

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

**DIVERSITY COMMITTEE MEETING**

**KCW Administration Building**

**June 7, 2007**

**SUMMARY**

**CALL TO ORDER**

The meeting was called to order, at 6:39 p.m. by **Dr. Pam Brown**, Chair, with a quorum present.

**Members Present:**

Jawhar Badran  
Pam Brown  
Cedric Douglas  
Ellyn Drotzer  
Randy Fleischer  
Roland Foulkes

Julian Gazzano  
Gary Hensley  
Bapthol Joseph  
Jeanne Jusevic  
Marguerite Luster

Ernestine Price  
Barbara Stuart  
Alyce Zahniser  
Rose Espinola, Student Rep.

**Members Absent:**

Lina Gioello  
Andrew Lewis  
George Pedlar  
Sherry Reece

Simone Ruiz-Narcis  
Bernie Schultz  
Ron Simon-Menéndez  
Barbara Williamson

Brittany Stevenson, Student Advisor  
Shelby Berson, Student Rep.

**Diversity & Cultural Outreach Staff:**

Dr. Elizabeth Watts, Director; Jean Darius, Coordinator; Mercedes Hardisson; Terri Jones; Nancy Weintraub

**District Staff:**

Dr. Earlean Smiley, Deputy Superintendent, Curriculum & Instruction/Student Support; Dr. Cary Sutton, Director, Research Services; Jack Ciminera, Research Services

**APPROVAL OF THE AGENDA**

The Chair advised that Mr. Jeff Stanley would not be attending the Diversity Committee meeting, at this time, to discuss the student data breakdown the Hiring Practices Subcommittee had requested. His presentation will be rescheduled at a later date. The Committee adopted the Agenda as amended.

**APPROVAL OF THE MINUTES**

The minutes of May 3, 2007, were approved with the following addition.

On page 2, paragraph 1, under Chair's Report: Mr. Foulkes asked it be noted that he said, "*Mazel tov*" as he congratulated Dr. Brown upon receiving the awards for Outstanding Student of the Year and for the Outstanding Dissertation of the Year.

## **CHAIR'S REPORT, Dr. Pam Brown**

The **Chair** read a letter from former Diversity Committee member **Brian Dassler**. He has accepted one of 15 Fisher Fellowships with the KIPP Foundation which operates a national network of 52 independently run schools. **Mr. Dassler** stated that the Foundation has been nationally recognized for its success in addressing the achievement gap for underserved students. **Mr. Dassler** will be the "founding school leader principal" for the KIPP Foundation's high school, to be built in New Orleans. **Mr. Dassler** will start a "blog" of his adventures in New Orleans. **Dr. Brown** will forward whatever news she receives from **Mr. Dassler** to the Committee. **Mr. Foulkes** stated that deserves a *Mazel tov*, as well.

**Mr. Dan Traeger**, Principal on Special Assignment, was asked to speak to the Committee on high school reform and would like to do that once the upcoming initiative has Board approval. The **Chair** said this might be scheduled for the September meeting. **Mr. Foulkes** referred to a show on BECON having to do with the Talented 20 that would give a "good overview" before **Mr. Traeger** makes his presentation. Staff will look into that.

**Superintendent's Report and the Diversity Committee's Report:** The **Chair** referred to the Motion at the May meeting having to do with the Superintendent's Report. She advised new members that there are two Reports that are expected. "One is by Policy and one is by a Settlement Agreement." The Superintendent's Report is a quantitative report based on indicators that the **Diversity Committee** had helped to formulate and were, "in part, based somewhat on the CCC Settlement." The **Superintendent** used to present the Report in February. On May 17, 2005, by request of the Diversity Committee, the School Board amended Policy 1.5 and changed the deadline to no later than the first board workshop in August. Previously, when it was an informal report, the **Diversity Committee** spoke with the **Superintendent** prior to the report going to the **School Board**. That process has changed. The **Diversity Committee** is now supposed to write a response to the Superintendent's Report, per Policy 1.5. This response is also due in August. The **Chair** stated that, while the date for the Superintendent's Report was changed, the date for the Committee's response to it had not been changed. Additionally, the **Committee** wanted to have input into the Superintendent's Report prior to the Report being finalized. **Dr. Brown** met with **Mr. Notter** to discuss this situation. **Dr. Watts** and **Dr. Blasik** were present at that meeting. **Dr. Smiley** participated via conference call. All agreed there was a problem with the dates as they now stand.

A suggestion that came out of the meeting was to have some sort of joint report from the **Superintendent** and from the **Diversity Committee**. There was discussion on how to take the Diversity Committee's Site Visitation Report, which is basically a "snapshot" of what is happening and put it into the Superintendent's Report. One is qualitative in nature, and the other is quantitative.

**Mr. Notter** wondered if there is a way the **Diversity Committee** could look at the Superintendent's Report, help to identify the gaps, and use the gaps as a basis for determining which schools would be visited in order to monitor the gaps and the action steps from the District to address those issues. The **Chair** suggested that **Mr. Notter** discuss this with the **Chair of the Site Visit Subcommittee** and then discuss this with the full **Diversity Committee**. The **Site Visit Subcommittee** will meet on June 14 and will discuss the idea. The **Interim Superintendent** will come to the **Diversity Committee** meeting in August to discuss this proposal. **Dr. Blasik** would work with the **Diversity**

**Committee** to find ways to truly monitor gaps identified in the Superintendent's Report and the action steps that would be taken to address them.

**Mr. Joseph** related his phone conversation with **Mr. Notter**. He said the **Interim Superintendent** wants to work with the **Diversity Committee** to develop a more effective report. What he proposes is to have the Diversity Committee's Site Visitation Report be presented with the Superintendent's Report as one complete document. Monitoring the gaps is a key component of the proposal.

**Dr. Watts** added that the meeting with **Mr. Notter** and the phone conversation with **Mr. Joseph** were very positive. The proposal lends itself to a true partnership. Truly monitoring the gaps and following up on the progress to ensure the District closes those gaps for the students is a very important and positive step, and a true partnership.

**Mr. Foulkes** wondered if the proposal was for this year or for the future. He said that in April, he had asked **Mr. Notter** for the status of his report and received a letter from him dated May 7 that included a timeline from Research Services for presentation of the Superintendent's Report.

**Dr. Brown** responded that it is her belief that the proposal would be set for next year. The process has already been set in motion with site visits scheduled for 2007-2008 and the Superintendent's Report being moved forward for 2006-2007. She suggested the Committee look at the instruments while doing site visits this year, and identify what needs to change and how it should be changed. **Mr. Joseph** added that it was suggested and agreed upon that the change not take place until the 2008-2009 school year.

**Dr. Brown** reminded the members that, according to Policy 1.5, the Committee's role is to respond to the Superintendent's Report. She said that this year the Committee will continue to follow the process, and there will be a response to the Report.

**Mr. Foulkes** stated that last year the Committee sent approximately 80 comments and recommendations concerning Dr. Till's Report with the understanding that they would be incorporated into the upcoming Report. He suggested copies of those recommendations be given to the Members for reference. He said the recommendations were never followed up on, and that this needs to change.

**Mr. Badran** referred back to the timeline, which indicates the rough draft of the Report will go to Senior Management on June 11. The final draft will be presented on June 18. The Report won't be presented to the **Diversity Committee** until three months later on September 6. The **School Board** will get the Report on August 10. He said the sooner the Committee gets the Report, the sooner they can begin to identify the gaps. He asked if there is some way this can be expedited. **Dr. Brown** responded that, as it stands now, the Committee responds to the completed Report, not the draft Report. The three months that it takes makes sense when you consider the departments involved in the revisions and the time it takes to make the changes. **Dr. Smiley** said there is a process in place for making revisions on documents such as this, and this process requires formal scheduling. For instance, the documents have to go to **Senior Management** three times and then to the **Board** for a retreat. It is about providing time to read the document, ask questions, and respond at the **Senior Management** level to see if there are gaps. Revisions are made, and the document moves on. She said, "We are the sixth largest school district in the nation, and things do take time."

In response to a question by **Mr. Foulkes** about posting the Report on the Internet, **Dr. Smiley** responded that when the Report goes to the **Board** it is a matter of public record. **Ms. Jusevic** stated that it would actually be posted on August 14 as backup material for the **Board** retreat.

**Dr. Brown** reminded the Committee that the bottom line is that it is the Superintendent's Report, not anyone else's report, and he would like to have all the figures and documentation checked and double checked prior to releasing it. Until it is a joint report, she doesn't understand why the Committee would have input into it. The Committee's responsibility, as it stands, is to respond to the finished Report. Whether or not this is a good idea has nothing to do with what Policy 1.5 states. It is important, however, that the **Diversity Committee** receive the Report as soon as possible so they can begin to write their response.

#### **DIRECTOR'S REPORT, Dr. Elizabeth Watts**

**Dr. Watts** announced that the 2005-2006 Site Visitation Report will be presented to **Senior Management**. After it is reviewed, it will be presented to the **School Board**.

**Dr. Watts** announced that **Dr. Cary Sutton**, Director of Research Services, will be retiring from the District at the end of July.

All subcommittee meeting dates and times for July must be turned in at the end of the meeting for advertising purposes. **Dr. Watts** reminded everyone that there would be no **Diversity Committee** meeting in July as voted at the April 12<sup>th</sup> meeting.

As to the Request for Information Matrix, **Mr. Darius** reported that he is still waiting for the information regarding the Talented 20 program and the video requested by **Mr. Foulkes**. Clarification was needed for the request made by the **Hiring Practices Subcommittee** regarding Middle Eastern and Muslim demographics on students and staff.

#### **OLD BUSINESS**

##### **CCC ANNUAL STATUS REPORT**

**Dr. Sutton** updated the Committee on the status of the Superintendent's Annual Report. The Committee will receive a hard copy of the main body of the Report and a CD copy of the full Report, which will include all of the school-by-school data and appendices. The Report will also be available on the Research Services website. Whenever the Research Services Department releases new information relevant to the CCC Settlement Agreement, that information will be available on the Diversity & Cultural Outreach Department's website as well.

**Mr. Foulkes** suggested that all data relative to the nine conditions of the Settlement Agreement that have already been posted "be placed on the Committee's page of the Diversity Department's website."

**Dr. Sutton** said that information could be *hotlinked* to the site. **Mr. Foulkes** said that rather than links, he would like the actual reports to appear on the website.

**Mr. Douglas** asked who would be responsible for maintaining that site and expressed his concerns. **Dr. Smiley** responded that the District has a Webmaster who is responsible for maintaining all the information that appears on the sites. That person is part of the Communications & Media Relations

Department. **Dr. Watts** advised that there is a person in the Diversity & Cultural Department who is tasked with the responsibility of maintaining the Department's website. **Dr. Sutton** does not believe the maintenance of the site will be a problem.

**Ms. Espinola** asked for the timeline for posting the information, how often would searches for updated information be run, and what would be the time frame between the identification of information and the actual posting of that data. **Dr. Sutton** responded that the time frame could be instantaneous. As soon as pertinent information appears on the Research Services website, it would also appear on the Diversity & Cultural Outreach website.

**Mr. Foulkes** requested that the document "Performance at a Glance" also appear on the Committee's page of the Diversity & Cultural Outreach website. This document contains such school-by-school information on school grades, Adequate Yearly Progress, FCAT results, AP participation rates, and graduation rates. It was thought this might be a State document, and the process for reproducing the report will be looked into.

The Committee expressed its appreciation for all the help and support **Dr. Sutton** has given and wished him well in his retirement.

## **SUBCOMMITTEES**

### **HIRING PRACTICES, Randy Fleischer, Chair**

At the May meeting, Dr. Brown referred the information request back to the subcommittee for clarification, as there was some Committee discussion on differentiating Middle Eastern and Muslim. **Mr. Fleischer** asked for the information that was in his initial request, which did not include religious breakdowns. "Student census data 2000-2007 with ethnic breakdown – Middle Eastern census data breakdown 2000-2007 for students, teachers, and administrators." He would like to have that information prior to the August Diversity Committee meeting.

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

The Subcommittee met with **Steve Friedman**, South Area Superintendent; **Dr. Margaret Underhill**, South Area Director; **Rodney Williams**, Project Manager; and **Kevin Jackson**, Supervisor 1 Zone 4, to discuss concerns they had, relative to their visit to Apollo Middle School this year. He said it was a very positive meeting.

The next Subcommittee meeting will be on **June 14**. **July meeting dates are the 12<sup>th</sup>, the 18<sup>th</sup>, and the 26<sup>th</sup>**. Meetings are from **4:00 to 5:30 p.m. at K.C. Wright**.

**Mr. Joseph** acknowledged **Ms. Price's** birthday. The Committee wished her well, and thanked her for her dedication to the children.

The **Chair** recognized the **Subcommittee** for its great work and for creating a "Best Practice" in developing a relationship with the North and South Areas that resulted in a partnership between them and the District. She said that during Site Visits, the District "actually walks with them and, together, they are the eyes for the people in the District." As concerns are addressed, that information is forwarded to staff who, then, forwards the information to the Site Visit Subcommittee.

**STUDENT ACHIEVEMENT, Jeanne Jusevic, Chair**

The Subcommittee believes the proposed site visit process for identifying gaps would help Student Achievement become more focused, resulting in a more productive committee.

**STUDENT SUSPENSION, Marguerite Luster/Ernestine Price, Co-Chairs**

**Mr. Joel Smith**, Middle School Director, will be invited to meet with the Subcommittee at their August meeting to address existing concerns. She said those concerns include programs that are supposed to be in place but apparently are not.

**TECHNOLOGY, Ron Simon-Menendez, Chair**

No report.

**DISTRICT COMMITTEES:**

**DISCIPLINE COMMITTEE**

**Mr. Foulkes** reported that there was a presentation by an attorney from the Advancement Project in Washington, D.C. The Advancement Project is a civil rights organization that tracks the issue of suspensions nationwide. He said they have been very helpful in identifying what the real issue is and how to ask the right questions. Their most recent published report is titled *“Arresting Development: A Study of the Student Suspensions Crisis in Florida”*. **Mr. Foulkes** said he “gave testimony about what was happening here” at their public hearing held in Broward County in 2005. He also talked about the 48 recommendations made by the Committee to the District on addressing this issue.

The organization provided the District with nine recommendations on revising the Broward County School Discipline Policies and Practices (see attached). **Mr. Foulkes** said the recommendations are “in line with this Committee’s recommendations.”

Because there was a concern about the number of students being arrested in schools, the organization distributed a document titled *“CONSEQUENCES TO A MINOR WHO IS ARRESTED OR CONVICTED”* (see attached). The information was provided by the Law Offices of Public Defender Bennett Brummer of Miami. **Mr. Foulkes** said it is important information for those concerned about the “school to prison pipeline” or the “schoolhouse to jailhouse track”. The document looks at ways to disrupt this pattern and the proper role for **School Resource Officers**. He said too many times schools call upon them to arrest students for minor infractions rather than identify alternative methods for dealing with these issues.

**NOVA POLICY REVIEW**

No report.

**POLICY 5000, Jeanne Jusevic**

**Ms. Jusevic** advised the Members that this Committee is concerned with boundaries. There is still some discussion about what the District wants to do with various schools that may or may not be built. Discussion about boundaries will likely begin around October.

### **POLICY REVIEW, Julian Gazzano**

Reports from February 7 and May 16 are attached. Meetings are based on Policy discussion. If there are no policies to discuss, the meeting is cancelled. The next scheduled meeting is **June 20**.

### **SITE SELECTION, Dr. Pam Brown**

No report.

### **STUDENT CODE OF CONDUCT, Jeanne Jusevic**

The Discipline Matrix will be sent home with the Student Code of Conduct. **Ms. Jusevic** expressed pleasure that the parents will be able to look at the Matrix, and “be put on notice exactly what administrative action will be taken after all remedies have been exhausted.”

### **TECHNOLOGY ADVISORY COMMITTEE**

No report.

### **NEW BUSINESS**

#### **BECON**

**Mr. Foulkes** said he and several colleagues reviewed some of the “talking head” programs coming from BECON and found that moderators on the shows viewed were overwhelmingly White. He said, “This is not the face of our diverse community.” He advised the Committee that, to put on a show, one must come up with the money to pay for it. He has a problem with this lack of diversity, especially since programming goes into schools five days a week. He said that the message being sent to students is that “only White people have the power to serve as hosts, to interview others.” **Mr. Foulkes** said people interviewed are multicultural, but the person doing the interview is White. He said, “This is problematic and unacceptable in 2007.” He suggested the Committee invite **Dr. Phyllis Schiffer-Simon**, Director of BECON, to come to the **Diversity Committee** to clarify this issue.

**Mr. Douglas** advised that there has been an effort by parents to try to get television programming in their respective schools. There is a disparity in the schools that have the morning broadcasts. He suggested the Committee look into what preparatory programs for television production are available and in which schools. He said Channel 7 is trying to work with students at Miramar High to give them the opportunity to broadcast.

**Mr. Joseph** said the original issue had to do with community and a realistic representation of the majority/minority that exists in Broward County today. It is a very important issue that should not be lost in the discussion. **Ms. Espinola** said we should be looking for more diversity in general, especially more Hispanics because of the size of that population in Broward. She wondered if more western schools are prepared for televised broadcasts as opposed to eastern schools. **Ms. Jusevic** suggested that the fact that not all schools have this type of program might be the result of site-based management. She referred to BECON’s Mission Statement: “To educate, inspire, broaden the horizons and enhance the quality of life of our South Florida community by delivering a rich diversity and timely mix of innovative instructional, educational, cultural and community affairs programs.” She raised the point that sponsors are paying for airtime, and perhaps they should be approached with

the idea of sending hosts for their programs who are from diverse backgrounds. It is the sponsor's decision as to whom they want to represent them on air.

**Dr. Brown** asked for ideas on how to address this concern. **Ms. Price** suggested raising the issue with the **School Board** and wondered if there were waivers or other methods to reduce the cost of sponsorship.

**Dr. Brown** asked who should be asked questions about morning announcements and other related questions. **Dr. Smiley** said she believes the morning announcements might be part of BECON's delivery. Some schools have media teams working with the schools to develop the morning announcements. Some are televised; some are audio. She suggested requesting the Area Offices look into how this is done. **Dr. Brown** suggested inviting **Dr. Schiffer-Simon** to the October meeting. The Committee concurred.

**Mr. Gazzano** said there is another component that should be looked into, and that is the financial aspect. What does it cost Broward County Schools to put the shows on? How much money are the sponsors providing to put the programs on?

**Mr. Foulkes** advised that two years ago he was invited by BECON to do a TV show. This followed his participation on a community forum with **Dr. Till** and others on the topic of diversity. He was told it would cost him \$2,500 for production, per half-hour show. He was asked to do 12 shows. He went to 30 different organizations, seeking funding for at least one half-hour show. His efforts were not successful. BECON was attempting to get diversity among the hosts, but it was still the prospective host's responsibility to raise the money. His issue remains the same; something needs to change.

**REQUEST FOR INFORMATION: "Request Dr. Schiffer-Simon to validate the BECON matrix provided by Mr. Roland (Foulkes) and update if necessary."**

**Approved by the Diversity Committee**

**REQUEST FOR INFORMATION: "Request from the Area Offices the schools who have the capability for either audio or video morning announcements and schools who actually have these morning announcements."**

**Approved by the Diversity Committee**

**Mr. Foulkes** told the Committee that he had made a presentation two weeks ago at the fifth Community Forum regarding **Mr. Notter's** consideration for the position for Superintendent. He advised the people there that the L.A. Unified School District, the second largest school district in the nation and one of the most diverse, launched a program in 2001 that targeted African American students. The program is called *Implementing the Action Plan for Culturally Relevant Education that Benefits African American Students and All Other Students*. It comes under the heading of *Closing the Achievement Gap*. It began with a Resolution their school board passed in 2001. Each of L.A.'s districts had to commit to addressing the achievement gap for this particular population.

#### **MR. FOULKES' RESOLUTION**

**Mr. Foulkes** asked the **School Board Members** who were present and **Mr. Notter** if they would adopt a modified Resolution addressing that same population here in Broward County. **Mr. Foulkes** had a copy of that Resolution with him and distributed it to the Diversity Committee. He read the



Resolution into the record (see attached) and asked the Committee what should be done next. The Resolution was in the form of a Motion. He asked the Committee to consider supporting it.

**Dr. Brown** noted the lateness of the hour and asked the members to take the Resolution home and think about it. She was not ready to send it to a subcommittee for consideration, nor was she ready to have the discussion now. She advised that this is a “huge, huge thing the Committee would be asking, and it requires careful thought.” **Dr. Brown** will readdress it at the August meeting and will allow discussion at that time.

**Mr. Joseph** asked that it be brought back in August for a vote and not to be sent to a subcommittee. **Dr. Brown** will entertain that recommendation at the next meeting.

#### **DIVERSITY OF COMMITTEE’S MEMBERSHIP**

**Ms. Espinola** would like to see greater diversity on the Committee and would like the **School Board** members to consider this when making their appointments. **Dr. Brown** said she could include that recommendation in her report to the Board.

**Ms. Drotzer** asked what the diversity makeup of the Committee is as compared to the County demographics. Staff was asked to look into that. **Mr. Foulkes** pointed out that two years ago the same request was made and the Committee was told the question of ethnicity couldn’t be asked of the members. He said many cultures have been overlooked over the years and that should not continue to be the case.

#### **TRANSPORTATION**

**Ms. Luster** would like the Committee to take a look at transportation. She feels there is a problem in how different groups of children are treated while they are being transported. She is concerned about three-year-old children being picked up at 5:30 and 6:00 a.m. and sharing the bus with high school students.

#### **CARIBBEAN HERITAGE MONTH**

**Mr. Foulkes** distributed a flyer about Caribbean Heritage month.

**Meeting was adjourned at 8:29 p.m.**

**The next meeting is scheduled for August 2, 2007, at 6:30 p.m.,  
in the Board Room of the KCW Administration Building**

<p>These minutes are summarized and were recorded at the June 7, 2007 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 &amp; Cultural Outreach Department at 754-321-2090.</p>
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