

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

**DIVERSITY COMMITTEE MEETING  
Broward Education Communications Network (BECN)  
September 4, 2008**

**SUMMARY**

**CALL TO ORDER**

The meeting was called to order, at 6:35 p.m. by **Roland Foulkes**, Chair, with a quorum.

**Members Present:**

Jawhar Badran	Julian Gazzano	Michael Rajner
Dr. Veda Bailey	Lina Gioello	Nancy Rogan
Cedric Douglas	Bapthol Joseph	Regina Santiago
Randy Fleischer	Marguerite Luster	Barbara Williamson
Roland Foulkes	George Pedlar	Suzanne Yach
Phoebe Francois	Ernestine Price	

**Members Absent:**

Patrick Jabouin	Simone Ruiz-Narcis	Zach Fertel, Student Rep.
Jeanne Jusevic	Alyce Zahniser	LaToya Jackson, Student Rep.
William Knight	Alex Lange, Student	Daniel Starman, Student Rep.
Sherry Reece	Advisor Designee	

**Diversity & Cultural Outreach Staff:**

Jean Darius, Coordinator; Mercedes Hardisson; Latricia Lauture; Maryse Nelson; Marion Williams; Nancy Weintraub

**District Staff:**

Dr. Joanne W. Harrison, Deputy Superintendent, Education Programs & Student Support; Dr. Katherine Blasik, Associate Superintendent, Research Development & Assessment; Steven Friedman, South Area Director School Improvement; Dr. Michaëlle Pope, South Central Area Director School Improvement; Sharon Airaghi, North Area Superintendent; Sylvester Davis, Director, District Maintenance/Physical Plant Operations; Joel Smith, Director, Alternative Education/Dropout Prevention; Robert Waremburg, Director, Supply & Logistics; Jack McDonald, Physical Plant Operations, Zone 1; Jack Ciminera, Specialist, Research & Evaluation

**Guests:**

None present

(Ms. Rogan, Ms. Francois, and Ms. Williamson arrived at 6:40 p.m.)

## **APPROVAL OF THE AGENDA**

The Agenda was approved as amended, with the removal of a presentation on proposed State Constitutional Amendments 5, 7, 9.

## **APPROVAL OF THE MINUTES**

The Committee approved the minutes of August 7, 2008, with the following correction. Page 4, Paragraph 1, Lines 3, 4: Insert the word “*protected*”, to read, “...the ability for individuals to gain private, protected information.”

## **DIRECTOR’S REPORT**

The Director’s report was presented by **Jean Darius**, Coordinator, Diversity & Cultural Outreach Department.

**Mr. Darius** referred to the protocol for emails. He said Diversity Committee members are encouraged to refrain from using emails as a platform for discussion on issues that may be brought forward for consideration by the Committee for a vote. He said the protocol is to forward items to the Diversity & Cultural Outreach Department, which will then send the information to the Members. Mr. Darius referred to the Sunshine Law.

On May 13, 2008, the **School Board** requested updated photos of those presented by **Mr. & Mrs. Fertig** at a **Board** workshop. Staff took pictures at the schools referenced in the presentation. **Mr. Notter** invited the **Diversity Committee** to visit the nine schools to see the referenced areas for themselves. The “walk-throughs” will be scheduled through the **Chair** and the **Site Visitation Subcommittee**.

## **INFORMATION REQUESTS UPDATE**

- Regarding the number of Haitian-Creole teachers, the District advised that it does not track the race or ethnicity of applicants. The Department will work with Mr. Joseph to explore ways in which this information could be obtained.
- Regarding information about teachers currently in DROP, additional information will be provided prior to the October meeting.
- Regarding the number of ESE students enrolled in Career Technical Education, current data was distributed to the members.

**Mr. Darius** reminded Subcommittee chairs to give the October meeting dates to **Maryse Nelson** prior to their leaving at the end of the meeting.

## **CHAIR’S REPORT**

**Mr. Foulkes** announced that the **School Board** received the Anti-Bullying Policy 5.9 Procedural Manual. Once the Policy has been adopted, it will appear on the District’s website.

## **OLD BUSINESS**

### Protected Information

**Dr. Harrison** spoke to the issue of protected information and HIPAA requirements. She advised that the District and ETS follow the same guidelines as those for student management. A “log-on, a pass-

on, and all the security steps” apply. All medical information and ESE information are confidential. All security safeguards will apply to the Discipline Management System.

**Ms. Luster** asked how information concerning student misconduct would be forwarded to law enforcement personnel. **Dr. Harrison** responded that information will be forwarded via the Incident Report process. She said emphasis is being placed on consistency and continuity between the Discipline Management System and the implementation of the Discipline Matrix.

**Mr. Douglas** asked about the removal of information from the records. He wanted to know how a parent would be able to tell if information deemed to be invalid or unfounded was removed or had, in fact, been acted upon and found to be without merit. How would a parent know if a referral had been removed, or why it had been removed? He asked how a parent would be able to track the reports to see if a pattern develops indicating a problem exists somewhere, for instance, a problem that might exist between a teacher and a student. **Mr. Douglas** wanted to know who would actually benefit from deleting a referral. The **Chair** asked that the **District** look into this issue. **Dr. Harrison** said she would bring this question to the **District’s** in-house committee and present a response through staff. **Mr. Douglas** emphasized that he is concerned about a parent’s ability to access information.

#### **2006-2007 SUPERINTENDENT’S ANNUAL STATUS REPORT**

**MOTION by Ms. Price, 2<sup>nd</sup> by Ms. Luster: “That the diversity committee rescind the decision to accept the 2006-2007 Superintendent’s CCC Settlement Agreement Status Report.”**

After much discussion, there was a **Motion to Table**. Discussion included the following points:

- Many of the Members who voted for the Report are no longer on the Diversity Committee.
- Members who were not on the Committee were being asked to vote on a Report they have never seen.
- Some Members questioned the appropriateness of this Motion.
- Some Members felt that by accepting the Report, they had indicated agreement with the District that it was in compliance with the conditions of the Settlement Agreement.

**Mr. Darius** pointed out that Policy 1.5 states that the **Diversity Committee** is to prepare an annual report which incorporates a review of the Superintendent’s Annual Report to the School Board and community on the implementation of the terms of the CCC Settlement Agreement. He said this does not mean a “simple up or down vote.” The Diversity Committee will decide what is included in its report.

**Mr. Darius** said his recollection is that the vote last year was to accept transmittal of the Report, not to accept the information within the Report. **Mr. Douglas** asked what the gain would be in voting to rescind. **Mr. Badran** answered that the “play on words” expressed by **Mr. Darius** was interpreted differently by **Mr. Notter** when, during a meeting, he said that the **Committee** voted to approve last year’s Report. That is a different interpretation of the word “accept”.

**MOTION by Mr. Joseph, 2<sup>nd</sup> by Ms. Price: “To table motion by Enerstine (sic) Price to rescind acceptance of the Superintendent CCC Report (06-07) until the October 2, 2008 meeting.”**

**Motion passed 15-1**

The **Committee** requested that a copy of the 2006-2007 Superintendent's Report be forwarded to all members for review and comparison to this year's report. The Report should be received by the members prior to the **Ad Hoc Committee's** meeting, scheduled for September 19.

## **PRESENTATIONS**

CCC ANNUAL REPORT, by Dr. Katherine Blasik

(**Dr. Blasik's** report was accompanied by a PowerPoint presentation on the *CCC Settlement Agreement Status Report, 2007-08*. The **Chair** asked that all questions be held until the end of the presentation.)

**Dr. Blasik** began her presentation by stating the Report is an update of the CCC Settlement Agreement. The document that was distributed to the Members does not suggest that the District is in full compliance. There has been a lot of progress in many areas. However, there are some areas in which there is still quite a lot of work to be done.

The Report showed a comparison of results over the past three years. Under the Status column, it will show whether or not an Indicator has been met. If it has not been met, there will be a brief statement indicating what steps are being taken to address it.

### Condition 1 - Textbooks

**Dr. Blasik** asked **Mr. Waremburg** to talk about the new Electronic Textbook Tracking System that is being developed. The system will include bar-coding all books, thus enabling the District to track them. He said the contract for this system will be going to the Board for approval in October 2008 and will take about 18-24 months to implement District-wide. A manual tracking system is being developed for one year, which will include a verification component, so that the data will be available while the electronic system is being rolled out. That data will be included in next year's Report.

**Dr. Blasik** referred to the Committee's request to look at how the District is doing at recovering costs associated with lost textbooks, materials, and other obligations. There is a differential of \$3 million between costs recovered and outstanding obligations. The District is exploring better mechanisms for tracking and recovering these obligations.

### Condition 2 – Technology

**Mr. Ciminera** noted that the State had eliminated the Public Support Technology Funds in 2006-2007. That Indicator (2.1) is now N/A. All other Indicators have been met.

### Condition 3 – Standards of Service

**Mr. Ciminera** stated that all four of the Indicators have been met. Still being worked on are the End of Course Assessments and Primary Grade Testing.

### Condition 4 - AP and Honors Courses.

**Dr. Blasik** said Broward "gets a lot of very positive support for AP and Honors courses." She said a lot of that comes from the District's ability to identify students who are "ready or nearly ready" to enroll in these courses. The District has shown a marked improvement in the enrollment of minority students. The Strategic Plan has set a goal of 15 AP courses in every high school by 2010. **Dr. Blasik** said the District has almost reached that goal.

#### Condition 5 – Athletic and Extra-Curricular Activities

The District is still working on meeting the standards for athletic facilities. The goal for “Satisfactory Condition” is at 78.3% Met. The goal for core Extra-Curricular Activities is at 78.9% Met.

#### Condition 6 – Media Centers

5 of 8 Indicators have been met. The exceptions are 6.1, balanced collection; 6.5, expenditures; and 6.8, age of the collection. **Dr. Blasik** explained that sometimes these Indicators overlap. If a school gets rid of outdated books, it may take a while to replace all of them. So the numbers don’t always indicate where the school is in the process of updating and maintaining the collection. She said the District will be more aggressive in following up on the schools’ monthly reports.

#### Condition 7 – Student Discipline

4 of the 7 Indicators have been met. 7.2 and 7.3, both of which have to do with the Discipline Matrix, are at 38.3% and are being addressed. 7.4, alternatives to alternative suspension, is at 99.5%.

#### Condition 8 – 5 Year Capital Plan

While all five of the Indicators have been met, **Dr. Blasik** explained that the criteria for ADA compliance is different for schools built before or after 1993. However, the needs of ESE students requiring access to facilities, programs, and classrooms are accommodated, regardless of when the school was built.

#### Condition 9 – Student Assignment/Reassignment

**Dr. Blasik** stated that the four policies related to Student Assignment/Reassignment (Policies 5000, 5001, 5003, and 5004) were amended, allowing for multiple criteria. The Indicator for Condition 9 has been met.

**Dr. Blasik** and **Mr. Ciminera** presented information on the new “Balanced Scorecard”, which will make it possible to place the Status Report on the website with up-to-date information and data. This Scorecard will be accessible to the schools, the Committee, and the public. It will allow accountable District Departments to provide updated information, as it is received, throughout the school year. It is a good way to monitor progress. A demonstration was given on how to utilize this tool. **Dr. Blasik** stated that the Scorecard would be available on the Diversity & Cultural Outreach website.

**Mr. Foulkes** commented that, “The report is moving into real-time for us. That’s a major innovation from where we began. And I want to thank you and staff for listening. There is still more work to be done, but thank you for listening and taking our input seriously.”

The formal presentation ended at this point. The **Chair** opened the floor for questions, limiting them to two per Member. He asked Members with several questions to forward them to the Diversity & Cultural Outreach Department. Responses to those questions are to be forwarded to the Diversity Committee in time for the **Ad Hoc Committee** meeting.

In response to a question by **Ms. Williamson**, **Dr. Blasik** clarified the difference between “Met” and “being in compliance”. If an Indicator shows “Met”, it means that part of the Condition has been met. If all Indicators have been met, then the Condition has been met. If the Indicator has not been Met,

it will state why in the STATUS column next to the appropriate Indicator. **Ms. Williamson** followed up with a question about accessibility of computers and the fact that not all students have a computer at home. **Dr. Blasik** responded that electronic textbooks are an option for students who do have a computer at home. For those who don't, they are able to take home the printed textbooks.

**Mr. Gazzano** asked if the Report addresses IB or Magnet programs at the elementary school level. **Dr. Blasik** said there is a Pre-IB program in middle school, but nothing at the elementary school level. She said IB students take the AP test, but that information is not disaggregated. **Dr. Blasik** said she would get enrollment figures from another source and forward them. **Mr. Gazzano** asked **Dr. Harrison** if the District plans to introduce IB programs at the elementary level. **Dr. Harrison** answered that there will be a School Board workshop in October at which time they will look at "innovative programs across the board." She said information from that workshop would be forwarded to the Committee. **Mr. Gazzano** asked about ROTC programs in the schools. He was advised that ROTC appears on the District's website.

**Ms. Gioello** asked for clarification of the textbook tracking system. She wanted to know if the books could have the name of the school stamped on it to help with the tracking. **Dr. Harrison** advised that it might not be a good idea to stamp the school's name on the book, because students do move from one school to another. If there is a migration of students, for whatever reason, from one school to another, often materials follow that migration so that there wouldn't be a surplus at one school and a lack at another. Having another school's stamp could be misleading. She said it is possible there were concerns in the past, but the District is doing what it can to minimize those problems. To a question about the effectiveness of the verification process, **Dr. Harrison** said the District takes it "very seriously." Quarterly textbook inventories are now required of the schools.

**Dr. Bailey** suggested that Table 2 on Page 3 of the Report would be "more instructive to all of us if all of the Indicators pertaining to one Condition" were listed horizontally instead of vertically. She said, if this were to be redone, she would insert a column at the left with headed "Condition" with the numbers 1-9 under it. The Indicators to each Condition could then be listed horizontally. To her question as to whether or not an incomplete grade could be assigned to a student who has an outstanding obligation, she was advised this cannot be done. Referring to Page 14, Indicator number 3.3, **Dr. Bailey** stated she was advised by a person in the system that the minimum number of grades that is acceptable in a quarter is one. She asked if this is correct. **Dr. Harrison** said she has never heard that one is the minimum acceptable number. However, she said she would look into it and "bring back the actual number."

**Mr. Joseph** suggested there be a notice somewhere with the name of the person who verified the information. Otherwise, how would you know the information is true? **Dr. Harrison** said there would be back-up information to indicate how the data was collected, verified, or determined. She said the District, too, wants to verify where the information is coming from.

**Mr. Rajner** referenced athletic fields and asked if all schools are supposed to have the facilities listed on Page 24, Condition 5.1. **Dr. Blasik** answered that schools must have access to these fields, but do not necessarily have to have them on their campuses. For instance, a school might have an arrangement with a city to use nearby athletic fields located in that city's park. The school would

then have access to an athletic field. Sometimes, it is more cost-effective to do it this way while still meeting the criteria.

(A Motion to extend the meeting for 30 minutes passed 12-4.)

**Mr. Rajner** asked if future Reports would include information related to CTACE and if it would be proper to include that data. The **Chair** stated this information would not be part of this year's Report, but could be a recommendation from the **Ad Hoc Committee**. He said this is a relevant issue for the Diversity Committee to address.

**Ms. Yach** referenced a report on students with disabilities that stated that the District does not collect data on adult students with disabilities who are in the ESOL, GED, or adult basic education programs. She said that is a large population that is being overlooked in the collection of data.

(**Mr. Douglas** left at 8:30 p.m.)

(**Ms. Yach** and **Ms. Santiago** left at 8:35 p.m.)

**Mr. Fleischer** noted the progress that has been made by the District. He said that an area that is crucial to the Report but is missing is data on each school's race, ethnicity, and national origin for students and for faculty and administration. **Mr. Fleischer** then commented on the percentages for AP courses on Page 18, Indicator 4.1a, and said the numbers didn't seem to add up. **Dr. Blasik** responded that the question asked what proportion of each sub-group is participating in AP courses. The numbers indicate an increase or decrease over time. Some of the categories did not have available data until 2006-2007. Consequently, proportions may look skewed. The data shows two things: is the District making progress in closing the gap between groups and is it making progress across a group.

(**Mr. Fleischer** left at 8:44 p.m., at which time the Committee lost quorum.)

**Mr. Badran** asked what is being done to improve collections of student obligations. **Dr. Harrison** addressed the obligations issue. She said it is a struggle for Principals. One of the changes this year is allowing parents to pay the obligations via credit cards. Often the collection comes down to withholding participation in special events when the student is a senior. The District is looking at, and invites suggestions on, how to collect these obligations fairly and humanely. The quarterly textbook report should help in this area, allowing schools to identify when the books are missing so they can try to collect the obligation at that time.

**Mr. Badran** then asked about Indicator 2.3 on Page 10 of the Report. **Dr. Blasik** said the question of the school having a plan to ensure instructional staff is "competent/proficient in the use and application of technology and software" was discussed at a Board meeting. The District requires training; tracking the results of the training; and verification of the accountability piece.

In response to **Mr. Badran's** question about extra-curricular activities, **Dr. Blasik** said the District would be able to check this Indicator earlier and more often to ensure schools offer the programs they are required to offer. **Dr. Harrison** added that the school newspaper is often considered a class rather than an extra-curricular activity. **Dr. Blasik** said some of the schools do not have a printed newspaper.

Instead, they use the school's website. **Dr. Blasik** compared it to the textbook issue – is it electronic or paper?

(The **Chair** noted that he had three Information Requests for consideration. Due to lack of quorum, they would be held until the October meeting.)

**Ms. Luster** asked if all the programs are tracked at all of the campuses of the Dave Thomas Center. She clarified her question by stating that she was concerned about the ratio of computers and printers. **Dr. Blasik** said that information is tracked. She said, "As long as you have the classrooms, you must meet the standard." **Ms. Luster** felt there is a discrepancy in the number of computers shown and the number of computers the school should have. She then commented that "it is a shame that we don't track our ESE population or our students to see where they go after graduation or after dropping out of school." Many of the students "end up in the juvenile justice system or adult education." **Ms. Luster** made the point that the CCC was about ESE students, as well, and expressed her hope that the District would do a better job of tracking them. She commented that, in regards to ADA, she saw many projects cancelled, being planned, or delayed and asked why.

**Ms. Price** referred back to the collection of obligations and stated that some schools have been told that they could only accept cash. If checks, money orders, and credit cards are accepted, this information must be relayed to the schools. **Dr. Harrison** said the District is looking at a Best Practices Committee to see what works best in recovering obligations. **Ms. Price** emphasized accountability. She then asked what the District has in place to ensure all schools are aware of partnerships, resources, and other possibilities for raising funds to provide equipment and programs.

**Ms. Price** stated that students use the same facilities as adult students and share the same equipment. The **Chair** said this raises a question about the Jessica Lundford Act. He said adult students don't go through background checks, and they may be using the same facilities as students while students are present. **Ms. Gioello** asked if the private VPK programs fall under the Act. When she tried to gather information on this subject, she was unable to do so.

Due to lack of quorum, the **Chair** asked the Committee for a consensus on whether or not they would like to extend an invitation to the Superintendent to meet with them in November to discuss the Superintendent's Report. This would take place after the Ad Hoc Committee meeting. The Committee indicated their desire to do so.

#### **SUBCOMMITTEES**

There were no reports.

#### **BOUNDARIES, Jeanne Jusevic**

#### **HIRING PRACTICES, Joe Badran**

#### **SITE VISITS, Bapthol Joseph**

#### **STUDENT ACHIEVEMENT**



**STUDENT SUSPENSION, Marguerite Luster, Ernestine Price**

**TECHNOLOGY**

**AD HOC BYLAWS COMMITTEE, Michael Rajner**

**DISTRICT COMMITTEES:  
CHARTER SCHOOLS TASKFORCE, Cedric Douglas**

**NOVA POLICY REVIEW, Randy Fleischer**

**POLICY 5000, Jeanne Jusevic**

**POLICY REVIEW, Julian Gazzano**

**POSITIVE SCHOOL CULTURE, Roland Foulkes**

**SITE SELECTION, Roland Foulkes**

**STUDENT CODE OF CONDUCT, Michael Rajner**

**TECHNOLOGY ADVISORY COMMITTEE, Roland Foulkes**

**Meeting ended 9:05 p.m.**

**The next meeting is scheduled for October 2, 2008 at 6:30 p.m.,  
in the Board Room at the KC Wright Administration Building.**

**These minutes are summarized and were recorded at the September 4, 2008 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.**