

	<p style="text-align: center;">THE SCHOOL BOARD OF LEE COUNTY Continuous Systemic Improvement Committee Lee County Public Education Center Monday, February 9, 2009 6:00 p.m.</p>
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Committee Members Present: Nick Kellen, Lynne Lampila, Drummond Camel, Lynn James, Vicki Santini, Jeff Mass, Lauri McMahon

Committee Members Absent (Excused): Nannette Smith

Committee Members Absent (Unexcused): Stephen Kolody, James Hebner, Naomi Thomson, Todd Rinehart

Board Liaison Present: N/A

School District Personnel Present: Richard Itzen, Greg Adkins

Guests: Patrick McKee

Recording Secretary: Mary Terrell

Welcome and Opening Remarks

Nick Kellen opened the meeting at 6:15 pm and welcomed everyone.

Board Member Comments

N/A

Public Comment (Agenda Items only)

N/A

New Business

Dr. Greg Adkins made a presentation on the goals for the Human Resources Division in the areas of Recruitment, Engagement, and Retention.

Recruitment: Increase minority percent of teachers; One hundred percent follow up with teachers/principals on certification; Screening will align and improve finger printing/checking reference.

Engagement: Reduce investigations; Increase participation in wellness activities. Committee members asked what type of training is providing for Administrators to manage employees. Dr. Adkins explained the various training in place in the District including FRISK training. Dr. Adkins discussed the Exit Interviews process. Committee members wondered if employee attendance was tracked by the District. Dr. Adkins explained that this was the responsibility of the principal. The current situation with the District Health Insurance was discussed.

Retention: Teacher retention goal made. Dr. Adkins explained the District efforts to retain teachers through reducing grievances, mentoring and monitoring certification. Committee members expressed interest in the District SMART Mentoring Program. A motion was made, seconded and passed to recommend implementing the SMART Program for new teachers up to three years and for the SMART Program to be expanded to Non-Title I schools using District funds. Dr. Adkins also discussed how the district is attempting to provide better Health Insurance options. The topic of high utilization of insurance plans in Lee County was discussed.

APPROVED 3/9/09

The Committee decided the next area for review next would be Parent/Community Involvement. Dr. Clark and Mr. Donzelli would be invited to present at the next meeting.

Old Business

The Committee Chair asked for any other comments on area previously discussed (Academic Services/Business Services). Committee members mentioned that the committee request that the same level of service be provided this coming year in these areas. Last meeting Committee members recommended a Strategic Plan measure around the Navigator Project and return on investment.

**Approval of Minutes
(February 9, 2009)**

The minutes were approved as presented.

Public Comment (Open)

N/A

Good of the Order

N/A

Next Meeting Date

The next meeting of the Continuous Systemic Improvement Committee will be Monday, March 9, 2009, at 6:00 PM. The meeting will be held at the Lee County Public Education Center located at 2855 Colonial Boulevard, Fort Myers, in the Board Annex Room (Training Room D).

Adjournment

The meeting was adjourned at 7:47 PM.