



City of Jacksonville – The Jacksonville Journey

Education, Truancy, Dropout & Literacy
Sub-Committee

MEETING SUMMARY
Of
SCHOOL RELEVANCY - WORKGROUP

January 28, 2008

PROCEEDINGS before the Jacksonville Journey – Education Subcommittee, Education Relevance Workgroup taken on Tuesday, January 28, 2008, Edward Ball Building, 8th Floor, Room 825 – 214 N. Hogan Street, Jacksonville, Duval County, Florida commencing at approximately 12:05 p.m.

Education Relevance Workgroup

Terrie Brady, Chair
Tom Majdanics, Member
John Fletcher, Member
Gerlieve Oliver, Member
Michael Edwards, Member
Robert Lee, Member
Linda Lanier, Member

APPEARANCES

COMMITTEE CHAIRS & MEMBERS:

TERRIE BRADY, Chair
TOM MAJDANICS, Member
JOHN FLETCHER, Member
MICHAEL EDWARDS, Member

ABSENTEE MEMBERS:

GERLIEVE OLIVER, Member
ROBERT LEE, Member
LINDA LANIER, Member

STAFF:

GLORIA F. BLAKE

OTHERS PRESENT:

KATHY GRAW
W. EARL KITCHINGS

PROCEEDINGS

January 28, 2008

Education Sub-Committee, Education Relevance Workgroup

12:00 p.m.

Call to Order and Comments. The meeting began at approximately 12:05 p.m.

1. Review Sub-Committee Charge

The Chairman welcomed all in attendance. She then gave a review of the topics the sub-committee would be dealing with:

- Recruitment and Retention of Teachers
- Career Academies (getting students prepared for college)
- Drop Back In (getting over age students to come back to school)
- Challenged Schools (what can be done to help keep teachers at our challenged schools)
- Extended Day (plans to extend the school day for challenged schools; and possibly Saturday School)

The Chairman stated after the subcommittee listens to these topics they will prioritize and then quantify what this actually is and then give a report to the full committee. The subcommittee has less than five weeks to do this.

The chairman stated two representatives from the Duval County School System, Human Resources Department will be joining the meeting today. The subcommittee members will listen to their presentations on "Recruitment-Retention of Teachers".

The Chairman handed out information pamphlets for the committee to review.

Highlights:

- 1,000 teachers leave the teaching profession in the United States every day;
- this has a tremendous impact on the children;
- within the next 10 years there will be 205,000 teachers needed;
- Duval County is the only county that has put together a study of what it would take to recruit the best and the brightest teachers and to keep them.

The Chairman elaborated on the outline of how the committee meeting would flow.

- Listen to the presentation
- Question and Answers
- Quantify the findings
- Prioritize the recommendations and summarize
- adjourn

2. Time Line Review

The Chairman requested all members to get out their calendars and mark the following upcoming meeting dates and topics of discussion:

- Wednesday, January 30, 2008 – Subcommittee – 12:00 P.M. to 2:00 P.M - Room 825
- Tuesday, February 5, 2008 – Full Committee – 1:00 P.M. – 2:00 P.M. – Room 851
- Friday, February 8, 2008 – Subcommittee

- Challenged Schools and Teacher Incentives and Student Performance, Guidance Counselors – 12:00 P.M. to 2:00 P.M.
- Monday, February 11, 2008 – Subcommittee 12:00 P.M. to 2:00 P.M.
 - Extended Day
- Tuesday, February 19, 2008 – Full Committee – 1:00 P.M. – 3:00 P.M.

3. “Recruitment –Retention of Teachers”

The Chairman introduced Aron Muse, Director of Staffing and Jaminda Thomson, Senior Recruiter from the Duval County School Board Human Resources Department.

The packets were distributed to members present followed by a detailed discussion. “The Recruitment Plan 2008”

Highlights:

- Mission Statement
- Recruitment Targets
- Challenges of Teacher Recruitment
- Areas of District Progress
- Recruitment Strategies and Methods
- Strategies for Teacher Recruitment
- Additional Recruitment Goals
- Keys to Success
- Recruitment Plan Incentives

The Chairman elaborated on the shortage of substitute teachers and how important it is to recruit and retain teachers. One of the most exciting programs that Duval County offers is the Job Share Program. If you value the whole person, they will be happy and more productive on the job.

4. Question and Answers

The Chairman opened the floor for questions.

Q = According to other urban districts in the state, where does the Duval County System rank and what are some of the particulars that rank them below other districts?

A = When it comes to the compensation package, Duval county is pretty competitive. Our salary is competitive with Hillsborough and Dade. One of the things Duval doesn't have is some of the local funds the others are given (for example, in some of the other counties every teacher that signed a contract received an IPOD as a signing bonus).

The reason Duval does not have the money is the funding formulas from Tallahassee, the declining enrollment and federal money.

Q = What is the non-retirement related turnover in our district as compared to other districts?

A = There are several factors: the 97 Day Glitch rule, which states an employee can be fired without cause after the first 97 days; people that just can not handle the job and leave; those that go on medical leave, leave of absence, transfer and/or resignation.

The Chairman stated she will bring those exact numbers to the next meeting.

Q = What are the chances of putting a counseling component in place for the teachers themselves?

Q = What about the school system trying to create a cash flow system for itself?

A = There is already in place an EAP and a wellness division.

Q = If you had to pick one incentive out of all of these, what would it be?

A = Based on the numbers of alternative certification individuals, I would go with the scholarships. Number two would be, the FFEA; number three would be the lodging accommodations.

Q = How much of these can be targeted towards our highest needs?

A = I would say our critical shortage area, because it would be adjustable.

5. Quantify the Suggested Resolve

The Chairman thanked the presenters for coming. She requested the members look over the materials and e-mail your top four priorities to rbrust@coj.net. She will forward them to the chair and she will bring them to the meeting on Wednesday. Then the subcommittee can quantify where they are going to go with these demands.

6. Adjournment

There is a full agenda for the next meeting. The discussion will be about the “Career Academies” and the “Drop Back in Program”. The meeting was adjourned at approximately 1:58 P.M.