

ARLINGTON PUBLIC SCHOOLS

Item C-1-a

Work Session on Policies

September 27, 2016

The Arlington School Board convened on Tuesday, September 27, 2016, at 7:01 PM at 1426 North Quincy Street, Arlington, Virginia.

Present were:

Barbara Kanninen, Vice Chair
Reid Goldstein, Member
James Lander, Member
Emma Violand-Sánchez, Member
Melanie Elliott, Clerk

Also present were:

Dr. Patrick K. Murphy, Superintendent
Raj Adusumilli, Assistant Superintendent, Information Services
John Chadwick, Assistant Superintendent, Facilities and Operations
Linda Erdos, Assistant Superintendent, School and Community Relations
Cintia Johnson, Assistant Superintendent, Administrative Services
Dr. Kristi Murphy, Assistant Superintendent, Human Resources
Dr. Tara Natrass, Assistant Superintendent, Instruction
Leslie Peterson, Assistant Superintendent, Finance and Management
Dr. Brenda Wilks, Assistant Superintendent, Student Services and Special Education
Julia Burgos, Chief of Staff
Meg Tuccillo, Consultant
Dr. Michael Korff, Consultant

A. Introduction

Dr. Kanninen called the meeting to order, announcing that Ms. Van Doren was not present due to a family issue. Dr. Murphy provided a brief overview of the discussion, confirming that this is a continuation of the policy review process began last spring.

After outlining the policy review process underway, Dr. Korff explained that state law requires all policies to be reviewed every five years. The group recognized that some policies may be revised more frequently to address changing needs. Dr. Korff then reviewed policies that have been brought forward by the Executive Leadership Team (ELT) and have been revised recently. Dr. Murphy confirmed that all policy changes are shared with affected groups, both for feedback and to inform those who must implement the policies. Dr. Korff highlighted how advisory groups are routinely consulted for input on changes on policies directly related to their work, although for simple changes, no review by community groups is needed.

Dr. Korff then highlighted a number of complex policies to be revised that will require significant community engagement, and proposed a process to accomplish this. These policies focus on program differentiation, admissions, enrollment and transfers. The group discussed aspects of the revision process for these policies, which will involve staff from multiple departments, review by

advisory and other groups, and input from principals and stakeholders. The associated Policy Implementation Procedures (PIPs) will also need review and revision. Noting the complexity of the policies, Dr. Korff suggested it will take a few months to finalize the review process, and stated the goal is to implement any changes prior to high school program redesign implementation in 2018-19. Board input will be solicited through Weekly Meetings and the Friday Letter. Dr. Korff's role will be to help move policies through the process, while content will be determined by the ELT and appropriate staff.

Staff suggested appointing a working group to manage the review process for these policies, and Dr. Korff shared a draft charge, tasks, and implementation timeline for this committee. The Board discussed data that will inform this group's work and how guidance from the Board will be provided. Also discussed was the size and makeup of the working group, and the Board stressed the importance of a committee with a strong demographic/geographic balance that includes a broad range of backgrounds and experience. Additional topics considered included leadership and selection of committee members, community engagement, and how to implement recommended changes. Staff provided a more detailed explanation of the proposed timeline, noting that sufficient time is needed so that changes to enrollment opportunities for students can be communicated well in advance of relevant deadlines. Staff also noted this process needs to fit with other upcoming processes, both in terms of staff time and community needs.

School Board members confirmed their interest in a larger working group than had been proposed, and again stressed the importance of a diverse membership, including students. Dr. Murphy reviewed a timeline for this process to move forward, suggesting presentation for Board Information and Action at upcoming meetings. He also confirmed the Board will soon see a draft of this proposed process which will include a communications plan.

The Board then briefly discussed possible revision of Policy 35-8.1 Salary, specifically whether to reinstate an annual step increase as part of that policy. Dr. Violand-Sánchez reviewed past practice, noting that an annual step does impact the budget. Mr. Lander recognized budget concerns and additional considerations related to salaries, recruitment and benefits that also need to be reviewed, and suggested the Board take a broader look at compensation. He noted that this discussion will tie in to the Board's budget direction, and he encouraged staff input in these discussions. Dr. Murphy confirmed that the Board will hold a compensation work session in early December that will consider these and similar concerns and will inform policy revisions.

Dr. Murphy thanked Dr. Korff for his work and the meeting adjourned at 8:20 p.m.

ATTEST:

Melanie Elliott, Clerk
Arlington School Board

Barbara Kanninen, Vice Chair
Arlington School Board