

Draft to be Approved

Family and Community Involvement Advisory Committee Minutes

Call to Order

The Family and Community Involvement Advisory Committee (FCIAC) meeting held in SBAB conference room 559 and simultaneously via Zoom meeting on Monday, February 14, 2022, was called to order by Nancy Lawther, at 9:33 a.m.

Introductions

Minutes from January 18, 2022, approved as amended.

Attendance/Members Present

In-Person

Aundray Adams, Laura Crenshaw-Philpot, Enrique Escallon, Beverly Heller, Lina Hodgson, Sheila Jackson, Nancy Lawther, Dislamy Pelayo, Maiky Perez de Corcho, Meriel Seymore, Clifford Stull, Sharon Watson, Antonio White

Zoom

Ijeoma Adele, Sherian Demetrius, Kenny Francois, Deborah Gonzalez, Mercy Lux, Dannie McMillon, Renata Merjam, Chris Moreno, Reinaldo Palacios, Flavia Maria Pedrosa, Lenora Stafford, Kevrette Wells

Also Present

Julio Arana (Zoom), Maidilyn Falcon (Zoom), Ana Flores, (Zoom), Arnold Montgomery, Lisa Thurber, Kristin Trompeter (Zoom), Sara Walkup, Kevrette Wells (Zoom), Rouben Yaghdjian (Zoom)

Superintendent's Report

Regional Reports

North Region

Reinaldo Palacios

The Magnet Schools of America Merit Awards were released last week.

The following schools were designated Schools of Excellence:

W J Bryan Elem.

Ben Sheppard Elem.

Hialeah Middle

Lawton Chiles Middle

Norland Middle

North Dade Middle

Westland Sr.

Barbara Goleman Sr.

Hialeah Miami Lakes Sr.

Jose Marti MAST 6-12 Academy

Miami Lakes Ed Center

The following schools were designated Schools of Distinction:

North Hialeah Elem.

North Dade Center for Modern Languages

John F Kennedy Middle

Miami Lakes Middle

American Sr.

Dr. Michael Krop Sr.

Hialeah Sr.

North Miami Beach Sr.

The District Rookie Teacher of the Year is Gabriela Goitia Vasquez from ATM Senior.

* NRO Parent Advocates are available to aid our NRO parents with school-related matters.

Contact number: 305-572-2800

Schedule: M-F from 9:30 am to 3:30 pm

Central Region

Deborah Gonzalez

ABC Update.

Andrea Castillo Preparatory Academy in Doral will be adding a grade level for the 2022-2023 school year. The mentioned K-8 Center will house pre-kinder, kinder, 1st, and 2nd And 3rd grades. JC Bermudez Doral Senior High School will add the 11th grade for the 2021-2022 school year.

- Controlled Open Enrollment Transfers. January 31st, 2022 to February 28th, 2022
- Parent Choice Transfers for the school year 2022-2023 begins on March 1st, 2022
- Parent Choice Transfers for the current school year 2021 to 2022 are ongoing

South Region

Lina Hodgson

South Region Office under the leadership of Superintendent Ms. Barbara Mendizabal continues to service the parents and schools of its region.

Continue to Process Controlled Open Enrollment until February 28, 2022, and Parent Choice Transfers 2021-22 ongoing

Parent Choice Transfers 2022-23 starts on March 01, 2022

Our parents' advocates work every day assisting parents with concerns they may have with their child's academic success. The advocates are available between the hours of 12:00 pm-4:30 pm Monday & Friday and 8 am-4:00 pm Tuesday/Wednesday/Thursday, advocates can be contacted at 305-251-4870.

Our Director Mr. Martin Reid has actively worked with the schools to ensure students are attending school on a regular basis to receive their daily academic instruction.

The Following Schools have achieved an increased attendance rate and were given special recognition for their spirit of excellence in servicing students.

Highest attendance rate for the 2nd Quarter

- Coral Reef Elementary School
- Dr. Henry E. Perrine Elementary School
- Vineland K-8
- Air-Base K-8
- Arvida Middle School

- Herbert A. Ammons Middle School
- Southwest Miami Senior High School
- Brucie Ball Education Center

Most improved

- Gloria Floyd Elementary School
- Dr. William Chapman Elementary School
- Cypress K-8
- Frank C. Martin K-8
- Howard D. Millan Middle School
- Riviera Middle School
- Felix Varela Senior High School

Questions:

o Nancy question – Is there a way of determining if there is an increase in school enrollment using parent choice and open enrollment?

o South region seeing an increase. EL14 form– for students who want to play sports is also offered, students in district schools – charter- private - must be registered in a school that does not provide sports, less than 200 students at their home high school, below 90% enrollment many stipulations, eligibility, call the region office for enrollment information

o Central – keeps a log of parent choice and control open enrollment– quite a few kindergarteners

o North – Parent choice/control open enrollment applications-Parents tend to want to keep their children at the school where their child attends pre-K. First current transfers, very important for parents to complete the correct form. All forms can be found on the district website FSCO

o Enrique – there are a lot of kids with special needs that go to the private schools that return to public, can we keep a tab of those kids? Public schools have the most resources for children with special needs. Sara will get more information.

o Transfers –EL14 also available for home education students – Sara will provide the policy connected

Title 1

Sebastian Dauphin for Lenora Stafford

The Department of Title I District Advisory Council held its second general meeting on February 10, 2022. We are proud to report that the meeting was well attended by 503 participants. The Department of Mental Health Services provided a presentation regarding Mental Health Services Offered Through M-DCPS. In addition, Florida Diagnostic and Learning Resources System (FDLRS) provided a presentation regarding Planning for Your Child's Individual Education Plan (IEP) Meeting. Continuing, Be Strong International provided resourceful information on Youth and Social Media and the meeting concluded with a presentation about the 2021-2022 Title I Application Overview presented by Ms. Bernadette Montgomery. Throughout the meeting, we had the opportunity to showcase beautiful student performances from Nathan B. Young Elementary, Robert Morgan Senior High School, and Rainbow Park Elementary School.

The Central Region Parent Advisory Council conducted its second meeting of the school year on February 10, 2022, and the North Region Parent Advisory Council conducted its second meeting of the school year on February 8, 2022.

Superintendent's Report

Lisa Thurber, Administrative Director

- Dr. Dotres' first day - Addressing academic regression is Priority One
- Daisy Gonzalez-Diego resigned Friday
- M-DCPS Teacher of The Year – 1,100 attendees
 - Teacher of the Year - Ms. Unethia Fox - South Miami Senior- ESE Math
 - Runner Up - Derek Bostick - HVAC South Dade Skill
 - Rookie - Gabriela Gotia Vazquez - Alonzo & Tracey Mourning
 - Runner Up - Mary Martinez - Pinecrest Elementary
- Inducted into Alumni Hall of Fame - Rodney Adkins, Michelle Bernstein, Dr. Vivek Murthy, George Christian Pedersen, Armando Christian Perez, Maribel Perez Wadsworth, and Dr. Robert Sackstein
- Foundation Gala - Saturday evening @ JW Marriott Marquis
- Continuing Title I CIS PD series Stronger Together
- Partnership with FL Prepay – open enrollment now – incentive plan offered, no enrollment fee now February 1- April 30
- Cash for College Incentive \$125 deposited into the account up to \$500 for a 4-year plan - Sara will send fliers
- Partnership with T-Mobile – for families
- Pop-n-Prep-online homework help
- World Hearing Day- hearing and hearing loss

Superintendents Panel for Students with Exceptionalities

Beverly Heller for Enrique Escallon

Meets bi-monthly Subcommittees meet alternate months

PTA

Sharon Watson and Nancy Lawther

FCIAC Parent Budget Sub-Committee

Nancy Lawther

Citizens Coalition

Enrique Escallon

We will meet after this meeting

FCIAC Priorities Presentations

Teacher Recruitment/Teacher Shortage

Ana Flores, Executive Director, Instructional Staffing

- We are dealing with instructional shortages
- Continuous recruitment and hiring
- Schools of ed are not producing as many graduates
- MDCPS works with colleges and universities to recruit interns
- Many interns accept offers with our schools, however, we have stiff competition
- Instructional Staffing tries to get recruit graduates sooner
- MDCPS participates in recruitment events across the country, events are ongoing
- The office has active social media accounts, they continually put the needs of our school out there
- Our district website receives lots of traffic
 - Vacancies
 - All related recruitment information is on the landing page
- Priority is given to tiered schools, ETO schools, promote the school's needs
- Must find creative ways to get talent –

Teach strong – math and science – summer program – six-week training for

- teaching
- English majors and Biology majors are guaranteed positions
- Program for non-teaching majors to make the transition into teaching
- 50% are not ed majors, pathway for individuals outside of education
- Also, work with clerical offer Passport to Teach for paraprofessionals
- We work with interventionists that may be just a test away from certification
- Tapping all the internal and external pipelines
- Teach for America, they want to bring in cohorts of ESE
- City Year information session, LACY (Life After City Year) suggest education as a career option
- We have to be the face of the district, talk about salary, referendum
- What sets MDCPS apart - health benefits
- Work with South Florida Anchor Alliance-how to get people into the district as a temporary instructor
- Leverage every connection resource, we follow up on all daily inquiries and try to make applicants feel comfortable
- Work with PD dept, they partner with principals, they give principals tidbit on how to sell their schools
- This is a teacher's market now; we want to show that MDCPS as an employer of choice
- MDCPS hires year-round
- Contact Information: recruitment@dadeschools.net
- The current percentage of vacancies – (historically our dist. well below state 5%, temp certificates not passing the exam (not temp until after passed test)
- Over 40% of Teach for America stay beyond 2 years
- Ana will get more specific information and send it to Sara

New Teacher Training

Kristin Trompeter, Instructional Supervisor, PD & Evaluation

- MINT – designed to ensure all new hires are welcomed, effective, receive support, grow, and launch strong
- They interact the moment new teachers are hired, -
- New teacher lab – the first sense of community, their dept. meets with mentors, they communicate with them and their principals so that new teachers get the support they need at their school sites
- New Teacher Lab – two consecutive days, onboarding, general supports, what are they going to be doing at their schools, optimal learning environments
- MINT is three years of support involving orientation, lab, modeling, webinars, continued activities, PD, 20 hours of mentor teacher support
- MINT 2.0, Why MINT and teacher lab – teachers grow most effectiveness in years 1-3
- 10% of new teachers leave by year 2, 17% of new teachers leave by year 5, ones who leave don't feel supported or prepared
- MINT gives them the tools to be prepared and grow as instructors.

BENCH Program/Administrator Training

Rouben Yaghdjian and Kevrette Wells

- Project Ready – male leaders – specifically males of color
- Recruiting and building leadership
- Meet monthly leadership seminars, based on Florida standards
- Florida administrator, individuals are at Emerging level, Developing level, Refining level
- BENCH helps with FELE preparation
- At the Developing level, they are prepared to be better candidates for the BENCH Academy
- AP BENCH – 2 years – support, guidance, skills development, organization, job shadowing, PD, mentorship, PowerPoint portfolio.
- Principal BENCH -3 years – support guidance, skills development, round tables, meet with budget, labor relations, FIU summer institute mentorship, shadowing, PD, book studies, attend DATA COM, mock budget conference
- AP and Principal, Leader to Leader – array of topics, SCALED leadership – monthly -goals of district are presented, district mandates, network, LEAD to Leader – array of topics for professional learning, PRINCIPAL supervisor executive training program –
- The focus of region directors is training principals – principal practice very structured program, regular support

Questions

Heller asked male to female principal, male to female principals the numbers will be sent to the group

Nancy-What role does DASA play with the training? DASA gives presents information through summer session

Support Personnel Staffing

Julio Arana, Executive Director, and Maidilyn Falcom, HR Staffing Coordinator, Personnel Staffing

- Goal – hire most qualified, bus drivers, food services, head start, custodians
- E-recruiting is used
- They review applications, work with principals, regions, district administrators to provide career counseling,
- Review and process transfers, participate in job fairs, test clerical and paraprofessional tests
- Employee recognitions – para, office, AFSCME employees of the year, motivate employees
- Shortages- custodian, bus drivers, treasurers
- Use social media, promote employment opportunities, referrals
- The website has steps and clerical in office to help

Nancy – Concerns about salary levels – not attractive enough-Are you discovering that you are not able to offer competitive salaries? Their office has tried to provide assistance to AFSCME they help with hiring not compensation, they help them to feel appreciated, and offer assistance

Enrique –How can they help with hiring persons for hard-of-hearing students? 60 college credits, they work with ESE department chairperson, work with ESE department to ensure paras are hired

Dislamy – How is it calculated for the security personnel per school? – Falcon will find out and get information

Nancy -One SRO per school, security monitors dependent on the number of students and incidence reported – there is a formula

- mfalcon@dadeschools.net for any questions

Announcements

Motion made and passed to extend meeting 15 minutes

Next Meeting: March 14, 2022

Meeting adjourned at 11:45 am