

I. Call to Order

Call to Order: Chairman Arnold

Present: District 1 – Joe Arnold, Chairman
District 2 – Malissa Morgan, Vice Chairman
District 4 – India Riedel
District 5 – Jill Holcomb

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

Absent: District 3 – Dixie Ball

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

II. Presentation of Proposed Strategic Plan

Superintendent Kenworthy opened the workshop by stating that the proposed Strategic Plan is focusing on multiple years at the request of the Board. The Strategic Plan will also serve as a score card, when data is available, and will hopefully provide more information to the School Board on a timely basis. The District administrators met on June 24th and July 22nd for brainstorming sessions and to talk about plans for the District moving forward. In those meetings, there were four focus areas identified: Academic, Student, Human Capital, and District Systems. The administrators looked at the Vision Statement, *Achieving Excellence: Putting Students First*, and decided the statement should stay as is. Then, after discussing the Mission Statement, it was decided to revise it to be shorter and more to the point as follows: *To prepare students to be college and career ready and function as productive citizens.* The Core Values will remain the same: *PRIDE – Perseverance, Respect, Integrity, Dependability, Ethics.*

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. These areas were presented as shown below, discussed by the Board, and no changes were made.

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 smart and 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.

The Board and Superintendent reviewed and discussed Focus Area 1: Academic.

Focus Area 1: Academic

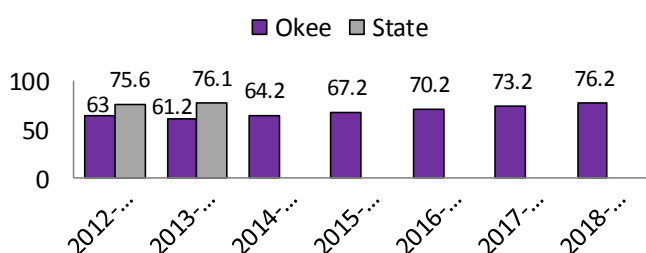
Desired State	Division Priority
All students will be academically prepared to enter post-secondary education or a career of their choice.	<ul style="list-style-type: none"> • Improve engagement in standards driven instruction from bell to bell. • Increase proficiency on state assessments. • Ensure career and college readiness.
Objectives	Strategies
The District will: 1. Increase the percentage of students on grade level in reading and math on i-Ready. 2. Exceed the state average in all state assessed areas by 2019-20. 3. Increase the annual number of industry certifications 5% every year through 2019-20. 4. Increase the number of students earning an Associate’s Degree to 20 by 2020. 5. Increase the graduation rate to the current state average by 2020. 6. Increase the duplicated enrollment in dual enrollments classes to 1,000 by 2020. 7. Administer interim assessments for all state assessed subjects. 8. Implement the Florida Standards Implementation Plan. 9. Increase the promotion rates. 10. Track Direct Instruction evaluation indicators.	1. Provide professional development on engagement. 2. Develop a glossary of terms related to Florida Standards and the evaluation. 3. Monitor instruction through monthly instructional rounds. 4. Ensure the use of curriculum maps in all subject areas. 5. Calibrate administrators on the evaluation using an outside party and provide professional development on effective feedback on instruction. 6. Focus PLCs on standards based instruction and instructional shifts. 7. Develop, create, or modify interim assessments and use them to drive instruction. 8. Incorporate literacy and math into elective classes to provide real life context.

<i>i-Ready</i> READING			
DIST.	Diagnostic 1	Diagnostic 2	Diagnostic 3
Gr K	29%	59%	80%
Gr 1	16%	52%	74%
Gr 2	26%	53%	68%
Gr 3	35%	56%	72%
Gr 4	18%	35%	44%
Gr 5	24%	30%	37%
Gr 6	24%	33%	33%
Gr 7	23%	31%	32%
Gr 8	24%	32%	33%

<i>i-Ready</i> MATHEMATICS			
DIST.	Diagnostic 1	Diagnostic 2	Diagnostic 3
Gr K	16%	40%	66%
Gr 1	10%	42%	67%
Gr 2	10%	40%	65%
Gr 3	18%	49%	69%
Gr 4	31%	58%	72%
Gr 5	25%	41%	58%
Gr 6	26%	38%	38%
Gr 7	10%	24%	31%
Gr 8	10%	14%	19%

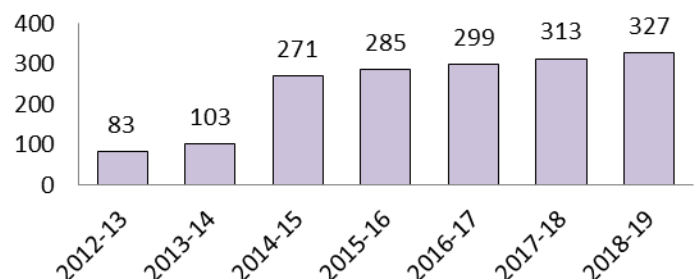
The i-Ready data for reading and math is collected three times per year: during the first two weeks of school, in January, and at the end of the school year. i-Ready data can be given to the Board on a monthly basis.

Graduation Rate



This chart lists the latest graduation data available from the state which is for 2013-14. The following years through 2018-19 are projected goals.

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.

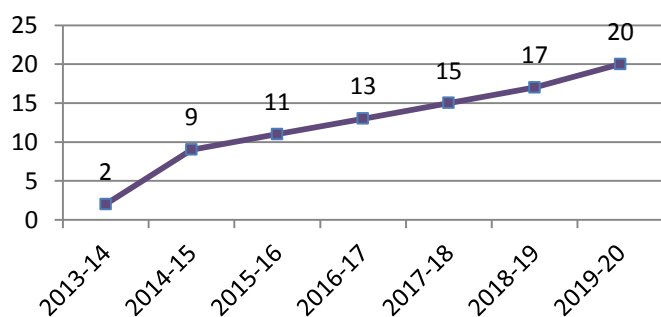
Promotion Rates Grades 3-10			
Grade	Number Retained	End of Year Membership	Promotion Rate
3	66	548	88%
4	5	513	99%
5	0	466	100%
6	15	396	96%
7	27	454	94%
8	19	481	96%
9	46	515	91%
10	46	437	89%

Science Grades 5, 8, Biology			
Grade	Okee % Passing	State % Passing	Gap
5	36	53	-17
8	31	48	-17
Bio	59	65	-6

US History			
Grade	Okee % Passing	State % Passing	Gap
Hist	51	66	-15

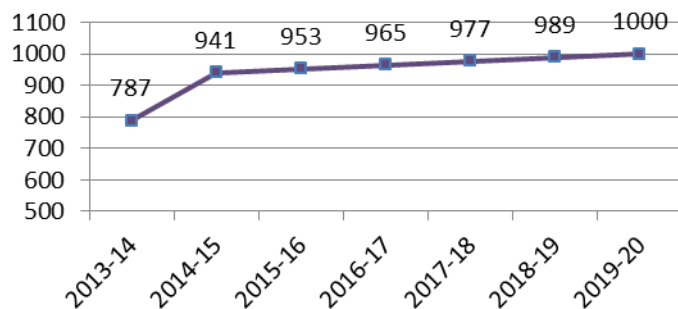
Civics			
Grade	Okee % Passing	State % Passing	Gap
Civics	48	64	-16

Students with AA Degrees



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

Dual Enrollment Participation



The dual enrollment numbers above are a duplicated count.

DIRECT INSTRUCTION	Performance Values (Check One)			
	U	NI/D	E	HE
Performance Responsibilities				
5. Engages all students in the work of the lesson from start to finish.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Ensures all students are working with content aligned to the appropriate standards for their subject and grade.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Organizes instruction so that students are carrying the cognitive load in the classroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Ensure that all students demonstrate that they are learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Adjusts instruction for all students, including students with disabilities and students who have limited English proficiency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Uses a range of questioning and discussion techniques to promote higher level thinking aligned to curriculum standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Monitors learning activities providing feedback and reinforcement to students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Renée Geeting, Assistant Superintendent for Instructional Services, presented information on the following items:

- Review of Florida Standards Implementation Efforts: Okeechobee County Schools

This is an external examination of the District's efforts in implementing the Florida Standards conducted by Sue Z. Beers, Consultant, and Florida Association of District School Superintendents (FADSS) representative, Don Griesheimer. The examination was focused around four key questions:

1. Is there a common understanding of the Florida Standards and does a shared, common vision of effective implementation exist among all stakeholders?
 2. Does the curriculum, instruction and assessment of the standards clearly align and is professional development adequate to prepare teachers and administrators in the development and alignment process?
 3. Are the roles of all stakeholders clearly defined and are responsibilities carried out with fidelity to the intent of the standards?
 4. Do the policies, practices, and procedures of the district provide systemic support for the changes necessary for full implementation of the standards?
- Okeechobee School District – Florida Standards Implementation Plan
FADSS provided the outline for this plan based on the Review of Florida Standards Implementation report written by Sue Z. Beers. The plan includes the following sections:
Section 1: Develop common language and understanding of the instructional shifts inherent in the Florida Standards.
Section 2: Examine and align district sanctioned curriculum, instruction, assessment, and professional learning.
Section 3: The role of district and building leaders in implementing the Florida Standards.
Section 4: Organizational policies and structures that support effective implementation of the Florida Standards districtwide.

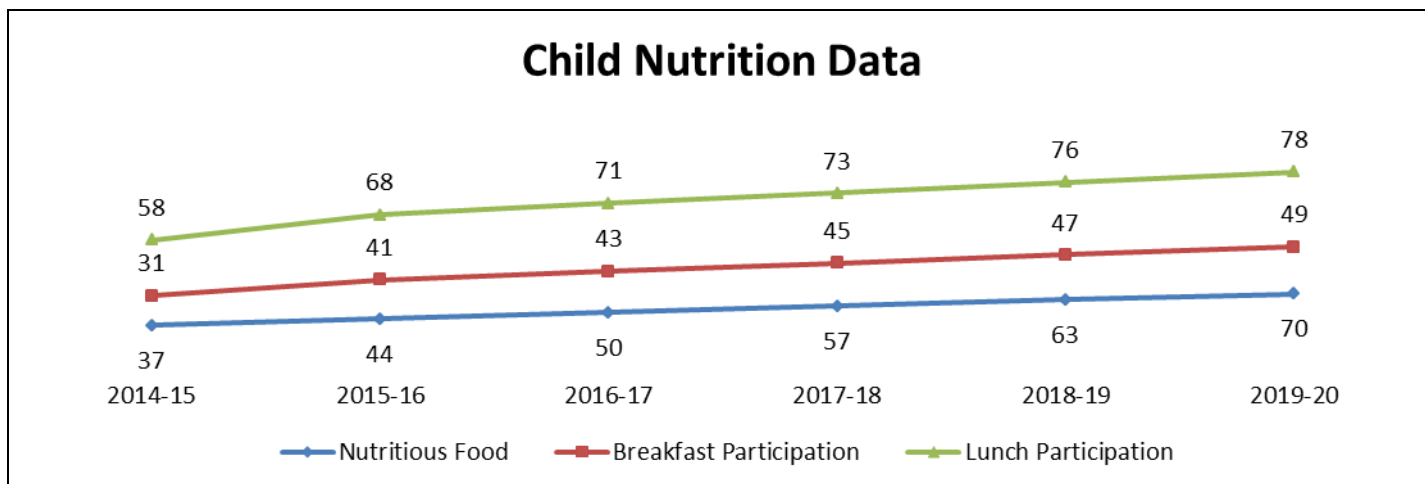
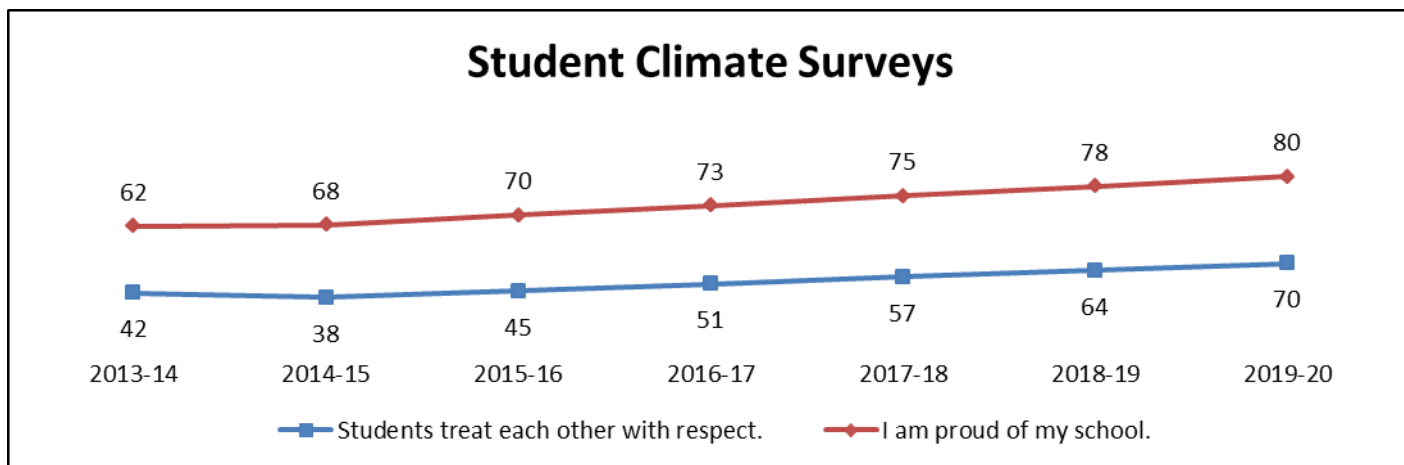
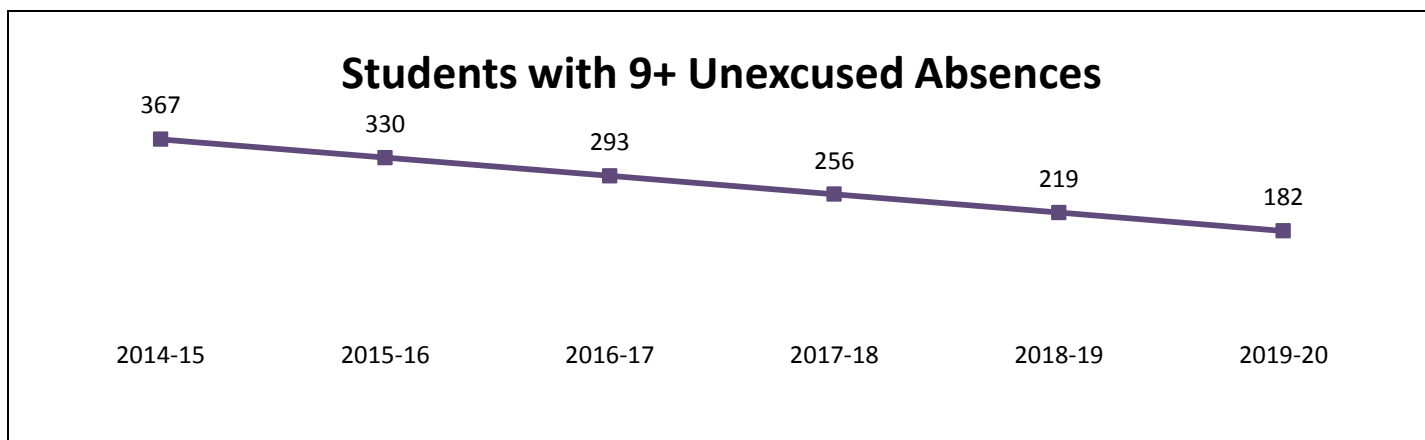
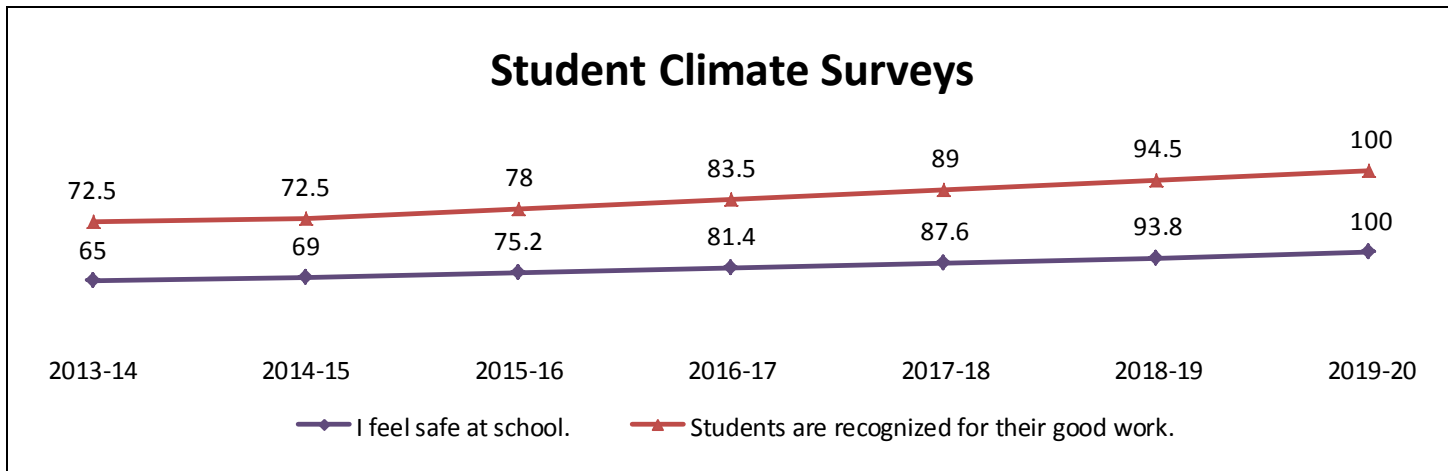
Mrs. Geeting also presented information and examples for the following:

- Curriculum Maps
- Instructional Shifts
- Standards
- Test Design Summary and Blueprint
- Item Specifications
- Sample Test Materials
- Instructional Evaluation

The Board and Superintendent reviewed and discussed Focus Area 2: Student.

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
The District will: <ol style="list-style-type: none"> 1. Provide support groups focused on student needs at every school. 2. Teach Character Education/PRIDE initiatives at all schools. 3. Decrease the number of students with excessive absences. 4. Increase the positive responses to the climate survey statement, <i>"I feel safe at school."</i> 5. Extend STEM opportunities for middle school students. 6. Increase the participation in the child nutrition program. 7. Provide Universal Free Breakfast to every student. 8. Increase the positive responses to the climate survey statement, <i>"Our school serves nutritious food."</i> 9. Increase the positive responses to, <i>"Students are recognized for their good work."</i> 	<ol style="list-style-type: none"> 1. Develop more enrichment opportunities for student activities. 2. Enhance recognition, reward, and incentive programs for students. 3. Improve serving line configurations to decrease wait time. 4. Improve food quality with fewer processed selections. 5. Expand instructional opportunities outside the school day. 6. Monitor attendance and implement the attendance policy precisely. 7. Examine discipline statistics and provide conflict resolution, bullying and harassment counseling, and character education, etc. when patterns arise. 8. Provide timely, targeted interventions, enrichments, and resources to all students to ensure their academic and behavioral success. <p><i>Added by the Board:</i></p> <p>9. Ensure Level 1s and 2s are receiving additional instruction to reach proficiency.</p>



Toni Wiersma, Director of Student Services, presented information regarding the following areas:

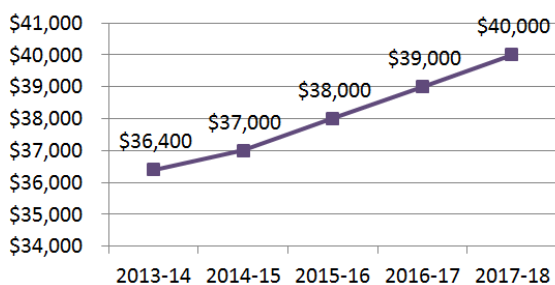
- Attendance
- Consistency in reporting discipline offense codes districtwide for the School Environmental Safety Incident Report (SESIR)
- Middle School Early Warning System – Senate Bill 850
- Student Responses on the Climate Survey

The Board and Superintendent reviewed and discussed Focus Area 3: Human Capital.

Focus Area 3: Human Capital

Desired State	Division Priority
All employees will be invested in academic achievement.	<ul style="list-style-type: none"> • Fully staff schools and departments with skilled employees. • Develop proficiencies so that all employees are performing at a highly effective level. • Improve attendance of faculty and staff.
Objectives	Strategies
<p>The District will:</p> <ol style="list-style-type: none"> 1. Educate all instructional staff on Florida standards, curriculum guides, appropriate assessments and support them through professional development. 2. Enhance teacher performance through staff development based on prioritized needs identified through teacher appraisal data and deliberate practice plans. 3. Achieve Master Board Certification. 4. Increase professional development opportunities for classified staff. 5. Revise the Human Resources Management Development Plan. 6. Implement the Affordable Care Act. 7. Provide access to 457 Plan for employees. 8. Increase beginning salary to \$40,000 by 2017-18. 9. Provide employees positive feedback for good work. 10. Reduce sick, personal, and unearned absences of teachers. 11. Conduct extensive research on recruitment and retention of employees and address areas of concern. 	<ol style="list-style-type: none"> 1. Implement the wellness policy to incorporate wellness information and activities for employees. 2. Provide training for custodians through Supplyworks. 3. Implement efforts to streamline recruiting process. 4. Ensure grading policies and practices are being followed including updating Family access in a timely manner. 5. Ensure that all employees provide internal and external customers with outstanding customer service. 6. Develop and practice servant leadership. <p><i>Added by the Board:</i></p> <ol style="list-style-type: none"> 7. Increase collaboration between teachers to build banks of lessons that reach the full depth of the standard.

Beginning Teacher Salary

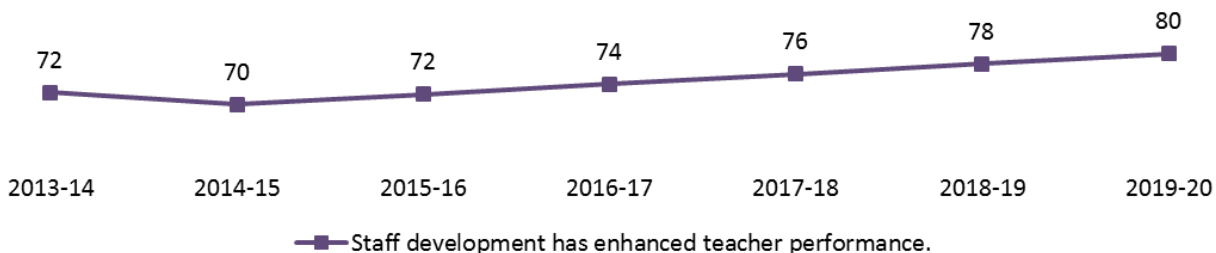


Superintendent Kenworthy commented on the importance of getting the beginning teacher salary to \$40,000 in order to remain competitive with surrounding districts.

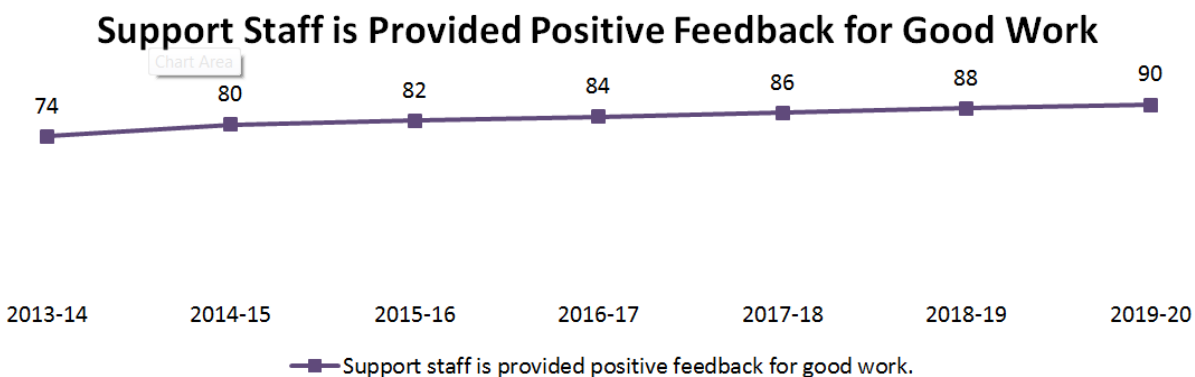
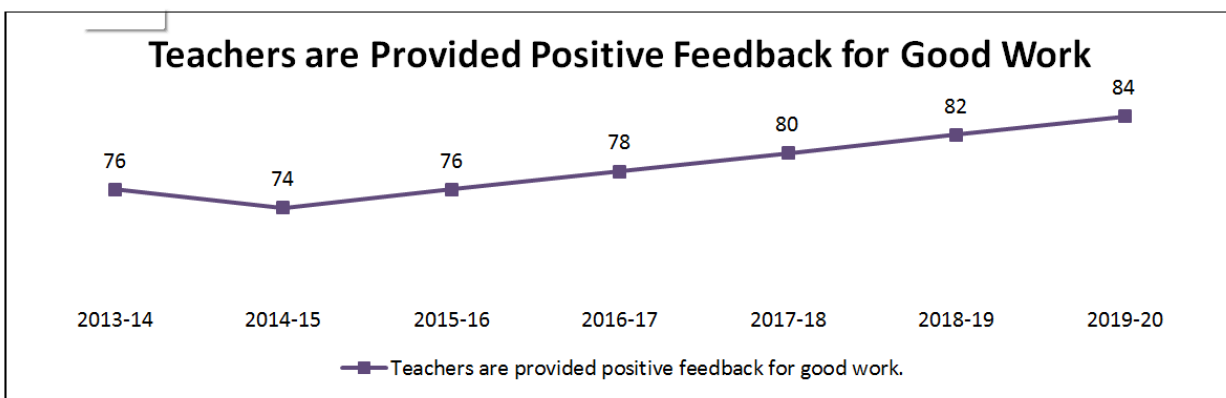
Master Board Certification	
Session	Dates
Master Board Forum	5/7/15 - 5/8/15
Conducting Effective Board Meetings	9/22/15
The A+ Plan for School Boards: How School Boards Impact Student Achievement	TBD
Improving Student Achievement by Aligning the Work of the School District: Linking the Strategic Plan, the Budget, and School Improvement	TBD

The School Board is in the process of completing Master Board certification.

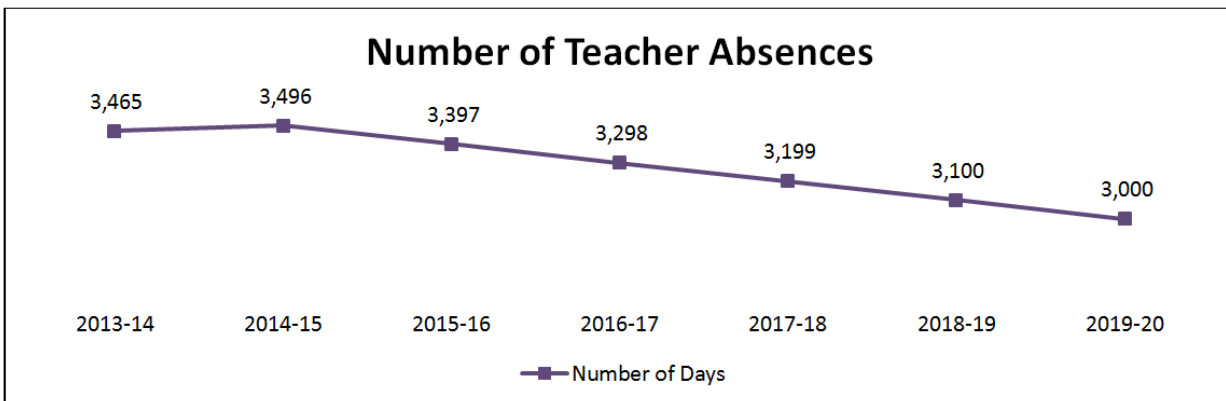
Enhancing Teacher Performance through Staff Development



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.



The data on the two charts above show percentages of responses from Climate Surveys of staff for 2013-14 and 2014-15 and the goal for future years. Also discussed was the newly implemented training for custodial staff by SupplyWorks.



The Board discussed the number of days absent for teachers as well as District policies for absences of staff, wellness initiatives for staff, and attendance incentives which could decrease the number of absences in the future. Also discussed were the qualifications for substitute teachers.

Donna Garcia, Coordinator of Staff Development, provided information regarding the following professional development and teacher support initiatives in the District:

- The BOLD (Building Okeechobee Leadership Districtwide)
- Project One (New Teacher Program)
- Project Plus (Teacher Mentoring)

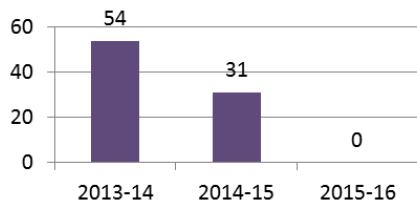
Mrs. Garcia provided information to the Board regarding Instructional Rounds. She also mentioned that she is providing a copy of the book, "Mindset" for teachers regarding the expectation for students success.

The Board and Superintendent reviewed and discussed Focus Area 4: District Systems.

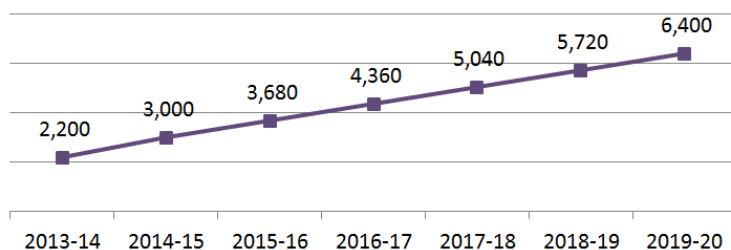
Focus Area 4: District Systems

Desired State	Division Priority
All departments will work smart and efficiently to support student achievement.	<ul style="list-style-type: none"> • Support technology for standards achievement and business functions. • Ensure all facilities are safe, in pristine condition, and conducive to learning. • Partner with our families and community to enhance student success.
Objectives	Strategies
The District will: <ol style="list-style-type: none"> 1. Be 1:1 by 2019-20. 2. Complete Phase III plans for new high school through the Special Facilities Program. 3. Implement Sub-Finder program to decrease calling times and decrease use of paraprofessionals for subbing. 4. Continue seeking recognition as a Healthy Florida School District. 5. Implement new routing software to improve efficiency in 2016-17. 6. Implement HB 41 regarding hazardous walking conditions. 7. Monitor workers compensation claims. 8. Implement and follow the existing attendance policies accurately and timely. 9. Achieve District Accreditation by 2019-20. 10. Develop a long range plan to address capital needs such as HVAC, roofing, furniture, and buses. 11. Implement and or continue Academic Parent Teacher Teams, APTT, in four elementary schools. 	<ol style="list-style-type: none"> 1. Procure funding for increased hardware and professional development to implement 1:1 initiative. 2. Devise a 3-year plan to address all capital needs during special facilities construction. 3. Meet with all stakeholders in the design phase of the new high school. 4. Form a district committee to research the feasibility of District Accreditation. 5. Increase the level of meaningful parent engagement at home, school, and the district level to support learning. 6. Ensure that all schools are safe and secure.

WC Claims needing Medical Attention



of Computers



There was a significant drop in Workers' Compensation claims last year that needed medical attention. The goal for next year is to see zero claims.

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

Minutes of
Okeechobee County School Board Workshop
August 19, 2015
6:00 p.m.

Lonnie Steiert, Coordinator of Grants & Special Programs, provided an overview of the APTT (Academic Parent Teacher Team) program. The program was piloted last year at North Elementary School and had tremendous interest and involvement of parents and students. The program creates a more personal atmosphere for the teacher, parent(s) and student to regularly review student progress and discuss plans for academic achievement. There are also schoolwide group events at the school for the APTT program, and attendance went from 672 in the beginning of the program to 1,428 in attendance at the last meeting of the year. Mrs. Steiert mentioned that there are plans in progress to incorporate APTT into professional development for teachers.

III. Adjournment

The workshop concluded at 8:45 p.m. The final public hearing for 2015-16 millage rates and the budget as well as a regular business meeting will be held at 6:00 p.m. on Thursday, September 10, 2015. All meetings will be held at 700 S.W. 2nd Avenue, Okeechobee, Florida.

OKEECHOBEE COUNTY SCHOOL BOARD

(Signature on File)

Joe Arnold
Chairman

(Signature on File)

Ken Kenworthy
Superintendent of Schools