

Committee	Date	# Members Present	Recommendation	Submitted By	Date Reviewed	Referred To	Status (In progress; Complete w/date)	Outcome	Rationale (if needed)
CAC	2.20.19	10	CAC recommends that the Castaldi Reports be updated for Cypress Lake Middle School and Franklin Park Elem.	Pat Johnson	3.1.19	Operations	Complete	RG Architechts UPDATED both Castaldi Reports	
CAC	2.20.19	10	CAC recommends that both buildings should be razed and rebuilt according to updated Castaldi Reports and brought to the Superintendent for DOE's consideration.	Pat Johnson	3.1.19	Operations	Complete	Franklin Park Eklementary School's REVISED Castaldi Report was given to the Supterintendent on 3/22/19. Cypress Lake Middle School's REVISED Castaldi Report was given to the Supterintendent on 3/25/19 - Next Step is to submit to DOE for consideration.	
FAC	2.20.19	11	FAC Supports the effort of the Board to go forward with an efficiency audit of Maintenance, if the cost is within reason	Kelly Letcher	3.15.19	Supt's Office	Complete	The School Board has hired an auditing firm, which will conducts audits of departments with the district.	
EDAC	3.11.19	13	EDAC supports and recommends Diversity Awareness training as an offering of the Safe Schools online training for all employees.	Latanua Thomas	3.30.19	Rick Parfitt & Dorn Beddow	Complete	This training was added to our existing on-line suite of training classes. It will be available to staff on July 15, 2019 and to teachers around August 1, 2019	

EDAC	4.22.19	12	<p>Data Analytics from Surveys:</p> <p>1. Create a survey strategy focused on prospective teachers. The surveys will be sent to those who attend hiring fairs, those who accept an open contract and come to work for the District and those who do not choose the District. The surveys would include the question of minority status so that this group could be filtered out for common trends and reasons. Questions would include why did you choose to work for the District? Why did you choose not to work for the district?</p>	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	In Progress	<p>HR currently survey every candidate that is a connect at any recruitment event. In addition, we follow up and survey any candidate that does not accept a position in Lee County. We will work with the Staff Attorney to see how we might be able to add a question about ethnicity. We also conduct Stay Surveys with staff. We continually use this data to refine our recruitment strategy.</p>
EDAC	4.22.19	12	<p>Recommend a new role for data analytics. This could be a new position, or this could be an outsourced service. We believe the data analytics component to be most important to developing future strategies.</p>	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	Complete	<p>We currently have an HRIS Coordinator and Projects Coordinator. We actively monitor our ACT Point KPIs as well as our own HR metrics. We actively use data analytics. This was noted in our Sterling Challenge which was conducted in 2017.</p>
EDAC	4.22.19	12	<p>Attraction Activities</p> <p>1.HR best practices indicate that the best way to attract new employees is through referrals from existing employees. We, therefore, recommend an incentive plan for current employees to refer teachers. • Candidates from other local industries. • Strategy to track from online universities.</p>	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	Complete	<p>We have been utilizing a referral program since 2016. Unfortunately, it has not resulted in much success. We continue to look at ways to increase the success.</p>

EDAC	4.22.19	12	2. Consider recruiting at food festivals, food trucks and at the theater.	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	Complete	We currently have a presence at community events and we also work with local Chambers. We also participate in job fairs around the county. We look forward to Ms. Gittens' proposal to have a Board liaison to assist with key strategic initiatives - "Build a future-ready District workforce". The liaison would establish additional community connections, in partnership with staff, that result in additional classroom teachers whom are representative of our student demographics; elicit support, via community speaking engagements.
EDAC	4.22.19	12	Work with the Visitor and Convention Bureau who is targeting tourist in specific stated by marketing our beaches and lifestyles and do additional ads recruiting teachers.	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	Complete	The recruitment team is developing brochures with the new district branding that could be a useful tool in recruitment.
EDAC	4.22.19	12	Consider employee social networking approach and supporting employee resource group ERG's.	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	Complete	We currently partner with Priority Marketing and have a very strong social media plan. We utilize data analytics to constantly refine our plan.
EDAC	4.22.19	12	Proposed improved Metrics leveraging 2018-2019 as a baseline: 1.By 2019-2020 Increase minority teachers by 10% 2.By 2020-2021 Increase minority teachers by 15% 3.By 2021-2022 Increase minority teacher by 20%	Latanua Thomas	5.8.19	HR Division/ Dr. Pruitt	Complete	These numbers appear to be arbitrary and not based on research or best practice. The bigger issue is getting minority candidates to apply for positions. Our hiring percentage is higher for our minority population than for our white population. Ms. Morgan shared the following article: <a href="https://www.brookings.edu/blog/brown-center-chalkboard/2019/03/07/the-diversity-gap-for-public-school-teachers-is-actually-growing-across-generations/">https://www.brookings.edu/blog/brown-center-chalkboard/2019/03/07/the-diversity-gap-for-public-school-teachers-is-actually-growing-across-generations/</a>

CSI	10.15.18	7	The CSI Advisory Committee recommends that Board Advisory Committee liaisons be assigned two-year terms.	Cindy McClung	1.16.19	School Board	Complete	Addressed at November workshop that if the current Board Member wanted to continue as Board liaison to a Board Advisory Committee, they would have first choice, but are not required to.
CSI	3.25.19	10	CSI Advisory recommends a timeline be developed for rolling out a standardized, consistent program for SEL throughout the District.	Cindy McClung	4.12.19	Dr. Creel	Complete	This will be handled by the Director of Positive Prevention.
CSI	3.25.19	10	CSI Advisory recommends that the link to resources provided by the Student Engagement Team, which is currently on the District website, be added to the individual school website template.	Cindy McClung	4.12.19	Lauren Stillwell	Complete	A topic tile has been added to the Parent Portal, which has a link on all school sites
CSI	4.15.19	9	The CSI Advisory Committee recommends that Board Advisory Committee meetings not be televised.	Cindy McClung	5.1.19	School Board	Complete	Addressed at May workshop. Board is not open to revisiting this decision at this time.
CSI	5.20.19	8	The CSI Advisory Committee recommends that the Board create a Communications Advisory Committee for input regarding District communication plans, website improvements, and a standardized calendar and website platform.	Cindy McClung	5-30-19	Dr. Adkins, Lauren Stillwell	Complete	The Communications' Director will develop a plan to visit each Board Advisory Committee to secure input regarding district communications, inclusive of the website.
DAC	5.15.19	53	The School Board is requested to make lobbying state legislators a priority in FY20 regarding additional funding for teacher compensation, while also providing greater flexibility in the ways in which School Boards may allocate those funds for base pay increases and bonuses for teachers.	Latanua Thomas	6.3.19	Mrs. Gittens, Dr. Adkins	Complete	The School Board is developing their FY20 Legislative Priorities and will consider this request, as they discuss their plan.
CUAC	1-28-19	11	Curriculum Advisory Committee approved math adoption selection.	Lori Houchin	6-25-19	Board	Complete	Reviewed with board during 2nd quarter report.

CUAC	2-25-19	12	Curriculum Advisory voted for option 3 to move forward with math supports in response to the state suspending the math textbook adoption.	Lori Houchin	6-25-19	Board	Complete	Reviewed with board during 3rd quarter report.	
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