

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting  
September 10, 2015

**Item C-1-b**

The Arlington School Board convened on Thursday, September 10, 2015, at 7:30 PM at 1426 North Quincy Street, Arlington, Virginia.<sup>1</sup>

**Present were:**

Emma Violand-Sánchez, Chair  
Nancy Van Doren, Vice Chair  
Barbara Kanninen, Member  
James Lander, Member  
Abby Raphael, 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  
Connie Skelton, Assistant Superintendent, Instruction  
Dr. Brenda Wilks, Assistant Superintendent, Student Services and Special Education  
Ellen Kennedy, Director, Employee Relations  
Amy Maclosky, Director, Food Services

**B. BOARD MEETING OPENING**

1. Call to Order

Dr. Violand-Sánchez called the meeting to order at 7:30 PM.

2. Announcements: (7:30 PM)

**MEETINGS:**

- September 15, 2015, Work Session on Social Studies Program Evaluation, Rm. 101, 7:30 PM
- September 16, 2015, ACI Reception and Meeting, 6:30 PM, Syphax Education Center, Room 101
- September 16, 2015, BAC Meeting, 7:30 PM, Room 101
- September 21, 2015, FAC Meeting, 7 PM, Syphax Education Center, Room 103

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<sup>1</sup> Video clips of regular School Board meetings can be viewed on the APS Web site at the following link:  
<http://www.apsva.us/page/3067>

DVDs of all regular School Board meetings are also available for viewing in the School Board office.

EVENTS:

- September 17, 2015 Elementary Back to School Night

Mr. Lander announced that Arlington Mill High School is fully accredited, and he congratulated the students and principal, Barbara Thompson, for their accomplishments.

**C. CONSENT ITEMS: (7:33 PM)**

*Ms. Van Doren moved that the Board adopt the consent agenda, seconded by Mr. Lander. The motion was adopted in a vote of 5 – 0, with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. The following items or actions were approved as a part of consent:*

1. Minutes:
  - a. May 12, 2015 Work Session on Technology
  - b. May 14, 2015 Work Session on Capacity
  - c. August 5, 2015 Closed Meeting and School Board Retreat

2. Personnel actions

P/E-SCALE PERSONNEL

- 1 Appointment
- 2 Resignations

T-SCALE PERSONNEL

- 197 Appointments
- 1 Resignation
- 4 Resignations With Prejudice
- 1 Retirement

A-SCALE PERSONNEL

- 5 Resignations
- 1 Resignation With Prejudice
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 17 Appointments
- 12 Changes In Position/Salary
- 6 Resignations
- 2 Retirements
- 1 Suspension
- 1 Termination

3. ACI Appointments
4. School Plan Advisory Committee Appointments

5. ~~Wilson CM at Risk Contract Award~~ REMOVED FROM AGENDA
6. Crisis Management Plan
7. Appointment to South Arlington Working Group

**D. CITIZEN COMMENT ON NON-AGENDA ITEMS: (7:35 PM)**

The following speakers addressed the Board:

*Gerry Collins*, President, Arlington Education Association: congratulating Arlington Public Schools for the performance on SOLs, recognizing the hard work of students and staff, and commenting on how APS compares to other school divisions in northern Virginia.

**E. MONITORING ITEMS: (7:38 PM)**

1 First Day of School

Dr. Murphy shared highlights from the first day of school, thanking staff throughout the district for their contributions to the successful start. He recognized the Arlington Public Schools focus on meeting the needs of the whole child, and stressed the importance of building relationships. Enrollment projections and first day attendance figures were shared, and Dr. Murphy confirmed that enrollment is tracking very close to projections. He noted that the September 30 enrollment is the official figure recognized by the state, and he confirmed that 95% of APS students have some pre-K experience. Looking at academic indicators, Dr. Murphy highlighted 2015 SOL results as well as enrollment and success in rigorous courses. He presented data on students earning the advanced diploma, and data showing continued progress for APS graduates. Many summer activities and learning opportunities took place, including Summer School, and Dr. Murphy recognized how these events support student learning. He highlighted summer professional learning opportunities, and looked forward to having Foreign Language at all elementary schools, collaborations with universities, and digital learning opportunities in the new school year. The Facilities Department worked hard to provide new and improved learning spaces, such as Discovery Elementary School, and has expanded transportation services, particularly for students with special needs. Dr. Murphy also recognized Information Services and Human Resources efforts to prepare for school, and shared updates on the Food Services and Extended Day programs. In closing, Dr. Murphy presented a video of first day highlights, and reviewed important upcoming dates for APS.

Board members described their experiences visiting the schools on their first day, and congratulated the students and staff for a great start to the school year.

2. Payroll Audit Report: (8:28 PM)

Dr. Violand-Sánchez briefly explained the internal audit policy and role of the auditor, and introduced Mr. John Mickevics. Mr. Mickevics then presented the results of the audit conducted on payroll processes in APS. This was identified as a high priority area for audit, as 77% of the budget is allocated to payroll. The primary focus of the audit was to review internal controls and compliance with federal, state and APS regulations and policies. Mr. Mickevics described areas examined in the audit, including hiring, leave and authorization/validation of pay-related actions, and he confirmed that there were no findings of misappropriated funds. He then shared details of the audit observations and outlined findings for possible improvements in the areas of overtime reporting and management, increased restrictions on access to electronic payroll records, and strengthened approval and review controls, and Mr. Mickevics shared recommendations to address these findings. Internal Audit next steps were presented, and Mr. Mickevics reviewed management responses and a timeline to address the findings.

Ms. Kanninen appreciated the report, and asked about the findings that have financial implications, management of overtime and payout at termination. Mr. Mickevics explained in more detail the recommended steps, and Ms. Kennedy described how staff will follow through and implement best practices in these areas. Ms. Raphael appreciated the thorough report, particularly as it includes management responses, which confirms that steps are being taken to address the findings. She recognized that some steps may require more resources, and recommended that the Board keep this in mind during the budget process. She also asked for updates through the year as the management responses are implemented. Dr. Violand-Sánchez recognized that many APS employees are hourly and may work in more than one position. These employees do not qualify for benefits and she asked that this be kept in mind as staff looks at the overtime compensation.

## **F. INFORMATION ITEMS: (8:50 PM)**

### **1. School Board FY 2016 Priorities**

Dr. Violand-Sánchez outlined the Board's work to develop the draft priorities for FY 2016, confirming that the Board will collaborate with the County and engage the community in developing these priorities. She highlighted four areas that have been identified as the focus of the Board's work this year: Student achievement and success, meeting the needs of the whole child, supporting teachers and staff, and addressing the growing enrollment. She spoke to each area, first confirming that the Board will look to evaluate and refine the definition of student success, which will lay the groundwork for developing the next Strategic Plan. Additional efforts will focus on improving outcomes for all students, supporting literacy, implementing FLES, strengthening differentiated instruction, and ensuring that instructional technology supports student learning. To meet the needs of the whole child, the Board will focus on ensuring that each child is healthy, safe, supported, academically engaged and challenged. The Board will integrate services and foster collaboration between APS, County government, non-profits, businesses, faith-based organizations and the community, and will continue to implement the Family and Community Engagement

policy and programs. To support teachers and staff, the Board will prioritize a program evaluation of professional development, review of the staff compensation study, and efforts to ensure the workforce reflects the diversity of the student population. The final area of focus, addressing growing enrollment, will focus on efforts for a new elementary school in South Arlington, the middle school at the Stratford site, the school facility at the Wilson site, and the Arlington Tech Academy at the Career Center. Finally, the Board will adopt the Capital Improvement Plan for FY 2017-2026.

The following speakers addressed the Board:

*Mark Jones*, resident: appreciating and supporting the Board's focus on the whole child, stressing the importance of encouraging students to be physically active throughout the school day, and highlighting benefits of physical exercise.

*Joan Mountain Elliott*, resident and staff member: appreciating the APS focus on the whole child, supporting and encouraging APS to implement a pilot program to look at and implement physical activity across the curriculum.

*Michael Beer*, parent: sharing his support for the proposed priorities, especially the focus on the whole child; supporting increasing opportunities physical activity; and noting that differentiated instruction may require more resources. He also supported the professional development evaluation and efforts to support staff, and suggesting that the Board look at pre-K enrollment in terms of capacity.

Board members appreciated the team effort of the Board, Superintendent and staff over the summer to develop these draft priorities. They looked forward to working on the priorities, recognizing that this will be a lot of work, but also noting that many of these are priorities the Board has been working on for some time. Ms. Van Doren commented on the importance of the priority of focusing on the whole child and how important it is to provide students with all-around support that will help them be successful in any endeavor. Dr. Violand-Sánchez thanked the speakers for their comments, and also recognized the importance of physical activity in reducing stress and in being healthy.

**G. NEW BUSINESS: none**

**H. ADJOURNMENT:**

The meeting adjourned at 9:17 PM.

**ATTEST:**

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Melanie Elliott, Clerk  
Arlington School Board

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Emma Violand-Sánchez, Chair  
Arlington School Board