

## **South Area Advisory Council**

**Wednesday, November 13, 2024**

### **Pines Middle School**

#### **Health Education- Dr. Jodi Washington, Executive Director, Student Services Initiatives (Task Assigned) and Director, Equity, Diversity and School Climate**

Presentation given to the Florida Department of Education the changes that were made to the curriculum were based on the feedback that was presented to the State. For example, in kindergarten, first, second grade we removed the pictures of reset mannequins that were unclothed and have simply the pictures of of the young children with bathing suits and instead of naming private part naming the penis, vulva, anus, nipples things like that, it just mentions private parts or those things covered by a bathing suit and also mentions the mouth as a private part that was based on the feedback from the State, The clarifications are also made to be adhered to within each one of the standards so that was one of the main changes at the younger grade levels we also removed at the upper grade levels when it comes to the sexual and reproductive anatomy removed the pictures of the female reproductive anatomy that is external and only have the internal reproductive anatomy in the lesson. We also shifted the bubbles on appeal of the assignments based on feedback from the state of things being inappropriate for the age and grade of students. So there were some lessons in middle school that shifted either from 6th grade to 7th or 8th grade or 7th grade to 8th or 9th grade and then also the lessons on contraceptives were not removed, however, there was an activity found for condoms for example that had the steps of how to properly put on a condom on different cards and the students had to put those cards in order. That activity had to be removed so it basically talks about contraceptives as health resources that are available to prevent pregnancy and sexually transmitted infections, however does not allow us to provide any lessons on how those resources should be used.

#### **Staffing- Angine Tyghter, Director, Talent Acquisition**

Currently we have 9936 classroom teachers in BCPS. We have over 14,000 instructional employees but 9936 classroom teachers those are the folks that are directly delivering instruction to students daily. Currently we have 154 classroom vacancies and so we typically are at about a one to 1.5% vacancy rate starting in August and we trend that way pretty much throughout the year and that's impacted by resignations retirements. Candidates going to those are actual vacancies that we're looking to fill seats someone can be hired to sit in those 100 and 41154 seats we tracked vacancies once to twice a week because there are life changes that are happening, and people are coming and going throughout the district including teachers so some of them are happy to have reached the milestone to retire. Some of them are moving away so we do have vacancies every week and we keep a close eye so that as we're completing our recruitment efforts at colleges- holding virtual interview days we have those about once every month that we're trying to fill those

seats and keep our vacancy rates below 1%. So that's our goal on a weekly basis currently we have 232 interim Subs within our schools so interim subs are there for a variety of reasons we could have teachers on FMLA. We could have teachers on some other type of leave whereas an interim sub they have to by law have someone to deliver instruction to our students, however that seat has to be held for the teacher who at any time can decide that they want to come back from their FMLA so we cannot hire a permanent teacher to fill seats that by law must be held for the employee.

Interim Subs are there to provide the continuity of instruction, they are treated very differently from daily Subs. Interim Subs are treated as the teacher of record. They get access to focus, they typically have a long-term relationship with the school. Sometimes those interim Subs have served as daily Subs and then the principal or the sub coordinator or the teacher leaders tend to recruit daily Subs and say hey we know that miss tighter is going out on FMLA in January you've come to our school you've been excellent with our students you show up ? We love your presence you do great with the students would you consider serving as an interim sub so that's something that principals and the whole office team are sourcing. Once they know that someone's going to be out for an extended period of time so an extended period of time could be two weeks, it could be the duration of a maternity leave, it could be the duration of a paternity leave, it could be that someone has a long term illness and as soon as the school knows that they're going to have a long term sub situation, they contact their budget analysts because it impacts their budget in a different way gets that ad out and then tries to secure an interim sub. Typically principals are trying to set up the interim sub to overlap before that teacher goes out, so that the interim sub can shadow they can see about that teacher delivers instruction. Typically when the teachers going out on leave for an extended period of time they'll leave lesson plans for the duration of the time that they're going to be out or the principal might tap the shoulder of the grade chair if it's elementary school or to something subject level chair if it's middle or high school to make sure that the plans align with what the other teachers on the team are doing. So, there's a lot of effort and thought put into making sure that the interim sub has the resources, has the scope and sequence, has the assessments so that they don't miss a beat with the students that they're then serving while the teacher is absent. Hiring is on a continuous basis from May to September of this year we hired close to 1000 instructional employees, majority are classroom teachers but not all. Recruitment scheduled tomorrow of student interns from FAU, FIU, Broward College to fill the vacancies. Instructional recruiters visiting universities. It is an ongoing process to have qualified individuals. 154 vacancies currently, most vacancies in elementary schools and in ESC departments.

### **Carmelo Borges, South Area Chair**

School improvement timeline and that is something that is on the website it's and they do have very detailed timeline as to when the school improvement is supposed to start when it's supposed to be presented and when it's so all the information if you have not been provided information on the school improvement program at your school please do make sure that you let us know because that is something that has the SAF chair you are involved in and should know the process of how it takes place. we did have a presentation as well from academics and a presentation On Star and fast PM 1. These presentations were also emailed to you this morning and should be in your inbox.

The presentations did show potential learning gains in some grade levels but it also did show learning gains in other levels particularly 8th grade, so they removed the data from the students that were in advanced based classes and so the data that's there for the 8th grade is it's extremely low. We requested that the presentation they redo the presentation in the same manner for middle school and where they're removing they're extracting or providing two data points first data point those students that are not in Advanced Placement courses and then the students that are in Advanced Placement courses because it does providing just the one data set does wind up skewing the information because as expected those in Advanced Placement courses are scoring better in PM 1, however those that are not in the Advanced Placement courses may not be scoring as well. So, we also did ask for them to bring information regarding PM 3 because at PM 3 is we're really can see actual learning gains throughout the school year because that's the cumulative of what they should have learned. PM 1 is just the base level and things that you have not learned yet whereas on PM three if we receive that presentation with that data set in the breakdown that we requested you would be able to see a better have a better understanding of the true learning gains for that particular year for those students.

South Region outperforms North and Central Region on 8<sup>th</sup> Grade Scores.

Motion to Adjourn.

Next meeting 12/18/2024