

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting  
April 22, 2021

**Item C-1-c**

The Arlington School Board convened on Thursday, April 22, 2021 at 7:01 PM at 2110 Washington Blvd., Arlington, Virginia.<sup>1</sup>

**Present were:**

Monique O’Grady, Chair  
Barbara Kanninen, Vice Chair  
Cristina Diaz-Torres, Member  
Reid Goldstein, Member  
David Priddy, Member  
Claudia Mercado, Deputy Clerk

**Also present were:**

Dr. Francisco Durán, Superintendent  
Raj Adusumilli, Assistant Superintendent, Information Services  
Jeannette Allen, Interim Assistant Superintendent, Administrative Services  
Catherine Ashby, Assistant Superintendent, School and Community Relations  
Cathy Lin, Interim Assistant Superintendent, Facilities and Operations  
Bridget Loft, Assistant Superintendent, Teaching and Learning  
Leslie Peterson, Assistant Superintendent, Finance and Management  
Dan Redding, Assistant Superintendent, Human Resources  
Lisa Stengle, Executive Director, Planning and Evaluation  
Arron Gregory, Chief Diversity, Equity, and Inclusion Officer  
Brian Stockton, Chief of Staff

**A. CALL TO ORDER**

**B. REGULAR MEETING OPENING:**

1. Call to Order

Ms. O’Grady called the meeting to order.

2. Pledge of Allegiance

3. **Citizen Comment on Agenda and Non-Agenda Items:**

The following speakers addressed the Board:

*Natalie Bernstein*, student: disappointed about in-person model and supporting adding more in-person days.

*Josh Folb*, Chair, Arlington Education Association Compensation Committee: supporting compensation proposal option #2.

*Sheila Leonard*, parent, on behalf of *Cecilia Leonard-Davis*, student: supporting 4-days a week in-person instruction and employee compensation.

*Nathan Zee*, parent: concerning about the virtual learning model option.

The following speakers addressed the Board asking the Board to vote to fully re-open schools, make concrete plans for the fall of 2021, and to hold the Superintendent accountable:

*Appian Kitchen*, student, Discovery Elementary School

*Penny Kitchen*, student, Discovery Elementary School

*Brittany Kitchen*, parent

*Kate Sunderland*, parent

*Julie Hannink*, parent

*Aaron Asimokopoulos*, parent

*Deanna Caputo*, parent

*Reginald Goeke*, parent

The following speakers addressed the Board representing the Latino community and sharing concerns about the COVID-19 pandemic:

*Gabriela Uro*, member, Arlington Schools Hispanic Parents Association

*Tannia Talento*, member, Arlington Schools Hispanic Parents Association

#### 4. Recognition

Ms. Carolyn Jackson, Supervisor, Office of Equity and Excellence, presented 11 secondary students who eloquently spoke about their participation in the Minority Achievement Student Network (MSAN) Intersectional Social Justice Collaboration.

#### 5. Announcements

- *April 26, 2021 Committee of the Whole Meeting, 7 PM*
- *April 28, 2021, School Board Retreat, 6 PM*
- *April 29, 2021 Virtual Closed Meeting, 5:15 PM*
- *April 29, 2021 Public Hearing on the School Board Proposed FY 2022 Budget, 7 PM*
- *May 3, 2021 Virtual School Board Policy Subcommittee Meeting, 2 PM*

Ms. Diaz-Torres thanked her liaison schools, Abingdon Elementary, Campbell Elementary, and Yorktown High School for inviting her to their monthly meetings. Mr. Priddy announced that the Arlington Outdoor Lab's open house is on May 15 and invited the community to attend. Mr. Goldstein spoke about the Career Center and its first culinary arts scholarship competition and other events at his liaison schools. Ms. O'Grady announced the 2021 Honored Citizens Award recipients and provided a brief update on communications received by the Board.

5. Superintendent’s Announcements and Updates

Dr. Durán shared how APS celebrated Earth Week and invited the community to the School Resource Officer Work Group engagement session on April 26 to provide feedback on the relationship between APS and the Arlington County Police Department. In response to the Wakefield High School football team incident, Dr. Durán spoke about a new partnership with AAKOMA Project to provide mental health resources and culturally responsive supports to athletes focused on racial trauma. In addition, he shared about a partnership with RISE to WIN, a national nonprofit that educates, empowers, and engages the sports community to eliminate racial discrimination, champion social justice, and improve race relations. He also provided an update on the 2020-21 School Board Action Plan, highlighting the FY 2022 Budget calendar, PreK-Adult Instructional Programs and Pathways (IPP), the renaming process for the Key immersion program, and policies in review.

Board members applauded the partnership with AAKOMA Project and Ms. Diaz-Torres suggested that the community review the Engage page for information on the Wakefield High School football team incident. The Board also discussed expanding the partnership and resources to other schools.

**C. CONSENT AGENDA: (8:42 PM)**

*Dr. Kanninen moved to adopt the consent agenda, seconded by Ms. Diaz-Torres. The motion was adopted in a vote of 5 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Dr. Kanninen – Aye; Ms. O’Grady – Aye; and Mr. Priddy – Aye. The following items or actions were approved as a part of consent:*

1. Minutes:

- a. January 14, 2021 Work Session on the Career Center
- b. January 28, 2021 Committee of the Whole Meeting
- c. February 4, 2021 School Board Meeting
- d. March 8, 2021 Policy Subcommittee Meeting
- e. March 9, 2021 Budget Work Session #2
- f. March 11, 2021 School Board Meeting
- g. March 22, 2021 Policy Subcommittee Meeting
- h. March 24, 2021 Committee of the Whole Meeting
- i. March 25, 2021 School Board Meeting
- j. March 26, 2021, Policy Subcommittee Meeting
- k. April 5, 2021, Policy Subcommittee Meeting
- l. April 5, 2021 Closed Meeting
- m. April 6, 2021 Budget Work Session #5

2. Personnel Actions:

P/E-SCALE PERSONNEL

1 Appointment

1 Change in Position/Salary  
4 Reorganization and Reclassification Requests  
Classification Specification – Assistant Director of Safety, Security, Risk  
and Emergency Management  
Classification Specification – Locksmith I  
Classification Specification – Locksmith II  
Classification Specification – Electronic Security Technician

T-SCALE PERSONNEL

2 Appointments  
3 Changes In Position/Salary  
5 Resignations  
1 Resignation With Prejudice  
5 Retirements

A-SCALE PERSONNEL

2 Retirements

SUPPORT SERVICES PERSONNEL

2 Appointments  
1 Change In Position/Salary  
1 Resignation  
1 Resignation With Prejudice  
1 Retirement

3. Revisions to School Board Policy I-1.33 Instruction, and retirement of School Board Policies I-1.30 Goals, and I-1.31 Goals
4. Revisions to School Board Policy G-1.2 Staff Electronic Technologies Acceptable Use
5. Appointments to Naming Committee for the Key Immersion Program at the ATS Site
6. Grants and Restricted Programs:
  - a. 845 Grant Special Project Fund: Amazon BHM2021 Donation

Ms. O’Grady confirmed the Board adopted revisions to School Board Policy G-1.2 Staff Electronic Technologies Acceptable Use and Policy, I-1.33 Instruction, and retired Policies I-1.30 Goals and I-1.31 Goals. The Board also appointed Mr. Daryl Johnson as Director of Strategic Outreach.

**D. MONITORING ITEMS: (8:44 PM)**

1. School Year 2020-2021 Update

Dr. Durán presented information on the APS COVID-19 dashboard and announced that APS was the first school division in Virginia to open COVID-19 testing sites at schools. He provided an overview of how APS was expanding in-person learning

opportunities for students during the current school year, he explained the approach APS employed to admit additional students in the hybrid model and presented a snapshot of enrollment by instructional model. Dr. Durán also addressed summer school, the instructional selection process for the 2021-22 school year, and the learning models for next school year. Lastly, Dr. Durán shared information on graduation ceremonies for the Class of 2021.

Ms. Diaz-Torres expressed disappointment with the vitriol in the public discourse. Putting the pandemic in context, she spoke about the progress APS has made this school year and commended staff for going above and beyond to support instruction. She assured the public that APS was working hard to get students back to school in a complex environment. She also let the community know that the Board listens to all perspectives and reaffirmed her commitment to making the best choices for students and staff. She asked all to refrain from negative engagement with staff and to share comments with the Board. Dr. Kanninen stressed that although APS has been following a different instructional model, schools have not been closed during the pandemic and learning has continued. Ms. O’Grady shared support for the approach APS employed to allow more students to attend the hybrid model and provide students the opportunity to switch to in-person instruction.

The Board discussed the transition to the in-person model, plan for the fall of 2021, classroom capacity and layout, clarification on the criteria for quarantining, and graduation plans.

2. Human Resources Update:

Mr. Redding presented the Human Resources organizational chart and shared an update on the department’s work to maintain operations during the pandemic. He also explained how Human Resources aligns with the Strategic Plan. Mr. Redding shared data from the exit survey, Your Voice Matters survey, and Recruitment Survey. He also shared initiatives that the department will focus on moving forward such as the recruiting process, staff engagement, and the compensation study.

The Board discussed better automation of Human Resources services, exit data survey trends, the impact of collective bargaining on staffing, recruiting a diverse work force, the Assistant to Teacher Program, and the process for recruitment fairs. Dr. Kanninen suggested including a performance objective related to diversifying the work force in the Strategic Plan.

3. 2021 Annual Update and 2021 Fall Boundary Process Preview:

Dr. Durán noted that per the Options and Transfers Policy (J-5.3.31), each year the Superintendent “provides annual updates to the School Board on enrollment levels at each school/program and transportation issues” to “make recommendations to achieve the goals stated in the policy.” The Annual Update shares strategies that will be used to manage enrollment growth next school year.

Dr. Sarah Johnson, Project Planner, Planning and Evaluation, provided an overview about the collaborative process to review projections and capacity across the school system. The strategies for the SY 2021-2022 to manage enrollment growth include adjusting the use of relocatable classrooms, the targeted transfer pilot for Abingdon-Drew, adjusting the number of elementary option seats, moving programs, operational changes for Claremont and Key, and adjusting the number of seats in high school option schools/programs.

Mr. Goldstein expressed frustration about over-capacity at Abingdon Elementary School and commented on strengthening the advertisement for targeted transfers. The Board discussed concerns about operational changes for Claremont and Key, communication about the Even Start program move, the visioning process for the Immersion Program, and expanding targeted transfers.

Ms. Gladis Bourdouane, Project Planner, Planning and Evaluation, presented the Fall 2021 Processes for the middle school boundary refinements, high school boundary refinements and possible boundary refinements for Abingdon Elementary School and Drew Elementary School. She provided an overview of the community engagement process and she summarized the Spring 2020 Data Review process.

The Board discussed planning units and projections.

- E. ACTION ITEMS: NONE**
- F. INFORMATION ITEMS: NONE**
- G. NEW BUSINESS: NONE**
- H. ADJOURNMENT:**

The meeting was adjourned at 10:58 PM.

**ATTEST:**

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Claudia Mercado, Deputy Clerk  
Arlington School Board

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Monique O’Grady, Chair  
Arlington School Board