of ESE</p> <p>Behavioral Analyst</p> <p>Assistant Principals</p>	Indirect Costs
Objective 8: Provide Skyward trainings for job-alike groups.	<ol style="list-style-type: none"> 1. Review policies and procedures. 2. Train principals, assistant principals, data processors and guidance, include district office. 	<p>Policies and Procedures</p> <p>Training Agendas</p>	<p>Director of IT</p> <p>IT Data Specialists</p>	IT Budget

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	<ol style="list-style-type: none"> 3. Implement Skyward PD center. 4. Utilize NEFEC personnel for Skyward training. 			
<p>Objective 9: Achieve District Accreditation by 2019-20.</p>	<ol style="list-style-type: none"> 1. Host 2-day meeting to set the stage for process. 2. Review standards and complete checklist by school. 3. Align district initiatives. 4. Upload documents. 5. Complete all components of the Strategic and School Improvement Plans. 6. Host Accreditation Team in 2017. 	<p>Checklists</p> <p>Uploaded Documents</p> <p>Accreditation</p>	<p>Director of Student Services</p> <p>Principals</p> <p>School Leadership Teams</p> <p>Assistant Superintendents</p>	<p>Project 4721-Title II</p> <p>District Funds A & A budget</p>
<p>Objective 10: Continue Academic Parent Teacher Teams, APTT, in four elementary schools.</p>	<ol style="list-style-type: none"> 1. Develop academic focus for each grade. 2. Market participation through social media. 3. Collect participation data. 	<p>Participation data</p>	<p>Coordinator of GSP</p> <p>Principals</p>	<p>Project 4731-Title I, Part A</p>
<p>Objective 11: Increase breakfast and lunch participation.</p>	<ol style="list-style-type: none"> 1. Investigate alternative serving line opportunities. 2. Serve more homemade food items. 3. Increase menu variety. 4. Offer reimbursable meals from carts. 5. Use contests to entice/increase participation. 6. Explore on-line payment opportunities. 7. Marketing/Educating of food service programs. 	<p>Food Service POS data</p> <p>Menus</p>	<p>Supervisor of Food Service</p> <p>Food Service Managers</p> <p>Webmasters</p>	<p>Food Service Budget</p>
<p>Objective 12: Implement HB41 regarding hazardous walking conditions.</p>	<ol style="list-style-type: none"> 1. Investigate current hazardous walking conditions for compliance. 2. Explore grants for funding. 3. Create <i>safe routes to schools</i> committees including county and city staff. 	<p>List of hazardous walking conditions</p> <p>Grant applications</p> <p>Committee Minutes</p>	<p>Supervisor of Transportation</p> <p>School-based committee</p>	<p>Potential Grants</p>

Mrs. Geeting shared the following information during the Focus Area 4: District Systems portion of the power point presentation.

Objective 1:

- All schools 1:1 by 2020.

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- Wireless will be reevaluated at all schools next week.
- Explore WIFI on busses to provide internet access for students in rural communities.

Objective 2:

- This process should help with high school scheduling.

Objective 3:

- For example this could help with the Personnel Transaction Form process and procedure.

Objective 5:

- The items listed will all be summer projects.
- Superintendent Kenworthy stated that Lobbyist Paul Hawkes will tour Okeechobee High School and attend the September 8, School Board meeting to provide feedback and offer ideas for next steps. Senator Grimsley and Representative Pigman have also been invited.

Objective 6:

- Workers Comp claims have historically gone up and down every other year. Claims will be examined by site, and then by area, to see if added training will assist with claims at those sites and those injuries. Injured employees may receive training to prevent another injury.

Objective 7:

- A behavioral analyst has been hired, protocols will be set.

Objective 8:

- First FTE Training is scheduled for the first early release day.

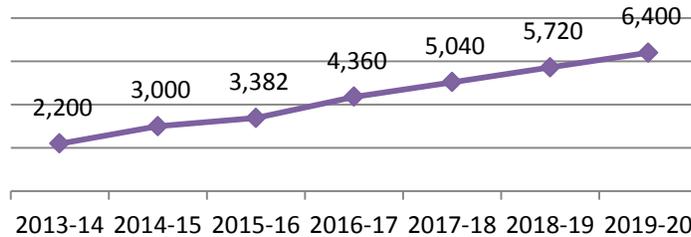
Objective 10:

- APTT is in four elementary schools and being piloted at YMS this year. The fifth elementary school has Literacy First, a three year program.

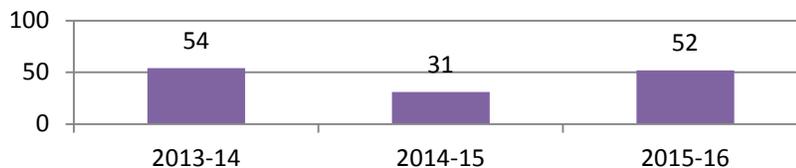
Objective 11:

- Establish outside serving lines as an additional outlet for reimbursable meals.

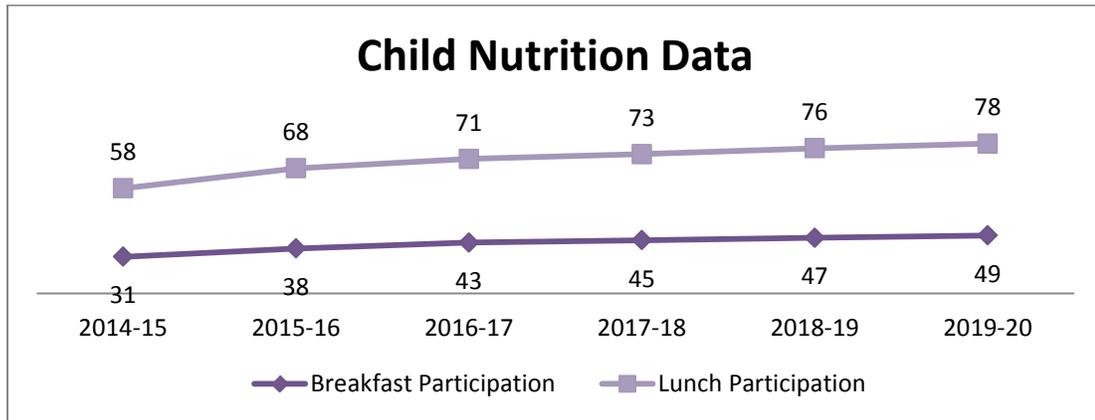
of Computers



WC Claims needing Medical Attention



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There seems to be a rolling number of Workers' Compensation claims every other year that need medical attention.

The chart above reflects plans for the District to be 1:1 by 2019-20

Superintendent Kenworthy distributed a copy of the responses from stakeholders regarding the Strategic Plan.

Member Arnold stated that attendance is a big problem. Chairmen Morgan said that she appreciated the feedback form. The CTE offerings were discussed; specifically what qualifies a program to be high skill and high wage.

III. Adjournment

The workshop concluded at 8:00 p.m. The final public hearing for 2016-17 millage rates and the budget as well as a regular business meeting will be held at 6:00 p.m. on Thursday, September 8, 2016. All meetings will be held at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

Signature on File
Malissa Morgan
Chairman

Signature on File
Ken Kenworthy
Superintendent of Schools