

**ARLINGTON PUBLIC SCHOOLS**  
Closed Meeting and School Board Meeting Minutes  
May 26, 2022

The Arlington School Board convened on Thursday, May 26, 2022 at 5:30 PM at 2110 Washington Blvd., Arlington, Virginia.<sup>1</sup>

**Present were:**

Barbara Kanninen, Chair  
Reid Goldstein, Vice Chair  
Cristina Diaz-Torres, Member (participated virtually via Microsoft Teams from Puerto Rico due to personal reasons)  
Mary Kadera, Member  
David Priddy, Member (absent)  
Claudia Mercado, Clerk

**Also present were:**

Dr. Francisco Durán, Superintendent  
Catherine Ashby, Assistant Superintendent, School and Community Relations  
Dr. John Mayo, Chief Operating Officer  
Christine Smith, Legal Counsel  
Brian Stockton, Chief of Staff  
Joanne Uyeda, Interim Chief Academic Officer  
Ty Byrd, Director of Secondary Education  
Wendy Pilch, Director of Early Childhood and Elementary Education

**A. CALL TO ORDER AND CLOSED MEETING**

Dr. Kanninen called the meeting to order and *moved that the Board immediately convene in a closed meeting to consider as many as 27 appointments, 21 changes in position/salary, 54 resignations, 7 retirements, 17 reclassifications of E-Scale positions to P-Scale positions, and 1 rescind resignation as authorized by Virginia Code 2.2-3711(A)(1)*. The motion was seconded by Ms. Kadera, and it was adopted in a vote of 4 – 0, with Ms. Diaz-Torres, Mr. Goldstein, Ms. Kadera, and Dr. Kanninen voting affirmatively. Mr. Priddy was not present at the time of the vote.

*Dr. Kanninen moved to certify that pursuant to 2.2-3712(D) of the Code of Virginia, to the best knowledge of each School Board member, only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting just held, and only such public business matters as were identified in the motion convening this closed meeting were heard, discussed, or considered.* The motion was seconded by Ms. Diaz-Torres and was adopted in a vote of 4 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Ms. Kadera – Aye; and Dr. Kanninen – Aye. Mr. Priddy was not present at the time of the vote.

Dr. Kanninen called for a brief recess at 6:15 PM. The Board reconvened in an open session at 7:02 p.m.

**B. REGULAR MEETING OPENING**

1. Call to Order
2. Presentation of Colors: Arlington Career Center AF JROTC Cadets Corps

Dr. Kanninen spoke about the unspeakable act of violence in Uvalde, Texas. In honor of the victims and families affected, Dr. Kanninen requested a moment of silence. Furthermore, she acknowledged inquiries regarding safety and security at APS and shared the Board's commitment to addressing safety and security enhancements in the Capital Improvement Plan (CIP). In addition, Dr. Kanninen called upon state and federal leaders to pass stronger

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common-sense gun legislation to help protect communities from gun violence, including mental health support for those in need.

### 3. Recognitions: Service Awards

The School Board recognized employees who reached a milestone by servicing APS for 20 years or more. Dr. Kanninen recognized that although employees served in different career paths, each employee was service oriented and played a crucial part in the success of students and programs.

## C. CONSENT ITEMS (7:12 PM):

*Ms. Kadera moved for the adoption of the consent agenda, seconded by Mr. Goldstein. The motion was adopted in a vote of 4 – 0, with Ms. Diaz-Torres, Mr. Goldstein, Dr. Kanninen, and Ms. Kadera voting affirmatively. Mr. Priddy was not present at the time of the vote. The following items or actions were approved as a part of consent:*

### 1. Minutes: None

### 2. Personnel Actions

#### P/E-SCALE

- 5 Appointment
- 8 Change In Position/Salary
- 2 Resignations
- 17 Reclassification of E-Scale Positions to P-Scale Positions
- 1 Retirement
- 1 Rescind Resignation

#### T-SCALE PERSONNEL

- 9 Appointments
- 10 Changes In Position/Salary
- 44 Resignations
- 2 Retirements

#### A-SCALE PERSONNEL

- 11 Appointments
- 2 Changes In Position/Salary
- 2 Resignations
- 1 Retirement

#### SUPPORT SERVICES PERSONNEL

- 2 Appointments
- 1 Change In Position/Salary
- 5 Resignations
- 3 Retirements

### 3. Revisions to School Board Policies I-7.2.2 Gifted Services, I-7-2.7 Homebound Instruction, I-7.4.1.32 School Organizations and Special Activities, and I-8.1 Grouping

### 4. Appointment to the Arlington Partnership for Children, Youth, and Families Commission

Dr. Kanninen announced that under consent, the Board adopted revisions to School Board Policies I-7.2.2 Gifted Services, I-7-2.7 Homebound Instruction, I-7.4.1.32 School Organizations and Special Activities, and I-8.1 Grouping. Consequently, the Superintendent approved the Policy Implementation Procedures (PIPs) related to these policies. She also announced that the Board appointed Carolina Callinicos to the Arlington Partnership for Children, Youth, and

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Families Commission. In addition, the School Board appointment Stephanie Maltz as Director of Labor Relations, Steven Marku as Director of Policy and Legislative Affairs, Sam Podbelski as Principal of Arlington Traditional School, Kathleen Brewster as the Director of Counseling Services at the Career Center, Chip Bonar as the Student Behavior Coordinator in the Office of School Support, Johanna Boyers as the Director of Counseling Services at Yorktown High School, Steven Brown as Assistant Principal to Williamsburg Middle School, Vica Irving as Assistant Principal to Washington-Liberty High School, Michele Maurer as Assistant Principal to Tuckahoe Elementary School, Timica Shivers as Assistant Principal to Swanson Middle School, and Kathryn White as Assistant Principal to Innovation Elementary School.

Dr. Kanninen called for a brief recess at 7:30 PM and the School Board reconvened at 7:33 PM.

#### **D. ANNOUNCEMENTS (7:33 PM):**

##### **1. Board Announcements:**

- May 31, 2022 – CIP Work Session #2, 6:30 PM, Board Room
- June 2, 2022 – Closed Meeting, 5:30 PM, Board Conference Room
- June 7, 2022 – Closed Meeting, 5:30 PM, Board Conference Room
- June 7, 2022 – CIP Work Session #3, 6:30 PM, Board Room
- June 8, 2022 – Virtual Policy Subcommittee Meeting, 8:30 AM
- June 8, 2022 – Closed Meeting, 5:30 PM, Board Conference Room

Dr. Kanninen reminded the community that the School Board was accepting applications for the School Board advisory committees for the next school year. She also invited the community to the June 4 National Gun Violence Awareness / Wear Orange Weekend event at the Courthouse Plaza in Arlington. Dr. Kanninen urged School Board members, county leaders, state legislators, and activists from around the community to come together to share grief, anger, and commitment to doing better for our children to prevent gun violence. Mr. Goldstein shared about events at some of his liaison schools. Ms. Kadera congratulated seven Wakefield High School students who won awards in the 2022 American Association of Teachers of French Le Grand Concours. In addition, Ms. Diaz-Torres was proud to announce that Arlington Community High School students scored well above average in English state performance assessments.

##### **2. Superintendent's Announcements and Updates**

Dr. Durán began by speaking about the tragic events in Uvalde, Texas, and the unfortunate loss of life that took place in a senseless act of violence. He shared his commitment to continue to invest in safety and security measures to protect students and staff. He appreciated Dr. Kanninen's call for action and echoed the need for more legislation to prevent gun violence. On a different note, the Superintendent shared updates on measures to reduce the spread of COVID-19. He also shared brief information on graduation, end-of-year celebrations, and year-end calendar dates. In addition, Dr. Durán reminded families of the Extended Day registration timeline. Furthermore, Dr. Durán presented information on the Social-Emotional Learning (SEL) Universal Screener Spring Survey which received a 65% response rate from students. The goal of the survey was to gather student input on school culture and climate, as well as reflect on their SEL skills and experiences to help strengthen student support and identify areas of focus. Dr. Durán explained the importance of the screener results which will help to provide an understanding of individual, classroom, school, and division-wide needs, identify students who might require or benefit from additional interventions or supports, and provide data to inform the SEL program and tiered systems of support. To conclude Dr. Durán congratulated the APS team of students who were participating in the world finals of the 'Odyssey of the Mind' contest and Julia Brodsky, H-B Woodlawn Secondary Program, for placing 4th in the Regeneron International Science and Engineering Fair.

Ms. Kadera gave a shout-out to the Odyssey of the Mind coaches who volunteer and devote their time so students can have the opportunity to participate in the contest. She also shared her desire to learn information about the SEL screener results and gauge the data with other districts.

#### **E. PUBLIC COMMENT ON AGENDA AND NON-AGENDA ITEMS (7:54 PM):**

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The following speakers addressed the Board:

<b>Name:</b>	<b>School or Affiliation:</b>	<b>Topic:</b>
Juan Andres Otal	Arlington Education Association	Requesting a delay in the collective bargaining resolution vote
Ivis Castillo	Transportation Services	Requesting a delay in the collective bargaining resolution vote
Paul Weiss	Teacher	Requesting a delay in the collective bargaining resolution vote
Joshua Folb		Requesting better employee compensation and delaying the collective bargaining resolution vote
Danielle Anctil		Requesting a delay in the collective bargaining resolution vote
Jennifer Wheelock		Requesting more literacy interventions

**F. MONITORING ITEMS (8:08 PM):**

1. English Language Arts (ELA) Literacy Update

Ms. Lori Silver, Supervisor of Secondary English Language Arts, presented a brief overview of the ELA Office staff and highlighted the work of the ELA program. In short, she presented examples of the support the ELA Office provides to ensure that all APS students read, write, speak, and listen with proficiency. Ms. Sarah Cruz, Supervisor of Elementary English Language Arts, spoke about the Virginia Department of Education (VDOE) legislation that drives the focus on literacy instruction. Ms. Silver then presented the ELA Office alignment to the Strategic Plan, strategies to meet performance objectives aimed at increasing student achievement in literacy, and strategic actions to address the diverse needs of each student. Furthermore, Ms. Silver and Ms. Cruz presented information on data assessments, reading and writing data overview, and the Standards of Learning (SOL) rates. In addition, they provided an overview of DIBELS (Dynamic Indicators of Basic Early Literacy Skills) and PALS (Phonological Awareness Literacy Screening). Speaking of the COVID-19 pandemic and the hardship it caused students and teachers, Ms. Silver and Ms. Cruz presented areas of challenges and strengths based on the analysis of the data. To conclude, they suggested Board support on recommendations to move forward the work of the ELA Office which include prioritizing professional learning, hiring additional highly qualified literacy coaches, allocating scoring release time, and internal infrastructure for parent communication.

The Board discussed professional learning and the importance of APS providing different layers of resources and robust support to teachers to meet students' needs. Ms. Diaz-Torres wanted to learn more about the interventions for the fifth-grade cohort who are moving on to middle school. Ms. Silver explained the differentiated reading strategies and the explicit reading level approaches. Feeling a sense of urgency, Ms. Kadera suggested creating more targeted goals to address high school reading proficiency. Ms. Kadera received clarification that the DIBELS proficiency growth from the beginning to the end of the school year would be about a 10% goal. Moreover, Ms. Kadera was curious about the process to diagnose dyslexia and Ms. Silver spoke about the work that takes place at the cross-departmental level to identify students who may need individualized services. Mr. Goldstein inquired about the use of DIBELS. Ms. Cruz clarified that the ELA Office would be seeking a waiver from the VDOE's assessment office to determine if DIBELS could be used as the exclusive literacy screener instead of the VDOE required PALS screener for grades PreK-2<sup>nd</sup> to address the discrepancy in the literacy assessment. Dr. Durán chimed in his strong support for the waiver to ultimately use an assessment that would yield better data to appropriately identify students. In a discussion about the ELA recommendations with budgetary implications, Ms. Silver spoke about the innovative and creative ways that the ELA Office demonstrates good stewardship of funds. The Board also discussed how the ELA Office is paving the way to implement consistent strategies at a systemic level so that all students receive an equitable education.

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## G. ACTION ITEMS (9:14 PM)

### 1. Safety and Security Policy Revision Findings and Recommendations

As a result of the tabled action by the Board, Matt Smith, Policy Review Team Lead, presented the recommendation to retire School Board Policies E-2 Emergency and Disaster Planning, E-2.1 School Safety Audits and Security, E-2.2 Threat Assessment Team, and I-10.31 Counseling Crisis Management, along with their corresponding Policy Implementation Procedures (PIPs). In addition, he recommended the amendments to School Board Policies E-3.30 Building and Grounds Management and E-3.31 Safety and Security. The Board began the discussion for revision of these policies in 2019 but the work was paused due to the pandemic. For context, Mr. Smith explained that in 2019 there was a proposal to revise the above-mentioned policies, which was adopted by the Board. However, during the process questions emerged as to whether the Board understood that some policies were being retired. The term “retired” was not used back in 2019. Then in December 2019, when staff proposed the retirement of the policies, the Board tabled the motion pending further research by staff to better understand the revisions. Germane to Board request, Mr. Smith noted that staff worked to address concerns which included addressing the Code of Virginia requirement for a policy on a Threat Assessment Team, relocating the counseling provision to E-3.31, and the review of the proposed revisions by division legal counsel. As a result, the Board was required to act on amending the policies.

*Dr. Kanninen moved that the board retire the following School Board Policies; E-2 Emergency and Disaster Planning, E-2.1 School Safety Audits and Security, E-2.2 Threat Assessment Team, and I-10.31 Counseling Crisis Management and amend policies E-3.30 Building and Grounds Management and E-3.31 Safety and Security to reflect the proposed changes.*

*Mr. Goldstein moved to append the words ‘and amend policies E-3.30 Building and Grounds Management and E-3.31 Safety and Security to reflect the proposed changes.’ to the end of the motion, seconded by Ms. Kadera.*

Dr. Kanninen called for a vote and the amendment motion was adopted in a vote of 4 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Dr. Kanninen – Aye; and Ms. Kadera – Aye; Mr. Priddy was not present at the time of the vote.

In response to the main motion as amended, *Dr. Kanninen moved that the Board retire the following School Board Policies; E-2 Emergency and Disaster Planning, E-2.1 School Safety Audits and Security, E-2.2 Threat Assessment Team, and I-10.31 Counseling Crisis Management and amend policies E-3.30 Building and Grounds Management and E-3.31 Safety and Security to reflect the proposed changes.*

Dr. Kanninen called for a vote and the motion as amended was adopted in a vote of 4 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Dr. Kanninen – Aye; and Ms. Kadera – Aye; Mr. Priddy was not present at the time of the vote.

The Board appreciated the work of the Policy Subcommittee and Policy Review Team to ensure good governance and procedures.

### 2. Arlington Career Center Project Schematic Design Architecture and Engineering Fee

*Ms. Diaz-Torres moved that the School Board take the following actions:*

- *Approve an individual change order to Contract 27FY17 of \$810,106 and*
- *Establish the resulting contract amount of \$2,361,016.36 as the amount from which an increase of 25% will be calculated.* The motion was seconded by Ms. Kadera.

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Dr. Kanninen called for a vote and the motion as amended was adopted in a vote of 4 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Dr. Kanninen – Aye; and Ms. Kadera – Aye. Mr. Priddy was not present at the time of the vote.

### 3. Collective Bargaining Resolution

Having worked in school systems with collective bargaining and as a former union leader, Dr. Durán was supportive to have collective bargaining at APS so all employees could have a voice at the decision-making level. He firmly believed that it would help employees to be involved in the overall mission of APS and he looked forward to the work ahead. Dr. Mayo presented the edits to the Collective Bargaining Resolution presented on April 28. The overall revisions included the following areas: adjusting the percentage to trigger elections, use of a neutral third party, and election costs.

The Board discussed the parameters for employee communications.

*Mr. Goldstein moved that the School Board vote to adopt the Resolution as drafted and presented to authorize collective bargaining with Arlington Public School Employees, seconded by Ms. Kadera.*

Mr. Goldstein thanked association leaders for their work on drafting the collective bargaining resolution and appreciated the collegial collaboration leading up to Board action. Ms. Kadera noted that APS would be the first school system in the Commonwealth to have passed a collective bargaining resolution and the historic sentiment behind it. Board members acknowledged that some of the revisions requested by some employee groups were not included in the resolution, however, they expressed that they were able to witness the drafting of a resolution in good faith that paves the way for meaningful conversations that employees are hungry for. The Board looked forward to the engaging work to come, the changes to make the school system better, and supporting employees. The Board appreciated hearing from the public comment speakers and the advocacy related to this item. Dr. Kanninen thanked her Board colleagues for their support and their thoughtful and deliberate work to move the process forward.

Dr. Kanninen called for a vote and the motion as amended was adopted in a vote of 4 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Dr. Kanninen – Aye; and Ms. Kadera – Aye. Mr. Priddy was not present at the time of the vote.

## H. INFORMATION ITEMS (9:59 PM):

### 1. Resource Adoption (K-5 English Language Arts, K-12 Math, K-3 Social Studies, and Middle and High School French)

Dr. Durán was thankful to present the proposal to dedicate some close-out funds for the adoption of resources.

Ms. Sarah Putman, Director of Curriculum & Instruction, presented the recommendations for resources for some content areas. She spoke about the resource adoption timeline, stakeholders of the adoption committee, the criteria to evaluate resources, and the rationale for selecting resources. Ms. Putman also summarized the Request for Proposal (RFP) process and presented the recommended resources for K-5 English Language Arts, K-12 Math, K-3 Social Studies, and Middle and High School French.

In response to Board inquiries, Ms. Putman clarified that the Board approves the recommendation for new resources so that staff can move forward with the purchase of high-quality materials and that the money was already allocated in the budget. She also spoke about the communication with teachers about the proposed resources.

## I. NEW BUSINESS:

## J. ADJOURNMENT

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The meeting was adjourned at 10:28 PM.

**ATTEST:**

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Claudia Mercado, Clerk  
Arlington School Board

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Barbara Kanninen, Chair  
Arlington School Board

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