

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

**DIVERSITY COMMITTEE
Kathleen C. Wright Administration Center
August 13, 2009**

SUMMARY

CALL TO ORDER

Prior to the meeting, there was a performance by the ESOL Playback Players, under the direction of Darby Hayes. The meeting was called to order, at 7:28 p.m. by **Roland Foulkes**, Chair, with a quorum.

Diversity Committee Members Present:

Stephanie Desir-Jean	Bapthol Joseph	Leslie Sparks
Randy Fleischer	Cynthia Oliver	Barbara Williamson
Roland Foulkes	Catherine Owens	Suzanne Yach
Julian Gazzano	George Pedlar	Alyce Zahniser
Patrick Jabouin	Michael Rajner	
Jeanne Jusevic	Regina Santiago	

Members Absent:

Andy Ansola	Marguerite Luster	Ernestine Price
Dr. Veda Bailey	Phoebe Francois	Student Representative
Yvette Colbourne	Nancy Rogan	Graham Rabinowitsch
Andrew Lewis		

Diversity & Cultural Outreach Staff:

Jean D. Darius, Coordinator; Terri Jones; Maryse Nelson; Nancy Weintraub

District Staff:

Dr. Joanne Harrison, Deputy Superintendent, Educational Programs/Student Support; Dr. Katherine Blasik, Associate Superintendent, Research Development & Assessment; Jack Ciminera, Database Researcher III, Research Services; Angela Coluzzi, Director, Network Integration/ETS; Dr. Jeanine Gendron, Director, Instructional Technology; Ruth Johnson, Specialist, Innovative Programs; James Kane, Instructional Materials; Michele Rivera, Director, Learning Resources & Instructional Material; Jeff Stanley, Director, School Applications/ETS; Robert Waremburg, Director, Supply Management and Logistics; Linda Whitehead, Director, Teacher Development/HRD

Guests:

Darby Hayes, Arts Integration Specialist & ESOL Playback Players (Biviana Andrea; Maria Chavarro; Anderson Honore; Siomara Loschiavo; Jean Millen; Liliana Ryan; Ivan Zamora); Randi Burger; Clementees Foulkes; Anita Ferguson; Morayma James; Wanda Ortiz; Abraham Rashid

APPROVAL OF THE AGENDA

The Committee adopted the Agenda.

APPROVAL OF THE MINUTES

The Committee approved the June 4, 2009 minutes with the following changes:

MOTION by Ms. Jusevic, 2nd by Ms. Williamson: “remove from the minutes the comings and goings of members such as (Alyce Zahnizer arrived 6:45 p.m.) in the May minutes and stop this practice immediately.”

Passed 15-0

CHAIR’S REPORT, Roland Foulkes

Mr. Foulkes wished **Dr. Harrison** a Happy Birthday and advised the Committee that she would be leaving the Broward County School system at the end of the month.

Dr. Harrison announced that she started as a Kindergarten school teacher at Dillard Elementary and went on to serve as a Principal; worked in the Human Resources Department; and served as an Area Superintendent and Deputy Superintendent. She worked with the Diversity Committee for the past eight years. She stated that although the work of the Committee is not complete, she knows that they are pleased with the progress that has been made. She thanked the Committee and informed the members that it has been her pleasure to serve. **Dr. Harrison** announced that **Dr. Verda Farrow** would be the Interim Deputy Superintendent. **Ms. Jusevic** thanked **Dr. Harrison** for her guidance and support in helping cultivate her in becoming Advisory Chair and then also educating her on understanding the processes.

MOTION by Mr. Gazzano, 2nd by Ms. Jusevic: “That the Diversity Committee formally recognize Dr. Harrison for her commitment and dedication, loyalty and passion over the years to the Diversity Committee, its issues, agendas, and concerns.”

Passed 15-0

DIRECTOR’S REPORT, Jean D. Darius

Mr. Darius informed the Committee that **Dr. Watts**, Director, Diversity & Cultural Outreach Department, was unable to attend the meeting as a result of challenges to her daughter’s health.

Mr. Darius announced the following items:

- “Broward County Public Schools Highlights”, which lists 100 accomplishments for which the District received recognition during the 2008-2009 school year;
- District Updates, which lists the names of students who have been acknowledged throughout the country; and
- Proposed Process and Timeline, for the Diversity Committee’s response to the 2008-2009 CCC Annual Report.

The **Chair** discussed the timeline with staff and agreed that the Committee should provide feedback.

Mr. Darius presented a DRAFT copy of the Proposed Indicator Revisions table. The document will be delivered to the Committee before the September 8, 2009, School Board Workshop. No vote is required tonight. **Mr. Darius** encouraged the Committee to review the document and forward their comments to the Diversity & Cultural Outreach Department, by Friday, August 21, 2009.

Mr. Darius announced that a Chair, Vice-Chair, and Coordinator meeting is scheduled for Friday, August 21, 2009, at 10:00 a.m. in Conference Room B, 10th Floor, Kathleen C. Wright Administration Center. He extended an invitation to members who would like to voice their concerns about the Proposed Indicator Revisions table.

Mr. Darius asked members to sign-up for one of the four groups in the new subcommittee structure (for the sole review of the CCC Report), so that they can commence the review of the 2008-2009 CCC Report. Each subcommittee will work on two conditions, so that the work is evenly divided. A sign-up sheet was circulated.

Mr. Rajner stated that a conversation should eventually take place regarding the overall subcommittee structure, in order to discourage a lack of quorum. He suggested the matter be tabled until later. **Mr. Rajner** stated that it's a recipe for disaster if the Committee does not prepare for success.

Mr. Foulkes presented a copy of the letter he sent to the School Board, regarding the definition of Educational Equity, on the Diversity Committee's behalf. He provided a copy of pages 8 and 11 from the 2007-2008 CCC Report, as reference to the mandates given to the Committee as a result of the CCC Settlement Agreement Status Report. It guides the work of the Committee. **Mr. Foulkes** reminded the Committee that they have had this conversation before. He informed the new members that the term for the Committee ends in November, at which time reappointments and new appointments will take place.

OLD BUSINESS

PRESENTATION, DR. KATHERINE BLASIK, ASSOCIATE SUPERINTENDENT, RESEARCH DEVELOPMENT & ASSESSMENT

Dr. Blasik presented a PowerPoint that was presented at the August 11, 2009 School Board Workshop. Both the Committee and the Board conveyed that information learned over the years regarding each indicator should be revisited to determine if the data has changed. **Dr. Blasik** is aware that the Committee is concerned about meeting indicators that are set at 100%, and is extremely interested in knowing the progress of each indicator. She informed the Committee that the ultimate goal is to have the indicators align with the CCC conditions and the Site Visit Instrument. She stated that there might be future changes to the document. Staff was present, in case the Committee wanted clarification on the data being presented.

Dr. Blasik presented the 2008-09 Update to the Citizens Concerned About Our Children (CCC) Settlement Agreement PowerPoint. (See Attached.)

QUESTIONS & CONCERNS

CONDITION 1 – AVAILABILITY OF TEXTBOOKS:

Ms. Oliver asked why schools wait until the end of the high school senior year to collect student obligations, and if there is an obligation penalty at the end of every year. She feels it is unfair to parents to wait until the end to have them pay back a large obligation amount. **Dr. Blasik** stated that once a student incurs an obligation, several times during the year, but minimally at the end of each school year, the parents are notified of that student's obligation. There are no penalties that would impact a student's learning. Data has shown that the students are more inclined to pay their debt at the end of their senior year because they want to participate in Prom, Homecoming, Grad Night, etc. A Student Obligations Committee has been established to develop recommendations to be presented to appropriate groups and stakeholders for feedback. **Dr. Blasik** informed the Committee that the District received a waiver from buying new literature books as a cost saving measure.

Ms. Williamson is concerned about indicator 1.2 (*The school has implemented a plan that allows each student (grades 1-12) to take textbooks home*, which shows that the indicator was Met. The report indicates that each student has a textbook, but during site visits she has witnessed students with no textbooks. She asked how the survey works. She said not all students in Broward County have a textbook. She is happy to know that students will be informed on where to go and what to do if they do not have a textbook.

CONDITION 2 – TECHNOLOGY ANALYSIS:

Mr. Gazzano asked, "Out of all the classrooms in the District, what percentage has Promethean boards?"

Ms. Oliver asked, "What is being done with technology to get seniors ready for college?" She feels there should be an increase in technology availability for those students, because a lot of the college exams are being presented online. Students should be prepared for that experience.

CONDITION 3 – STANDARDS OF SERVICE:

No comments

CONDITION 4 – AP/HONORS COURSES:

Ms. Owens would like to see IB courses included in the sub-group. She shared that her child just graduated from an IB program and that college administrators and admissions departments look at IB programs. She wants the Board to increase IB visibility throughout the District.

Mr. Gazzano asked about the feasibility of having IB courses in elementary and middle schools, and for the percentage of AP courses vs. the total number of high school courses in the District. He added, "Of those Broward high schools that made the national list, what percent have AP courses vs. the rest of the high schools in Broward County?" He asked for the number of AP courses offered at these schools.

Mr. Gazzano referred to the recent *Newsweek* article that listed 10 Broward County high schools that made the national list of the best high schools in the country. Cypress Bay High and Nova were mentioned.

Ms. Jusevic asked, “What is the pass rate of the high schools’ AP courses? What is the difference in pass rates between high schools on a block schedule and the other schedules?” She stated that she has always had a problem with Indicator 4.1 (*The school delivers AP core courses to every high school*), because offering an AP course is different from passing it. The high schools are held to a different standard. It is more relevant on whether or not the student passes the course.

Ms. Williamson wanted to know how many AP teachers were trained this summer. She reminded the Committee that there were free courses for AP teacher training during the summer and that principals were urged to send someone. It was not mandated.

Mr. Fleischer reminded the Committee that most of the information being requested was part of the Ad Hoc Committee’s report. However, the IB information was not included. He is not certain if it had been distributed to the Committee as of yet. **Dr. Blasik** stated that pass rates and general training information are in tables online. The percent that passed the test and the best high schools are also online. Pre-IB feasibility for elementary and middle is already in place; however, she will make certain the data is consolidated.

CONDITION 5 – ATHLETIC AND EXTRA-CURRICULAR ACTIVITIES:

Ms. Owens would like to see a component about providing transportation to students for extra-curricular activities because, with majority/minority schools, a lot of students cannot participate.

CONDITION 6 – MEDIA CENTERS:

Ms. Oliver stated that several schools on the east side are behind when it comes to media. She wants more emphasis on equality in this area.

CONDITION 7 – STUDENT DISCIPLINE & SUSPENSION:

No comments

CONDITION 8 – FIVE-YEAR CAPITAL PLAN:

Ms. Oliver asked what is measured to determine “MET” and wanted clarification on what the Capital Plan is. **Dr. Blasik** responded that, on an annual basis, all plans for facilities are looked at for the next five years. The Board identifies priorities district-wide, and then revises them again five years out. The information is located online, and the public can view what is planned for each school.

Ms. Oliver asked, “What is being done about the planned projects that are incomplete at schools located in the east?” **Ms. Jusevic** stated that she is very knowledgeable about the budget because she attends the hearings and workshops. She informed the Committee that the State Legislature has moved the millage rate from one pot of money (capital improvement dollars) to the operating fund. This has drastically reduced the District’s ability to fund capital projects. The Capital Plan virtually doesn’t exist because the ability to purchase bonds has also been affected. **Ms. Jusevic** commented that individuals can get upset as much as they want, but until people actually understand what the budget is, what the budget crisis is, and take some sort of action with Tallahassee no projects will be funded anytime soon. Every District has lost projects and new schools. She announced that **Dr. Parks’** District lost two elementary schools, one middle school, and a high school. **Ms. Jusevic** again restated that every District has lost enormous amounts of Capital Projects because the funds are not there.

Ms. Owens commented that, “It’s not the issue about Capitalization Budgets. It’s about compliance. If we say that we’re gonna have a consistent facility projects, that is clearly visible and transparent, then the projects with budgets that’s been approved for two years, and with promises made to the school, of what they’re going to do within those projects. We should track these projects if they’re still not done.” She attended a meeting at Hallandale High School, in which they listed all items that were already budgeted and that they intended to completed over the summer. Only one item was Capital Budgeted; everything else was already preplanned and committed to. She discovered today, that none of those items were done. She has also noticed this failure at Miramar High, Boyd Anderson High and Parkway Middle; which are consistently majority/minority schools. She wants to see a compliance factor woven into the condition.

Ms. Yach stated that any person can ask for whatever they want; however, the Florida State Constitution and law dictate that the budgets be balanced. She agrees with parity and equity, but asked that the Committee take the law into consideration.

Mr. Pedlar informed the Committee that he recently spoke against the Budget deficits that the School Board has been experiencing. Two weeks ago a meeting took place with the School Board, in which information was disclosed as to where they are, presently. He does not feel that the Diversity Committee meeting can address those issues anymore than they have done already. He respectfully suggested that the remaining time be used to address concerns that could be addressed. **Mr. Pedlar** said that there is nothing else that can be done at this time regarding the budget. They have already discussed what they can and cannot do with their funds. Therefore, no amount of talking will change or improve the situation. **Dr. Blasik** announced that the District will be taking another hit where the budget is concerned.

CONDITION 9 – STUDENT ASSIGNMENT & REASSIGNMENT:

Dr. Blasik stated that Policy 5004, which has already been to a Board Workshop, will be discussed at several Board meetings.

The presentation was concluded.

CHAIR’S COMMENTS

Mr. Foulkes announced that the Ad Hoc Committee on Site Visitation Form meeting scheduled for Monday, August 17, 2009, at 5:00 p.m. in the Pre-Function Room, of the Kathleen C. Wright Administration Center, has been cancelled. He suggested that members contact **Mr. Fleischer** if they have questions.

Mr. Foulkes reminded the Committee that they have an obligation to read through the Superintendent’s Report and have a legal obligation to write a formal response to that same report. Per Policy 1.7, all committees sunset in November, at which time the School Board reappoints old members and appoints new members. As a result, the Diversity Committee starts the year with a new Committee. The Diversity Committee’s Response to the Superintendent’s Report was presented at the May 26, 2009, Workshop. The Diversity Committee’s Response to the Superintendent’s 08-09 Report will be presented at the December 8, 2009, Workshop. The Committee should have its first DRAFT Response to present at the November 5, 2009, Diversity Committee Meeting. **Mr. Foulkes** reminded the Committee of how important it is to read reports and make notes. He asked that Staff email the

Recommendations section of its Response to the 2007-2008 Superintendent's Report, so members can avoid "rehashing" the same issues.

Mr. Foulkes informed the Committee that the vote taken earlier regarding excluding the arrival and departure times of members during the Diversity Committee meetings, was the result of a District decision because quorum was being lost, and nothing was being done. **Mr. Rajner** suggested that the matter be given to the School Board Attorney for an opinion on. **Mr. Foulkes** indicated that once quorum was made a priority and noted in the minutes, both attendance and the amount of work accomplished improved. **Ms. Williamson** stated that her issue is with the arrival time that is being logged in the minutes. She has a history of showing up on time for all meetings; however, on one occasion she showed up late because of a public function that was taking place in the immediate vicinity of the meeting location, which prevented her from gaining immediate access into the parking garage. Instead she had to drive around back streets in order to gain entry into the parking area.

NEWLY PROPOSED CCC INDICATORS

Dr. Blasik presented a DRAFT Proposed Indicator Revisions table with a quick overview (See Attached). She reminded the Committee that their feedback is needed before it is presented to the Board. The document lists all the indicators that currently exist, along with the information that has been acquired over the years. Some changes were proposed because indicators were addressed in the past. Others warrant another look. The criteria that exists does not really take progress into consideration. **Dr. Blasik** indicated that one major change is that hard data now exists. An electronic system is available for high schools. Another process exists for elementary and middle schools. Some data show student-by-student and course-by-course information, such as who has and who does not have books. Indicators suggested for elimination are accompanied by the rationale behind that decision. Where data was not initially available, customer surveys were used. In terms of reporting, the response can only be "Met" or "Not Met".

Based on an example **Dr. Blasik** gave about eliminating an indicator that always shows that it is being met, **Mr. Fleischer** asked how the Committee would know if a school, such as Dillard High, does not have a textbook coordinator if that indicator no longer exists. **Dr. Blasik** responded that the list of coordinators is available online and that Area Superintendents are responsible for making sure that each school has a textbook coordinator. She again reminded the Committee that the document is a DRAFT of recommendations. After feedback from the Diversity Committee, additional recommendations will be presented to the Board.

Mr. Joseph asked, "Who does what?" with the data collected from the Site Visitation Instrument. **Dr. Blasik** responded that once data is made available and gaps are identified, the District must respond and determine what can be done to decrease the gap. The objective is to first align the indicators, and then align that information to the Site Visitation Instrument. This will allow the Diversity Committee access to information for each school and also feeder schools. The aligned Site Visitation Instrument will help the Committee verify the information and come up with solutions for schools that have issues. **Dr. Blasik** reminded the Committee that this process came about due to their request for a stronger tool to help identify additional areas that need to be addressed in a particular school.

Mr. Joseph asked if once the Instrument is aligned to the indicators, better data would be collected, which would help the District to close the gap. **Dr. Blasik** said the statement is correct.

Dr. Blasik continued her overview of the Proposed Indicator Revisions table. She said that some indicators would be viewed based upon their progress. Progress will be defined. The proposal is if a school can demonstrate significant progress, then that area can be noted as being in compliance. **Ms. Jusevic** stated that, based on the years that she went on site visits, one of her main concerns was having hardware, but not the up-to-date software. She noticed that there are no indicators that would help measure whether or not the software is up-to-date. Another concern is, although students have access to computers, laptops, and technology, that does not necessarily mean they know how to use it. **Ms. Jusevic** said that the District is so concerned about Staff training, that focus is not being given to how students are being trained. **Mr. Fleischer** announced that a lot of changes have been made to the Revised Site Visitation Instrument, such as: Describe programs that are used in each grade, the computer programs, and the year programs were published. Describe the wireless network access. How many computers are there for students in each grade? Are the computers integrated to instruction? Is there reliable network connectivity, and when was it last refreshed on the computers?

Dr. Blasik stated that the most drastic changes have taken place with Condition 3, Student Standards of Service, i.e., Is the achievement gap being closed? Is the achievement gap being closed for subgroups? Are the students graduating? The biggest change is recommending the Indicators be eliminated because they are institutionalized and change the focus to the Standards of Service. The question will be asked, "Is student achievement being improved?" FCAT results and graduation rates are used as the marker for standardization.

(Motion to extend the meeting 30 minutes approved).

The recommendation is to continue with all of them; however, the criteria for compliance will be changed. That way the schools can have some flexibility in offering a minimum of three courses.

Mr. Foulkes pointed out that the Diversity Committee did not meet for the month of July 2009. He said that the Site Visitation Instrument and Indicators have been revamped. This is new information which is critical to the next phase of the Committee's work.

(Motion to extend the meeting 15 minutes approved).

Dr. Blasik informed the Committee that Staff would like to provide an overview of the issues and feedback from the Diversity Committee. She asked that the Committee give Staff their comments as soon as possible because they are preparing for the next Board Workshop. Staff would like to present that information to the Board, and then provide a final draft of the document once the Board's input has also been collected.

SUBCOMMITTEE REPORTS

SITE VISITATION, Bapthol Joseph

Mr. Joseph reported that a copy of the subcommittee's report was being distributed. He thanked **Mr. Fleischer** and the Ad Hoc on Site Visitation Form for their work on the Site Visitation Instrument. **Mr. Joseph** stated the gist of his report is that the subcommittee accepted the proposal of the Research Development & Assessment Department regarding realigning the indicators with the instrument. He stated that the new document will be an outcome-driven Instrument, which will help the Committee

do a better job. **Mr. Joseph** asked for a consensus of the Committee regarding the subcommittee's acceptance of the proposal from the Research Development & Assessment Department. **Mr. Foulkes** asked for a general consensus. **Mr. Fleischer** stated that it makes a lot of sense to align the documents. The Committee agreed.

NEW BUSINESS

Mr. Jabouin presented a Resolution, requested by Board Member Phyllis Hope via the Diversity Committee - which was to be presented to the School Board:

RESOLUTION: "That the Diversity Committee send to the School Board of Broward County this Resolution in commemoration of Performer and Visual Artist Michael Jackson and as a celebration and recognition of ALL K-Adult Performing and Visual Arts programs and initiatives throughout Broward County's Public Schools."

Mr. Fleischer called for point of order. He stated that there is no longer a quorum and therefore the item could not be voted on.

After discussion, no action was taken.

Meeting ended 9:15 p.m.

**The next Diversity Committee meeting is scheduled for September 3, 2009 at 6:30 p.m.,
in the BECON MGM Room.**

These minutes are summarized and were recorded at the August 13, 2009 Diversity Committee Meeting. If any Committee member, or other interested party would like more detailed information as to the contents of this summary, contact the Diversity & Cultural Outreach Department at 754-321-2090.