

THE SCHOOL BOARD OF
ESCAMBIA COUNTY, FLORIDA

MINUTES, MAY 22, 2019

The School Board of Escambia County, Florida, convened in Special Workshop at 8:30 a.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mrs. Patricia Hightower (District IV)
Vice Chair: Mr. Bill Slayton (District V) – *arrived at 8:50 a.m.*
Board Members: Mr. Kevin L. Adams (District I)
Mr. Paul Fetsko (District II)
Dr. Laura Dortch Edler (District III)

Superintendent of Schools: Mr. Malcolm Thomas

School Board General Counsel, Mrs. Donna Sessions Waters

Meeting advertised in the *Pensacola News Journal* on May 1, 2019 – Legal No. [3519738](#)

NOTE: Minutes from this session have been prepared according to *Roberts Rules of Order, Newly Revised*.

Video available at <http://escambiacountysdfl.swagit.com/play/05162019-972>

[*General discussion among School Board Members, the Superintendent, and staff occurred throughout this session.*]

I. CALL TO ORDER

Mrs. Hightower noted that the purpose of this session was to begin conversations among the School Board and the Florida School Boards Association (FSBA) superintendent search team concerning the appointed superintendent search. Mrs. Hightower called the Special Workshop to order at 8:30 a.m.

II. DISCUSSION ON APPOINTED SUPERINTENDENT SEARCH

Discussion began with a brief introduction by each member of the Florida School Boards Association (FSBA) search team: Andrea Messina, Bill Vogel, and John Reichter. It was noted that these three individuals, since 2015, had worked with the following counties on their interim or permanent superintendent searches: Osceola, Polk, Hernando, Sarasota, St. John's, Flagler, Alachua, Brevard, Manatee, and Indian River.

Ms. Messina advised that the primary focus of this session was for the FSBA search team to learn more about the Escambia County School District and its surrounding community; as such, School Board Members and the Superintendent were asked to openly discuss the following topics:

District Guiding Principles

- Vision
- Mission
- Beliefs

Strategic Plan Priorities

- Completed and/or progress
- Unfinished
 - Immediate*
 - 5-year*

10-year

- Emerging issues to consider
- Trends/opportunities/anticipated challenges

The Special Workshop was recessed at 10:02 a.m. and reconvened at 10:15 a.m., with all School Board Members, the Superintendent, and General Counsel present. School Board Members and the Superintendent continued with open discussion on the remaining topics:

Roles/Responsibilities/Relationships – areas to continue, areas to strengthen

- External
- Internal
 - Administrative Staff*
 - Teaching Staff*
 - Support Staff*
 - Parent/Guardians*
 - Students*

Board/Superintendent Relationship

- Goals, expectations, evaluation documents
- Communication and chain of command protocols
- Emergency/crisis protocols
- Meeting operations
- Workshop operations

Following the open discussion, the FSBA search team recommended the School Board consider taking the following major steps:

- Posting a three-month online community survey to garner opinion from the public and School District staff on how they view the School District's strengths and weaknesses, and what their priorities are for the new superintendent.
- Creating a Citizens Advisory Committee to help the School Board screen the pool of applicants and provide a non-ranked list of candidates they think the School Board should consider. The FSBA suggested members of the committee be pulled from two pools: one pool from constituent groups such as the business community, churches, the PTA, the NAACP, higher education, etc., and another pool selected by School Board Members.

It was noted that the actual application period would run for three months – April to June 2020 – with the School Board slated to make its hiring selection September 1, 2020.

III. PUBLIC FORUM

- No registration forms submitted

IV. ADJOURNMENT

There being no further business, the Special Workshop adjourned at 12:50 a.m.

Attest:

Approved:

Superintendent

Chair