

## MINUTES

### WORK SESSION OF THE ALBEMARLE COUNTY SCHOOL BOARD

Thursday, April 27, 2023

**ROLL CALL** - UPON THE ROLL BEING CALLED, THE FOLLOWING WERE PRESENT

**BOARD MEMBERS:** Dr. Kate Acuff, Mr. Jonathan Alcaro, Dr. Rebecca Berlin, Chair Katrina Callsen, Ms. Judy Le, Ms. Ellen Osborne, Mr. Graham Paige, Student Representative, Ms. Sanuthi Amarasinghe

**ABSENT:** None.

**STAFF IN ATTENDANCE:** Superintendent Matthew Haas; Deputy Superintendent Debora Collins; Assistant Superintendent Clare Keiser; Assistant Superintendent Patrick McLaughlin; Assistant Superintendent Daphne Keiser; Chief Operating Officer Rosalyn Schmitt; School Board Attorney Ross Holden; Chief Technology Officer Christine Diggs; Public Affairs & Strategic Communications Officer Phil Giaramita; Director of Professional Development Megan Wood; Director of Budget and Planning Maya Kumazawa; and Clerk to the School Board Christine Thompson.

**Agenda Item No. 1.0 CLOSED MEETING** - At 5:30 p.m., Mr. Paige offered a **motion** 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 1 for the discussion, consideration, or interviews of prospective candidates for employment and the assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; Subsection 3 for discussion or consideration of the acquisition of real property for a public purpose or the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body; and Subsection 8 for consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. Mr. Alcaro seconded the **motion**. **Roll was called and the motion passed by the following recorded votes:**

**AYES:** Ms. Osborne, Mr. Paige, Mr. Alcaro, Dr. Berlin, Ms. Le, Dr. Acuff, and Chair Callsen

**NAYS:** None

**ABSENT:** None

**Motion carried by a 7:0 vote.**

### Agenda Item No. 2.0 OPENING ACTIVITIES

**Agenda Item No. 2.1 Call to Order** – At 6:30 p.m., Chair Callsen called the Albemarle County School Board meeting back to order.

**Agenda Item No. 2.2 CLOSED MEETING CERTIFICATION** - At 6:30 p.m., Mr. Paige 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. Ms. Le seconded the **motion**. **Roll was called and the motion passed by the following recorded votes:**

**AYES:** Dr. Acuff, Ms. Osborne, Mr. Paige, Mr. Alcaro, Dr. Berlin, Ms. Le, and Chair Callsen

**NAYS:** None

**ABSENT:** None

**Motion carried by a 7:0 vote.**

At 6:31 p.m., Dr. Acuff offered a **motion** to forward a resolution to the Albemarle County Board of Supervisors that reads as follows:

**WHEREAS**, on December 22, 2000, Albemarle County (“County”) purchased three (3) parcels of land, located at 133 Galaxie Farm Lane, 167 Galaxie Farm Lane, and 1506 Scottsville Road; and

**WHEREAS**, on November 13, 2019, the School Board of Albemarle County, Virginia (“School Board”) adopted a resolution requesting that the Albemarle County Board of Supervisors (“BOS”) transfer Parcel 09100-00-00-01100, located at 133 Galaxie Farm Lane (“Property”), by deed to the School Board “for the purpose of constructing a high school center” on the Property; and

**WHEREAS**, on December 18, 2019, the BOS adopted a resolution approving the transfer of the Property to the School Board for such purpose; and

**WHEREAS**, the County conveyed the Property to the School Board by Deed dated December 19, 2019, and recorded on December 20, 2019; and

**WHEREAS**, the School Board has, subsequently, determined that the best use of the Property is as a new elementary school rather than as a high school center, as previously planned; and

**WHEREAS**, the School Board seeks the support of the BOS for the construction of an elementary school on the Property.

**NOW, THEREFORE, BE IT RESOLVED BY THE SCHOOL BOARD OF ALBEMARLE COUNTY, VIRGINIA** that:

1. The School Board hereby requests that the BOS re-affirm the prior conveyance of the Property and approve its use as an elementary school.
2. This resolution shall take effect immediately.

The undersigned Clerk of the School Board of Albemarle County, Virginia certifies that the foregoing constitutes a true and correct extract from the minutes of a regular meeting of the School Board held on the 27<sup>th</sup> day of April 2023, and of the whole thereof so far as matters referenced in such extract.

I, Christine Thompson, do hereby certify that the foregoing writing is a true, correct copy of a Resolution duly adopted by the School Board of Albemarle County, Virginia, by a vote of seven to none, at a regular meeting held on Thursday, April 27, 2023.

Mr. Alcaro seconded the **motion**. **Roll was called and the motion passed by the following recorded votes:**

**AYES:** Ms. Le, Dr. Acuff, Ms. Osborne, Mr. Paige, Mr. Alcaro, Dr. Berlin, and Chair Callsen

**NAYS:** None

**ABSENT:** None

**Motion carried by a 7:0 vote.**

At 6:33 p.m., Ms. Osborne offered a **motion** that the School Board of Albemarle County, Virginia, direct Albemarle County Public School Staff to determine the feasibility of locating, designing, and constructing Center II on Property A and applying the funds already appropriate for such purpose to this project. Dr. Acuff seconded the **motion**. **Roll was called and the motion passed by the following recorded votes:**

**AYES:** Dr. Berlin, Ms. Le, Dr. Acuff, Ms. Osborne, Mr. Alcaro, Dr. Berlin, and Chair Callsen

**NAYS:** Mr. Paige

**ABSENT:** None

**Motion carried by a 6:1:0 vote.**

At 6:34 p.m., Ms. Le, who was not feeling well, left the meeting.

#### **Agenda Item No. 2.3 Pledge of Allegiance**

#### **Agenda Item No. 2.4 Moment of Silence**

**Agenda Item No. 3.0 APPROVAL OF AGENDA** – Ms. Osborne offered a **motion** to approve the Agenda. Mr. Alcaro **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Mr. Alcaro, Dr. Berlin, Dr. Acuff, Ms. Osborne, Mr. Paige, Mr. Alcaro, and Chair Callsen.

**NAYS:** None

**ABSENT:** Ms. Le

**Motion carried by a 6:0:1 vote.**

**Agenda Item No. 4.0 APPROVAL OF CONSENT AGENDA** – Ms. Osborne offered a **motion** to approve the Consent Agenda. Dr. Berlin **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Mr. Paige, Ms. Osborne, Dr. Acuff, Dr. Berlin, Mr. Alcaro, and Chair Callsen.

**NAYS:** None

**ABSENT:** Ms. Le

**Motion carried by a 6:0:1 vote.**

- 4.1 Approval of Consent Agenda
- 4.2 Special Education Plan for School Year 23-24
- 4.3 COVID-19 Status Update
- 4.4 Approval of the Minutes
- 4.5 For Action: Policy Review and Revision
- 4.6 For Information – 2023 Community Lab School Charter Renewal
- 4.7 Consortium Incentive Grant Application for Information
- 4.8 Architect/Engineer Selection Committee – Southern Elementary School
- 4.9 For Action: 2023-24 Calendar Amendment
- 4.10 FY 23 Appropriation for Additional Maintenance/Replacement Program Funds
- 4.11 Personnel Action
- 4.12 Albemarle Foundation for Education and ACPS Memorandum of Understanding
- 4.13 Diploma Waiver for Student

**Agenda Item No. 5.0 ITEMS PULLED FROM CONSENT AGENDA** -- None

## Agenda Item No. 6.0 ANNOUNCEMENTS

**Agenda Item No. 6.1 Month of the Military Child** – Chair Callsen made a motion to place the following resolution into the School Board record in recognition of the military families in Albemarle County Public Schools. Mr. Alcaro the motion. **A voice vote was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Osborne, Mr. Paige, Mr. Alcaro, Dr. Berlin, Dr. Acuff, and Chair Callsen.

**NAYS:** None

**ABSENT:** Ms. Le

**Motion carried by a 6:0:1 vote.**

**WHEREAS**, in 1986, our nation’s Secretary of Defense, Caspar Weinberger, designated April as the MONTH OF THE MILITARY CHILD, to honor the children of military families and to recognize the many sacrifices and challenges these children overcome, and,

**WHEREAS**, these sacrifices and challenges can include extended deployments of parents to combat zones, frequent moves and constant readjustments, including as an article in the *New York Times* has pointed out, frequent transitions from one school division to another, and,

**WHEREAS**, by the time most military children have completed high school, they will have switched school divisions as many as nine times and,

**WHEREAS**, a *Military Times* survey of active duty soldiers has found a direct link between the education experiences of their children and their decision to remain in public service, and,

**WHEREAS**, President Biden, in a proclamation said of military children, “many of these young patriots uproot their lives every few years while often celebrating birthdays and holidays with an empty seat at the table,” and,

**WHEREAS**, our region is home to such vitally important military resources as Rivanna Station, which includes the National Ground Intelligence Center and the Judge Advocate General’s Legal Center and School at the University of Virginia and,

**WHEREAS**, Albemarle County Public Schools is privileged to count among our school community, nearly 500 students who enrich learning for all by contributing their diversity, sharing their life experiences, offering their strength of character, displaying resilience and building friendships and,

**WHEREAS**, our military families are invested in the well-being and success of the communities in which they live, through such roles as mentoring, tutoring, coaching, Parent Teacher Organization membership and as school-based volunteers and,

**WHEREAS**, Albemarle County Public Schools has been a beneficiary of these extraordinary contributions,

**NOW THEREFORE BE IT RESOLVED** that the Albemarle County School Board salutes our military families for their valued service to our schools, communities and to our nation, that we pledge our continued support to you and that we are,

Both proud and grateful to reinforce a message first expressed more than 100 years ago on a different occasion to a different audience, that this year --- in this time and place --- WE WANT YOU.

## Agenda Item No. 7.0 SCHOOL BOARD/SUPERINTENDENT BUSINESS

### 7.1 School Board/Superintendent Business

Dr. Berlin talked about her visit to Crozet Elementary School where she spent time with 2<sup>nd</sup> graders and the Crozet Master Gardeners. The Master Gardeners spent the whole morning from 8:00 to 12:00 with the second graders and teachers planting native plants and teaching them about native plants. There are also some discovery boxes that one of the volunteers built where you can go and touch snake skins and birds' nests. If you haven't been to Crozet, you should go out and look at their beautiful garden.

Dr. Acuff announced that on May 6, here in the Lane Auditorium, Our Community Salutes will be recognizing our high school graduates who have enlisted in the military and will be deploying after graduation.

Mr. Paige offered a **motion** to recognize National Teacher Appreciation Week, May 8 – 12, 2023. Mr. Alcaro seconded the **motion**. **Voice vote was called, and the motion passed by the following recorded votes:**

**AYES:** Dr. Acuff, Ms. Osborne, Mr. Paige, Mr. Alcaro, Dr. Berlin, and Chair Callsen.

**NAYS:** None

**ABSENT:** Ms. Le

**Motion carried by a 6:0:1 vote.**

**WHEREAS**, 70 years ago, our nation first set aside a day of recognition of teachers, following a public campaign led by former First Lady, Eleanor Roosevelt, and,

**WHEREAS**, in 1980, the first full week in May officially became a national time of celebration of the contributions teachers make to the lives of students, families and communities across our nation and the world, and,

**WHEREAS**, this year the first full school week in May is from May 8-12, and,

**WHEREAS**, as President Biden noted in a proclamation, "I will never forget the educators who encouraged me as a child...who instilled confidence in us, who encouraged us to dream boldly and who helped us believe we could achieve anything," and,

**WHEREAS**, teaching has been correctly described as the one profession that makes all other professions possible, and,

**WHEREAS**, educators across our nation have encouraged, inspired and equipped countless millions of young people to become not only Presidents of the United States but to become the healers, inventors, producers, builders, employers, protectors, artists, public servants and the moms and dads that ever propel families and communities forward, and,

**WHEREAS**, here in Albemarle County, it can be said that not all superheroes wear capes, but they do have teaching degrees, and,

**WHEREAS**, these educators selflessly devote their support and service to their students, unbound by the restrictions of the hours of a day, the days of the week or the weeks of a year, and,

**WHEREAS**, the imagination, enthusiasm, brilliance, compassion and sense of purpose that our educators bring into the classroom and into the homes of students and families are similarly without limit, and,

**WHEREAS**, the fulfillment of our vision, that all learners are engaged in authentic, challenging, and relevant learning experiences and that all become lifelong contributors and leaders in our dynamic and diverse society, is achieved through the eagerness for, the engagement in and the joy for learning created in classrooms across our county, and,

**WHEREAS**, every day in every classroom, our educators bring to life the words of our nation’s first Teacher in Space, Christa McAuliffe, who spoke for all in her profession when she assured us that, “I touch the future. I teach,”

**NOW THEREFORE BE IT RESOLVED** that the Albemarle County School Board hereby urges students, families, businesses, organizations, and all other community members to join the Board in expressing deep gratitude for and recognition of our teachers on the occasion of National Teacher Appreciation Week.

**8.0 PUBLIC COMMENT** – There were no public speakers.

### **9.0 SCHOOL DIVISION WORK SESSION**

**9.1 Adopt FY 2023/24 School Operating Fund and Special Revenue Funds Budget** - On April 13, staff provided final recommendations for revisions to the FY 2023/24 funding request, which included updates in School Fund revenues and expenditures and Special Revenue Fund revenues and expenditures.

Mr. Alcaro offered a **motion** to adopt the fiscal year 2023-24 School Board budget of \$259,922,224 and \$922,224 for the school fund, and \$30,316,988 for special revenue funds. Dr. Acuff seconded the **motion**. **Roll was called and the motion passed by the following recorded votes:**

**AYES:** Ms. Osborne, Mr. Paige, Mr. Alcaro, Dr. Berlin, Dr. Acuff, and Chair Callsen.

**NAYS:** None

**ABSENT:** Ms. Le

**Motion carried by a 6:0:1 vote.**

Chair Callsen thanked Ms. Kumazawa for all the hard work that was put into the budget - “this was a good day for our school division and we're so appreciative of everything that you've done to lead us along the way and get us to this point.”

**Agenda Item No. 9.2 Professional Development** – Ms. Megan Wood, Director of Professional Development led staff that included a whole group presentation regarding the best practices of effective professional development opportunities in Albemarle County.

The evening’s goals --

**Know:**

- Best practices in providing effective professional development.
- Examples of professional development opportunities offered by ACPS.

**Understand:**

- Change in teacher practice is a result of ongoing collaboration, learning experiences focused on the needs of the learner.
- Professional learning is a complex process in which adult learners should have autonomy and choice to pursue personal areas of growth.

**Be Able to:**

- Articulate ways in which ACPS supports teacher learning, resulting in student achievement.
- Discuss pros and cons of ACPS approach to professional learning.

**The three main goals of the Office of Professional Development:**

- Aligning to Division Initiatives
- Focusing on high yield strategies to support students; and
- Maintaining & expanding learning format options for learning

**ACPS Professional Development Guiding Principles**

- Self-directed. Professional learning is grounded in teacher choice related to areas of interest and growth to enhance professional practice.
- Content-focused. Professional learning focuses on curriculum, assessment, and instructional delivery.
- Just-in time. Professional learning is responsive to the learner's needs and is relevant to current setting.
- Collaborative. Professional learning occurs among colleagues working together to share practices and reflect on their learning.
- Job-imbedded. Professional learning is sustained over time and occurs within the work environment.

The Board divided into three groups to hear how staff focusses on how they support teachers in expanding their understanding and practices on:

- Curriculum, Assessment, and Instruction
- Culturally Responsive Teaching
- Learning Technology Integration

**School Board Discussion**

Dr. Berlin – How do you award recertification points for teachers? -- The coach logs those interactions throughout the year and then we load those interactions to RPL. The system automatically accounts for teachers to show the transcript.

Dr. Acuff - I love this session because of the LTI and Equity Specialists and the Coaches. But then you also have courses at CIA and how do you decide what courses? -- We listen to principals and what they're hearing in terms of trends and listen for trends to look at what we're going to offer at the division level. Our lead coaches work very closely with our principals, and we get feedback through that mechanism. We also look at what's current best practice.

Ms. Osborne - Do you solicit feedback from teachers on the quality of operation? – Typically, we use exit slips and use that data and then e data and talk about what they need. We're starting to plan for this year, so we've pulled out all those exit slips and went through the data, looked at where we felt like we could make some changes to be responsive to that feedback.

Mr. Paige - With the budget that was adopted, are there any things that you think you would need that maybe the budget would not be able to come back? – We've reached out to the Department of Human Resources to ask them to look at how other districts are compensating people for professional development to make sure that we're aligned with that. We're also looking at PDRP funds, but for next year we anticipate that we'll be fine.

Dr. Acuff - Within the universe of professional development, do staff go to national meetings or how do you get pollinated from outside? -- Yes, we do send staff to conferences. One of the conferences that we attend annually is the AVID conference and because all our secondary schools participate in the AVID program to a variety of degrees, we send our staff to the AVID program on a regular basis. Some of our administrators attend the EdLeader 21 conference and then each year we will get two content areas and see where the national conference is and if it's on the East Coast then we send out a Compass message and say we're taking ten teachers to this conference with the expectation that all the people who attend conferences, then come back and contribute to some professional learning.

Ms. Osborne - How are the equity specialists categorized in the budget? Are they considered professional development, or are they instructional? Because we just heard that we don't have enough equity specialists. You just said you have enough for everything that you need from the budget. – They are under Community Engagement – a different bucket.

Mr. Alcaro -- Everybody was so professional. And the presentations were all enjoyable and every single one. I didn't realize that there was such interaction with the three groups on a regular basis.

Mr. Paige – I think one of the things that I will echo what my colleagues have said, I was surprised at the variability across schools in terms of embracing CRT. And I was also surprised at the Engineering teacher from Western. And talking about the resistance of veteran teachers. Wondering what incentives might be built in? -- The one thing that we think helps with staff engagement is collaboration and that came through clear and so the question is how we speak to the isolationism that can happen.

Chair Callsen talked about the tie to student achievement – in that we have reading gaps, what are we doing? Do we have teacher modeling? Do new teachers have observation? What level? How are we tying this to research methods that keep instructional quality high? We offered several opportunities on differentiating instruction. New reading teachers in the first year or reading teachers that we know based on their scores are struggling or not having outcomes that we want. They're getting assigned instructional coaches that are working with them and they're having teachers observe their teaching and give them feedback so that they can benefit. What I heard is that if a teacher wants to engage, we let them engage, which maybe that's what you have to do because otherwise the teachers don't.

Superintendent Haas – commented that he believes we're heading in the right direction, is that there's a lot of wishful thinking around how we engage teachers and other professionals in the system. We're asking one principal, assistant principal to be supervisors for way too many people. That's the model that we have, we need to do a lot better job assessing the quality of the goals that the teachers have. We need to be pulling and auditing the goal setting that goes on so we can see what are the goals that teachers are setting and that principals are signing off on. We do evaluations and professional development. The two things go together. There should be a feedback loop between where someone stands with their results. They should know what their results are in front of their face, and then they should be given opportunities to improve their skills so that they can get better results. But we don't have that right now. When it comes to seeking out professional development opportunities and really embracing them, it tends to be teachers that are already enthusiastic about it and want to do the PD.

Mr. Paige asked about teachers who need remedial work – how is this determined? -- There's the ideal is which it should work is that if we're doing common assessments across the division and there's every subject area and the principals are conducting learning walks which right now, they're required to detail every week. That's something we started this last semester because we had goals around getting the principals out in the in the classrooms to a greater extent. This fall they far surpassed previous years. So, the first step is the principal being present throughout the building, in the classroom, you're looking for results, you're having conversations. You do those meetings early in the school year and you should be able to identify teachers that are struggling. And then the way we do it is that we do something called a performance improvement plan, and you identify one of the standards, and then you're working with action steps that they're going to take to improve it and then they need frequent monitoring.

Chair Callsen thanked Ms. Wood for all the work that was put into this session. She commented that this was an “extraordinarily useful and well put together working session, thank you.” She continued with a positive comment that she thought the LTI's had a great example of how they had highlighted the projects and she liked the first presentation on how to use a Smart Board. They do so much beyond; they help teachers plan, they're modeling, teaching the lessons, and then watching them teach. She was seeing and hearing a lot of good things.



“The whole thing was wonderful. Thank you for all your effort. I know a lot went into this because there are a lot of slides, there are a lot of people, there are a lot of people from different backgrounds and it's late and they're all here on a Thursday. So, thank you so much. We appreciate it. It makes us a better board and then hopefully makes us a better division.”

**Agenda Item No. 10.0 OTHER BUSINESS**

**10.1 Closed Meeting – None.**

**Agenda Item No. 11.0 ADJOURNMENT** - At 9:25 p.m., hearing no objections, Chair Callsen adjourned the meeting of the Albemarle County School Board.

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Chair

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Clerk