

A Business Meeting of the Albemarle County School Board was held on December 6, 2018 at 6:30 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

PRESENT: Dr. Kate Acuff; Ms. Katrina Callsen (arrived at 5:35 p.m.); Mr. Stephen Koleszar; Mr. David Oberg; Mr. Graham Paige; Mr. Jonno Alcaro; and Mr. Jason Buyaki (arrived at 5:32 p.m.).

ABSENT: None.

STAFF PRESENT: Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Assistant Superintendent; Dr. Clare Keiser, Assistant Superintendent; Ms. Rosalyn Schmitt, Chief Operating Officer; Dr. Patrick McLaughlin, Chief of Strategic Planning; Mr. Joe Letteri, Director of Building Services; Ms. Lorna Gerome, Director of Human Resources; Ms. Molly Munsey, Human Resources Generalist; Dr. Nick King, Student Services Officer; Dr. Bernard Hairston, Assistant Superintendent; Ms. Leilani Keys, Equity Specialist; Mr. Lars Holstrom, Equity Specialist; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:30 p.m., Mr. Alcaro offered a **motion** that the School Board go into a closed meeting as authorized by the Virginia Freedom of Information Act, section 2.2-3711(A) of the Code of Virginia under subsection 3 for discussion and consideration of the acquisition of real property for a public purpose. Mr. Koleszar **seconded** the motion, **and the motion passed with Ms. Callsen and Mr. Buyaki absent.**

Agenda Item No. 1.2. Closed Meeting Certification.

At 6:30 p.m., Mr. Alcaro offered a **motion** that the Board certify by recorded vote that to the best of each Board member's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the Closed Meeting were heard, discussed or considered in the Closed Meeting. Mr. Buyaki **seconded** the motion. **Roll was called and the motion passed by the following recorded votes:**

AYES: Mr. Koleszar, Dr. Acuff, Mr. Buyaki, Mr. Alcaro, Mr. Paige, Mr. Oberg, and Ms. Callsen.

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 1.3. Call to Order.

At 6:30 p.m., Dr. Acuff, Chairman, called the meeting back to order.

Agenda Item No. 1.4. Pledge of Allegiance.

Agenda Item No. 1.5. Moment of Silence.

Agenda Item. No. 2.1. Approval of Agenda.

Mr. Koleszar offered a **motion** to approve the agenda. Mr. Oberg **seconded** the motion, **and the motion passed.**

Agenda Item No. 3.1. Consent Agenda

- 3.1 Approval of Consent Agenda
- 3.2 FY2018/19 Carry Forward of Special Revenues Fund Balance
- 3.3 Minutes
- 3.4 E-rate Program
- 3.5 Personnel Action – Athletic Coaches
- 3.6 Personnel Action

- 3.7 Exemption from Compulsory Attendance
- 3.8 For Action: Policy Reviews and Revisions
- 3.9 For Information: Policy Reviews and Revisions
- 3.10 For Information: Language Arts Learning Resources Selection and Adoption
- 3.11 Exemption from Compulsory Attendance

Mr. Alcaro offered a **motion** to approve the consent agenda. Mr. Koleszar **seconded** the motion. Dr. Acuff asked for discussion. Mr. Paige asked on Item 3.2 if there were funds for CRT training for teacher salaries or funds to be trained. Mr. Zimmermann replied that there were not any funds allocated at this time. The use of special revenue funds is directed. Mr. Paige said that on Item 3.6, when he looks at the personnel that have been hired, it doesn't show race. He hopes we are keeping in mind that we want to increase minority staffing in the Division. Dr. Clare Keiser said that it is a focus for staff and we are working with our Principals on it. Mr. Paige said that on Item 3.10, about two months ago he mentioned a book that had some African American history of Buckingham, Albemarle and surrounding counties. He asked if staff could review the book he mentioned and see if it can be included in the list of books to be approved. Ms. Collins said yes, the list before the Board was compiled over the summer, but they can review and see if it can be added to the list. Mr. Alcaro said that is intriguing by some of the book titles listed in Item 3.10. Mr. Koleszar asked where the books were on display for review. Ms. Collins said that the books are on display at the County Office Building. Ms. Callsen said that Ms. Bekah Saxon approached her about how we are doing great books pushing the thinking and the boundary, what training do we give teachers for subject matters that may be difficult to teach. Ms. Collins said that is part of the conversation teachers have as they read the books and use it. Ms. Callsen said so when they begin to use it, do we provide instruction on how to have those conversations that some may not feel comfortable discussing. Ms. Collins said that we have opportunities for training on controversial conversations. Ms. Callsen said that she wants teachers to feel comfortable with what they are being asked to teach. **The motion passed.**

Agenda Item No. 4.0. Items Pulled from the Consent Agenda. None.

Agenda Item No. 5.1. Spotlight on Education

Ms. Callsen said that in the Board's adoption of our current strategic plan for the school division, we established one goal—that all students would graduate having actively mastered the lifelong learning skills they need to succeed as learners, workers and citizens. We also adopted five objectives to make that goal a reality for all students. This evening, we are recognizing an organization and students who are achieving one of those goals—to create and expand partnerships. This is so important to the overall personal growth and development of students since it expands our learning community well beyond the classroom. It gives students the opportunity to learn from experts in various fields, who serve not only as role models for high achievement but as counselors and teachers who expand the horizon for students who come to our schools with all manner of life experiences. Five years ago, the Charlottesville Ballet became such a resource for hundreds of our students and their families and the greatest value of this partnership comes from the chance these students have to participate in a program for learning that promotes rigor, relevance and relationships, to borrow from our mission statement. This program, *Chance to Dance*, also is a chance, and a powerful one, to close opportunity gaps among students by expanding their ability to experience rigor, relevance and relationships in a new community setting. At the meeting, we have with us Sara Clayborne, co-director of the Ballet, and, the Ballet's community outreach coordinator, Feleacia Quezergue. They are joined by two of our students, Mariah Flowers from Woodbrook and Fawzia Sherif from Greer. She then asked our guests and students to come to the podium and tell the Board a little bit more about this very impactful community partnership.

Ms. Callsen commended them for doing a great job. She was at a community meeting a few days ago and overheard some parents talking about the program saying how wonderful it was and how amazed they were that they could get their children dance lessons because they could not afford it.

Dr. Acuff asked if the students come to the academy. She also asked if the program enticed any young men to dance.

Mr. Paige asked if the program worked with students outside of the urban ring.

Dr. Acuff asked the students when they started dancing.

It was noted that there was a performance coming up on May 4th, and they would love for the Board to attend.

Ms. Callsen said that in honor of the work that is being done, she asked that the Board approve the following resolution.

RESOLUTION OF APPRECIATION

WHEREAS, the Albemarle County School Board adopted three strategic priorities to guide the School Division in preparing all students to be successful life long learners, workers and citizens and

WHEREAS, these priorities are to create a culture of high expectations for all to identify and remove practices that perpetuate the achievement gap and to ensure that students identify and develop personal interest and

WHEREAS, among the four values established by the School Board for the School Division are young people respect excellence and community and

WHEREAS, in 2013, The Charlottesville Ballet began a pilot program at Woodbrook and Greer Elementary Schools to offer students all expense paid dance classes taught by professional artist from the ballet and

WHEREAS, this program is provided to students who are significantly under represented in such learning and development opportunities and

WHEREAS, this program has now been extended to Agnor-Hurt Elementary School and now serves 130 students from our urban ring schools each year and

WHEREAS, more than 650 Albemarle County Public School students have benefitted from free dance classes having had this barrier to learning lifted by this program and

WHEREAS, Charlottesville Ballet has expanded its program to include the families of students who receive complimentary tickets to performances and

WHEREAS, each year the ballet award six lifetime scholarships to students from Agnor-Hurt, Greer and Woodbrook Elementary schools and has awarded more than 30 such scholarships since the inception of this community partnership and

WHEREAS, the ballet regularly pair students with professional dancers who work along side students and perform with them on stage in such venues as the Paramount Theatre and

WHEREAS, these young people have learned new skills, gained greater confidence and developed stronger collaboration with their peers and in our community and

WHEREAS, these qualities in addition to the hard work and perseverance, the creativity, critical thinking, and dedication to self- improvement gained by students in this program brings their success within reach whether it is in the performing arts, academics studies or personal development and now

THEREFORE, BE IT RESOLVED, that Albemarle School Board recognizes Charlottesville Ballet as a

valued member of our learned community and expresses its deep appreciation to the ballet and its members for its extraordinarily valuable contribution to the enrichment of the lives of so many of our student and their families.

Ms. Callsen offered a **motion** to approve the resolution. Mr. Koleszar **seconded** the motion, **and the motion passed.**

Agenda Item No. 5.2. Announcements.

Dr. Acuff said that next week's meeting will be at Albemarle High School in the media center.

Ms. Callsen said that she is on the Audit Committee. They had their second meeting, and we have a clean audit.

Dr. Haas said that Jack Jouett Middle School was revalidated as an AVID demonstration school.

Dr. Keiser said that there are lots of programs in each of our schools. She noted that the Burley Bearettes will be performing at the County Office Building on December 19 from 2-3 p.m.

Dr. Hairston said that the anti-racism policy first read has been moved to the December 13 meeting. The Equity Advisory Committee will review the latest version on December 11 and any changes will be provided to the Board on December 12.

Dr. Acuff said that she provided the Board to Board presentation to the Board of Supervisors. They asked what the difference was in per student funding from the State today versus what it was in 2007, and is the number adjusted for inflation. Mr. Koleszar said that the number was adjusted for inflation. He will send the information to Dr. Acuff.

Agenda Item No. 6.1. School Board/Superintendent Business.

Dr. Haas said that we would like to see what our student potential career interests are and will be asking middle school students to complete a survey based on the Virginia Department of Education Career Clusters. He encouraged the Board to visit the Virginia Department of Education Career Cluster site. The results of the survey will help plan future work within the Division.

Agenda Item No. 6.2. Board Member Reports.

Mr. Koleszar said that last night he held a Town Hall. There was good, valuable discussion.

Mr. Oberg said that we have podcasts and they are hard to find. He would like for the Board to begin livestreaming the Board meetings. Mr. Koleszar asked that this be brought back to the Board at the next meeting to direct staff to make it happen.

Mr. Koleszar said that there were four who attended the VSBA conference. He shared his take-aways from the conference including a presentation on an agriculture STEM lab. He also mentioned that the VHSL adopted a policy that use of racial slurs would be automatic ejection from the game.

Mr. Alcaro said that we have been reaching out to parents who we normally do not hear from. Earlier in the week, we went to a knitting group at Agnor-Hurt Elementary School. There were Spanish translators. They discussed their concerns for their children. It was a great event.

Agenda Item No. 7.1. Architectural Selection for Scottsville Addition/Renovation.

Mr. Letteri provided for the Board's consideration a recommendation for the architectural selection for the Scottsville Elementary addition and renovation. At the October 18, 2018 School Board meeting, the Board approved the Selection Committee for the Scottsville Elementary School addition/renovation project. The project will add 17,500 sf to the building as well as make improvements to the existing building and site. The additions will include 4 classrooms, 2 smaller resource classrooms, 2 offices, a ganged bathroom, and a full-size gym. Improvements to the existing building will include repurposing the current gym into instructional space and renovations throughout the building to improve space for both students and staff.

Site improvements will include outdoor learning areas and a septic system replacement. The project will also include the removal of all trailers and modular classrooms. Lastly, it will include new furnishings for both new and existing spaces. The project will adhere to LEED principles and practices.

Requests for Proposals (RFP) have been issued and proposals received. In accordance with School Board Regulation FEA, "the School Board is to be notified of the top ranked firms, and authorization to begin negotiations with the top ranked firms is to be requested." Accordingly, the following is a summary of the RFP process to date: Eight firms responded to the RFP. A selection committee reviewed the proposals and selected three firms to interview. The committee interviewed the short-listed firms on November 28, 2018 and selected Grim & Parker Architects as the best choice.

The FY19 Capital improvement program includes money to design the Scottsville project through Design Development. The reasoning behind only approving through Design Development is so the Division can better understand the cost of the final solution and the availability of construction funding.

Mr. Koleszar said that he advocated for a Board Member serving on these committees. It was tough to choose a firm but this firm had more experience for Scottsville Elementary. He asked that this item on the next consent agenda.

Mr. Alcaro asked what the process was to narrow down the firms from 8 to 3.

Agenda Item No. 7.2. Time and Attendance System Project Update and Policy Overview.

Ms. Gerome and Ms. Munsey provided for the Board's consideration an update on the time and attendance system project. Beginning next spring, local government and the school system employees will be using a new, online time and attendance system to manage their timekeeping, attendance and leave records. In addition to several benefits that include improving the accuracy of records as well as the ability of employees to access their information on a real-time basis, the new system will be compatible with several existing systems, such as payroll, and the scheduling applications used by police, fire and rescue and by the school division for substitute teachers. The company implementing the new system is Kronos, a nationally-recognized expert in this field, with extensive experience with many leading governmental and private sector organizations. Several personnel policies related to leave and pay are being updated in order to facilitate this process, but also to revise policies to align or correct current practice.

Mr. Buyaki said that he has a question about Policy GCJB around planning periods. -Is this going to be done on a school by school basis? He asked if there would be overarching guidance on how to implement this policy.

Mr. Oberg said that a chief complaint was that there is not enough planning time. Planning time is important.

Dr. Acuff asked what kind of data do we keep on substitutes such as skill level and the number of times that they are called on to substitute.

Agenda Item No. 7.3. Update on Afterschool Enrichment Partnership Request for Proposals (RFP).

Ms. Schmitt provided for the Boards consideration an update on the afterschool enrichment program partnership request for proposals. Previously, the Albemarle County School Board received a program evaluation on the Extended Day Enrichment Program (EDEP). Amongst other key findings, the evaluation highlighted the importance of high quality after school care as an educational imperative. One recommendation of the evaluation was to explore the possibility of partnering with private organizations to respond to an increasing demand for after school programs fueled by a lack of affordable options for key segments of the school division's population.

In September, a Request for Proposals (RFP) was issued to solicit sealed proposals to establish a partnership with Albemarle County Public Schools (ACPS) to provide quality after school opportunities for ACPS students. Tonight, Staff will provide a brief update on the status of the RFP.

This item was provided for information.

Agenda Item No. 7.4. School Safety Review Update.

Dr. King provided for the Board's consideration an update on the school safety review. Beginning this year ACPS has implemented a new strategy known as the School Safety Survey. This process allows schools to review their school based school safety planning and engage in a table top exercise. Nine schools are scheduled to complete this process this year and all schools will complete the process by school year 2020-2021.

Mr. Oberg said that he understands the three year review rotation for school safety audits, but does staff take into account new administration coming into a school.

Mr. Paige asked how much involvement does the County Police and Fire Department have with either the walk-thru or the planning.

Mr. Buyaki asked if staff reached out to outside security agencies for assistance.

Mr. Paige asked about how the police are involved with the schools that do not have school resource officers.

Mr. Alcaro asked Dr. King how he would grade the progress in the process.

Dr. Acuff asked with the Anonymous Reporting app, what concerns were shared by the Greene County staff. She also asked about what reports will staff be looking to come out of the app.

Ms. Callsen said that there has been a lot of good work researching systems. She was surprised that some data could be sent to the police.

Agenda Item No. 7.5. 2019/20 School Division Calendar Development.

Dr. McLaughlin provided for the Board's consideration information on the development of the 2019/20 school division calendar. The calendar is the result of two joint City/County Calendar Committee meetings in October and November. The committee is comprised of teachers, AEA leadership, parents, and school and central office administrators. A first draft of the calendar along with a survey was posted to the public in October. Survey participants were asked to rank their satisfaction with the proposed calendar on a scale of one to five with one indicating "very dissatisfied" and five indicating "very satisfied." A total of 1,013 responses were received with 92.1% of respondents scoring their satisfaction with the calendar at a score of three or higher. In addition to the ranking scale, survey participants were invited to give open suggestions for improvements to the calendar. Nearly seven hundred responses were received. The most common themes that emerged from the written comments were satisfaction with the calendar draft, a request to distribute days off more evenly, and comments about including half-days in the calendar. Based on the feedback received by the calendar committee, a

professional development day that was originally scheduled on Friday, September 20 has been moved to Monday, September 30. The 2019-2020 school calendar is very similar to the 2018-2019 calendar with a few exceptions:

- Winter Break spans still includes ten student days off but now spans three consecutive weekends.
- A workday and professional development day have been moved from February and late March to March 2 and 3. This has been done to accommodate the 2020 presidential primary which will occur on Tuesday, March 3, 2020.

Ms. Callsen asked why we do not celebrate Veterans Day and why is it listed as cultural/religious observance.

Mr. Koleszar encouraged the Board to have a snow disaster plan. It is always a possibility, but we should be prepared to address significant lost time of instruction.

Mr. Buyaki asked about bank time.

Mr. Oberg said that if staff looks at developing an emergency plan, then he asks that the teacher professional development days be maintained.

Dr. Acuff asked for clarification on what the Board is being asked as it relates to an emergency plan.

There was Board consensus for the calendar development to move forward for action and staff will develop a plan to address excessive missed days of instruction for the school year.

Ms. Callsen said that looking back at her question about Veteran's Day, why do they religious and cultural observances need to be included on the calendar.

Dr. Acuff said that she agrees that if it does not impact school business then why is it included.

Mr. Koleszar said that the dates were originally included as a way for principals to check when planning for events at schools.

Mr. Alcaro asked if the City and County calendars are in sync this year.

Mr. Koleszar offered a **motion** to remove religious/cultural days from the calendar. Mr. Alcaro **seconded** the motion, **and the motion passed with Mr. Buyaki voting no.**

Agenda Item No. 7.6. Break.

There was a break from 8:20 p.m. until 8:29 p.m.

Agenda Item No. 7.7. Framework for Professional Learning.

Dr. Keiser and Ms. Sublette provided for the Board's consideration an overview of the framework for professional development. The presentation provided an overview of our framework for professional learning, including professional learning opportunities focused on equity and access for all students.

Dr. Acuff thanked staff for the comprehensive overview of teacher professional learning.

Dr. Acuff asked if this professional development outline has been shared with teachers.

Agenda Item No. 7.8. Culturally Responsive Teaching Professional Development Design.

Dr. Hairston, Ms. Keys and Mr. Holstrom provided for the Board's consideration an overview of the culturally responsive teaching professional development design. The design of the ACPS Culturally Responsive

Teaching model is specific to addressing the most daunting educational challenge of our time: the achievement gap. This unique homegrown model is getting results. The model is grounded in the conviction that all educators can adjust their mindsets and instructional practices to better meet the needs of the cultures of the students they serve. Delivering relevant and useful professional development training is key to successfully implementing Culturally Responsive Teaching. We have valued the rewards of a balanced emphasis on what happens after the professional development training. The model is designed to broaden skills for teaching to and through the background and experiences of all of our students to decrease gaps in engagement, motivation, and academic achievement.

The presentation outlined the current structure that is working to address the gaps in achievement, through professional development and follow up initiatives, given the available resources. We will share some thoughts for serving a broader community of committed learners while keeping our main focus on the quality of the professional learning we deliver and the impact on student achievement that results from implementation of this model.

Mr. Paige said that he hopes Dr. Haas will include all the items on the wish list in his proposed budget.

Ms. Callsen said that this is excellent work and there is so much progress with CRT training.

Mr. Buyaki said that he loves seeing that our schools are requesting assistance with this work, but we are only touching a small portion of our elementary schools in this work. What is the reasoning why elementary schools are not requesting help with this work?

Mr. Paige asked if any consideration is given to those schools with larger achievement gaps when deciding what schools to work with.

Dr. Acuff said that she is glad that data was included in the presentation. Has staff looked at certified teachers over time? Are refresher courses needed? Do they need support over a period of time? Do we incent TAs to participate?

Ms. Callsen said that training your teachers well will have a positive impact. This is an optimistic approach if all teachers care and training makes a difference.

Dr. Acuff asked about the equity staffing.

Agenda Item No. 7.9. Revision to Policy FA – Building and Naming Facilities.

Dr. Haas and Dr. McLaughlin provided for the Board's consideration proposed revisions to Policy FA. Policy FA, Building and Naming Facilities, is undergoing a revision to better delineate the circumstances, processes and procedures that would cause a school building or facility to be renamed. A draft version was presented so that the Board may provide feedback for a revised version to be presented for first read at the next Board meeting.

Mr. Alcaro asked about what the committee would be bring to the Board if a name change was determined to be examined.

Mr. Oberg said that there should be some role for students in the renaming process.

Mr. Paige said that he would like criteria listed on how the committee members were going to be chosen.

Ms. Callsen asked who would choose the committee members.

Dr. Acuff asked if there are facilities within a school are named for individuals.

There was Board consensus to include student participation in the policy to trigger a name change.

The policy will come back at the next Board meeting for first read.

Agenda Item No. 8.1. Public Comment.

Ms. Megan Carper lives in the Rivanna Magisterial District. She asked that the Board consider school security in the budget to include keeping the front doors locked at the school throughout the day with a buzzer system.

Ms. Megan Argaud lives in the Rivanna Magisterial District. There was an issue at Baker-Butler on her child's bus that included such things as racial bullying. None of the incidents have had discipline referrals to the principal. She asked that the Board ban racial imagery in the Division.

Ms. Amanda Moxham lives in the Rio Magisterial District. She asked that the Board ban racial imagery in the Division.

Ms. Laura Sergany lives in the City of Charlottesville. She asked that the Board ban racial imagery in the Division.

Ms. Lara Harrison is a parent. She said that CRT has to be required to make a difference. There has been no action to ban confederate imagery in the Division. She asked that the Board ban confederate imagery in the Division.

Mr. Ben Dougherty lives in the Samuel Miller Magisterial District. He said that public comment needs to be at the beginning of the meeting. He asked that the Board ban confederate imagery in the Division.

Agenda Item No. 9.1. Other Business by Board Members/Superintendent.

Mr. Oberg said that he appreciates each Board member and staff member. Mr. Koleszar said that there are TAs that are teachers, but we have no way to differentiate what contributions they can make to a classroom. Is there a way that we can offer more to TAs who do get a micro-credential?

Ms. Callsen said that she feels public comment should be at the beginning of the meeting. Mr. Koleszar said that the chair sets the agenda, but the Board could amend the agenda. Mr. Oberg said that he, Mr. Paige, and Ms. Callsen feel that public comment should be moved to the beginning of the meeting. Ms. Callsen said that it can be helpful for discussions.

Agenda Item No. 10.1. Closed Meeting. None.

Agenda Item No. 11.1. Certify Closed Meeting. None.

Agenda Item No. 12.1. Adjournment.

At 10:12 p.m., hearing no objections, Dr. Acuff adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk