

A retreat of the Albemarle County School Board was held on June 11, 2021 at 9:00 a.m., via Zoom, Charlottesville, Virginia 22902.

PRESENT: Mr. Jonno Alcaro; Mr. Graham Paige; Dr. Kate Acuff; Ms. Ellen Moore Osborne; Ms. Judy Le; and Mr. David Oberg.

ABSENT: Ms. Katrina Callsen.

STAFF PRESENT: Dr. Matthew Haas, Superintendent; Dr. Patrick McLaughlin, Chief of Strategic Planning; Mr. Ross Holden, School Board Attorney; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Call to Order.

At 9:00 a.m., Mr. Paige, Chairman, called the meeting back to order.

Mr. Paige said that the meeting is being held electronically pursuant to Virginia state law and Albemarle County ordinance because the Covid-19 pandemic makes it impracticable and unsafe to assemble a quorum physically in a single location. The meeting is being streamed live on the Albemarle County Public School's website, and public comment may be offered through the Zoom waiting room feature in accordance with the School Board's protocol or by written submission.

Agenda Item. No. 2.1. Retreat.

Strategic Plan

Dr. McLaughlin provided for the Board's consideration a draft strategic plan for the Division.

Vision

In ACPS our learners are engaged in authentic, challenging, and relevant learning experiences as lifelong contributors and leaders in our dynamic and diverse society.

Mission

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

We will know every student.

Values

- Equity
 - We will provide every student with the level of support needed to succeed.
- Wellness
 - We will support the physical and emotional health of our students and staff.
- Family and Community
 - We will share the responsibility for student success with families and community partners.
- Excellence
 - We will mitigate barriers and provide opportunities for every student to be successful.

Dr. McLaughlin introduced from Battelle for Kids/EdLeader 21 Mike Nicholson, senior director design and delivery, and Shannon King, Chief Innovation Officer. Mr. Nicholson and Ms. King said that they would be

previewing the goals, objectives and strategies of the plan with the Board. The Board was then be asked to provide feedback on how well the elements of the plan will help meet the mission.

Vision, Mission, and Values

Questions:

1. Differentiate the Value of Equity and Excellence. The descriptions are quite similar.
2. Please give an example of “community partners”.
3. In the “vision” it should be “to foster/become lifelong contributors”.
4. I sort of hate to let go of “relationships, relevance, and rigor” from our previous strategic plan.

Affirmations:

1. This feels to me like a necessary set of values now. I’d say “for the 21st Century,” which is accurate, but it feels like these should have been the values for other centuries as well.
2. I like the separation of “We will know every student” if it is seen as an ambition, it would be “We know every student.”
3. Overall, the Vision, Mission, and Values are very good and, I think, capture where we want to be going. The importance of equity, wellness, and family/community support in promoting academic excellence is affirmed.

Concerns:

1. Under Mission, “Working together as a team” strikes me as superfluous. Who are “we”?
2. Re Family and Community, “we will share responsibility” does not seem proactive enough. What about something more like “we will engage families and community partners to promote student...”

Suggestions:

1. I wonder whether the Excellence Value should come first in the list.
2. Could “Excellence” reference the quality of instruction instead? Elimination of barriers is more of an Equity concern.
3. Hmmmm. Re “We will know every student.” I think I understand the intent but, perhaps, that concept could be fleshed out a bit.

Goal 1: Thriving Students – *ACPS will facilitate learning experiences grounded in high expectations, networks of care, and student curiosity to ensure academic and social-emotional development for all students while eliminating opportunity, access, and achievement gaps.*

Questions:

1. “Guaranteed, viable curriculum” Guaranteed?
2. Strategy 3: Student led conference...with parents, correct?
3. Re IC’s sample progress measures relating to volunteer/activism hours, may need to insert something re ACPS facilitating community engagement opportunities.
4. Wall-to-wall academies have been on our drawing board for some time. Will we begin to develop those academies aligned with career pathways under this objective?
5. How will the grading plan mentioned in this goal be implemented? Will it be an added burden to our teachers?
6. Don’t we want dual enrollment to match demographics as well?
7. Please expand on PBL experience focused on community issue.

Affirmations:

1. Like equity table report for each school
2. The Thriving Students Goal is particularly well crafted to capture what it takes to succeed.
3. I like the fidelity of implementation of curriculum. That is important.

Concerns:

1. I don't disregard any of these sample strategies, but I also don't know how many are based in evidence. I want to see us holding ourselves to the standard of evidence-based strategies.

Suggestions:

1. Perhaps need something about frequency of reviewing progress.
2. Re 1B monitoring the number of MH referrals from school counseling offices, we may also want to monitor the number of MH visits to school nurses & counselors.
3. Regarding extracurriculars, we could do better at knowing about all the community resources available for some of those that are less mainstream. Maybe that's a Talent Development coordinator task.
4. We set up an anti-bullying/anti-racism anonymous hotline may 1.5 years ago. Don't we want to review this as well to monitor mental health and school climate issues?

Goal 2: Affirming and Empowering Communities - ACPS commits to developing a culturally responsive environment that will respect and champion the diversity of life experiences of all stakeholders and supports the physical and mental health of our students, staff, and families so they are actively empowered to engage in our school community.

Questions:

1. Re insuring all licensed staff are trained in CRT by 2025...do we have the band width for this? And, will this be written into the contracts of all staff?

Affirmations:

1. The Goal of Affirming and Empowering Communities is well written and addresses my concern re student volunteer activities. But I-C, for example, talks about engaging our school community.

Concerns:

1. Goal note it will to "continue to develop division staff wellness programs," which is good but I've had emails from staff who would like more teacher & staff recognition and "uplifts" beyond that.
2. Having SB and Division leaders commit to meeting with families in their neighborhoods is a great goal but one that has been extremely difficult to get more than a handful of folks out. Need to be more effective.
3. II-A -- % of CRT staff credentialed increases to 100%... by when and is this all staff?

Suggestions:

1. "ACPS will develop school equity dashboards to monitor progress toward closing equity and achievement gaps." Monitor here (and other places) is too passive; we can't keep admiring problems.
2. We must make sure that we seek ways to empower all of the under-represented communities (geographically, racially and socio-economically) in implementing this goal.
3. At some point, we had discussed have more contact between our high schools in order to increase diversity. The idea of increasing committee work to promote this in various ways is great.

4. The strategy #3 seems to combine 2 points of focus, Adult Ed and school volunteers.

Goal 3: Equitable, Transformative Resources - ACPS will attract, develop and retain the highest quality staff; develop sustainable and modern facilities, infrastructure and equipment; and distribute all resources in an equitable manner to transform learning experiences and opportunities.

Questions:

1. Not sure about III-A's strategy of implementing "a total compensation structure" to make ACPS highly competitive. We know we cannot property tax our way out of having VA teachers paid below.
2. In III-C the strategy of the PEF to equitably funding supplemental programs is good but it is a narrow view of what the PEF could do.

Affirmations:

1. Very glad for the acknowledgement of transportation as a barrier to remove, as it is considerable.

Concerns:

1. We need better communication with the community about capital needs.
2. Fully funding capital projects...would be nice but we are now back up to more than 50 trailers and the funding for the new HS center is nowhere in sight.
3. Still on capital theme. We had whittled down our use of trailers to 7-10 across 25 schools. Now we are becoming a major trailer park operator with over 50. We are definitely going in the wrong direction.
4. At times in the past, it has been difficult to convey the importance of expanding and renovating our schools (CIP plan) to the Supervisors. The importance of this changes with each election.

Suggestions:

1. We are competing for CIP resources with Fire, Police et al departments. Referenda may be our best path for significant funding.
2. Look at scheduling to reduce barriers to participation; for instance CATEC should be every-other-day.
3. Any time we put more than one addition on a school, it should trigger a mechanism to make us really examine districting or capital needs.

Mr. Oberg left the meeting at 10:30 a.m.

Dr. McLaughlin said that the Board will be asked to approve the plan at the July 8, 2021 meeting. He then shared with the Board work that will be done after approval.

The Board took a break from 11:20 a.m. until 12:30 p.m.

Ms. Le left the meeting at 11:20 a.m.

No longer having a quorum, the Board will do the self-evaluation and open discussion on ideas for the future work at a meeting in the future.

Agenda Item No. 3.1. Adjournment.

At 12:40 p.m., hearing no objections, Mr. Paige adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk