

**Continuous Systemic Improvement Advisory Committee
Meeting Minutes**

Thursday, February 16, 2023

5:30 p.m. – 7:00 p.m.

In-Person Meeting Format

Lee County Public Education Center, Training Room D

Committee Members Present:

Tamar Gorenjuk
Kristi Miller
Lance Perez
William Ribble (Vice Chairperson)
Mike Stamatopoulos
Dr. Michele Stork (Chairperson)
Yolonda White

Committee Members Absent:

Brianne Lopez-Romano
Antoinette Peck
Melissa Hatter
David Burns
Brent Ibata
Ramie Hall
Megan Clark

School Board Members Present

Samuel Fisher

Lee County School Personnel Present

Dr. Kenneth Savage, Chief Strategy Officer (Staff Liaison)
Misty Lebo (Recording Secretary)
Rob Dodig, Executive Director of Human Resources (Presenter)

Guests

None

Welcome

The meeting was called to order by Chairperson, Dr. Michele Stork at 5:30 p.m.

Review and Approval of Agenda and Prior Meeting Minutes

Chair Dr. Michele Stork called for approval of the agenda and prior meeting minutes.

A motion was made by William Ribble to approve the February 16, 2023 meeting agenda and to approve the January 17, 2023 meeting minutes with the exception to also include committee members who are absent. (*Administrative NOTE: This request was able to be reflected for both the January minutes since they were still in DRAFT form and applies to subsequent meeting minutes*) This motion was seconded by Lance Perez. All committee members present unanimously approved and the motion carried with no objections.

A motion was made by Kristi Miller to approve the CSI meeting date change for April (due to a conflict with the School Board meeting) from April 11, 2023 to April 17, 2023. The motion was seconded by Mike Stamatopoulos. All committee members unanimously approved.

Update on anticipated Strategic Plan “Refresh”

Dr. Savage presented a limited update on the anticipated Strategic Plan “Refresh” indicating that a consultant had been selected and that the Superintendent was discussing this with Board Members. Additionally, Dr. Savage mentioned that dates were being formalized with all parties on the calendar and that more information would be forthcoming.

CSI Priority Topic Presentation - Human Resources Strategic Objective: “Workforce Success”

Mr. Rob Dodig, Executive Director of Human Resources, presented the Strategic Plan presentation for Human Resources.

CSI Committee members had numerous questions for Mr. Dodig. Dr. Savage also contributed answers relating to challenges and opportunities revealed as the Committee reviewed the outcomes within the presentation.

The Committee did not make any motions during time.

Board Member Report

Board Member Samuel Fisher discussed numerous Board activities. He discussed the importance of the district looking at “culture” to best support the Workforce Success. He cited that the Board and the Superintendent are really trying to do a better job of “listening” and the Board’s recent decision to create a “Listen Up” culture for the District. This involves leaders being willing to engage and deeply listen to the employees in order to create a more positive work environment. He cited how important this is for teachers and shared an experience he had with an FSBA training program where they met Adam Lane, a principal in Polk County who was not experiencing any of the staff turnover issues that most other schools were experiencing. Additionally, that principal had implemented a “Grow-your-own” program where students moving through the school ended up coming back to work at the school because of the strength of the culture. Mr. Fisher shared a recent experience at a Cape Coral Middle School that also reinforced the importance of culture. Dr. Savage then reminded the group of the issue brought up during the HR presentation of whether we presently have enough data about our employee experience to make effective strategy during the year as opposed to waiting until the employees leave.

Public Comment

N/A

Good of the Order

Chair Dr. Michele Stork reminded that the next committee meeting will be focused on student achievement with an emphasis on ELLs but also requested the ability to see a strategic plan target versus what was actually achieved in 2022.

The Committee did not make any motions relating to recommendations to the Board, but reserved the right to make recommendations to the Board at a future time and the opportunity to request more information/data from Dr. Savage so that he can bring that information to the committee.

Dr. Stork suggested that the April meeting should include a discussion of potential Board recommendations after a chance to review all pertinent information and data.

A motion was made by Tamar Gorenjuk to adjourn the meeting. The motion was seconded by Lance Perez. The motion was approved unanimously.

Meeting adjourned at 6:56pm

The recording secretary, Misty Lebo, reminded the committee to sign the attendance record.

Informational Section of the Minutes

CSI Advisory Committee Website

The CSI Advisory Committee website provides meeting dates, meeting agendas, and meeting minutes.

https://www.leeschools.net/leadership/school_board/advisory_committee_information/csi_advisory_committee

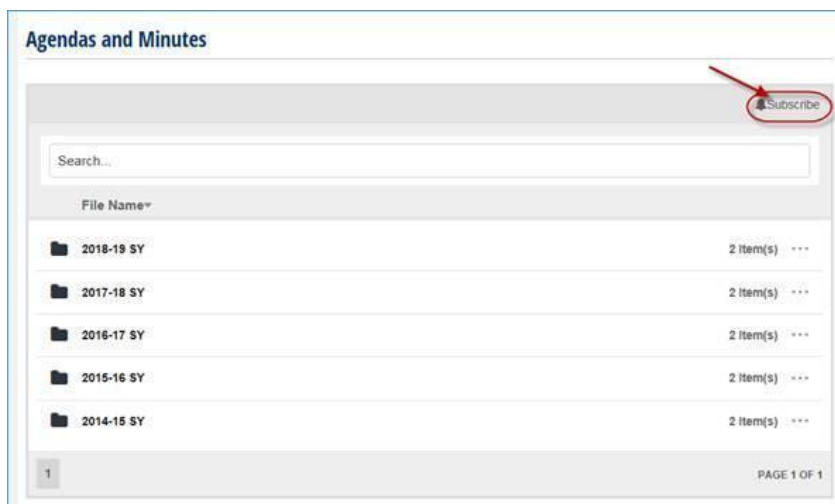
Instructions for Subscribing to CSI Advisory Committee Website

In order to receive automated alerts as new documents are posted to the CSI Advisory Committee website, you can subscribe to the site following the steps below.

- Access the website at:

https://www.leeschools.net/leadership/school_board/advisory_committee_information/csi_advisory_committee

- Select the *Subscribe* link.



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- Select the **Add Alert** button.

Meeting Norms

In order to maintain a professional atmosphere and the focus on our work, CSI Board Advisory Committee members agree to adhere to the following norms:

Begin and end the meeting on time.

Be actively engaged.

Be prepared.

Remain on topic.

Treat all ideas with respect.

Submit questions for presenters to the Recording Secretary in advance. (Committee members will receive all meeting materials in advance. The Recording Secretary will forward members' questions to the presenter.)

Bring recommendations forward for a vote upon a motion and second. (Majority rules)

Attendance Policy

After the third absence, committee members will be removed from the committee.