

12:15:10:06 >> WELCOME TO THE FEBRUARY 8TH,
12:15:13:05 2024 SCHOOL BOARD MEETING.
12:15:16:01 THIS MEETING IS NOW IN SESSION.
12:15:19:13 ZECHER SUTTON WILL BE
12:15:21:07 PARTICIPATING VIRTUALLY THIS
12:15:24:22 EVENING.
12:15:25:13 I'D LIKE TO WELCOME THE JROTC
12:15:28:09 CADET CORPS WHO WILL PRESENT THE
12:15:30:08 COLORS.
12:15:31:02 PLEASE STAND.
12:16:10:06 >> COLOR GUARD HALT.
12:16:29:04 [TOGETHER]
12:16:30:22 >> I PLEDGE ALLEGIANCE TO THE
12:16:30:22 FLAG OF THE UNITED STATES OF
12:16:30:22 AMERICA AND TO THE REPUBLIC FOR
12:16:30:22 WHICH IT STANDS, ONE NATION
12:16:30:22 UNDER GOD, INDIVISIBLE, WITH
12:16:30:22 LIBERTY AND JUSTICE FOR ALL.
12:17:19:23 >> OKAY.
12:17:20:00 GOOD EVENING.
12:17:24:28 ON BEHALF OF MY BOARD
12:17:26:03 COLLEAGUES, VICE CHAIR DAVID
12:17:28:17 PRIDY, KADERA, TURNER, TONIGHT
12:17:39:01 WE CELEBRATE EMPLOYEES GATHERED
12:17:40:12 WITH US WHO HAVE REACHED
12:17:42:20 MILESTONES IN THEIR PERSONAL AND
12:17:45:05 PROFESSIONAL LIVES.
12:17:45:25 THESE EMPLOYEES ARE TEACHERS,
12:17:56:17 ASSISTANTS, ADMINISTRATORS, I.T.
12:17:58:15 TECHS, FACILITIES AND
12:17:59:27 MAINTENANCE PROFESSIONALS AND
12:18:00:21 MANY, MANY MORE.
12:18:02:10 ALTHOUGH THEY HAVE ALL HAD
12:18:03:18 DIFFERENT CAREER PATHS, MOST
12:18:05:11 IMPORTANTLY EACH ONE IS SERVICE
12:18:06:19 ORIENTED AND ALL CRUCIAL TO THE
12:18:08:05 SUCCESS OF OUR STUDENTS AND TO
12:18:09:13 OUR PROGRAMS.
12:18:11:08 THIS YEAR OUR HONOREES INCLUDE
12:18:13:09 102 EMPLOYEES WHO HAVE REACHED
12:18:15:01 THE MILESTONE OF 25, 30, AND 35
12:18:17:27 YEARS OF SERVICE WITH APS.
12:18:19:22 LET'S GIVE THEM A ROUND OF
12:18:20:17 APPLAUSE.
12:18:21:11 [Applause]
12:18:21:11 WE ARE GOING TO BEGIN WITH OUR
12:18:29:04 EMPLOYEES REACHING 25 YEARS OF
12:18:30:16 SERVICE.
12:18:31:07 IF WE COULD BRING THE SLIDES UP.
12:18:33:12 OUR FIRST TWO SLIDES, THERE WE
12:18:37:01 GO, GREAT.
12:18:38:19 OUR FIRST TWO SLIDES DISPLAY THE
12:18:41:03 NAMES OF 55 EMPLOYEES WHO HAVE
12:18:42:22 COMPLETED 25 YEARS WITH APS.

12:18:44:12 REACHING THE 25-YEAR MARK IS A
12:18:47:26 RARE AND REMARKABLE ACHIEVEMENT.
12:18:50:12 NOW, I WOULD LIKE TO ASK ALL THE
12:18:56:18 EMPLOYEES CELEBRATING 25 YEARS
12:18:58:02 TO COME ON UP FOR A PHOTO.
12:19:01:14 DURING THE RECEPTION THIS
12:19:02:18 EVENING, THE HONOREES RECEIVED A
12:19:05:01 CERTIFICATE HIGHLIGHTING THEIR
12:19:06:25 SERVICE AND A COASTER SET AS OUR
12:19:08:24 SMALL TOKEN OF APPRECIATION.
12:19:10:13 THANK YOU ALL FOR YOUR SERVICE
12:19:11:04 TO APS.
12:19:12:02 BOARD MEMBERS, IF YOU'D LIKE TO
12:19:13:24 JOIN ME FOR THE PHOTO AND THE
12:19:15:06 SUPERINTENDENT AS WELL.
12:19:16:07 ALL OF MY 25-YEAR EMPLOYEES,
12:19:18:06 COME ON DOWN!
12:19:19:03 [Applause]
12:20:38:23 >> OKAY, NEXT WE HAVE THE
12:20:40:18 EMPLOYEES CELEBRATING 30 YEARS
12:20:42:05 OF SERVICE.
12:20:43:17 ON THIS SLIDE, YOU SEE THE NAMES
12:20:45:10 OF 34 STAFF MEMBERS WHO'VE
12:20:47:08 COMPLETED 30 YEARS WITH APS.
12:20:48:21 THAT IS THREE WHOLE DECADES
12:20:50:06 SERVING ARLINGTON'S SCHOOLS AND
12:20:51:24 STUDENTS.
12:20:52:12 SO MUCH HAS CHANGED IN EDUCATION
12:20:53:24 IN APS IN THE TIME SINCE THEY
12:20:55:28 JOINED IN 1994.
12:20:57:27 THEIR EXPERIENCE AND TALENTS
12:20:58:21 MAKE US BETTER YEAR AFTER YEAR
12:21:00:06 AND JUST IMAGINE THE IMPACT
12:21:01:22 THEIR SERVICE HAS HAD ON
12:21:03:00 LITERALLY GENERATIONS OF
12:21:04:15 STUDENTS, FAMILIES, AND STAFF
12:21:06:09 DURING THAT TIME.
12:21:07:11 FOR ALL OF THE EMPLOYEES
12:21:08:25 CELEBRATING 30 YEARS, WOULD YOU
12:21:10:07 LIKE TO COME ON DOWN FOR A
12:21:11:25 PHOTO.
12:21:12:12 [Applause]
12:22:04:19 >> 30 YEARS!
12:22:05:13 [Applause]
12:22:24:00 >> THIS NEXT GROUP OF EMPLOYEES
12:22:26:15 THAT WE'LL RECOGNIZE TONIGHT ARE
12:22:27:29 THE 35-YEAR HONOREES.
12:22:29:22 IF WE CAN BRING UP THAT SLIDE.
12:22:31:15 YES, EXACTLY! SO PLEASE TAKE A
12:22:34:07 MOMENT TO SEE THEIR NAMES ON THE
12:22:35:12 SCREEN AND WOULD ALL OF THE
12:22:37:10 35-YEAR EMPLOYEES CELEBRATING
12:22:38:28 THIS YEAR PLEASE COME FORWARD
12:22:40:09 FOR A PHOTO.

12:22:42:00 [Applause]
12:22:42:00 THIS GROUP OF EMPLOYEES RECEIVED
12:22:43:21 A CERTIFICATE HIGHLIGHTING THEIR
12:22:45:06 SERVICE YEARS AND A CHARCUTERIE
12:22:49:28 BOARD!
12:22:54:18 [Applause]
12:22:54:18 COME ON DOWN!
12:23:26:13 >> NOW THAT EVERYBODY HAS TAKEN
12:23:27:22 A PHOTO, LET'S BRING ALL OF THE
12:23:29:17 HONOREES UP FOR ONE VERY, VERY
12:23:33:24 LARGE GROUP PHOTO!
12:23:35:15 [Applause]
12:24:02:19 >> ALL RIGHT, LET'S ALL SQUEEZE
12:24:04:23 IN!
12:24:05:04 [Applause]
12:24:54:06 >> ALL RIGHT, ONE BIG LAST ROUND
12:24:55:24 OF APPLAUSE FOR ALL OF OUR
12:24:59:15 HONOREES!
12:25:00:12 [Applause]
12:25:00:12 ONCE AGAIN, WE'RE VERY PROUD OF
12:25:15:01 ALL OF THE HONOREES TONIGHT AND
12:25:17:04 I KNOW SPEAKING WITH SEVERAL OF
12:25:18:22 THEM AT THE RECEPTION, THOSE ARE
12:25:20:24 THE AMOUNT OF YEARS THEY HAVE IN
12:25:22:07 APS, BUT SO MANY OF THEM HAVE
12:25:23:29 MANY YEARS BEYOND THAT, SO MANY
12:25:26:11 OF THE INDIVIDUALS UP HERE
12:25:27:23 ACTUALLY HAD 42, I THINK I SPOKE
12:25:29:08 TO SOMEONE, 39, SO THERE'S A LOT
12:25:31:10 OF AMAZING EXPERIENCE.
12:25:33:04 THANK YOU THOUGH FOR YOUR LONG
12:25:34:06 COMMITMENT TO APS.
12:25:35:04 WE REALLY APPRECIATE ALL YOU DO
12:25:36:15 FOR OUR STUDENTS.
12:25:37:27 SO AGAIN, ONE LAST BIG ROUND OF
12:25:39:29 APPLAUSE FOR OUR HONOREES.
12:25:41:15 THANK YOU FOR BEING HERE
12:25:42:09 TONIGHT, APPRECIATE YOU.
12:25:43:21 >> THANK YOU SO MUCH.
12:25:44:26 [Applause]
12:25:48:27 >> WE HAVE ONE MORE RECOGNITION
12:25:50:05 AND THEN WE'LL TAKE A BRIEF
12:25:52:14 BREAK.
12:25:53:11 NOW I'D LIKE TO INVITE THE
12:25:55:18 PRESIDENT OF THE COUNTY COUNCIL
12:25:57:00 OF PTA'S TO THE PODIUM.
12:26:00:00 SHE'S KINDLY TAKING FROM HER
12:26:02:01 EVENING TO RECOGNIZE THE
12:26:04:12 VIRGINIA SCHOOL BOARD
12:26:05:09 APPRECIATION MONTH.
12:26:24:11 >> GOOD EVENING, SCHOOL BOARD
12:26:25:08 MEMBERS.
12:26:26:09 THANK YOU FOR THE OPPORTUNITY TO
12:26:27:12 SPEAK DURING SCHOOL BOARD

12:26:28:27 APPRECIATION MONTH.
12:26:30:25 ON BEHALF OF THE EXECUTIVE BOARD
12:26:32:00 OF THE COUNTY COUNCIL OF P TA'S,
12:26:36:27 I'D LIKE TO ACKNOWLEDGE THE
12:26:39:11 SCHOOL BOARD CLERK,
12:26:40:15 Ms. CLAUDIA MERCADO AND HER
12:26:41:24 STAFF WHO HELP THE PUBLIC
12:26:43:02 PARTICIPATE IN THE OFFICIAL
12:26:44:06 BUSINESS OF THE SCHOOL BOARD.
12:26:46:04 I CAN PERSONALLY ATTEST THAT SHE
12:26:48:06 ADMINISTERS HER DUTIES IN A FAIR
12:26:51:17 AND CONSISTENT MANNER EVEN IF
12:26:53:05 SOMEONE ASKS TO SUBSTITUTE A
12:26:54:20 SPEAKER AT THE LAST MINUTE!
12:26:56:08 SHE KINDLY REMINDS US OF THE
12:26:57:20 RULES AND OFFERS ALTERNATIVES,
12:26:59:20 SO AS PART OF SCHOOL BOARD CLERK
12:27:01:28 APPRECIATION WEEK, WHICH IS
12:27:03:13 COMING UP SOON, THANK YOU FOR
12:27:05:01 YOUR PATIENCE AND
12:27:06:09 PROFESSIONALISM.
12:27:08:13 [Applause]
12:27:08:13 TONIGHT I WOULD LIKE TO GO
12:27:14:15 BEYOND WORDS OF APPRECIATION AND
12:27:17:27 ACTUALLY RAISE A CALL TO ACTION.
12:27:20:16 YES, A CALL TO ACTION.
12:27:23:08 BECAUSE YOU AS A SCHOOL BOARD
12:27:24:09 HAVE A UNIQUE OPPORTUNITY THIS
12:27:26:28 YEAR FOR THE FIRST TIME IN YEARS
12:27:29:22 TO SHOW APPRECIATION FOR FUTURE
12:27:33:17 SCHOOL BOARD MEMBERS IN A VERY
12:27:35:02 TANGIBLE WAY.
12:27:37:03 YOUR JOB IS A TOUGH JOB.
12:27:39:09 YES, THE IMMATERIAL REWARDS ARE
12:27:41:21 GREAT, BECAUSE YOU CAN SEE THE
12:27:43:13 POSITIVE IMPACT THAT YOU'RE
12:27:44:21 HAVING ON THOUSANDS OF CHILDREN.
12:27:47:06 BUT AS OTHERS HAVE NOTED, IN
12:27:49:25 RECENT YEARS, MOST SCHOOL BOARD
12:27:51:03 MEMBERS ARE NOT SEEKING SECOND
12:27:53:05 TERMS RESULTING IN A BOARD WITH
12:27:55:11 FEWER YEARS OF EXPERIENCE ON
12:27:57:03 AVERAGE.
12:27:58:23 YOUR ROLE INVOLVES FIDUCIARY
12:28:00:25 DUTIES TO EFFECTIVELY MANAGE A
12:28:03:16 REAL ESTATE PORTFOLIO OF
12:28:05:18 \$825 MILLION UNDER CURRENT
12:28:09:19 ASSESSMENTS AND AN ANNUAL BUDGET
12:28:10:27 OF \$800 MILLION.
12:28:13:03 YOU ARE ESSENTIALLY OVERSEEING
12:28:14:21 WHAT WOULD BE CALLED A SMALL CAP
12:28:17:13 COMPANY IN THE PRIVATE SECTOR.
12:28:18:11 AND THE AVERAGE SALARY, I LOOKED
12:28:20:03 IT UP, THAT SMALL CAP COMPANY

12:28:23:28 BOARD MEMBERS IS \$195,000.
12:28:26:11 YOUR SALARY IS \$25,000.
12:28:29:16 AND YOU WORK PLENTY OF NIGHTS
12:28:31:05 AND WEEKENDS TOO.
12:28:33:16 OUR COUNTY BOARD MEMBERS RECEIVE
12:28:35:17 \$77,000 AND THEY EACH HAVE A
12:28:37:16 FULL-TIME STAFFER TO HELP WITH
12:28:38:29 THEIR WORKLOAD.
12:28:41:17 FAIRFAX COUNTY SCHOOL BOARD
12:28:42:14 VOTED LAST YEAR TO RAISE ITS
12:28:43:29 SALARIES TO \$48,000.
12:28:46:06 AND THEIR LOCAL GOVERNMENT
12:28:47:16 COUNTERPARTS MAKE \$123,000 IN
12:28:50:08 SALARY.
12:28:51:23 THIS YEAR, YOU HAVE AN
12:28:52:24 OPPORTUNITY TO RAISE SCHOOL
12:28:54:11 BOARD SALARIES, AND YOU WON'T
12:28:58:00 GET ANOTHER CHANCE UNDER THE LAW
12:28:59:09 FOR FOUR MORE YEARS.
12:29:00:24 WE KNOW THAT IT IS GOING TO BE A
12:29:02:19 TIGHT BUDGET YEAR.
12:29:04:13 WHICH IS GOING TO BE VERY
12:29:05:07 DIFFICULT.
12:29:06:28 SO IT'S A HARD YEAR TO RAISE
12:29:08:10 YOUR OWN SALARIES.
12:29:10:03 AND FOR SOME OF YOU, YOU WON'T
12:29:11:11 SEE A DIME OF THIS RAISE BECAUSE
12:29:13:16 OF YOUR DEPARTURE FROM THE
12:29:14:24 SCHOOL BOARD.
12:29:16:09 BUT TAKE THIS OPPORTUNITY TO
12:29:18:09 SHOW APPRECIATION FOR THE FUTURE
12:29:20:27 SCHOOL BOARD FOR A CRITICAL
12:29:26:05 REASON.
12:29:27:06 WE MUST ENSURE BEING
12:29:28:04 INDEPENDENTLY WEALTHY IS NOT A
12:29:31:03 PREREQUISITE FOR RUNNING FOR
12:29:32:28 SCHOOL BOARD.
12:29:33:26 THE DEMANDS OF THE JOB REQUIRE
12:29:35:04 FOLKS TO STEP BACK FROM THEIR
12:29:36:29 DAY JOBS SOMETIMES IN A FORMAL
12:29:38:08 WAY WITH FINANCIAL PAVILIONS FOR
12:29:40:03 THEIR FAMILY.
12:29:40:28 ARLINGTON'S COST OF LIVING IS
12:29:41:27 40% HIGHER THAN THE NATIONWIDE
12:29:44:05 AVERAGE AND THE COMMUNITY
12:29:45:16 BENEFITS WHEN ELECTED SCHOOL
12:29:47:08 BOARD MEMBERS ARE PAID ENOUGH TO
12:29:49:00 BE ABLE TO AFFORD TO GIVE MORE
12:29:51:15 TIME TO THE EXTENSIVE OVERSIGHT
12:29:54:03 RESPONSIBILITIES THAT THIS JOB
12:29:55:11 ENTAILS.
12:29:57:02 LET'S ALL COME TOGETHER AND
12:29:58:16 AGREE TO SHOW CONCRETE
12:30:01:01 APPRECIATION FOR THE WORK THAT

12:30:02:25 SCHOOL BOARD MEMBERS DO BY
12:30:04:10 PAYING A SALARY THAT IS
12:30:05:15 COMMENSURATE WITH THE DUTIES OF
12:30:07:08 THE POSITION AND THE COST OF
12:30:08:29 LIVING HERE.
12:30:10:04 UNTIL THEN, WE CAN ONLY EXTEND
12:30:12:05 OUR WORDS OF APPRECIATION FOR
12:30:13:20 NOW.
12:30:14:21 SO THANK YOU FOR YOUR DEDICATED
12:30:16:16 SERVICE TO OUR SCHOOL COMMUNITY.
12:30:21:09 >> THANK YOU FOR THE REMARKS.
12:30:25:05 ON BEHALF OF THE SCHOOL BOARD, I
12:30:26:00 WANT TO THANK YOU FOR YOUR
12:30:26:29 SERVICE AS THE LEADER OF OUR
12:30:28:21 COUNTY COUNCIL OF PTA'S, YOUR
12:30:30:10 DEDICATION TO APS'S SHARED GOALS
12:30:32:15 AND YOUR COMMITMENT TO ENHANCING
12:30:33:28 OUR SCHOOL SYSTEM HAS BEEN
12:30:36:02 INSTRUMENTAL IN OUR WORK FOR
12:30:41:01 MANY YEARS.
12:30:42:06 BOARD MEMBERS, AND
12:30:42:24 SUPERINTENDENT, BEFORE SHE RUNS
12:30:44:19 AWAY, COME ON BACK!
12:30:47:10 LET'S GRAB A QUICK PICTURE WITH
12:30:50:28 Ms. OAKES.
12:31:36:24 >> BEFORE WE MOVE ON TO OUR NEXT
12:31:38:12 AGENDA ITEM, WE WILL TAKE A
12:31:39:24 FIVE-MINUTE RECESS AND SO WE
12:31:41:17 WILL COME BACK AT 7:23.
12:31:46:16 [RECESS]
12:38:00:29 >> WE'RE BACK FROM OUR BREAK AND
12:38:02:24 WE ARE NOW AT CONSENT.
12:38:05:13 MAY I HAVE A MOTION TO ADOPT THE
12:38:07:08 CONSENT AGENDA?
12:38:08:19 >> I MOVE TO ADOPT THE CONSENT
12:38:10:05 AGENDA.
12:38:11:12 >> IS THERE A SECOND?
12:38:12:11 >> SECOND.
12:38:14:29 >> ALL IN FAVOR SAY YES, THOSE
12:38:17:27 OPPOSED SAY NO.
12:38:19:06 DIAZ-TORRES
12:38:20:24 >> YES
12:38:21:14 >> KADERA
12:38:22:05 >> YES
12:38:22:19 >> PRIDDY
12:38:23:13 >> YES
12:38:24:00 >> TURNER
12:38:24:21 >> YES
12:38:25:06 >> ZECHER SUTTON
12:38:26:00 >> YES.
12:38:28:00 MOTION PASSES 5-0.
12:38:29:26 >> I WOULD LIKE TO ANNOUNCE
12:38:31:25 UNDER CONSENT, THE BOARD
12:38:35:15 APPROVED THE ALTERNATIVE

12:38:36:29 ACCREDITATION PLAN PURSUANT TO
12:38:39:28 THE VIRGINIA CODE.
12:38:41:16 IN ADDITION, UNDER CONSENT, THE
12:38:44:09 SCHOOL BOARD APPROVED THE NEW --
12:38:48:14 IF YOU CAN BRING THE SLIDE UP
12:38:49:26 AND GIVE ALL OUR NEW EMPLOYEES A
12:38:51:21 ROUND OF APPLAUSE.
12:38:55:23 CONGRATULATIONS TO OUR NEW TEAM
12:38:57:15 MEMBERS.
12:38:58:06 WE LOOK FORWARD TO OUR WORK
12:38:59:04 TOGETHER.
12:39:01:02 I AM PLEASED TO ANNOUNCE THAT
12:39:02:07 THE SCHOOL BOARD ALSO APPOINTED
12:39:03:29 Ms. DANIELLE GODFREY AS THE
12:39:07:05 DIRECTOR OF THE OFFICE OF
12:39:08:00 PROCUREMENT EFFECTIVE
12:39:09:21 FEBRUARY 16TH.
12:39:11:29 COME ON DOWN.
12:39:15:05 SHE CURRENTLY SERVES AS THE
12:39:16:20 ASSISTANT DIRECTOR OF
12:39:17:17 PROCUREMENT AND WE'RE SO EXCITED
12:39:19:03 TO HAVE YOU STEP UP AND TAKE ON
12:39:20:19 LEADERSHIP OF THE ENTIRE OFFICE.
12:39:23:11 DO YOU HAVE ANY WORDS YOU'D LIKE
12:39:24:19 TO SHARE?
12:39:25:27 >> I WANT TO SAY THANK YOU TO
12:39:27:22 DR. DURAN AND THE SCHOOL BOARD
12:39:28:20 FOR THIS OPPORTUNITY.
12:39:30:21 >> AND DO YOU HAVE ANYONE IN THE
12:39:32:15 AUDIENCE SUPPORTING YOU?
12:39:34:00 >> DARRYL IS HERE WITH ME.
12:39:36:29 [LAUGHTER]
12:39:38:03 >> HEY, DARRYL!
12:39:40:12 WE'RE SO EXCITED FOR YOU TO BE
12:39:42:01 TAKING ON THIS LEADERSHIP ROLE
12:39:43:03 AND CONGRATULATIONS.
12:39:43:28 >> THANK YOU.
12:39:46:09 [Applause]
12:39:46:12 >> THE SCHOOL BOARD ALSO
12:39:47:10 APPOINTED Dr. KENNETH BROWN AS
12:39:49:02 THE DIRECTOR OF SECONDARY
12:39:50:26 SPECIAL EDUCATION EFFECTIVE
12:39:52:07 MARCH 1ST.
12:39:53:18 Dr. BROWN IS CURRENTLY SERVING
12:39:54:26 AS A SUPERVISOR OF SPECIAL
12:39:56:04 EDUCATION.
12:39:56:25 UNFORTUNATELY, Dr. BROWN IS
12:39:59:04 NOT HERE TONIGHT, BUT WE WISH
12:40:01:13 HIM ALL OF THE BEST IN HIS NEW
12:40:04:25 POSITION.
12:40:05:27 ALSO THE EXECUTIVE DIRECTOR OF
12:40:07:18 HUMAN RESOURCES EFFECTIVE MARCH
12:40:09:09 11TH!
12:40:12:09 Ms. HALSTEAD BRINGS WITH HER A

12:40:17:22 WEALTH OF EXPERIENCE IN HUMAN
12:40:18:24 RESOURCES AND WELCOME TO APS.
12:40:20:03 WOULD YOU LIKE TO SHARE ANY
12:40:21:05 REMARKS?
12:40:21:19 >> THANK YOU SO MUCH.
12:40:22:11 I WOULD LIKE TO SAY GOOD EVENING
12:40:23:22 TO THE MEMBERS OF THE SCHOOL
12:40:24:20 BOARD ALONGSIDE WITH THE
12:40:26:15 LEADERSHIP.
12:40:27:19 I WANT TO EXPRESS MY GRATITUDE
12:40:30:06 FOR YOU ENTRUSTING ME WITH THIS
12:40:32:22 EXECUTIVE DIRECTOR OF OPERATIONS
12:40:33:24 POSITION.
12:40:34:12 I LOOK FORWARD TO MAKING A
12:40:35:17 DIFFERENCE AND CONTINUING THE
12:40:37:08 COLLABORATION WITH ARLINGTON
12:40:39:24 PUBLIC SCHOOLS.
12:40:40:22 H.R., ALONGSIDE WITH EDUCATION,
12:40:42:01 IS MY PASSION, AND WE GET TO
12:40:44:00 MAKE A DIFFERENCE IN CHILDREN'S
12:40:45:15 LIVES, SO I AM SO HAPPY TO BE
12:40:47:04 ABLE TO CONTINUE THAT COMMITMENT
12:40:48:25 AND I LOOK FORWARD TO STARTING.
12:40:51:08 THANK YOU.
12:40:52:25 >> DO YOU HAVE ANYONE IN THE
12:40:54:03 AUDIENCE SUPPORTING YOU?
12:40:55:01 >> I DON'T!
12:40:56:16 >> ALL OF US!
12:40:57:24 WE'RE SUPPORTING YOU!
12:40:58:29
12:40:59:09 >> YES, YOU GUYS HAVE MADE ME
12:41:01:08 FEEL GREAT AND I REALLY FEEL
12:41:03:27 WELCOME, SO I'M READY TO START,
12:41:05:10 THANK YOU.
12:41:05:24 THANK YOU SO MUCH.
12:41:07:02 >> WE ARE ALL APPRECIATIVE OF
12:41:08:07 THE BLAZER, YOU'RE ALREADY ON
12:41:10:19 BRAND, IT'S GREAT!
12:41:12:15 AND WE ARE NOW AT ANNOUNCEMENTS.
12:41:14:17 THE SCHOOL BOARD WILL HOLD THE
12:41:15:12 FOLLOWING MEETINGS.
12:41:16:21 ON FEBRUARY 10TH, THE SCHOOL
12:41:17:15 BOARD SUPERINTENDENT RETREAT AT
12:41:19:03 9 a.m.
12:41:20:28 ON FEBRUARY 20TH, WORK SESSION 2
12:41:22:23 WITH THE ADVISORY COUNCIL ON
12:41:23:25 TEACHING AND LEARNING.
12:41:25:03 6:30 p.m. IN THE BOARDROOM.
12:41:26:28 FEBRUARY 22ND, A CLOSED MEETING
12:41:28:14 AT 5:30 p.m.
12:41:30:23 FEBRUARY 22ND, A SCHOOL BOARD
12:41:32:01 MEETING AT 7 p.m. IN THE
12:41:33:16 BOARDROOM.
12:41:34:18 THE SCHOOL BOARD WILL BE

12:41:35:08 ATTENDING AND THE SUPERINTENDENT
12:41:36:19 WILL BE ATTENDING THE ARLINGTON
12:41:38:08 COUNTY CIVIC FEDERATION MEETING
12:41:39:19 ON FEBRUARY 13TH, THAT IS THIS
12:41:41:12 COMING TUESDAY AT 7 p.m. AT
12:41:43:03 THE VIRGINIA HOSPITAL CENTER
12:41:45:17 HAZEL CONFERENCE CENTER.
12:41:47:26 I THINK?
12:41:48:20 HAZEL AUDITORIUM, THANK YOU.
12:41:51:19 I WOULD ALSO LIKE TO ANNOUNCE
12:41:53:04 THAT THE 2024 HONORED CITIZEN
12:41:55:02 NOMINATIONS ARE NOW BEING
12:41:56:10 ACCEPTED THROUGH MARCH 12TH.
12:41:58:06 EVERY YEAR, THE SCHOOL BOARD
12:41:58:27 RECOGNIZES A SELECT GROUP OF
12:42:00:22 INDIVIDUALS WHO'VE MADE
12:42:02:06 OUTSTANDING CONTRIBUTIONS TO OUR
12:42:03:11 SCHOOLS ON A VOLUNTEER BASIS.
12:42:05:19 THIS HONOR RECOGNIZES
12:42:06:17 INDIVIDUALS WHO'VE COMMITTED
12:42:07:18 SIGNIFICANT TIME AN ENERGY TO A
12:42:09:09 BROAD RANGE OF VOLUNTEER
12:42:10:24 ACTIVITIES THROUGHOUT THE
12:42:12:01 ENTIRETY OF THE ARLINGTON SCHOOL
12:42:13:16 COMMUNITY.
12:42:14:07 THEY EMBRACE THE MISSION OF APS
12:42:15:19 TO ENSURE THAT ALL STUDENTS
12:42:16:17 LEARN AND THRIVE IN SAFE,
12:42:18:18 HEALTHY, AND SUPPORTIVE LEARNING
12:42:20:00 ENVIRONMENTS AND WE INVITE THE
12:42:21:09 COMMUNITY TO NOMINATE WHO YOU
12:42:25:09 BELIEVE WOULD BE AN EXCELLENT
12:42:27:20 HONORED CITIZEN.
12:42:30:15 ADDITIONAL INFORMATION IS POSTED
12:42:31:06 ON THE ARLINGTON PUBLIC SCHOOLS
12:42:32:14 WEBSITE AND I WILL NOTE THAT THE
12:42:33:26 APPLICATION IS AVAILABLE IN ALL
12:42:35:01 FIVE OF OUR MAJOR LANGUAGES.
12:42:37:12 NOW, BOARD MEMBERS, DO WE HAVE
12:42:38:11 ANY ANNOUNCEMENTS?
12:42:38:25 OKAY, Ms. KADERA.
12:42:43:19 >> THANK YOU, CHAIR.
12:42:45:00 I HAVE A FEW ANNOUNCEMENTS.
12:42:46:26 THE FIRST IS ABOUT A COMMUNITY
12:42:48:04 EVENT THAT I WAS FORTUNATE TO
12:42:49:16 ATTEND ON MONDAY EVENING.
12:42:51:11 WE HAD MANY THINGS GOING ON ON
12:42:52:19 MONDAY NIGHT, SO WE WERE
12:42:55:01 SPLITTING UP TO REPRESENT AT
12:42:57:06 MULTIPLE EVENTS, BUT I ATTENDED
12:42:58:12 AN EVENT AT WAKEFIELD HIGH
12:42:59:26 SCHOOL THAT WAS HOSTED BY A
12:43:02:04 NON-PROFIT LOCALLY CALLED THE
12:43:03:26 COALITION FOR EMPOWERMENT AND

12:43:05:24 OPPORTUNITY.
12:43:06:12 AND THIS EVENT WAS CALLED THE
12:43:07:20 FRAMEWORK.
12:43:08:01 A NEW COURSE IS SET TO ROLL OUT
12:43:21:15 DIVISION-WIDE IN ARLINGTON, THE
12:43:23:03 AP AFRICAN AMERICAN STUDIES
12:43:24:25 CURRICULUM.
12:43:25:13 THIS IS BEING PILOTED IN MANY
12:43:27:01 SCHOOLS ACROSS THE COUNTRY AND
12:43:28:12 WE ARE FORTUNATE THAT WAKEFIELD
12:43:32:02 HIGH SCHOOL HAS BEEN ONE OF THE
12:43:32:29 PILOT SITES.
12:43:33:28 ONE OF THE REASONS THAT
12:43:35:02 WAKEFIELD HIGH SCHOOL IS ONE OF
12:43:36:21 THE PILOT SITES IS BECAUSE
12:43:39:19 Ms. ANTOINETTE WATERS, A
12:43:42:14 GIFTED EDUCATOR, SHE WAS
12:43:44:09 INSTRUMENTAL IN THE DEVELOPMENT
12:43:45:07 OF THE AP COURSE AT THE NATIONAL
12:43:47:26 LEVEL WORKING WITH THE COLLEGE
12:43:49:04 BOARD.
12:43:50:02 SO SHE AND A PANEL OF HER
12:43:51:20 STUDENTS SHARED A LOT OF THEIR
12:43:53:25 INSIGHTS ABOUT WHAT IT HAS BEEN
12:43:55:17 LIKE TO PILOT THE COURSE.
12:43:57:00 IT WAS REALLY DELIGHTFUL TO HEAR
12:43:58:07 THE STUDENTS TALK ABOUT HOW MUCH
12:43:59:21 THEY LOVED DIGGING INTO PRIMARY
12:44:01:26 SOURCES AND THE REAL DEPTH OF
12:44:04:18 SCHOLARLY INQUIRY THEY'RE
12:44:07:00 UNDERTAKING AS PART OF THIS
12:44:08:09 COURSE.
12:44:09:09 THE PLUG I WANT TO MAKE IS THAT
12:44:10:18 THIS IS NOW PART OF OUR PROGRAM
12:44:11:20 OF STUDIES FOR HIGH SCHOOL, AND
12:44:14:19 I KNOW COURSE SELECTION IS GOING
12:44:16:14 ON RIGHT NOW.
12:44:18:20 IT'S BEEN A BIG TOPIC OF
12:44:20:22 CONVERSATION IN MY HOUSE.
12:44:22:07 I ENCOURAGE OUR HIGH SCHOOL
12:44:23:14 STUDENTS TO THINK ABOUT TAKING
12:44:24:12 THE COURSE.
12:44:26:08 THE LAST THING I WANTED TO SAY
12:44:27:09 ABOUT IT WAS AS PART OF THE
12:44:29:01 EVENT, THEY SHOWED A VIDEO OF
12:44:30:20 SOME STUDENTS WHO WERE IN OTHER
12:44:33:18 PILOT SITES.
12:44:34:17 ONE OF THEM IN BALTIMORE.
12:44:36:12 A STUDENT NAMED JAYDEN.
12:44:37:20 WHEN THEY ASKED JAYDEN WHY HE
12:44:39:18 WAS TAKING THE COURSE, HE SAID
12:44:41:17 THIS IS MY WAY OF SAYING THANK
12:44:42:21 YOU TO THOSE WHO CAME BEFORE ME.
12:44:45:04 WHICH I THOUGHT WAS A REALLY

12:44:46:02 POWERFUL TESTAMENT TO SOME OF
12:44:49:17 THE MANY MOTIVATIONS STUDENTS
12:44:53:00 HAVE FOR TAKING THIS COURSE.
12:44:54:12 I HAVE TWO ANNOUNCEMENTS FOR MY
12:44:56:17 LIAISON SCHOOLS.
12:44:57:25 AT HOFFMAN BOSTON, THE ARTIST IN
12:45:00:10 RESIDENCE DID A POETRY WORKSHOP
12:45:02:23 FOR FIFTH GRADERS THAT ENDED IN
12:45:04:06 A POETRY SLAM PERFORMANCE WITH
12:45:05:21 THE FINALISTS RECENTLY.
12:45:08:00 AND THEN A PRINCIPAL WROTE ME
12:45:14:17 AND SAID IT'S NO POLAR PLUNGE,
12:45:17:19 BUT DISCOVERY IS HAVING ITS
12:45:19:07 KINDNESS MONTH WITH KINDNESS
12:45:20:22 SPIRIT WEEK.
12:45:22:04 THERE IS AN INTERACTIVE WEEK OF
12:45:24:06 ACTIVITIES THAT THE COUNSELORS
12:45:25:24 PLAN AND ONE SPECIAL EVENT THAT
12:45:27:22 THEY'RE HOLDING FOR THEIR
12:45:28:21 KINDNESS MONTH THIS SUNDAY,
12:45:30:09 THEY'RE HOLDING THEIR ANNUAL
12:45:32:11 "SHARE THE LOVE" EVENT ON SUNDAY
12:45:35:06 AFTERNOON.
12:45:35:24 STUDENTS AND FAMILIES COME AND
12:45:36:15 LEARN ABOUT ORGANIZATIONS LIKE
12:45:37:21 THE DC DIAPER BANK AND THE
12:45:40:00 ANIMAL WELFARE LEAGUE.
12:45:41:12 THEY CREATE CRATE BLANKETS AND
12:45:44:00 TOYS FOR ANIMALS AT THE SHELTER,
12:45:46:01 ASSEMBLE BOOK KITS FOR STUDENTS
12:45:47:06 IN THE DMV AREA AND MORE.
12:45:49:06 SO THEY ARE LOOKING FORWARD TO
12:45:50:10 THEIR KINDNESS MONTH IN THIS
12:45:52:20 SUNDAY'S EVENT AND THOSE ARE MY
12:45:54:12 ANNOUNCEMENTS.
12:45:55:14 >> MR. PRIDY, I BELIEVE YOU
12:45:56:22 HAVE AN ANNOUNCEMENT?
12:45:57:27 >> FOLLOWING UP FROM
12:45:59:15 Ms. KADERA'S ANNOUNCEMENT FROM
12:46:01:19 MONDAY, ON MONDAY, MYSELF,
12:46:03:21 Ms. ZECHER SUTTON AND DR.
12:46:05:02 DURAN ATTENDED THE ARLINGTON
12:46:07:04 2050 KICKOFF CEREMONY DOWN AT
12:46:08:29 THE AMAZON BUILDING IN CRYSTAL
12:46:10:17 CITY.
12:46:12:14 AND READING FROM THE OFFICIAL
12:46:14:02 WEBSITE, ARLINGTON 2050 IS A
12:46:16:14 YEAR-LONG EFFORT TO ENGAGE
12:46:17:29 NEIGHBORS ACROSS ARLINGTON ON
12:46:19:08 WHAT THE COUNTY SHOULD LOOK LIKE
12:46:20:13 BY THE YEAR 2050 AND WHAT
12:46:22:05 CHALLENGES THE COUNTY AND ITS
12:46:23:20 RESIDENTS MUST ADDRESS.
12:46:26:08 BEYOND INITIATING AND SUSTAINING

12:46:28:07 A DIALOGUE, THIS INITIATIVE HAS
12:46:32:20 THREE DISTINCT VISIONS OF THE
12:46:35:02 FUTURE WHICH CAN SERVE AS A
12:46:36:20 BASIS FOR LONG-TERM STRATEGIC
12:46:38:11 PLANNING.
12:46:40:05 SO THERE'S FEEDBACK YOU CAN DO
12:46:40:26 ON THE ARLINGTON COUNTY WEBSITE,
12:46:42:15 IF YOU CAN TYPE IN ARLINGTON
12:46:44:17 2050, IT'LL COME UP.
12:46:46:03 OR THERE ARE ALSO POSTCARDS
12:46:47:18 YOU'LL SEE AROUND ARLINGTON
12:46:48:15 WHICH YOU CAN JUST HAND BACK
12:46:50:03 TO -- DROP THEM OFF AT A LIBRARY
12:46:52:09 IF YOU WANT TO, BUT PROVIDE YOUR
12:46:53:21 INPUT ON WHAT YOU THINK
12:46:55:06 ARLINGTON WILL LOOK LIKE IN 2050
12:46:58:05 OR SHOULD LOOK LIKE IN 2050.
12:47:00:08 THAT'S THE INITIATIVE GOING ON
12:47:01:06 THIS YEAR.
12:47:03:13 >> Ms. ZECHER SUTTON, YOU HAVE
12:47:05:01 ONE ANNOUNCEMENT?
12:47:08:15 >> I DO, THANK YOU.
12:47:10:04 I WANTED TO SHARE THAT YESTERDAY
12:47:12:07 EVENING, Ms. KADERA AND I HAD
12:47:13:26 THE OPPORTUNITY TO SPEAK AT THE
12:47:14:27 ARLINGTON BEHAVIORAL YOUTH
12:47:16:18 ASSEMBLE WHICH WAS AN EVENT
12:47:18:16 HOSTED BY VOICE, THE ARLINGTON
12:47:20:25 BRANCH OF THE NAACP AND THE
12:47:23:14 ARLINGTON SCHOOLS HISPANIC
12:47:25:05 PARENTS ASSOCIATION.
12:47:27:16 ABOUT 250 COMMUNITY MEMBERS AND
12:47:29:11 STUDENTS GATHERED AT KENMORE
12:47:31:22 MIDDLE SCHOOL FOR A PROGRAM THAT
12:47:33:10 FOCUSED ON HOW AFTER-SCHOOL
12:47:35:22 PROGRAMS FOR MIDDLE AND HIGH
12:47:37:23 SCHOOL STUDENTS CAN HELP COMBAT
12:47:40:21 THE CRISES WE ARE FACING IN OUR
12:47:43:17 COMMUNITY AROUND SUBSTANCE USE
12:47:45:15 AND MENTAL HEALTH.
12:47:46:23 WE WERE JOINED BY OUR COUNTY
12:47:47:24 COLLEAGUES.
12:47:51:15 AND WE ALL RESPONDED TO
12:47:52:23 QUESTIONS RELATED TO OUR SUPPORT
12:47:54:21 FOR HAVING ROBUST AFTER-SCHOOL
12:47:59:15 PROGRAMS AVAILABLE FOR STUDENTS
12:48:00:20 IN ARLINGTON.
12:48:01:27 IN ADDITION, THERE WERE
12:48:03:15 PASSIONATE SPEAKERS FROM THE
12:48:05:07 THREE HOST ORGANIZATIONS
12:48:07:11 REMINDING US ALL ABOUT THE
12:48:09:13 URGENCY OF THE SUBSTANCE ABUSE
12:48:11:18 AND MENTAL HEALTH CHALLENGES
12:48:13:16 AMONG OUR YOUTH AND CONTINUING

12:48:15:14 THE CALL FOR COMPREHENSIVE AND
12:48:18:06 COMMUNITY-WIDE RESPONSES TO THE
12:48:20:14 ISSUES THAT WE'RE FACING.
12:48:22:23 THAT'S MY ANNOUNCEMENT.
12:48:25:14 >> THANK YOU SO MUCH.
12:48:27:12 DR. DURAN, DO YOU HAVE ANY
12:48:27:27 ANNOUNCEMENTS?
12:48:28:15 >> YES, IF YOU CAN BRING THEM UP
12:48:30:07 ON THE SCREEN.
12:48:31:09 SO TO KICK OFF EACH BOARD
12:48:33:24 MEETING DURING MY ANNOUNCEMENTS,
12:48:35:06 I ALWAYS HAVE A VIDEO TO
12:48:36:21 HIGHLIGHT SOME OF THE WORK
12:48:37:25 HAPPENING IN OUR SCHOOL SYSTEM.
12:48:39:21 AT THE LAST BOARD MEETING, I
12:48:41:00 RECENTLY TALKED ABOUT APPROVAL
12:48:42:08 OF A REVISION TO OUR SECONDARY
12:48:43:27 GRADING PIP THAT RELATES TO
12:48:46:21 RETAKES, SO THIS IS JUST ONE OF
12:48:48:03 THE AREAS AS WE LOOK ABOUT HOW
12:48:50:02 WE CAN BEST SUPPORT STUDENT
12:48:51:20 SUCCESS THINKING ABOUT WAYS THAT
12:48:52:25 WE CAN BETTER HELP STUDENTS
12:48:54:19 LEARN AND MASTER THE CONTENT AS
12:48:56:17 WELL AS TEACHERS TO PROVIDE THE
12:48:58:18 SUPPORT NEEDED FOR THAT.
12:49:00:07 TONIGHT I THOUGHT WE COULD SHOW
12:49:03:12 HOW WE'RE SUPPORTING STUDENT
12:49:05:00 SUCCESS THROUGH RE-TEACHING.
12:49:07:09 LEARNING IS A PROCESS, AND SO
12:49:08:04 THE VIDEO WE'RE GOING TO SHARE
12:49:09:12 TONIGHT, YOU CAN HEAR DIRECTLY
12:49:11:14 FROM TEACHERS ABOUT HOW TO USE
12:49:13:22 RETEACHING STRATEGIES, PROVIDING
12:49:15:24 ADDITIONAL OPPORTUNITIES TO
12:49:18:12 STUDENTS.
12:49:20:10 THIS IS GUNSTON MIDDLE SCHOOL IN
12:49:21:19 THIS PARTICULAR VIDEO SUPPORTING
12:49:23:13 INCLUSIVE LEARNING ENVIRONMENTS
12:49:24:18 WHERE STUDENTS HAVE THE
12:49:26:01 OPPORTUNITY TO SUCCEED.
12:49:27:23 AND THE OFFICE OF ACADEMICS WILL
12:49:28:22 CONTINUE TO WORK WITH OUR
12:49:29:27 SCHOOL-BASED STAFF AS WE
12:49:31:22 CONTINUE TO UNPACK AND SEE THE
12:49:33:21 BEST WAYS THAT WE CAN SUPPORT
12:49:35:05 STUDENT LEARNING.
12:49:36:26 TALKING WITH OUR STUDENTS AND
12:49:37:24 TEACHERS THROUGHOUT THIS
12:49:38:22 LEARNING JOURNEY, WE KNOW THAT
12:49:40:00 TEACHERS ARE USING SO MANY
12:49:41:08 DIFFERENT SUCCESSFUL STRATEGIES
12:49:42:19 ALREADY.
12:49:43:17 THIS SLIDE WILL HELP -- THIS

12:49:45:08 VIDEO WILL HELP A LITTLE BIT OF
12:49:46:17 HIGHLIGHTING SOME OF THOSE, BUT
12:49:48:09 ALSO MAKING SURE IN OUR POLICIES
12:49:50:01 AND PIPS THAT WE'RE SUPPORTING
12:49:53:02 THAT PROCESS.
12:49:58:21 IT'S REALLY WHERE OUR EFFORTS
12:50:00:02 HAVE TO BE TO HELP STUDENTS
12:50:01:13 ADDRESS SOME OF THOSE CONCERNS
12:50:03:04 THAT THEY RAISED ABOUT THEIR
12:50:04:19 LEARNING TO HELP TEACHERS BETTER
12:50:06:04 UNDERSTAND THEIR LEARNING.
12:50:07:12 AND ALSO THEN WHAT DOES
12:50:08:02 RETEACHING REALLY LOOK LIKE?
12:50:14:12 IMPLEMENTING ALTERNATIVES IS
12:50:15:10 ALSO IMPORTANT FOR STUDENT
12:50:16:14 REMEDIATION.
12:50:17:16 WHEN WE THINK ABOUT WAYS TO
12:50:18:24 REMEDIATE THE LEARNING, HOW CAN
12:50:20:20 STUDENTS MASTER THE CONTENT,
12:50:21:28 WHAT ARE SOME ADDITIONAL TOOLS
12:50:23:06 TEACHERS CAN USE.
12:50:24:01 AND THEN ALSO MAKING SURE THAT
12:50:25:03 WE HAVE PLANS IN PLACE TO
12:50:26:21 SUPPORT TEACHERS TO PROVIDE THAT
12:50:30:06 UNIT ASSESSMENTS, THINGS OF THAT
12:50:31:18 NATURE, TO GIVE PARENTS AND
12:50:33:03 STUDENTS A SENSE OF HOW STUDENTS
12:50:34:05 ARE DOING.
12:50:36:03 REALLY NOT JUST WHAT GRADES
12:50:37:14 THEY'RE GETTING BUT HOW THEY'RE
12:50:39:03 DOING IN TERMS OF THE MASTERY OF
12:50:40:28 THE CONTENT.
12:50:42:06 LET'S LOOK TONIGHT AT A VIDEO
12:50:43:04 THAT WILL TALK ABOUT HOW WE'RE
12:50:44:09 SUPPORTING STUDENT SUCCESS
12:50:45:21 THROUGH RETEACHING.
12:50:46:26 [MUSIC]
12:50:47:26 >> THERE ARE CLIPBOARDS OVER
12:50:49:14 THERE IF YOU WOULD PREFER A
12:50:50:29 CLIPBOARD.
12:50:51:21 I'M GOING TO PUT TEN MINUTES ON
12:50:53:02 THE CLOCK.
12:50:53:24 >> REMEDIATION IS RETEACHING A
12:50:56:13 SKILL THAT A STUDENT HASN'T
12:50:59:29 MASTERED YET.
12:51:01:18 THE IDEA BEHIND THE REMEDIATION
12:51:02:29 IS THEY'RE GETTING RETEACHING SO
12:51:04:12 THEY CAN THEN MASTER THE SCHOOL.
12:51:07:01 SO THAT THEY WON'T GET IT WRONG
12:51:08:25 AGAIN.
12:51:09:10 AND SO THAT RETAKE OFFERS THEM
12:51:11:02 THAT TIME TO BE, LIKE, HEY, YOU
12:51:12:27 CAN DO IT.
12:51:13:28 IT OFFERS THEM THAT REASSURANCE

12:51:15:10 THAT THIS TEST DOESN'T DEFINE
12:51:17:16 ME.
12:51:18:10 I CAN TRY AGAIN.
12:51:19:05 I CAN COME TO MY TEACHER FOR
12:51:20:23 WHATEVER I NEED AND I CAN SHOW
12:51:21:25 THAT, LIKE, HEY, I MAY HAVE HAD
12:51:23:17 ONE HICCUP HERE, BUT I BOUNCED
12:51:25:21 BACK.
12:51:26:05 >> SO I'M A TEACHER OF STUDENTS
12:51:27:14 WHO HAVE LEARNING
12:51:28:18 EXCEPTIONALITIES, AND THE
12:51:30:24 OPPORTUNITY TO DO RETAKES HAS
12:51:32:08 BEEN PHENOMENAL FOR THEM.
12:51:35:23 I PRIDE MYSELF ON BEING A
12:51:37:20 RESPONSIVE TEACHER, I'M THE
12:51:40:09 LITERACY TEACHER, SO I SUPPORT
12:51:41:21 THEM IN AREAS OF READING AND
12:51:42:27 WRITING AND HAVING THE
12:51:43:15 OPPORTUNITY TO GO BACK AND
12:51:44:13 REVISIT, LEARN CONCEPTS, MAKING
12:51:52:04 GROWTH TOWARDS THEIR IEP GOALS
12:51:54:06 AND THEIR EIGHTH GRADE STANDARDS
12:51:56:17 AND LEARNING.
12:51:57:09 >> SO I THINK IT'S REALLY
12:51:58:16 IMPORTANT BECAUSE IT SHOWS THE
12:52:00:08 KIDS JUST BECAUSE YOU DON'T DO
12:52:01:20 WELL ONCE DOESN'T MEAN IT'S OVER
12:52:03:08 FOR YOU.
12:52:04:16 USUALLY THEY'RE ALWAYS GOING TO
12:52:06:00 PERFORM BETTER THE SECOND TIME.
12:52:07:09 THE NEXT TIME THEY DO POORLY ON
12:52:09:18 SOMETHING, THEY'RE COMING
12:52:10:19 IMMEDIATELY AFTER SCHOOL.
12:52:11:18 >> IT GIVES ME A SECOND CHANCE
12:52:13:16 WHEN I DO SOMETHING WRONG.
12:52:15:28 I TOOK THIS VOCABULARY TEST AND
12:52:19:11 I DIDN'T GET TOO GOOD OF A
12:52:21:09 SCORE, BUT MY SCIENCE TEACHER
12:52:23:18 LET ME RETAKE IT AND GAVE ME
12:52:26:04 MORE TIME TO STUDY AND I GOT A
12:52:28:13 10/10.
12:52:29:18 >> I THINK IT MAKES YOU A BETTER
12:52:30:29 STUDENT, BECAUSE YOU SHOW YOU
12:52:32:05 CARE FOR YOUR GRADE.
12:52:34:03 AND THAT YOU WANT TO BE PUSHED
12:52:36:01 HIGHER.
12:52:41:09 >> REALLY THIS YEAR, STUDENTS
12:52:42:20 ARE BEING MORE ACCOUNTABLE.
12:52:43:29 THEY ARE TAKING ON A LOT MORE
12:52:45:14 RESPONSIBILITY FOR THEIR OWN
12:52:46:28 GRADES, SO YES, THEY'RE BEING
12:52:49:00 SUCCESSFUL ACADEMICALLY, BUT
12:52:50:01 THEY'RE ALSO BEING MORE
12:52:51:12 SUCCESSFUL WHEN IT COMES TO

12:52:52:07 MANAGING THEIR TIME.
12:52:53:16 OH, THEY HAVE SOCCER PRACTICE
12:52:54:21 AFTER SCHOOL, BUT WE ALSO HAVE
12:52:56:03 TO GO TO A STUDY SESSION SO WE
12:52:57:12 CAN RETAKE THE TEST AND DO
12:52:59:04 BETTER NEXT TIME.
12:53:00:06 >> IT REALLY HELPED ME LEARN.
12:53:01:24 I FEEL LIKE IF I DIDN'T DO THAT,
12:53:03:07 I WOULDN'T GO BACK THROUGH MY
12:53:04:19 NOTES AND TRY AND GO THROUGH
12:53:06:02 THIS RETESTING PROCESS AGAIN.
12:53:07:21 >> YOU HAVE TO RELEARN ALL THE
12:53:09:03 MATERIAL, BECAUSE EVENTUALLY,
12:53:11:07 YOU'RE GOING TO TAKE THE MATH
12:53:14:06 SOL OR A BIG TEST AND IF YOU
12:53:16:10 JUST LEARNED IT FOR THAT ONE
12:53:17:25 SPECIFIC TEST, YOU'RE NOT GOING
12:53:21:19 TO IMPROVE ON THE STANDARDIZED
12:53:23:08 ONES.
12:53:23:23 >> AFTER THE TEST, I LET THE
12:53:25:12 STUDENTS CORRECT IT AND THEN I
12:53:27:00 GRADE THE CORRECTIONS.
12:53:29:15 THAT'S THE MAIN THING I'M
12:53:30:09 LOOKING FOR THEM TO GET.
12:53:32:09 THOSE COMPUTATIONAL THINGS ARE
12:53:33:17 THINGS I KNOW THEY CAN LOOK AT
12:53:34:28 THEIR OWN PAPER AND SEE THAT
12:53:37:07 THEY GOT WRONG.
12:53:38:15 I DON'T USE INSTRUCTIONAL TIME
12:53:39:26 TO RETEST.
12:53:41:01 STUDENTS ARE ONLY RETEST DURING
12:53:42:22 TA TIMES ON FRIDAYS.
12:53:44:02 AFTER THAT THREE-WEEK PERIOD IS
12:53:46:01 OVER, THERE'S NO MORE TESTING.
12:53:48:13 WHEN I SET THE BOUNDARY, IT PUTS
12:53:55:03 THE ONUS ON THEM.
12:53:57:11 >> THE SPECIAL ED KIDS WEREN'T
12:53:59:19 USED TO ASKING FOR A RETAKE, SO
12:54:01:01 I GAVE IT TO THEM AS A PRACTICE.
12:54:02:28 HEY, WE'RE GOING TO DO THIS
12:54:03:26 PRACTICE.
12:54:04:10 I DIDN'T PUT RETAKE ON IT, BUT I
12:54:06:16 USED THAT GRADE AND I SHOWED
12:54:07:25 THEM HOW MUCH THEIR GRADE WENT
12:54:09:06 UP AND HOW BENEFICIAL THIS WAS
12:54:11:01 AND THEN THE DATA WILL LITERALLY
12:54:12:13 SHOW THAT THEY'RE BEING MORE
12:54:13:18 SUCCESSFUL.
12:54:14:06 >> I ENCOURAGE STUDENTS TO
12:54:15:23 COMPLETE THE TEST CORRECTIONS
12:54:16:28 BEFORE THEY RETAKE THE TEST.
12:54:18:21 THAT WAY, THEY CAN LOOK AT WHAT
12:54:19:22 THEY HAVE WRONG AND RECEIVE
12:54:21:21 MEANINGFUL FEEDBACK FROM ME ON

12:54:23:02 THE THINGS THAT THEY REALLY
12:54:25:06 MISUNDERSTOOD.
12:54:25:27
12:54:26:08 >> I TRULY BELIEVE THAT ALLOWING
12:54:28:12 STUDENTS THE OPPORTUNITY TO
12:54:29:07 REMEDIATE THEIR UNDERSTANDING OF
12:54:31:19 A CONCEPT IN ORDER TO SCAFFOLD
12:54:33:27 THEM UP TO THEIR MASTERY LEVEL
12:54:36:12 COMPREHENSION IS ESSENTIAL.
12:54:38:01 HAVING THE OPPORTUNITY TO GO
12:54:38:22 BACK, REVISIT A LEARNED CONCEPT,
12:54:40:08 TO RETEACH IT IN A DIFFERENT WAY
12:54:42:21 I THINK BUILDS STUDENT
12:54:44:03 CONFIDENCE.
12:54:45:00 >> TEACHING A VERY DIVERSE
12:54:46:25 POPULATION WITH EL STUDENTS AND
12:54:49:02 SPECIAL EDUCATION STUDENTS AND
12:54:51:19 GIFTED STUDENTS, YOU HAVE TO BE
12:54:53:01 ABLE TO VARY THAT INSTRUCTION,
12:54:55:13 AND SO REMEDIATION REALLY HAS
12:54:57:25 ALLOWED ME TO TAILOR MY
12:55:00:17 INSTRUCTION SO THAT EVERY
12:55:01:24 STUDENT CAN REACH THEIR HIGHEST
12:55:03:16 POTENTIAL AS A LEARNER.
12:55:08:01 >> SO AGAIN, HEARING DIRECTLY
12:55:09:23 FROM OUR TEACHERS WHAT THIS
12:55:11:04 LOOKS LIKE, HOW THEY'RE
12:55:12:15 SUPPORTING STUDENTS IS
12:55:13:23 IMPORTANT.
12:55:14:07 AS WE CONTINUE TO LOOK AT OUR
12:55:16:00 GRADING PIP, WE'LL POTENTIALLY
12:55:17:25 MAKE REVISIONS GETTING INPUT
12:55:20:04 FROM STUDENTS AND TEACHERS.
12:55:22:12 WE MENTIONED THIS IS A SCHOOL
12:55:23:10 BOARD APPRECIATION MONTH, SO I
12:55:24:22 WANT TO GIVE ANOTHER SHOUTOUT TO
12:55:26:07 ALL OF OUR SCHOOL BOARD MEMBERS
12:55:27:03 AND TO OUR AMAZING SCHOOL BOARD
12:55:28:27 OFFICE TEAM, CLAUDIA, CARMEN,
12:55:31:19 AND JULIEANNE.
12:55:35:25 ALSO, THE MONTH OF FEBRUARY AS
12:55:37:07 WE BEGIN, HERE'S A VARIETY OF
12:55:38:19 RECOGNITIONS THAT WE CELEBRATE
12:55:39:21 AND HONOR HERE IN APS.
12:55:42:08 LIKE ALL OF OUR MONTHS, WE HAVE
12:55:43:24 A LOT OF GREAT RECOGNITIONS.
12:55:45:06 AS WE QUICK OFF FEBRUARY FOR
12:55:46:24 BLACK HISTORY MONTH WITH
12:55:47:22 EDUCATIONAL EVENTS, ASSEMBLIES
12:55:49:20 ACROSS APS, WE'RE ALSO
12:55:50:18 CONTINUING OUR TRADITION OF
12:55:51:27 HONORING AFRICAN AMERICAN
12:55:53:00 STUDENT LEADERS AT OUR HIGH
12:55:53:29 SCHOOLS AND THAT WILL BE AT OUR

12:55:56:04 NEXT SCHOOL BOARD MEETING AT THE
12:55:58:06 END OF FEBRUARY.
12:55:58:28 WE ALSO WANT TO CELEBRATE A LOT
12:56:00:23 OF THE GREAT WORK HAPPENING HERE
12:56:02:04 IN APS AROUND CAREER AND
12:56:04:02 TECHNICAL EDUCATION AND IT'S THE
12:56:05:16 MONTH OF FEBRUARY THAT WE CAN
12:56:06:24 HIGHLIGHT THAT AND SHARE SOME
12:56:08:06 INFORMATION ABOUT THE CTE
12:56:09:07 PROGRAMS THAT WE HAVE IN APS.
12:56:11:07 THE ROLE TO HELP STUDENTS
12:56:14:01 EXPLORE CAREER OPPORTUNITIES.
12:56:15:10 WE ALSO KNOW THE POWER AND THE
12:56:16:12 NECESSITY OF MAKING SURE
12:56:17:20 STUDENTS KNOW COLLEGE IS AN
12:56:20:06 OPTION, BUT THERE ARE ALSO GREAT
12:56:21:28 CAREER OPTIONS AND EVEN
12:56:23:00 ATTENDING THE ARLINGTON 2050, WE
12:56:24:19 HEARD A LOT OF CAREERS AND
12:56:26:07 OPPORTUNITIES RIGHT HERE IN OUR
12:56:27:18 COUNTY THAT ARE EVEN BEING
12:56:29:03 CREATED AS WE SPEAK.
12:56:30:22 SOME JOBS, WE DON'T EVEN KNOW
12:56:31:24 ABOUT.
12:56:32:15 SO HOW DO WE HELP STUDENTS WITH
12:56:33:17 HANDS-ON LEARNING, INTERNSHIPS
12:56:37:19 TO EQUIP OUR STUDENTS.
12:56:40:14 SO IF YOU DIDN'T GET A CHANCE TO
12:56:42:03 WATCH THAT LAST TIME, IT IS
12:56:43:25 POSTED ONLINE, SOME OF THE GREAT
12:56:45:16 OPPORTUNITIES.
12:56:46:10 AND I WANT TO PUT ANOTHER
12:56:47:08 SHOUTOUT TO OUR BUSINESS
12:56:48:10 COMMUNITY AND PARTNERS THAT WE
12:56:49:18 STILL NEED A LOT MORE
12:56:50:24 INTERNSHIPS FOR OUR STUDENTS.
12:56:52:06 IT'S ONE OF THE KEY WAYS TO HAVE
12:56:53:24 MENTORS AND INTERNS TO LEARN
12:56:55:09 ABOUT NOT JUST THE SPECIFIC
12:56:56:18 JOBS, BECAUSE JOBS ARE CHANGING,
12:56:58:07 BUT REALLY THOSE SKILLS THAT
12:56:59:09 THEY CAN LEARN FROM YOU AS OUR
12:57:01:17 BUSINESS COUNTERPARTS.
12:57:02:22 AND THANK YOU TO SO MANY WHO'VE
12:57:05:07 ALREADY BEEN STEPPING UP.
12:57:06:26 THIS WEEK, OUR SCHOOLS HAVE ALSO
12:57:08:04 BEEN SHOWING A LOT OF
12:57:09:05 APPRECIATION AND I WANT TO SHARE
12:57:10:16 APPRECIATION TONIGHT FOR OUR
12:57:12:01 SCHOOL COUNSELORS.
12:57:13:00 WE HAVE OVER 100 DEDICATED
12:57:14:28 SCHOOL COUNSELORS IN OUR SCHOOL
12:57:16:13 SYSTEM.
12:57:17:00 AND THEY MAKE A HUGE DIFFERENCE

12:57:19:06 IN NOT ONLY SUPPORTING STUDENTS
12:57:21:08 ACADEMICALLY, BUT A ALSO OF THE
12:57:23:13 SOCIAL, EMOTIONAL, MENTAL HEALTH
12:57:25:08 SUPPORTS THAT ARE NEEDED.
12:57:26:24 OFTENTIMES WE DON'T REMEMBER THE
12:57:27:29 MANY, MANY HATS THEY HAVE TO
12:57:29:17 WEAR, WHETHER IT'S ADVISING
12:57:31:12 STUDENTS ON COURSE SELECTIONS OR
12:57:33:27 HELPING THEM THROUGH A VERY
12:57:35:06 DIFFICULT DAY.
12:57:36:07 AND SO THANK YOU, THANK YOU TO
12:57:37:28 OUR COUNSELORS FOR SUPPORTING
12:57:39:04 THE WELL-BEING OF ALL OF OUR
12:57:40:19 STUDENTS EACH AND EVERY DAY.
12:57:42:11 THIS WAS ALSO CROSSING GUARD
12:57:44:12 APPRECIATION WEEK AND WE WANT TO
12:57:45:27 THANK THEM FOR KEEPING OUR
12:57:46:26 STUDENTS SAFE AND NEXT WEEK IS
12:57:48:27 VIRGINIA KINDNESS WEEK, AN
12:57:50:03 OPPORTUNITY FOR LESSONS AND
12:57:51:21 IDEAS ABOUT HOW WE CAN CONTINUE
12:57:52:29 TO SHOW KINDNESS, FOSTER SAFE
12:57:55:04 AND SUPPORTIVE LEARNING
12:57:57:09 ENVIRONMENTS.
12:57:58:16 WE'VE RECENTLY HAD ADDITIONAL
12:57:59:27 PROFESSIONAL DEVELOPMENT FOR OUR
12:58:01:05 PRINCIPALS AND ASSISTANT
12:58:02:22 PRINCIPALS FOR HOW WE CAN CREATE
12:58:05:08 SPACES WHERE STUDENTS FEEL SAFE
12:58:06:23 AND WELCOME AND WARM.
12:58:09:11 COMING UP IS A VERY, VERY GOOD
12:58:10:20 OPPORTUNITY TO HEAR FROM ALL OF
12:58:11:28 OUR COMMUNITY AND OUR STAFF AND
12:58:13:13 OUR STUDENTS.
12:58:14:18 THIS HAPPENS EVERY TWO YEARS.
12:58:16:03 YOUR VOICE MATTERS.
12:58:17:04 IT OPENS UP ON FEBRUARY 20TH.
12:58:19:10 THIS IS A SURVEY THAT IS REALLY
12:58:20:25 IMPORTANT.
12:58:22:06 BECAUSE I WANT TO MAKE SURE
12:58:22:27 PEOPLE UNDERSTAND THAT THIS IS
12:58:24:15 NOT JUST A SURVEY.
12:58:29:00 HOWEVER, THIS PARTICULAR SURVEY
12:58:31:29 IS OFTEN USED IN OUR SCHOOL
12:58:33:10 ACTION PLAN THAT SCHOOLS DO.
12:58:36:00 THIS IS THE FIRST TIME THIS YEAR
12:58:36:27 WE'VE ACTUALLY USED THEM IN THAT
12:58:38:12 WAY.
12:58:38:27 AND ALSO IN OUR DEPARTMENT
12:58:40:01 ACTION PLANS.
12:58:41:09 SO THIS IS AVAILABLE FOR OUR
12:58:42:17 STUDENTS, FAMILIES, AND STAFF.
12:58:43:29 I WAS MEETING WITH SOME PARENTS
12:58:45:11 CONNECTED TO THE P TA AT ONE

12:58:50:28 SCHOOL THAT WERE NOT AWARE THAT
12:58:53:03 THE RESULTS FROM THIS ARE BEING
12:58:54:18 USED WHEN THE PARENTS PROVIDE
12:58:55:23 QUESTIONS AND ANSWERS TO THE
12:58:56:25 SURVEY.
12:58:57:22 THAT'S ACTUALLY TIED TO WHAT THE
12:59:00:12 PRINCIPAL IS WORKING ON WITH THE
12:59:01:14 LEADERSHIP TEAM AT THEIR SCHOOL
12:59:02:25 WHEN DEVELOPING THEIR ACTION
12:59:03:23 PLAN.
12:59:04:11 WE AT THE DEPARTMENT LEVEL ALSO
12:59:05:18 USE THIS IN THIS WAY FOR OUR
12:59:07:04 DEPARTMENT ACTION PLANS WHICH
12:59:08:09 AGAIN ARE A NEW THING THAT WE'RE
12:59:09:14 DOING THIS YEAR.
12:59:10:29 SO I WANT TO MAKE SURE THAT
12:59:11:26 PEOPLE UNDERSTAND THAT, YES, WE
12:59:14:15 ASK YOU TO DO A LOT OF SURVEYS,
12:59:16:07 BUT THESE HAVE A VERY, VERY
12:59:18:05 DIRECT CONNECTION TO THOSE
12:59:19:27 SCHOOL ACTION PLANS AND TO OUR
12:59:21:19 DEPARTMENT ACTION PLANS.
12:59:23:06 FOR OUR STUDENTS, IT WILL BE
12:59:24:12 ADMINISTERED DURING THE DAY FOR
12:59:25:27 STUDENTS IN GRADES 4-12.
12:59:28:03 BEYOND THAT, THESE WILL BE
12:59:29:14 OPPORTUNITIES FOR OUR SCHOOL
12:59:31:12 STAFF TO WORK WITHIN THEIR TIME
12:59:33:27 TO ANSWER THEM AND FOR OUR
12:59:35:24 PARENTS AND COMMUNITY MEMBERS TO
12:59:36:21 DO THAT AS WELL.
12:59:38:03 WE WILL COMMUNICATE MANY
12:59:39:10 OPPORTUNITIES THROUGHOUT THIS
12:59:40:01 WINDOW ABOUT HOW YOU CAN DO
12:59:41:12 THAT, BUT WE ARE REQUESTING YOUR
12:59:43:08 SUPPORT, SO TAKE SOME TIME TO
12:59:45:07 ANSWER THIS SURVEY.
12:59:46:12 AGAIN, IT'S VERY IMPORTANT TO
12:59:47:16 HELP US.
12:59:48:28 IT'S NOT ALWAYS BEEN USED THIS
12:59:50:12 WAY IN THE PAST, BUT NOW IT IS
12:59:52:14 USED THIS WAY VERY SPECIFICALLY
12:59:54:12 AGAIN FOR OUR SCHOOL DEPARTMENT
12:59:56:07 PLANS AND ACTION DEPARTMENT
12:59:58:01 PLANS.
12:59:58:19 AS WE'RE ENTERING THE BUDGET
12:59:59:20 SEASON, WE'RE HEAVY IN THAT, ON
01:00:02:12 FEBRUARY 29TH, I'LL BE PROPOSING
01:00:04:19 MY BUDGET.
01:00:06:16 WE ALSO THEN IN MARCH WILL HOLD
01:00:08:02 A PUBLIC HEARING ON THE 14TH
01:00:09:17 FOLLOWED BY WORK SESSIONS THAT
01:00:12:13 TAKE PLACE ON MARCH 19TH AND A
01:00:15:01 JOINT MEETING WITH OUR COUNTY

01:00:16:06 PARTNERS ON MARCH 22ND.
01:00:18:25 THIS PROCESS WILL HELP TO INFORM
01:00:20:17 OUR BUDGET AS WE WORK THROUGH
01:00:22:02 FROM FEBRUARY 29TH THROUGH MAY
01:00:23:27 9TH WHEN A SCHOOL BOARD BUDGET
01:00:25:22 SHOULD BE ADOPTED.
01:00:27:03 I SAY SHOULD BE ADOPTED, BECAUSE
01:00:28:12 WE DO HAVE TO MONITOR WHAT'S
01:00:30:00 HAPPENING AT THE STATE LEVEL AND
01:00:31:25 IF THERE IS NOT A STATE ADOPTED
01:00:34:21 BUDGET BY MAY 9TH, WE MAY HAVE
01:00:37:00 TO DELAY THE FINAL ADOPTION OF
01:00:38:25 OUR BUDGET UNTIL WE HAVE A STATE
01:00:41:03 ADOPTED BUDGET WHICH SHOULD BE
01:00:42:11 DONE BY JUNE 30TH.
01:00:43:21 IF THE STATE TIMELINE STAYS AS
01:00:45:19 IT SHOULD AND THAT MIGHT NOT BE
01:00:47:11 THE CASE THIS YEAR BECAUSE
01:00:48:12 THERE'S A LOT OF DIFFERENCES
01:00:49:13 WE'RE SEEING FROM THE GOVERNOR'S
01:00:50:25 PROPOSED BUDGET VERSUS THE
01:00:53:27 SENATE AND DELEGATE BUDGETS
01:00:55:02 WE'RE SEEING RIGHT NOW, SO THAT
01:00:56:24 MAY TAKE SOME MORE TIME, SO I
01:00:58:20 WANT TO MAKE SURE OUR COMMUNITY
01:00:59:21 KNOWS THAT THIS MAY TAKE A
01:01:00:29 LITTLE LONGER THAN MAY 9TH, UP
01:01:02:29 TO JUNE 30TH.
01:01:04:10 AND TO CONCLUDE AS I ALWAYS DO
01:01:07:00 MY ANNOUNCEMENTS WITH A BRIGHT
01:01:08:05 SPOT, THIS PAST SATURDAY WAS A
01:01:10:00 VERY IMPORTANT MILESTONE.
01:01:12:02 NOT ONLY FOR DOROTHY HAMM MIDDLE
01:01:15:10 SCHOOL, BUT ALSO FOR OUR
01:01:16:12 COMMUNITY.
01:01:17:00 IT WAS THE 65TH ANNIVERSARY OF
01:01:18:02 THE INTEGRATION OF PUBLIC
01:01:19:13 SCHOOLS, AND THIS TOOK PLACE AT
01:01:22:08 DOROTHY HAMM WHICH AT THE TIME
01:01:25:05 WAS CALLED STRATFORD.
01:01:31:14 IT WAS A WEEK-LONG CELEBRATION,
01:01:33:22 FAMILY REUNION, AS THEY BROUGHT
01:01:35:05 BACK STUDENTS WHO ACTUALLY WERE
01:01:37:26 EITHER RELATIVES OF THE ORIGINAL
01:01:40:16 STUDENTS WHO INTEGRATED OR ALSO
01:01:43:12 SOME OF THEM ACTUALLY WERE PART
01:01:44:21 OF THAT PROCESS.
01:01:45:16 SO THEY KICKED OFF THE FRIDAY
01:01:46:17 NIGHT WITH AN EVENT FEATURING
01:01:49:03 CARMELA HAMM, THE DAUGHTER OF
01:01:53:12 DOROTHY HAMM.
01:01:54:24 AND THE BRAVERY OF THOSE
01:01:56:15 TRAILBLAZERS WHO WERE ARLINGTON
01:01:58:24 PUBLIC SCHOOL STUDENTS 65 YEARS

01:02:00:21 AGO PAVING THE WAY FOR SO MANY
01:02:02:17 OTHERS.
01:02:03:05 BIG SHOUTOUT TO THE HAMM TEAM
01:02:04:20 AND ALL OF THE FAMILIES AND
01:02:06:15 COMMUNITY MEMBERS WHO CAME OUT
01:02:07:29 TO SUPPORT AND HONOR THE HISTORY
01:02:09:24 OF THE INTEGRATION OF PUBLIC
01:02:11:03 SCHOOLS IN THE COMMONWEALTH OF
01:02:12:24 VIRGINIA RIGHT HERE IN ARLINGTON
01:02:14:12 PUBLIC SCHOOLS.
01:02:15:13 WITH THAT, I CONCLUDE MY
01:02:16:15 ANNOUNCEMENTS, THANK YOU,
01:02:17:27 Ms. DIAZ-TORRES.
01:02:21:10 >> THANK YOU.
01:02:22:11 COLLEAGUES, QUESTIONS FOR THE
01:02:23:01 SUPERINTENDENT?
01:02:24:06 NO QUESTIONS?
01:02:24:09 Ms. ZECHER SUTTON, DO YOU HAVE
01:02:28:17 ANY QUESTIONS?
01:02:31:02 OR COMMENTS?
01:02:31:19 >> THANK YOU.
01:02:33:18 I WANTED TO COMMENT BRIEFLY ON
01:02:35:13 THE FINAL ITEM.
01:02:37:21 I HAD THE OPPORTUNITY OF GOING
01:02:39:29 TO THE FRIDAY EVENING EVENT AT
01:02:43:17 DOROTHY HAMM MIDDLE SCHOOL, AND
01:02:46:01 IT WAS AN EXTRAORDINARY PROGRAM.
01:02:48:19 AND I WANTED TO MENTION THAT
01:02:51:21 THERE IS A PERMANENT DISPLAY OF
01:02:54:20 PHOTOS AND INFORMATION ABOUT THE
01:02:57:11 HISTORY OF THE COMMUNITY AND THE
01:03:00:27 FOUR STUDENTS WHO ENTERED
01:03:03:12 STRATFORD JUNIOR HIGH,
01:03:07:23 FEBRUARY 2ND, 1959.
01:03:10:12 AND I WANTED TO SAY THAT MEMBERS
01:03:13:01 OF THE COMMUNITY ARE WELCOME TO
01:03:14:22 VISIT DOROTHY HAMM MIDDLE SCHOOL
01:03:16:21 AND SEE THAT EXHIBIT.
01:03:18:25 AND ALSO JUST WANTED TO SHARE
01:03:20:21 THAT MORE INFORMATION IF YOU'RE
01:03:22:18 INTERESTED ABOUT THE INTEGRATION
01:03:24:00 OF ARLINGTON PUBLIC SCHOOLS IS
01:03:25:15 ALSO AVAILABLE ON THE HB
01:03:27:29 WOODLAWN AND DOROTHY HAMM
01:03:29:14 WEBSITES.
01:03:32:22 >> FANTASTIC.
01:03:34:23 AND THAT CONCLUDES OUR
01:03:35:14 ANNOUNCEMENTS.
01:03:36:18 WE ARE NOW AT PUBLIC COMMENT ON
01:03:38:13 AGENDA AND NON-AGENDA ITEM.
01:03:40:05 PLEASE TURN YOUR ATTENTION TO
01:03:41:09 THE TVS STUDENT-PRODUCED VIDEO
01:03:44:12 TO NOW REVIEW OUR PUBLIC COMMENT
01:03:46:16 GUIDELINES.

01:06:40:06 >> OKAY, AND I'LL CALL THE FIRST
01:06:41:25 FIVE SPEAKERS TO LINE UP.
01:06:44:24 [CALLING NAMES]
01:07:04:29 >> MY NAME IS FARAS.
01:07:07:08 I'M AN APS PARENT SPEAKING ON
01:07:11:27 BEHALF OF CONCERNED APS PARENTS.
01:07:14:12 SINCE OCTOBER 7TH, WE HAVE
01:07:15:27 WITNESSED AN UNPRECEDENTED RISE
01:07:18:12 IN ISLAMOPHOBIC.
01:07:24:27 WE COMMEND APS FOR ITS ONGOING
01:07:26:08 EFFORTS TO ADDRESS THESE ISSUES.
01:07:28:20 HOWEVER, WE WOULD LIKE TO USE
01:07:31:14 THIS OPPORTUNITY TO HIGHLIGHT
01:07:32:21 THE PARTICULAR NEEDS OF
01:07:33:22 PALESTINIAN, ARAB, AND MUSLIM
01:07:35:18 STUDENTS, TEACHERS, AND STAFF AT
01:07:37:07 OUR SCHOOLS.
01:07:38:24 IT IS IMPOSSIBLE TO OVERSTATE
01:07:40:20 THE INTENSE PAIN AND TRAUMA
01:07:42:04 EXPERIENCED BY OUR COMMUNITY AT
01:07:44:09 THE SITUATION IN GAZA WHICH IS A
01:07:48:02 PLAUSIBLE CAUSE OF GENOCIDE AND
01:07:50:17 CLAIMED THE LIVES OF 27,000
01:07:52:18 PALESTINIAN CIVILIANS, INCLUDING
01:07:54:19 AT LEAST 11,000 CHILDREN.
01:07:56:02 WE ARE CONCERNED ABOUT THE
01:07:57:03 SAFETY OF OUR KIDS AT APS
01:07:58:22 SCHOOLS WHO FACE HARASSMENT AND
01:08:00:03 BULLYING ON ACCOUNT OF THEIR
01:08:02:02 ETHNIC, NATIONAL, AND RELIGIOUS
01:08:03:17 AFFILIATION, BUT OFTEN MUST ALSO
01:08:06:00 CONTEND WITH ATTEMPTS TO
01:08:07:05 RESTRICT THEIR FREEDOM OF
01:08:08:17 EXPRESSION OR EDUCATION.
01:08:11:02 STUDENTS NEED SAFE SPACES TO
01:08:13:00 EXPRESS THEIR GRIEF, SOLIDARITY,
01:08:14:23 AND IDENTITY.
01:08:15:24 STUDENTS MUST BE ABLE TO ENGAGE
01:08:16:22 IN ACTIVITIES SUCH AS CALLING
01:08:18:04 FOR EQUAL RIGHTS FOR
01:08:19:00 PALESTINIANS.
01:08:21:21 DISPLAYING THE PALESTINIAN FLAG,
01:08:24:23 JOINING STUDENT WALKOUTS IN
01:08:26:21 SUPPORT OF PALESTINE AND
01:08:28:29 CRITICIZING THE ACTIONS OF
01:08:30:12 GOVERNMENT WITHOUT FEAR OF
01:08:31:16 RETRIBUTION OR INTIMIDATION BY
01:08:33:21 THEIR PEERS, TEACHERS, OR SCHOOL
01:08:36:27 ADMINISTRATORS.
01:08:37:17 DR. DURAN, YOU TALK ABOUT THE
01:08:38:22 IMPORTANCE OF SOCIAL EVEN
01:08:39:13 EMOTIONAL LEARNING.
01:08:40:28 HAVE YOU REACHED OUT TO OUR
01:08:41:29 PALESTINIAN, ARAB, AND MUSLIM

01:08:43:18 STUDENTS TO CHECK ON THEM OR
01:08:44:27 HEAR THEIR CONCERNS?
01:08:45:29 YOU NEED TO WORK WITH ALL
01:08:47:03 PARTIES IN THIS COMMUNITY ON
01:08:48:15 THIS AND NOT JUST SOME.
01:08:51:01 WE BELIEVE THAT EDUCATION WITH
01:08:52:08 INTEGRITY IS THE BEST WAY TO
01:08:53:21 COMBAT MISINFORMATION AND FEAR
01:08:55:26 AMONGST STUDENTS, TEACHERS, AND
01:08:57:04 STAFF AND TO BRING THEM TOGETHER
01:08:58:13 AS A COMMUNITY IN A SPACE OF
01:09:01:05 MUTUAL TRUST AND RESPECT.
01:09:02:21 THANK YOU.
01:09:04:01 >> THANK YOU FOR YOUR COMMENTS.
01:09:05:19 NEXT SPEAKER, PLEASE.
01:09:07:07 >> NEXT SPEAKER, SARAH
01:09:09:11 WINKLEMAN.
01:09:15:16 >> GOOD EVENING, CHAIR
01:09:17:27 DIAZ-TORRES AND HONORABLE BOARD
01:09:19:15 MEMBERS.
01:09:21:19 I'M JCRC'S DIRECTOR OF EDUCATION
01:09:24:08 HERE ON BEHALF OF ARLINGTON JEWS
01:09:26:27 TRAUMATIZED BY THE WORST
01:09:27:29 MASSACRE OF OUR PEOPLE SINCE THE
01:09:30:01 HOLOCAUST, A WAR THAT HAS CAUSED
01:09:33:24 HORRIFIC SUFFERING.
01:09:34:15 WE THANK DR. DURAN, Dr.
01:09:41:03 CRAWFORD AND Ms. GRAYS FOR
01:09:42:26 MEETING WITH LOCAL RABBIS AND
01:09:45:04 JEWISH STUDENTS TO HEAR ABOUT
01:09:47:02 HOW THEY FEEL SO UNSAFE.
01:09:50:14 JEWISH APS STUDENTS ARE
01:09:51:09 CONFRONTED WITH HIDING THEIR
01:09:53:00 JEWISH IDENTITY OR BE HARASSED
01:09:54:27 BOTH IN PERSON AND/OR IN SOCIAL
01:09:56:24 MEDIA.
01:09:57:28 THEY DON'T FEEL EDUCATORS AT
01:09:59:10 THEIR SCHOOL UNDERSTAND
01:10:00:11 ANTI-SEMITISM OR, WORSE, THEY
01:10:02:26 RECOGNIZE THE PROBLEM BUT WON'T
01:10:04:14 ADDRESS IT.
01:10:05:15 JUST IN THE LAST TWO WEEKS,
01:10:06:17 WE'VE HEARD OF THREE JEWISH
01:10:08:08 STUDENTS ATTACKED BY NAME ON
01:10:10:24 SOCIAL MEDIA FOR SUPPORTING
01:10:17:21 JEWS.
01:10:18:16 THE PROFESSIONAL DEVELOPMENT
01:10:20:06 SESSION OFFERED YESTERDAY ON THE
01:10:22:01 CONFLICT, TO OUR ASTONISHMENT,
01:10:24:01 IT IS CO-LED BY AN ACADEMIC WHO
01:10:26:00 HAS BEEN A LIGHTNING ROD IN OUR
01:10:28:12 COMMUNITY FOR ANTI-ZIONISM
01:10:30:07 ACTIVITIES AND THE SESSION
01:10:31:09 ITSELF GAVE LITTLE OR NO VOICE

01:10:34:04 TO THE ISRAELI AND JEWISH
01:10:36:03 NARRATIVES ON THIS COMPLICATED
01:10:37:18 TOPIC.
01:10:39:00 THE TREMENDOUS ANGST AMONG
01:10:40:17 JEWISH PARENTS ABOUT THIS
01:10:41:22 SESSION COULD HAVE BEEN AVOIDED
01:10:43:03 BY REACHING OUT TO OUR JEWISH
01:10:45:03 COMMUNITY PARTNERS.
01:10:46:14 AS THEY SAY, NOTHING ABOUT US
01:10:47:29 WITHOUT US.
01:10:50:11 TOO FEW EDUCATORS HAVE A NUANCED
01:10:52:04 UNDERSTANDING OF ANTI-SEMITISM
01:10:53:12 AND OF JEWISH IDENTITY.
01:10:55:27 WHICH INCLUDES A DEEP CONNECTION
01:10:56:22 TO ISRAEL.
01:10:58:09 ALL TOO OFTEN, WE ENCOUNTER
01:11:00:01 HESITANCY, DEFENSIVENESS, AND
01:11:02:03 FEAR THAT FORTHRIGHTLY CALLING
01:11:04:13 OUT ANTI-SEMITISM ESPECIALLY
01:11:05:27 WHEN IT INVOLVES ISRAEL WILL
01:11:07:15 RESULT IN BACKLASH.
01:11:08:27 BUT COMBATING HATRED IS NOT A
01:11:10:23 ZERO SUM GAME.
01:11:12:18 THE JCRC STRONGLY SUPPORTS
01:11:15:00 EFFORTS TO COMBAT ALL FORMS OF
01:11:16:15 SCHOOL-BASED HATRED AND
01:11:18:00 INEQUITY.
01:11:19:08 APS MUST AND SHOULD BE FULLY
01:11:20:15 CAPABLE OF ENSURING --
01:11:21:28 >> THANK YOU FOR YOUR COMMENTS.
01:11:24:09 NEXT SPEAKER, JOSH.
01:11:30:27 >> IF YOU WANT TO GIVE US YOUR
01:11:32:05 WRITTEN COMMENTS, WE'RE HAPPY TO
01:11:34:03 READ THE LAST SENTENCE.
01:11:36:25 >> [INAUDIBLE]
01:11:46:09 >> MY NAME IS JOSH, GOOD
01:11:47:24 EVENING.
01:11:49:25 AND DR. DURAN MENTIONED THE
01:11:52:06 VOICE SURVEY AND I REALLY HOPE
01:11:53:21 ALL EMPLOYEES FILL IT OUT.
01:11:55:20 TONIGHT YOU WILL HEAR THE HR
01:11:57:08 STATUS REPORT AND I HOPE YOU
01:11:58:17 SPEND SOME TIME IN THE APPENDIX.
01:12:01:22 THE FRONT HALF IS A LITTLE TOO
01:12:03:17 CHEER LEAD-Y FOR ME.
01:12:06:00 WE HAVE COME FROM SUCH A BAD
01:12:07:24 PLACE, ANYTHING HAS TO BE AN
01:12:09:09 IMPROVEMENT.
01:12:09:27 JUST ASK YOUR FORMER KAISER
01:12:11:06 MEMBERS.
01:12:12:00 AND BEFORE WE CELEBRATE HOW FEW
01:12:13:28 VACANCIES WE HAD ON DAY ONE, ASK
01:12:17:05 HOW MANY WERE FILLED BY PEOPLE
01:12:19:03 LIKE ME WHO TOOK ON AN EXTRA

01:12:21:12 CLASS, YES, FOR EXTRA PAY, TO
01:12:24:05 FILL THE GAP.
01:12:26:11 I'M EXHAUSTED ALL THE TIME.
01:12:28:00 I'M NOT REALLY DOING ANYTHING
01:12:29:17 PARTICULARLY WELL.
01:12:30:16 AND MORE IMPORTANTLY, I'LL NEVER
01:12:31:24 DO IT AGAIN.
01:12:32:09 NEXT TO THE MIDYEAR FISCAL
01:12:36:14 REPORT.
01:12:37:08 I'M PLEASED TO SEE THAT NONE OF
01:12:39:07 THE 13 MILLION IN TURNOVER IS
01:12:42:12 BEING REALLOCATED, PROBABLY A
01:12:44:18 FIRST.
01:12:45:22 WHAT'S HAPPENED IN COMPENSATION
01:12:46:26 SHOULD STAY IN COMPENSATION.
01:12:49:05 WE KNOW THAT NEXT YEAR'S STEP
01:12:50:27 WILL COST 11.2 MILLION, SO IF WE
01:12:55:12 KEEP THAT MONEY FROM
01:12:56:07 COMPENSATION IN COMPENSATION,
01:12:57:19 WE'VE PAID FOR THE STEP.
01:13:00:04 NOW, MY ONLY HOPE IS THAT AT THE
01:13:02:12 END OF THE MONTH, THE
01:13:03:07 SUPERINTENDENT WILL BRING YOU A
01:13:05:15 BUDGET WITH NEW DOLLARS FOR
01:13:07:13 COMPENSATION TO PAY FOR A COST
01:13:09:21 OF LIVING ADJUSTMENT EQUAL TO
01:13:12:09 INFLATION.
01:13:13:24 ANYTHING ELSE WOULD LEAVE YOUR
01:13:15:15 EMPLOYEES BEHIND.
01:13:18:03 THANK YOU.
01:13:20:00 >> THANK YOU FOR YOUR COMMENTS.
01:13:21:08 NEXT SPEAKER, PLEASE.
01:13:22:06 >> NORA LEE VALLEY.
01:13:37:06 >> THIS IS FROM ARLINGTON
01:13:39:00 PARENTS REGARDING CLASS SIZE.
01:13:40:12 THIS IS A QUOTE FROM A PARENT.
01:13:41:21 MY SON'S ELEMENTARY CLASS HAD 26
01:13:44:04 LAST YEAR.
01:13:44:22 IT WAS A HUGE CHALLENGE FOR EVEN
01:13:45:27 THE MOST GIFTED TEACHER, WHICH
01:13:47:16 HE HAD.
01:13:48:20 THIS YEAR, THAT TEACHER HAS 17
01:13:50:01 STUDENTS AND WHILE I'M THRILLED
01:13:51:20 FOR HER, I'M SADDENED MY CHILD
01:13:54:23 DIDN'T HAVE A MANAGEABLE CLASS
01:13:56:14 EXPERIENCE.
01:13:57:18 MY SON WAS IN AN OVERCROWDED
01:14:00:14 GRADE LAST YEAR WITH 27
01:14:02:09 STUDENTS.
01:14:02:24 HE HAD TO CHANGE CLASSES SEVERAL
01:14:04:09 TIMES DAY WITH MULTIPLE TEACHERS
01:14:06:16 AS IF HE WAS IN HIGH SCHOOL TO
01:14:08:21 ACCOMMODATE THE HIGH POPULATION
01:14:09:22 OF FIRST GRADERS.

01:14:10:24 IN KINDERGARTEN, HIS CLASSROOM
01:14:11:26 WAS SO GRADED THAT AFTER WINTER
01:14:13:18 BREAK, HE HAD TO CHANGE
01:14:15:07 CLASSROOMS COMPLETELY.
01:14:16:08 THIS YEAR, THE SCHOOL ADDED A
01:14:17:28 NEW SECOND GRADE CLASS AND HE'S
01:14:20:09 ONLY ONE OF 19.
01:14:21:21 HE HAD AN OPPORTUNITY TO RECEIVE
01:14:23:06 ADVANCED LEARNING MATERIALS AND
01:14:24:08 PERSONAL TIME WITH HIS TEACHER.
01:14:25:24 LAST YEAR ON ALL THE STANDARD
01:14:27:02 TESTS, HE TESTED BELOW AVERAGE.
01:14:29:21 NOW AFTER TIME IN THIS SMALLER
01:14:31:09 CLASS, HE HAS IMPROVED HIS TEST
01:14:33:01 SCORES.
01:14:33:19 SMALLER CLASSROOMS MAKE SUCH A
01:14:34:27 DIFFERENCE.
01:14:35:15 IT'S FRUSTRATING THAT NOT ALL
01:14:36:13 STUDENTS ARE GETTING THE SAME
01:14:37:15 EXPERIENCE OR THE SAME
01:14:38:09 EDUCATIONAL SETTING THEY NEED.
01:14:40:12 NOT ONLY DO THESE PARENTS MAKE
01:14:41:27 GREAT POINTS, THE RESEARCH ALSO
01:14:43:08 BACKS UP THESE ANECDOTES.
01:14:47:04 CONCLUSIVE RESEARCH HAS SHOWN
01:14:49:02 THE BENEFITS OF CLASS SIZES OF
01:14:50:21 ONE TO 15, ESPECIALLY IN PRIMARY
01:14:52:17 GRADES.
01:14:53:08 THIS RESEARCH SHOWS THAT SMALLER
01:14:55:09 CLASS SIZES ARE LINKED TO HIGHER
01:14:56:26 TEST SCORES, MORE STUDENT
01:14:58:24 PARTICIPATION IN SCHOOL,
01:14:59:26 IMPROVED BEHAVIOR, AND LASTING
01:15:01:04 BENEFITS OF SMALL CLASS SIZES IN
01:15:02:27 THEIR EARLY YEARS OF EDUCATION.
01:15:04:09 THIS IS WHY I SUPPORT DEBORA'S
01:15:06:11 200-1 PROPOSAL FOR DECREASING
01:15:10:16 CLASS SIZE SO ARLINGTON STUDENTS
01:15:11:24 CAN GET THE EDUCATION THEY
01:15:13:26 DESERVE.
01:15:14:17 THANK YOU.
01:15:15:01 >> THANK YOU FOR YOUR COMMENTS.
01:15:15:22 NEXT SPEAKER, PLEASE.
01:15:16:20 >> BEFORE I CALL DEBORA, I'LL
01:15:20:27 CALL THE NEXT FIVE SPEAKERS.
01:15:22:25 KAREN, PAUL, YOKO, AND JONES.
01:15:32:12 NEXT SPEAKER, DEBORA WALDRON.
01:15:49:03 >> WHEN ARE THE CLASS SIZE
01:15:50:11 REPORTS GOING TO BE REDUCED?
01:15:51:09 I'VE PRESENTED A SIMPLE SOLUTION
01:15:57:09 TO THIS PROBLEM AND ASK YOU TO
01:15:58:21 STRONGLY CONSIDER THE PROPOSAL
01:16:00:19 IN THE BUDGET.
01:16:01:24 SECOND, I WOULD LIKE TO ADDRESS

01:16:03:23 INACCURACIES OF EMPLOYEE LEAVE.
01:16:11:08 THE DECISION TO CLOSE SCHOOLS
01:16:12:25 DURING WINTER AND SPRING BREAK
01:16:14:13 ALIGNS WITH SOME OF OUR
01:16:15:21 NEIGHBORING JURISDICTIONS.
01:16:17:20 THE PROBLEM IS THIS ISN'T TRUE.
01:16:21:12 APS GIVES EMPLOYEES 27 DAYS OF
01:16:22:19 PAID HOLIDAY LEAVE.
01:16:25:03 THESE FIVE JURISDICTIONS ARE IN
01:16:29:18 ALIGNMENT WITH EACH OTHER.
01:16:30:17 WE ARE NOT.
01:16:31:28 AT MOST, THE OTHER JURISDICTIONS
01:16:33:10 PROVIDE 12 MONTH EMPLOYEES WITH
01:16:35:05 TWO DAYS OF LEAVE OVER WINTER
01:16:36:14 BREAK AND TWO OVER SPRING BREAK.
01:16:39:25 WE WILL PROVIDE 14 THIS YEAR.
01:16:41:17 SECOND, IT WAS STATED TEN MONTH
01:16:45:09 EMPLOYEES WILL BE GRANTED SEVEN
01:16:46:24 PAID DAYS OF LEAVE THAT THEY DO
01:16:48:19 NOT WORK.
01:16:49:14 BUT WHAT HE DIDN'T MENTION IS
01:16:50:22 THAT DURING THAT SAME TIME
01:16:52:09 PERIOD, 12 MONTH EMPLOYEES WILL
01:16:53:27 BE GRANTED 24 PAID DAYS THAT
01:16:55:22 THEY DO NOT WORK.
01:16:57:07 24 IS CONSIDERABLY LARGER THAN
01:16:59:09 SEVEN.
01:17:01:00 BETWEEN AUGUST 17TH AND
01:17:02:01 JUNE 14TH, THE FIRST AND LAST
01:17:03:23 DAY OF SCHOOL, ALL TEN AND 12
01:17:05:29 MONTH EMPLOYEES NOW WORK THE
01:17:07:07 EXACT SAME SCHEDULE BUT 12 MONTH
01:17:09:11 EMPLOYEES WILL BE PAID FOR 217
01:17:11:00 DAYS AND TEACHERS WILL BE PAID
01:17:12:08 FOR 200.
01:17:13:06 I AM TIRED OF BEING TREATED AS A
01:17:15:02 SECOND-CLASS MEMBER OF OUR
01:17:16:11 ORGANIZATION.
01:17:17:18 I WORK JUST AS HARD AS 12 MONTH
01:17:19:10 EMPLOYEES, I WORK DURING THE
01:17:20:22 SCHOOL YEAR JUST AS MANY DAYS AS
01:17:22:10 12 MONTH EMPLOYEES AND YET 12
01:17:24:05 MONTH EMPLOYEES GET PAID MORE
01:17:28:21 THAN I DO.
01:17:29:23 THIS IS HUGELY DEMORALIZING.
01:17:32:26 THIS POLICY TELLS US LOUD AND
01:17:34:14 CLEAR THAT WE ARE NOT IMPORTANT
01:17:35:29 TO YOU.
01:17:36:23 WE CANNOT HAVE A SYSTEM WHERE
01:17:37:28 EVERY STUDENT COUNTS UNTIL YOU
01:17:39:16 DECIDE TO ACT AS IF EVERY
01:17:41:21 EMPLOYEE COUNTS.
01:17:43:22 WE'VE HEARD YOU LOUD AND CLEAR.
01:17:46:12 12 MONTH EMPLOYEES COUNT.

01:17:48:19 10 MONTH EMPLOYEES DO NOT.
01:17:50:18 >> THANK YOU FOR YOUR COMMENTS.
01:17:51:23 NEXT SPEAKER, PLEASE.
01:17:53:01
01:17:53:24 >> KAREN KIMBALL.
01:18:02:19 >> GOOD EVENING.
01:18:04:00 I'M KAREN KIMBALL, A LONG-TIME
01:18:06:26 RESIDENT OF THE COUNTY, A FORMER
01:18:08:21 GRADUATE OF WAKEFIELD HIGH
01:18:09:22 SCHOOL, GO WARRIORS!
01:18:13:21 AND MY MOTHER, IN FACT, WAS
01:18:15:10 AMONG THE FIRST GRADUATING CLASS
01:18:19:05 OF WNL IN 1931.
01:18:21:05 BUT I'M HERE TODAY TO TALK ABOUT
01:18:23:02 CHRONIC ABSENTEEISM.
01:18:25:15 I PROVIDED TO BOARD MEMBERS, I
01:18:28:01 HOPE YOU GOT THEM, THE
01:18:29:26 STATISTICS WHICH ARE FAIRLY
01:18:32:00 SIGNIFICANT IN SOME SCHOOLS.
01:18:34:02 AND ALSO ACCESS TO AN ARTICLE IN
01:18:39:00 THE NEW YORKER ABOUT CHRONIC
01:18:41:19 ABSENTEEISM NATIONWIDE.
01:18:44:24 I JUST WANTED TO POINT OUT A FEW
01:18:46:24 THINGS IN THAT ARTICLE THAT I
01:18:48:15 THOUGHT WERE SIGNIFICANT FOR
01:18:50:03 PURPOSES OF THE WORK THAT WE
01:18:51:19 WOULD LIKE TO DO HERE, I THINK.
01:18:53:21 THERE WERE FOUR GOOD PRACTICES
01:18:56:29 THAT WERE MENTIONED IN THAT
01:18:58:02 ARTICLE.
01:18:59:05 BY THE WAY, THIS IS A PROBLEM
01:19:01:06 NATIONWIDE, NOT JUST IN OUR
01:19:02:22 COUNTY.
01:19:03:27 SO THE FIRST IS EARLY
01:19:06:01 INTERVENTION.
01:19:06:28 THAT'S REALLY CRITICAL BEFORE IT
01:19:09:12 GETS CHRONIC.
01:19:11:17 SECOND, CONSISTENT AND TIMELY
01:19:13:15 FOLLOW-UP.
01:19:16:03 THIRD IS EARLY HOME VISITS,
01:19:19:18 ABSOLUTELY CRITICAL, AND
01:19:20:12 FINALLY, PROGRESS.
01:19:25:11 I DID GIVE YOU AN EXAMPLE OF MY
01:19:28:19 DRAFT CHART HERE WHICH WAS MY
01:19:31:10 WAY OF TRYING TO GIVE AN IDEA OF
01:19:33:12 HOW YOU COULD LOOK AT YOUR
01:19:36:11 PROGRESS AND FOLLOWING UP.
01:19:39:10 THE OTHER THING THAT I FOUND
01:19:40:24 INTERESTING ABOUT THIS, AND THIS
01:19:42:06 HAS TO DO WITH CONTRACTING WITH
01:19:44:24 OTHER EMPLOYEES IN THE EVENT
01:19:46:25 THAT YOU NEED SOME ADDITIONAL
01:19:48:27 HELP.
01:19:51:04 THERE ARE ACTUALLY COMPANIES OUT

01:19:52:15 THERE WHO TRAIN PERSONNEL TO
01:19:55:03 MAKE HOME VISITS AND APPARENTLY
01:19:58:29 THAT IS GOING WELL IN SOME
01:20:01:00 SCHOOLS.
01:20:02:08 AND I THOUGHT TOO, HIRING
01:20:04:16 RETIRED SOCIAL WORKERS -- WOULD
01:20:06:28 YOU GRANT ME AN ADDITIONAL
01:20:08:19 MINUTE JUST TO FINISH?
01:20:10:01 >> UNFORTUNATELY, WE CAN'T, BUT
01:20:11:00 IF YOU'D LIKE TO SEND YOUR
01:20:13:13 COMMENTS TO US IN WRITING, WE'LL
01:20:15:02 BE HAPPY TO REVIEW THEM.
01:20:16:14 >> THANK YOU SO MUCH.
01:20:19:29 >> NEXT SPEAKER, PAUL WEISS.
01:20:28:14 >> GOOD EVENING.
01:20:30:02 I'M AN ARLINGTON PARENT AND
01:20:31:17 TEACHER.
01:20:32:17 BEFORE I SPEAK PROACTIVELY
01:20:34:01 TONIGHT, I FEEL COMPELLED TO
01:20:35:20 ADDRESS AN IMPORTANT ISSUE BASED
01:20:36:28 ON A TEXT I RECEIVED EARLY THIS
01:20:38:26 WEEK FROM A YOUNG TEACHER.
01:20:40:25 IT HAS BECOME CLEAR THAT MANY
01:20:44:04 STAFF LACK A BASIC YET VITAL
01:20:47:06 UNDERSTANDING OF WORKPLACE
01:20:48:03 REALITY OF TEACHERS.
01:20:49:09 MOST RECENTLY THIS WEEK, A
01:20:51:03 SUCCESSFUL THIRD-YEAR TEACHER IN
01:20:52:15 THEIR 20S, THE PRIME PERSON APS
01:20:55:13 WANTS TO RETAIN, TRIED TO CALL
01:20:58:09 SYPHAX AFTER A FULL DAY OF
01:21:00:05 TEACHING.
01:21:00:20 THEY WERE TOLD ALL
01:21:01:17 REPRESENTATIVES IN THE
01:21:02:09 DEPARTMENT THEY NEEDED HAD LEFT
01:21:04:17 THE BUILDING FOR THE DAY.
01:21:06:02 IT WAS 3:45 p.m.
01:21:08:10 IF SYPHAX STAFF HAD ANY
01:21:10:04 UNDERSTANDING OF A TEACHER'S
01:21:11:16 DAY, SOMEONE IN THIS BUILDING
01:21:14:15 WOULD ENSURE THAT DEPARTMENTS
01:21:16:00 ARE STAFFED FROM 3:30 TO 5
01:21:17:22 p.m.
01:21:19:20 NOW, PROACTIVE.
01:21:21:01 IT WOULD COST APS NOTHING AND IT
01:21:22:26 WOULD ACT AS A START IN
01:21:24:07 FULFILLING DEBORA'S PROPOSAL FOR
01:21:28:10 LOWERING CLASS SIZE TO SEND
01:21:31:08 CERTIFIED STAFF AT SYPHAX BACK
01:21:33:17 INTO SCHOOLS TO TEACH.
01:21:35:05 I KNOW MANY SYPHAX STAFF ARE
01:21:37:16 EXCELLENT TEACHERS IN ARLINGTON
01:21:39:14 BEFORE LEAVING THE CLASSROOM FOR
01:21:41:29 BETTER PAY AND BENEFITS.

01:21:45:20 WHILE I APPLAUD THE WILLINGNESS
01:21:49:29 OF SOME STAFF TO FILL IN AS
01:21:52:11 SUBSTITUTES, SPOT SUBSTITUTE
01:21:54:20 TEACHING DOES NOT REQUIRE
01:21:56:18 GRADING AND PLANNING AND
01:21:57:16 EVERYTHING ELSE INVOLVED WITH
01:21:59:03 WORKING CONSISTENTLY IN A
01:22:00:01 BUILDING WITH STUDENTS.
01:22:02:27 SENDING CERTIFIED STAFF BACK
01:22:04:09 INTO SCHOOLS TO TEACH AND
01:22:07:03 NON-CERTIFIED TO WORK AS TUTORS
01:22:09:06 AND CLASSROOM AIDES WILL
01:22:10:15 DIRECTLY BENEFIT STUDENTS.
01:22:12:09 OBSERVATIONS, WALK-THROUGHS AND
01:22:15:05 SPOT SUBSTITUTE TEACHING ARE NOT
01:22:17:27 ENOUGH.
01:22:18:15 SENDING STAFF BACK TO TEACH IS A
01:22:20:00 POSITIVE STEP IN LOWERING CLASS
01:22:21:18 SIZE AND ENSURING BETTER
01:22:23:03 INFORMED DECISIONS BY SYPHAX
01:22:24:28 STAFF.
01:22:25:16 BOTH OF WHICH ULTIMATELY BENEFIT
01:22:28:01 ARLINGTON STUDENTS.
01:22:28:29 THANK YOU.
01:22:30:12 >> THANK YOU FOR YOUR COMMENTS.
01:22:31:23 NEXT SPEAKER, PLEASE.
01:22:34:05 >> NEXT SPEAKER, YOKO.
01:22:43:24 >> HI.
01:22:46:19 I AM A MOTHER AND MY CHILDREN
01:22:50:21 ARE IN ARLINGTON ELEMENTARY
01:22:52:02 SCHOOL.
01:22:52:23 AND TODAY I TALK ABOUT THE
01:22:54:01 GIFTED PROGRAM.
01:22:56:00 I SUGGEST STRENGTHENING THE
01:22:57:21 GIFTED PROGRAM AND CONSIDER
01:23:00:06 CREATING GIFTED STUDENT
01:23:04:21 CLASSROOMS DEDICATED TO GIFTED
01:23:09:04 STUDENTS.
01:23:09:21 FROM WHAT I HEARD FROM MY SON,
01:23:16:27 THE CURRENT APPROACH IS CREATING
01:23:19:03 CLUSTER GROUPS.
01:23:20:11 IT'S NOT REALLY WORKING BECAUSE
01:23:23:25 TEACHERS HAVE TO FOCUS ON
01:23:26:13 STUDENTS WHO ARE STRUGGLING
01:23:28:28 ACADEMICALLY AND THE RESULT IS
01:23:32:13 GIFTED STUDENTS ARE COMPLETELY
01:23:35:03 BORED AND NOT ACADEMICALLY
01:23:36:21 CHALLENGED.
01:23:37:19 I TALKED WITH MY SON'S CLASSROOM
01:23:43:00 TEACHER AS A GIFTED PROGRAM
01:23:48:22 COORDINATOR AND PRINCIPAL, AND I
01:23:50:23 BELIEVE THE TEACHERS ARE DOING
01:23:51:28 THEIR BEST, BUT UNDER THIS
01:23:54:00 SYSTEM, THE GIFTED STUDENTS ARE

01:23:59:18 REALLY LEFT BEHIND AND NOT GIVEN
01:24:02:07 ENOUGH ATTENTION AND RESOURCES.
01:24:06:16 THE PRINCIPAL SAID THEY ARE
01:24:07:10 TAKING INCLUSION AND DIVERSITY
01:24:09:28 APPROACH, BUT MY SENSE IS IF YOU
01:24:14:29 TRULY PURSUED DIVERSITY AND
01:24:17:27 INCLUSION, ALL THE STUDENTS,
01:24:21:02 INCLUDING GIFTED STUDENTS,
01:24:23:06 SHOULD BE GIVEN ENOUGH RESOURCES
01:24:26:08 AND ATTENTION.
01:24:28:22 ACTUALLY SOME PROGRAMS ARE
01:24:30:16 CONSIDERING MOVING OUT TO OTHER
01:24:33:04 COUNTIES BECAUSE OF THIS.
01:24:34:12 SO I'M AFRAID THAT APS MIGHT
01:24:39:14 LOSE TALENTED STUDENTS.
01:24:42:05 SO IN CONCLUSION, I SUGGEST
01:24:44:04 STRENGTHENING THE GIFTED PROGRAM
01:24:46:15 AND CREATING THE CLASSROOMS FOR
01:24:49:07 GIFTED STUDENTS.
01:24:50:28 THANK YOU VERY MUCH.
01:24:51:06
01:24:51:19 >> THANK YOU FOR YOUR COMMENTS.
01:24:52:10 NEXT SPEAKER, PLEASE.
01:24:53:18 >> EVIE CASTILLO.
01:25:05:20 >> GOOD EVENING.
01:25:08:08 I'M A SCHOOL BUS DRIVER AND I'M
01:25:10:00 TALKING TODAY ABOUT THE NEEDS OF
01:25:11:11 BUS DRIVERS AND ALSO STAFF, OF
01:25:14:25 COURSE.
01:25:15:22 APS DOES NOT ATTRACT ENOUGH
01:25:17:04 PEOPLE FOR THE MANY OPENING
01:25:18:18 POSITIONS THAT WE HAVE IN
01:25:19:20 TRANSPORTATION.
01:25:20:21 AS WE KNOW RIGHT NOW, IT'S MORE
01:25:21:20 THAN 30.
01:25:22:21 WE ARE WORKING EVERY GOOD DAY IN
01:25:25:15 EMERGENCY MODE WITH BUSES WITH
01:25:27:01 MORE THAN 20 STUDENTS PER BUS.
01:25:29:17 WHEN BUSES ARE OVERLOADED, THEY
01:25:31:00 ARE REQUIRED TO CALL THE RADIO
01:25:34:25 AND LET THE SUPERVISOR KNOW THE
01:25:37:18 CHILDREN ARE STANDING UP
01:25:38:26 WHATEVER LEFTOVERS IS THERE FOR
01:25:40:01 THE NEXT BUS TO COME ON THAT WE
01:25:41:27 DON'T HAVE.
01:25:43:18 EVERY TIME THE BUS IS LATE TO
01:25:45:03 SCHOOL, OUR CHILDREN ARE MISSING
01:25:50:12 MEALS.
01:25:51:10 IN A REGULAR BASIS, WE ARE
01:25:53:21 BURNING BOTH ENDS OF THE CANDLE.
01:25:56:06 WE ARE EVEN MORE STRETCHED.
01:26:00:15 BUT APS IS SO CONSIDERATE WITH
01:26:03:00 US THAT THEY SEND A MESSAGE TO
01:26:04:23 EVERY PARENT IN ARLINGTON.

01:26:07:11 THEY SAY DUE TO INCLEMENT
01:26:10:07 WEATHER AND THE NUMBER OF CALLS,
01:26:13:06 WE ARE CURRENTLY EXPERIENCING
01:26:15:01 DELAYS.
01:26:15:23 REALLY?
01:26:16:10 TWO OR THREE BUS DRIVERS THEY
01:26:18:11 CALL OFF FOR A SNOW DAY BECAUSE
01:26:22:16 THEY LIVE FAR AWAY.
01:26:25:11 IT WILL MAKE A PROBLEM.
01:26:26:10 BUT NO, IT'S BECAUSE THE
01:26:29:04 CALLOUTS THAT WE ARE LATE.
01:26:32:00 DON'T FORGET ABOUT PARKING
01:26:33:08 PROBLEMS THAT WE HAVE.
01:26:35:06 WE ARE STILL WALKING A MILE IN
01:26:42:25 AND OUT JUST TO GET TO WORK FOUR
01:26:44:21 TIMES A DAY.
01:26:45:29 AND DON'T EVEN TALK ABOUT DAY
01:26:48:24 RELIEF.
01:26:49:24 12 MONTH EMPLOYEES HAVE 24 PAID
01:26:55:12 DAY LEAVE.
01:26:56:16 BUS DRIVERS HAVE TO MAKE UP FOR
01:26:59:08 FOUR DAYS OUT OF FIVE DAYS.
01:27:04:08 WHY?
01:27:05:05 THANK YOU.
01:27:06:15 >> THANK YOU FOR YOUR COMMENTS.
01:27:07:23 NEXT SPEAKER, PLEASE.
01:27:09:18 >> THE NEXT AND LAST SPEAKER,
01:27:11:20 DANIELLE JONES.
01:27:23:25 >> GOOD EVENING.
01:27:24:13 MY NAME IS DANIELLE JONES AND
01:27:25:21 I'M THE VICE PRESIDENT AND PROUD
01:27:27:13 MEMBER OF THE ARLINGTON
01:27:28:07 EDUCATION ASSOCIATION.
01:27:29:28 I AM SURE THAT YOU'VE HEARD JOSH
01:27:31:27 TALK ABOUT 22.1-92 FROM THE
01:27:35:15 VIRGINIA CODE, THE LAW THAT
01:27:36:17 REQUIRES ALL SUPERINTENDENTS TO
01:27:38:02 DEVELOP A BUDGET OF NEEDS AND
01:27:39:20 PRESENT IT TO THEIR FUNDING
01:27:41:12 BODIES.
01:27:42:06 IN OUR CASE, THE ARLINGTON
01:27:43:01 BOARD.
01:27:44:05 SINCE THE SUPERINTENDENT IS
01:27:45:06 PRESENTING HIS BUDGET AT THE
01:27:46:14 NEXT MEETING, I THOUGHT I'D
01:27:47:27 SPEND SOME TIME TONIGHT
01:27:49:17 PRESENTING THE NEEDS OF THE
01:27:51:02 STUDENTS AND EMPLOYEES OF APS.
01:27:53:27 STUDENTS NEED CLASS SIZES SMALL
01:27:55:02 ENOUGH SO THEIR TEACHERS CAN
01:27:56:29 ATTEND TO THEIR INDIVIDUAL
01:27:57:24 NEEDS.
01:27:58:15 THEY NEED STRUCTURE TO SUPPORT
01:27:59:16 THEIR THRIVING, CONSISTENT,

01:28:00:27 PREDICTABLE CONSEQUENCES AND
01:28:02:26 MANY AVENUES TO SUCCESS.
01:28:04:28 TWO, TEACHERS NEED A WORKLOAD
01:28:07:00 THEY CAN MANAGE IN THEIR 40-HOUR
01:28:08:19 WORK CONTRACT WEEK.
01:28:10:10 THEY NEED ADMINISTRATORS WHO
01:28:12:21 HAVE THEIR BACK, COPIERS THAT
01:28:14:27 WORK AND MATERIALS THAT MEET
01:28:16:02 THEIR INSTRUCTIONAL NEEDS.
01:28:17:24 THREE, SUPPORT EMPLOYEES NEED A
01:28:19:09 LIVABLE WAGE.
01:28:20:20 THEY NEED TO KNOW THEY ARE
01:28:21:22 VALUED AND TRUSTED MEMBERS OF
01:28:22:21 THE APS COMMUNITY.
01:28:24:19 WHEN SUPPORT STAFF FLAG PROBLEMS
01:28:26:20 THAT IMPEDE STUDENT LEARNING OR
01:28:28:05 OTHER CONCERNS, THEY NEED TO
01:28:29:17 KNOW THEY WILL BE LISTENED TO
01:28:30:29 AND THEIR CONCERNS WILL BE TAKEN
01:28:32:17 SERIOUSLY.
01:28:33:12 THEY ALSO NEED TO KNOW THAT THEY
01:28:34:23 WILL BE -- THEY WILL ALSO NEED
01:28:38:02 AN ADEQUATE NUMBER OF COLLEAGUES
01:28:39:07 FOR THEIR WORKLOAD AND NOT
01:28:42:17 BLAMED FOR THINGS BEYOND THEIR
01:28:43:25 CONTROL WHEN THERE IS A DELAY.
01:28:45:21 EMPLOYEES NEED TO BE ABLE TO
01:28:46:12 TRUST THE SCHOOL LEADERSHIP HAS
01:28:47:24 THEIR BEST INTEREST IN MIND WHEN
01:28:50:26 MAKING PERSONNEL DECISIONS.
01:28:52:08 WE SHOULD KNOW OUR COMPENSATION
01:28:54:09 PACKAGES BEFORE WE SIGN OUR
01:28:56:05 CONTRACTS.
01:28:56:26 WE SHOULD NOT HAVE UNEXPECTED
01:28:58:02 CHANGES THRUST UPON US MIDYEAR
01:29:00:10 AND NEVER HAVE TO BUILD AN
01:29:01:25 AIRPLANE WHILE IT IS IN THE AIR.
01:29:04:07 BASICALLY WHAT I'M ASKING IS
01:29:05:02 THAT YOU ALL THINK HARD ABOUT
01:29:06:13 THE NEEDS OF THOSE WORKING HARD
01:29:07:25 TO MAKE APS THE BEST SCHOOL
01:29:09:17 DIVISION IN VIRGINIA.
01:29:10:25 AND TO DO YOUR UTMOST TO MEET
01:29:12:07 THOSE NEEDS WITH THE NEW BUDGET.
01:29:14:19 THANK YOU.
01:29:16:13 >> THANK YOU FOR YOUR COMMENTS.
01:29:16:20 IF A FOLLOW-UP IS REQUIRED DUE
01:29:21:10 TO THE NATURE OF THE COMMENTS,
01:29:22:08 THE SUPERINTENDENT WILL WORK
01:29:23:06 WITH THE APPROPRIATE STAFF TO
01:29:24:21 RESPOND FOLLOWING THE BOARD
01:29:26:22 MEETING.
01:29:27:16 THANK YOU TO ALL OF OUR SPEAKERS
01:29:29:02 FOR YOUR COMMENTS THIS EVENING.

01:29:30:07 THE SIGNUP TO SPEAK FORM FOR THE
01:29:33:19 NEXT MEETING WILL BE POSTED AT
01:29:35:22 4 p.m. AND BEFORE WE MOVE ON,
01:29:37:24 WE WILL TAKE A FIVE-MINUTE
01:29:40:13 RECESS AND RETURN AT 8:21.
01:29:44:20 [RECESS]
01:39:25:26 >> OKAY, WE ARE NOW AT
01:39:27:08 MONITORING ITEMS AND WE HAVE TWO
01:39:28:24 MONITORING ITEMS.
01:39:29:26 THE FIRST MONITORING ITEM IS THE
01:39:31:15 FISCAL YEAR 2024 MONITORING
01:39:33:19 REPORT.
01:39:34:10 DR. DURAN, CAN YOU PLEASE
01:39:35:18 INTRODUCE THE STAFF WHO WILL
01:39:36:23 PRESENT THIS ITEM?
01:39:38:07 >> YES, I'D LIKE TO WELCOME OUR
01:39:41:00 SUPERINTENDENT OF FINANCE AND
01:39:41:21 MANAGEMENT SERVICES, MR. ANDY
01:39:45:16 HAWKINS.
01:39:47:21 WELCOME, SIR, AND WE LOOK
01:39:49:03 FORWARD TO YOUR PRESENTATION.
01:39:50:02 >> THANK YOU.
01:39:52:03 SO GOOD EVENING, DR. DURAN,
01:39:53:07 SCHOOL BOARD MEMBERS.
01:39:55:15 TONIGHT'S AGENDA IS TO REVIEW
01:39:56:13 THE STATUS OF THE APS FINANCIALS
01:39:58:28 AS OF 12-31-23, AND THE CIP
01:40:05:02 QUARTERLY REPORTS FOR THE PERIOD
01:40:06:27 ENDING NOVEMBER 30TH, 2023.
01:40:10:09 THE PURPOSE OF THE MEDIA REVIEW
01:40:12:00 IS THE MEASURE THE CURRENT
01:40:14:12 FISCAL PROCESS FOR APS AND ITS
01:40:16:14 PROGRAMS FOR THE CURRENT YEAR TO
01:40:17:25 ENSURE THE CURRENT BUDGET
01:40:19:13 ACCURATELY REFLECTS THE SPENDING
01:40:21:12 PLAN FOR APS AND LASTLY IT'S
01:40:24:14 USED TO DETERMINE IF ADJUSTMENTS
01:40:25:17 ARE NECESSARY.
01:40:25:27 SO ON YOUR SCREEN, THE
01:40:30:15 PROJECTION IS COMPLETED AT A
01:40:32:08 SPECIFIC POINT IN TIME BASED ON
01:40:34:16 AVAILABLE DATA AND CURRENT
01:40:35:17 TRENDS.
01:40:36:28 IN THE PAST, THIS PROJECTION HAS
01:40:38:16 BEEN VERY ACCURATE AND A TRUE
01:40:40:14 REFLECTION AS TO THE YEAR-END
01:40:44:15 CLOSEOUT.
01:40:45:13 WE'RE CONFIDENT THE CURRENT
01:40:46:01 PROJECTION IS ACCURATE AND
01:40:47:03 REFLECTIVE OF APS'S TRUE
01:40:49:18 YEAR-END CLOSEOUT BALANCE ON
01:40:51:16 JUNE 30TH.
01:40:53:18 SO IN REVIEWING THE REVENUE,
01:40:55:06 STATE REVENUE FOR THIS YEAR IS

01:40:56:27 PROJECTED TO BE 2.1 MILLION
01:41:00:06 UNDER BUDGET BASED ON THE
01:41:01:27 GOVERNOR'S PROPOSED BUDGET.
01:41:03:06 THIS IS PRIMARILY DUE TO
01:41:04:24 DECREASED SALES TAX RECEIPTS
01:41:06:03 THAT ARE BEING PROJECTED FROM
01:41:07:02 THE STATE.
01:41:08:09 ANY CHANGES BY THE GENERAL
01:41:10:04 ASSEMBLY WILL AFFECT THIS
01:41:11:12 ESTIMATE.
01:41:13:20 LOCAL REVENUE IS PROJECTED TO BE
01:41:15:29 \$800,000 UNDER BUDGET.
01:41:18:24 THIS IS DUE TO SHORTFALLS IN THE
01:41:20:09 FOLLOWING AREAS.
01:41:21:08 SUMMER SCHOOL, MONTESSORI
01:41:24:09 PROGRAM AND OTHER TUITION WHICH
01:41:26:01 EQUATES TO APPROXIMATELY
01:41:27:19 \$270,000.
01:41:29:01 FEES FOR BUILDINGS AND RENTALS,
01:41:31:10 41,000.
01:41:33:09 BUS CAMERA FINES AND
01:41:36:11 MISCELLANEOUS RECEIPTS.
01:41:39:07 OVERALL, WE ARE EXPECTING A
01:41:40:16 REVENUE SHORTFALL OF
01:41:41:17 APPROXIMATELY \$2.9 MILLION.
01:41:45:16 SO NOW LET'S GO TO THE
01:41:47:04 EXPENDITURES.
01:41:49:06 ADDITIONAL SALARY, VACANCIES,
01:41:54:28 PROJECTED SAVINGS OF \$13 MILLION
01:41:57:07 DUE TO VACANCIES ACROSS THE
01:41:59:16 DIVISION.
01:42:02:00 AND THEIR ASSOCIATED FRINGE
01:42:03:18 BENEFIT SAVINGS BASED ON THIS
01:42:05:06 AMOUNT OF 4.9.
01:42:06:28 EXTENDED DAY EXPENSES ARE
01:42:08:26 1 MILLION FAVORABLE, BUT THERE
01:42:12:03 ARE STAFFING VACANCIES THAT
01:42:13:21 CREATE A FAVORABLE EXPENSE
01:42:16:05 VARIANCE IN PAYROLL AND
01:42:18:00 OPERATIONAL EXPENSES.
01:42:20:04 PART-TIME, TEMPORARY, HOURLY
01:42:22:03 SUBSTITUTES, WE'LL BE UNDER
01:42:25:05 BUDGET BY APPROXIMATELY
01:42:26:09 \$900,000.
01:42:28:11 SO I DON'T WANT ANYONE TO GET
01:42:29:09 CONFUSED.
01:42:30:14 WE'RE GOING TO STILL BE
01:42:31:11 OVERBUDGET BY
01:42:32:05 APPROXIMATELY \$1.8 MILLION IN
01:42:37:28 SUBSTITUTE PAY FOR OUR COACHES
01:42:39:14 AND CHAIRS IN OUR SCHOOLS, BUT
01:42:41:13 WE WILL -- THAT MONEY WILL BE
01:42:43:11 OFFSET BY A FAVORABLE BALANCE IN
01:42:45:07 SUMMER SCHOOL, WHICH IS

01:42:46:12 APPROXIMATELY 1.8 MILLION,
01:42:48:21 ACADEMIC STIPENDS, AND TEACHER
01:42:51:19 HOURLY PAY AND HOME-BOUND
01:42:56:10 TEACHERS.
01:42:56:25 ALL OF THAT TOGETHER, WE WILL BE
01:42:58:28 APPROXIMATELY UNDER BUDGET BY
01:43:00:09 \$900,000.
01:43:02:18 FINALLY, THE CHILDREN SERVICES
01:43:03:26 ACT FUND IS PROJECTED TO BE
01:43:05:14 SLIGHTLY OVERBUDGET AT THE END
01:43:06:26 OF THE YEAR.
01:43:07:24 THIS VARIANCE IS DRIVEN FIRST BY
01:43:12:10 TWO FACTORS.
01:43:13:11 ONE IS THE TRANSPORTATION
01:43:14:25 EXPENSE FORECASTED TO BE
01:43:15:22 OVER-BUDGETED BY \$124,000.
01:43:19:22 AND A NON-TRANSPORTATION COST
01:43:22:01 ASSOCIATED WITH THE PROGRAM ARE
01:43:22:29 ALSO FORECAST TO BE OVER BUDGET
01:43:26:14 BY \$333,000.
01:43:29:16 THESE PROJECTIONS, ALL OF THESE
01:43:31:06 PROJECTIONS TOGETHER WILL RESULT
01:43:33:11 IN \$14.1 MILLION IN FAVORABLE
01:43:37:09 BALANCE AT CLOSEOUT, SO IF YOU
01:43:39:18 ADD THE TOP LINE ITEM, YOU HAVE
01:43:41:14 2.9 MILLION IN REVENUE LOSS OR
01:43:45:12 PROJECTED REVENUE LOSS AND YOU
01:43:47:14 SUBTRACT OUT THE SECOND CATEGORY
01:43:52:02 OF EXPENSE.
01:43:57:23 WE WON'T SPEND THAT MUCH MONEY.
01:43:59:06 WE'LL HAVE LESS EXPENSES OF
01:44:01:00 APPROXIMATELY 20 MILLION AND
01:44:01:28 THEN YOU TAKE OUT THE
01:44:03:27 3.5 MILLION THAT WE HAVE -- WE
01:44:07:26 DID FOR THE BEGINNING OF THE
01:44:08:27 YEAR TRANSFER.
01:44:11:21 WE WILL END WITH APPROXIMATELY
01:44:14:13 14.1 MILLION IN FAVORABLE
01:44:16:22 VARIANCE.
01:44:18:13 OUR RECOMMENDATION IS THAT THE
01:44:20:17 ONLY FUNDS AVAILABLE TO
01:44:21:25 REPLENISH THE RESERVES AND WE
01:44:24:07 ARE RECOMMENDING THAT NO FUNDS
01:44:25:22 BE REALLOCATED AT THIS TIME.
01:44:27:29 THE NEXT UPDATE WILL BE AT ITS
01:44:30:10 USUAL THIRD-QUARTER FISCAL
01:44:33:06 MONITORING PERIOD IN JUNE.
01:44:34:25 SLIDE 5: THE PROJECTS -- THIS
01:44:41:00 SHOWS THE CAPITAL CONSTRUCTION
01:44:42:25 UPDATE AS OF NOVEMBER 30TH,
01:44:45:03 2023.
01:44:46:14 THE PROJECTS HIGHLIGHTED WITH
01:44:47:23 THE ASTERISK ARE COMPLETE AND
01:44:49:18 THEY'VE HAD THEIR BALANCES

01:44:50:29 TRANSFERRED TO THE CAPITAL
01:44:51:24 RESERVE ACCOUNT.
01:44:54:02 THE DESIGN AND CONSTRUCTION TEAM
01:44:55:06 HAS GIVEN THE FINANCE DEPARTMENT
01:44:57:01 AN ESTIMATED PROJECT END DATE OF
01:45:00:10 6-30-24 FOR THE ED CENTER AND AN
01:45:02:23 ESTIMATED WRAP-UP TIME FOR THE
01:45:04:18 HEIGHTS AS OF FALL 2024.
01:45:10:05 THE MIDYEAR MAJOR CONSTRUCTION
01:45:13:09 UPDATE IS THAT THE CIP PUBLIC
01:45:15:18 ADDRESS SYSTEM PROJECTS HAVE
01:45:17:26 BEEN COMPLETED AND THE MAJOR
01:45:19:25 CONSTRUCTION RESERVE BALANCE IS
01:45:21:18 CURRENTLY AT \$300,000.
01:45:25:21 THE MIDYEAR MINOR CONSTRUCTION
01:45:28:05 MAJOR MAINTENANCE UPDATE IS THAT
01:45:30:00 102 PROJECTS HAVE BEEN
01:45:31:08 IDENTIFIED WITH 42 PROJECTS
01:45:33:10 BEING COMPLETED RESULTING IN A
01:45:35:15 41% COMPLETION RATE.
01:45:38:27 THE MAJORITY OF THE REMAINING
01:45:40:08 PROJECTS WILL BE COMPLETED IN
01:45:41:26 THE NEXT SIX MONTHS.
01:45:42:27 AND THE MINOR CONSTRUCTION, THIS
01:45:51:13 ACCOUNT OF MINOR CONSTRUCTION,
01:45:53:04 MAJOR MAINTENANCE ACCOUNT
01:45:54:08 RESERVE, HAS A BALANCE OF
01:45:55:20 APPROXIMATELY \$4.7 MILLION AT
01:45:59:03 THIS TIME.
01:45:59:24 IF THERE ARE ANY QUESTIONS,
01:46:00:26 CONCERNS -- ARE THERE ANY
01:46:04:21 QUESTIONS, CONCERNS, COMMENTS AT
01:46:05:23 THIS TIME?
01:46:07:04 >> OKAY, THANK YOU FOR THE
01:46:09:20 PRESENTATION.
01:46:10:11 COLLEAGUES, QUESTIONS?
01:46:11:15 GO FOR IT.
01:46:12:14 >> THANK YOU VERY MUCH FOR THAT
01:46:13:15 REPORT.
01:46:15:26 I HAD A QUESTION ABOUT SALARY
01:46:18:20 AND LAPSE AND TURNOVER.
01:46:20:29 ONE QUESTION IS FOR DR. DURAN
01:46:22:11 AND THEN A QUESTION FOR YOU.
01:46:25:23 THE QUESTION FOR DR. DURAN IS I
01:46:27:04 BELIEVE IT HAS BEEN OUR PRACTICE
01:46:28:12 AT LEAST SINCE YOU HAVE BEEN
01:46:29:27 WITH US AS OUR SUPERINTENDENT
01:46:31:18 THAT WE TAKE THE AMOUNT FOR
01:46:33:06 SALARY AND LAPSE AND TURNOVER
01:46:34:22 AND WE'VE BEEN RETURNING THAT
01:46:36:00 ENTIRELY TO THE COMPENSATION
01:46:37:18 RESERVE?
01:46:38:02 >> THAT IS CORRECT.
01:46:39:13 SINCE I'VE BEEN HERE AT THE

01:46:41:01 CLOSEOUT RECOMMENDATION, THE
01:46:42:09 LAST SEVERAL I'VE DONE, IN
01:46:43:27 DECEMBER I RECOMMENDED AND THE
01:46:45:13 BOARD HAS APPROVED THAT ANYTHING
01:46:47:07 IN THE LAPSE AND TURNOVER HAS
01:46:49:03 GONE DIRECTLY INTO THE COMP
01:46:50:05 RESERVE.
01:46:50:16 >> ONE OF OUR SPEAKERS AT PUBLIC
01:46:52:05 COMMENT MAY HAVE MISSTATED THAT
01:46:53:26 THAT IN FACT HAS BEEN OUR
01:46:55:14 PRACTICE FOR THE LAST FEW YEARS.
01:46:57:17 >> THAT'S CORRECT.
01:46:58:21 >> THE QUESTION I HAVE ABOUT
01:46:59:26 THIS PRESENTATION IS
01:47:02:09 THE \$13 MILLION THAT WE HAVE
01:47:06:08 EXTRA SAVINGS IN LAPSE AND
01:47:07:23 TURNOVER THAT GOES ABOVE WHAT WE
01:47:09:15 HAD PROJECTED, I'M JUST CURIOUS
01:47:12:04 ABOUT WHETHER WE HAVE ANY
01:47:13:09 INFORMATION, AND I MAY BE A
01:47:15:18 FOLLOW-UP ITEM, BUT HOW DOES
01:47:17:27 THAT COMPARE TO PREVIOUS YEARS?
01:47:19:09 ARE WE SEEING MORE TURNOVER THAN
01:47:21:03 WE WOULD HAVE SEEN IN PREVIOUS
01:47:22:21 YEARS?
01:47:24:29 OR IS IT GENERALLY ON PAR WITH
01:47:26:17 WHAT WE SHOULD EXPECT?
01:47:28:29 >> I DON'T HAVE ANY OF THAT DATA
01:47:30:03 AT THIS TIME, BUT WE'LL CHECK IT
01:47:31:26 OUT AND LET YOU KNOW.
01:47:32:29 >> GREAT, THANK YOU.
01:47:35:07 >> Ms. KADERA?
01:47:38:08 AS FAR AS LAST YEAR, LAPSE AND
01:47:40:09 TURNOVER, WE WERE AT 8.8 AT THE
01:47:42:25 MIDYEAR.
01:47:43:26 SO THIS YEAR, WE'RE AT 13.1.
01:47:45:22 SO IT WAS 8.8 OVERALL FOR ALL
01:47:48:02 THOSE CATEGORIES AS FAR AS LAPSE
01:47:50:06 AND TURNOVER LAST YEAR, BUT WE
01:47:51:22 CAN GET SOME HISTORICAL DATA FOR
01:47:53:23 A COUPLE YEARS BACK FOR YOU.
01:47:55:09 >> I'M JUST CURIOUS, SO FROM 8
01:47:57:21 LAST YEAR TO 13 THIS YEAR THAT
01:47:59:02 WE'RE SEEING MORE THAN WE'VE
01:48:01:00 SEEN IN PREVIOUS YEARS, AND I'M
01:48:02:09 JUST TRYING TO DIG INTO -- THIS
01:48:05:14 CONNECTS WITH OUR HR
01:48:07:06 PRESENTATION AND FOLLOWING OUR
01:48:09:01 TRENDS.
01:48:09:15 >> AND ALSO SOME OF IT IS NOT
01:48:10:27 JUST THE VACANCIES.
01:48:12:03 IT WOULD ALSO BE IF WE BRING IN
01:48:14:08 SOMEONE WITH A LOWER SALARY THAN
01:48:15:27 THE PREVIOUS PERSON IN THERE.

01:48:17:29 WHEN WE DO BUDGET FOR OUR
01:48:20:00 POSITIONS, THERE'S AN AVERAGE
01:48:21:03 COST THAT'S PUT IN, SO WHOEVER
01:48:22:15 IS HIRED, IF THEY'RE LOWER THAN
01:48:24:00 THAT AVERAGE COST, THAT WOULD
01:48:26:02 ADD UP AS WELL IN COMBINATION IN
01:48:28:04 ANY VACANCIES WE MIGHT HAVE.
01:48:33:03 >> I JUST HAVE A QUICK QUESTION
01:48:35:01 ON SLIDE 5.
01:48:38:02 I'M THE NEW GUY, BUT SO ARE YOU,
01:48:40:08 SO HUMOR ME ON THIS ONE!
01:48:43:14 THE HVAC INFRASTRUCTURE ROOFING
01:48:45:02 LINE INDICATES IT'S COMPLETED
01:48:47:27 AND IT WAS \$43 MILLION LESS THAN
01:48:50:22 WAS EXPECTED?
01:48:51:18 AM I READING THAT RIGHT?
01:48:52:27 I JUST WANT TO MAKE SURE I'M
01:48:54:04 UNDERSTANDING.
01:48:54:11 IT'S DONE?
01:49:03:08 >> [INAUDIBLE]
01:49:03:19 >> THE QUESTION WAS FOR THE HVAC
01:49:06:00 INFRASTRUCTURE ROOFING, IT
01:49:07:11 APPEARS THERE'S A BALANCE OF 43
01:49:09:20 REMAINING.
01:49:10:10 IS THAT ACCURATE TO SAY?
01:49:14:22 >> I'M JUST ASKING IF I'M
01:49:15:20 READING IT RIGHT.
01:49:16:19 >> WE DO STILL HAVE SOME
01:49:20:14 PROJECTS THAT ARE ONGOING.
01:49:21:23 >> SO THE ASTERISK MAYBE IS
01:49:23:24 WHAT -- OKAY, GOT IT, THANK YOU.
01:49:27:11 >> BUT I BELIEVE THAT BECAUSE WE
01:49:32:03 IN THE PROCESS OF DOING THE
01:49:34:00 LONGER RANGE PLANNING FOR OUR
01:49:35:22 BUILDINGS THAT WE ALSO DID HOLD
01:49:37:04 OFF ON A COUPLE OF ROOFING
01:49:40:29 PROJECTS, SO THAT MIGHT BE PART
01:49:43:02 OF THE REASON THIS IS GETTING
01:49:44:17 SHUFFLED INTO CAPITAL RESERVE?
01:49:46:18 >> SO WE ARE STILL LOOKING AT
01:49:47:26 THE ROOFING PROJECTS TO ASSESS
01:49:50:01 WHICH ONES WE SHOULD PUT FORWARD
01:49:51:16 IN THE CIP, SO YOU WILL SEE THAT
01:49:54:06 INFORMATION THERE AS WELL, BUT
01:49:55:01 THERE ARE STILL A COUPLE OF
01:49:56:06 PROJECTS THAT WE'RE FINISHING.
01:49:58:02 >> OKAY.
01:49:58:16 SO IT'S KIND OF A COMBINATION --
01:50:00:29 >> IT IS A COMBINATION OF THE
01:50:01:24 TWO.
01:50:02:05 >> THERE'S SOME WE'RE GOING TO
01:50:03:02 DO AS PART OF THE CIP AND SOME
01:50:05:00 WE'RE JUST DOING ONGOING.
01:50:06:09 >> THAT'S CORRECT.

01:50:08:13 >> GREAT.
01:50:10:17 Ms. ZECHER SUTTON?
01:50:15:02 >> YES, THANK YOU.
01:50:15:17 THANK YOU FOR THE PRESENTATION.
01:50:20:09 I JUST HAVE A QUESTION ABOUT THE
01:50:22:27 TOTALS, THE PROJECTED FUNDS
01:50:28:00 AVAILABLE AT CLOSEOUT OF
01:50:29:18 14.1 MILLION.
01:50:30:19 AND THE TOTAL MAJOR CONSTRUCTION
01:50:37:11 RESERVE OF 0.3 MILLION AND THE
01:50:44:10 RESERVE AT 0.7 MILLION.
01:50:47:03 DO YOU HAVE THE COMPARATIVE
01:50:48:10 FIGURES OF WHAT THOSE WERE AT
01:50:49:19 THIS TIME LAST YEAR?
01:50:59:20 >> MAYBE.
01:51:00:15 HOLD ON, LET ME SEE.
01:51:05:13 >> DO YOU HAVE THE LAST YEAR'S
01:51:06:28 OR NO?
01:51:08:27 >> I HAVE TO PULL IT UP.
01:51:10:06 >> SO WE DON'T HAVE IT RIGHT
01:51:12:08 HERE IN FRONT OF US, BUT WE CAN
01:51:13:23 CERTAINLY GET THAT TO YOU.
01:51:15:06 >> OKAY, THANK YOU.
01:51:16:03 >> I'M GOING TO ASK A DIFFERENT
01:51:17:12 QUESTION IF YOU WANT TO PULL IT
01:51:18:27 UP IN THE MEANTIME.
01:51:20:05 IF NOT, WE CAN GET IT AS A
01:51:21:27 FRIDAY LETTER FOLLOW-UP.
01:51:24:06 THE HEIGHTS PHASE II WHICH I
01:51:25:27 BELIEVE IS THE PARKING LOT IS
01:51:29:12 SCHEDULED -- YOU MENTIONED IT
01:51:32:00 WAS SCHEDULED TO BE FINISH IN
01:51:33:25 FALL OF '24?
01:51:36:14 >> THAT'S THE HEIGHTS I.
01:51:38:06 >> OH, SORRY.
01:51:39:24 I THOUGHT IT WAS THE PARKING
01:51:41:02 LOT.
01:51:41:26 I WAS, LIKE, WAIT, THAT SOUNDED
01:51:44:04 FASTER THAN I THOUGHT IT GOING
01:51:45:22 TO BE.
01:51:46:16 NEVER MIND, OKAY!
01:51:48:18 THAT WAS A QUICK ANSWER TO MY
01:51:49:19 QUESTION.
01:51:50:07 I'M SORRY IF THAT DID NOT TAKE
01:51:52:02 US ENOUGH TIME TO BE ABLE TO
01:51:54:00 PULL IT UP.
01:51:55:19 COLLEAGUES, ANY OTHER
01:51:56:19 LAST-MINUTE QUESTIONS?
01:51:57:21 >> THE INFORMATION YOU WANT TO
01:51:59:05 KNOW IS --
01:51:59:27 >> NO, THE INFORMATION FOR
01:52:01:28 Ms. ZECHER SUTTON OF THE
01:52:03:12 HISTORICALS OF WHAT WE'VE SEEN
01:52:05:14 IN RESERVES FROM YEARS PAST.

01:52:08:16 >> WE CAN HAVE THAT AS A REPORT.
01:52:10:12 >> WE'LL GET THAT TOMORROW.
01:52:11:11 >> PERFECT.
01:52:12:15 GREAT, I THINK WE'RE GOOD.
01:52:13:24 THANK YOU, MR. HAWKINS.
01:52:14:25 AND WE ARE ON TO OUR SECOND
01:52:18:28 MONITORING ITEM WHICH IS THE
01:52:20:24 HUMAN RESOURCES UPDATE.
01:52:23:02 DR. DURAN, CAN YOU PLEASE
01:52:24:03 INTRODUCE THE STAFF WHO WILL
01:52:25:08 PRESENT THIS ITEM?
01:52:27:00 I SEE THERE'S AN ENTIRE TEAM.
01:52:30:17 >> THANK YOU.
01:52:32:05 SO OUR ASSISTANT SUPERINTENDENT
01:52:33:22 MICHAEL HODGE WILL COME UP TO
01:52:35:04 PRESENT AND I'LL LET MR. HODGE
01:52:38:19 INTRODUCE HIS WHOLE TEAM THAT'S
01:52:40:14 HERE.
01:52:44:15 >> YOU ALL CAN COME UP.
01:52:47:09 >> ALL RIGHT, GOOD EVENING
01:52:48:13 SCHOOL BOARD CHAIR,
01:52:49:01 Ms. DIAZ-TORRES, VICE CHAIR,
01:52:50:13 MR. PRIDDY, MEMBERS OF THE
01:52:52:05 SCHOOL BOARD AND SUPERINTENDENT
01:52:53:06 DR. DURAN.
01:52:54:23 THIS EVENING, I WILL BE
01:52:56:00 PRESENTING OUR HUMAN RESOURCES
01:52:57:06 MONITORING REPORT AND BEFORE I
01:52:58:11 GET STARTED, I'D LIKE TO SAY A
01:53:00:00 SPECIAL THANK YOU TO
01:53:00:24 Ms. DIAZ-TORRES WHO WAS OUR
01:53:02:26 BOARD LIAISON FOR THIS YEAR'S
01:53:04:18 REPORT.
01:53:05:02 I APPRECIATE YOUR PARTNERSHIP
01:53:05:26 AND YOUR CONVERSATION.
01:53:07:04 AND TO MY COLLEAGUE,
01:53:08:15 Ms. ASHBY, THANK YOU AS WELL
01:53:10:00 FOR YOUR TEAM AND YOUR
01:53:11:05 INVALUABLE ASSISTANCE.
01:53:13:21 MOVING ON, I WISH TO INTRODUCE
01:53:15:03 OUR HR DIRECTORS THAT YOU'LL
01:53:16:18 HEAR FROM LATER WITH ANSWERS TO
01:53:19:24 QUESTIONS.
01:53:21:02 WE HAVE MR. CORY KAPELSKI,
01:53:23:03 DIRECTOR OF PROFESSIONAL
01:53:23:21 LEARNING.
01:53:24:05 WE HAVE Ms. PAIGE TUCKER,
01:53:25:27 DIRECTOR OF TALENT ACQUISITION
01:53:27:01 MANAGEMENT LICENSE.
01:53:28:29 WE HAVE Dr. DIMAR BROWN, OUR
01:53:31:14 DIRECTOR OF TALENT ACQUISITION
01:53:32:25 MANAGEMENT CLASSIFIED AND OUR
01:53:34:26 NEWLY APPOINTED Ms. TIA
01:53:37:28 HALSTEAD, DIRECTOR OF HR

01:53:41:02 OPERATIONS.
01:53:43:23 >> IF WE CAN PLEASE BRING THE
01:53:45:11 PRESENTATION UP, THANK YOU.
01:53:46:13 >> ALL RIGHT.
01:53:47:01 SO DURING OUR PRESENTATION,
01:53:48:02 WE'LL DISCUSS THE DEPARTMENT'S
01:53:49:04 PROFILE, KEY STAFF, STRATEGIC
01:53:51:12 PLAN STRATEGIES, OPERATIONS FOR
01:53:53:21 IMPROVEMENT, AND CORRESPONDING
01:53:55:22 ACTION STEPS.
01:53:56:26 THE HUMAN RESOURCES SERVICE
01:53:58:11 SUPPORT CENTER AND THE
01:53:59:25 ENTERPRISE RESOURCE PLANNING
01:54:01:23 UPGRADE PROJECT WHICH WE REFER
01:54:03:05 TO AS OUR STARS MODERNIZATION.
01:54:06:14 AS YOU KNOW, THE DEPARTMENT OF
01:54:07:09 HUMAN RESOURCES PRIMARY
01:54:09:06 FUNCTIONS INCLUDE ADMINISTERING
01:54:11:18 THE BENEFITS, RETIREMENT, AND
01:54:13:04 EMPLOYEE ASSISTANCE PROGRAMS,
01:54:14:18 CLASSIFICATION OF POSITION,
01:54:16:19 DISCIPLINE MATTERS, EVALUATION
01:54:17:27 OF STAFF, LICENSURE OF LICENSED
01:54:20:13 STAFF, FACILITATING PROFESSIONAL
01:54:21:27 LEARNING AND RECRUITMENT AND
01:54:23:22 STAFFING.
01:54:26:23 THIS SLIDE REPRESENTS THE
01:54:27:25 DEPARTMENT'S LEADERSHIP TEAM AND
01:54:29:16 OTHER KEY STAFF THAT REPORT TO
01:54:30:27 THE ASSISTANT SUPERINTENDENT.
01:54:31:28 ALL RIGHT, FOR THIS
01:54:36:03 PRESENTATION, OUR PRIMARY
01:54:37:17 PERFORMANCE OBJECTIVE IS THAT
01:54:38:12 STAFF WILL RESPOND AT THE 75TH
01:54:40:07 PERCENTILE OR BETTER ON STAFF
01:54:42:12 ENGAGEMENT AND CLIMATE.
01:54:43:26 IN ADDITION, LISTED ARE THE FIVE
01:54:46:08 STRATEGIC PLAN STRATEGIES THAT
01:54:46:26 WE WILL HIGHLIGHT TONIGHT.
01:54:48:21 AS YOU KNOW, LAST YEAR WE
01:54:49:27 PROVIDED A PROFESSIONAL LEARNING
01:54:51:08 MONITORING REPORT, SO THIS
01:54:52:14 PRESENTATION DOES NOT INCLUDE
01:54:53:12 THE PERFORMANCE OBJECTIVE 1 FOR
01:54:55:26 ENGAGED WORKFORCE.
01:54:57:05 HOWEVER, WE WILL DISCUSS SOME
01:54:58:09 PROFESSIONAL LEARNING UPDATES
01:54:59:07 THAT OCCURRED SINCE THAT
01:55:01:13 PRESENTATION, PARTICULARLY
01:55:02:04 FOCUSING ON OUR CLASSIFIED
01:55:03:22 PROFESSIONAL LEARNING.
01:55:04:06 ALL RIGHT, SO NOW WE'LL START
01:55:08:18 OFF WITH STRATEGIES 1 AND 5.
01:55:10:08 IN SUMMARY, RECRUIT, RETAIN, AND

01:55:12:08 ADVANCE A HIGH-QUALITY WORKFORCE
01:55:14:07 AND BOLSTER A DIVERSE WORKFORCE.
01:55:18:13 I'LL START OFF WITH SOME DATA.
01:55:20:10 THE FIRST CHART SHOWS THE
01:55:21:08 RETENTION RATE OF ALL APS AND
01:55:23:19 T-SCALE STAFF WHICH ARE OUR
01:55:25:08 CLASSROOM TEACHERS AND CONTENT
01:55:26:26 SPECIALISTS.
01:55:28:11 EMPLOYEES FOR THE LAST THREE
01:55:29:11 SCHOOL YEARS.
01:55:30:19 AS YOU WILL SEE, WE ARE ON THE
01:55:32:22 RISE.
01:55:33:20 THE SECOND CHART SHOWS
01:55:34:27 COMPARISON DATA OF THE NUMBER OF
01:55:36:19 TEACHER LEVEL VACANCIES AT THE
01:55:38:07 START OF THE SCHOOL YEAR FOR THE
01:55:41:05 CURRENT SCHOOL YEAR 23-24 AND
01:55:43:00 THE LAST TWO SCHOOL YEARS, 22-23
01:55:45:20 AND 21-22.
01:55:47:29 YOU WILL NOTICE THAT THE
01:55:48:23 VACANCIES CONTINUE TO FALL AT
01:55:50:08 THE START OF SCHOOL.
01:55:52:20 ALSO YOU WILL SEE THE NUMBER OF
01:55:53:25 NEW HIRES AND PROMOTIONS TO THE
01:55:56:07 TWO LISTED SCALES WHICH ARE "T"
01:55:58:13 AND "A".
01:56:00:03 "A" SCALE IS OUR INSTRUCTIONAL
01:56:01:24 ASSISTANTS FOR THE START OF THIS
01:56:03:20 SCHOOL YEAR.
01:56:04:28 YOU'LL NOTICE YOUR GROW YOUR OWN
01:56:06:13 PROGRAMS YIELDED 57 TEACHERS.
01:56:08:21 IN ADDITION, WE HAVE 19 TEACHERS
01:56:10:23 THROUGH OUR RESIDENCY PROGRAMS
01:56:12:21 LISTED HERE, I TEACH AND THE RTR
01:56:16:18 PROGRAM.
01:56:17:06 FOR CONTEXT, WE HAVE
01:56:17:24 APPROXIMATELY 3,000 T-SCALE
01:56:22:00 EMPLOYEES AND 700 A-SCALE.
01:56:25:12 OUR TALENT ACQUISITION TEAM THAT
01:56:26:24 WE REFER TO AS TAM, SET A GOAL
01:56:33:17 TO HIRE 1,000 SUBSTITUTES THIS
01:56:34:22 YEAR.
01:56:36:00 CURRENTLY WE'RE AT 90%.
01:56:36:29 WE HAVE 898.
01:56:38:27 HOWEVER, AS OF THIS WEEK,
01:56:40:15 ACTUALLY AS OF TODAY, WE'RE AT
01:56:42:04 905.
01:56:43:05 IN ADDITION, OUR SUBSTITUTE FILL
01:56:44:24 RATE INCREASED BY 6% FROM THE
01:56:47:19 SAME PERIOD LAST YEAR AT THIS
01:56:49:07 TIME.
01:56:50:18 ALSO WE LOOKED AT SCHOOLS THAT
01:56:52:22 TAM CONSIDERS HARD-HIT SCHOOLS.
01:56:56:02 THAT IS THOSE SCHOOLS WITH

01:56:57:20 UNFILLED RATES OF AT LEAST 40%.
01:57:01:10 LAST YEAR AS OF JANUARY 9TH,
01:57:03:28 2023, THERE WERE 13 SCHOOLS THAT
01:57:06:10 WERE ON THAT LIST.
01:57:09:02 THIS YEAR ON THE SAME DAY, THERE
01:57:10:03 WERE THREE SCHOOLS.
01:57:10:28 ONE OF THE SCHOOLS WAS A REPEAT
01:57:19:27 SCHOOL.
01:57:20:15 HOWEVER, IT HAD AN INCREASE IN
01:57:22:00 FILL RATES FROM 62% TO 42%.
01:57:27:18 SO THAT WAS A SIGNIFICANT DROP
01:57:29:12 OR INCREASE THERE.
01:57:30:00 WE CONTINUE TO FOCUS ON
01:57:33:21 SUBSTITUTE STRATEGIES.
01:57:34:29 WE ARE THANKFUL TO THE BOARD FOR
01:57:36:14 APPROVING AN INCREASE IN
01:57:37:12 COMPENSATION FOR SUBSTITUTES AND
01:57:39:10 THE ALLOCATION FOR SCHOOL-BASED
01:57:41:05 SUBSTITUTES.
01:57:42:12 OUR CURRENT SUBSTITUTE TEACHER
01:57:43:27 HOURLY RATE IS \$22.44 FOR A
01:57:47:09 DAILY ASSIGNMENT.
01:57:49:01 AND \$30.60 FOR A LONG-TERM
01:57:52:18 ASSIGNMENT.
01:57:53:09 OUR SMALLER SCHOOL PROGRAMS
01:57:54:07 CONTINUED WITH TWO SCHOOL-BASED
01:57:55:22 SUBSTITUTES WHILE ELEMENTARY
01:57:57:04 SCHOOLS RECEIVE AN INCREASE OF
01:57:58:28 ONE, ALLOWING FOR THREE IN TOTAL
01:58:02:02 AND OUR MIDDLE AND HIGH SCHOOLS
01:58:03:16 RECEIVE AN INCREASE OF TWO
01:58:05:24 ALLOWING FOR FOUR IN TOTAL.
01:58:07:03 WE ARE CONFIDENT THAT THE
01:58:08:04 SUCCESSES AND IMPROVEMENTS WE'VE
01:58:09:16 SEEN LIKE THOSE MENTIONED ON THE
01:58:10:28 PREVIOUS SLIDE ARE A DIRECT
01:58:12:23 RESULT OF THESE ENHANCEMENTS.
01:58:15:25 NONETHELESS, WE CONTINUE TO
01:58:17:12 ACTIVELY RECRUIT THROUGH VARIOUS
01:58:18:24 MEANS AND CONDUCT WEEKLY
01:58:20:08 SCREENINGS AND ALSO WE ARE
01:58:22:10 WORKING ON WAYS TO REVITALIZE
01:58:23:29 TRAINING AND DEVELOPMENT
01:58:24:27 OPPORTUNITIES FOR OUR
01:58:25:27 SUBSTITUTES WHICH WE STARTED TO
01:58:28:27 EXPLORE THIS SCHOOL YEAR.
01:58:32:15 MORE DATA.
01:58:33:13 THE FIRST GRAPH SHOWS
01:58:34:18 DEMOGRAPHIC DATA OF ALL APS AND
01:58:36:19 T-SCALED EMPLOYEES FOR THIS
01:58:38:28 SCHOOL YEAR.
01:58:39:23 ON THE RIGHT, YOU CAN SEE THE
01:58:41:11 COMPARISON BETWEEN HIRING
01:58:42:19 DEMOGRAPHICS FOR 2022 AND 2023.

01:58:46:21 THERE IS A DIFFERENCE OF A 7%
01:58:48:20 INCREASE IN OUR T-SCALE EMPLOYEE
01:58:50:28 WORKFORCE OF COLOR WHICH TAKES
01:58:52:27 US TO 33% OF THE WORKFORCE ARE
01:58:55:23 EMPLOYEES OF COLOR.
01:58:57:18 FOR CONTEXT, OUR APS WORKFORCE
01:58:59:16 DEMOGRAPHIC NOT INCLUDING OUR
01:59:01:01 TEMPORARY STAFF IS 47%.
01:59:02:09 SOME BRIGHT SPOTS AND
01:59:07:17 ACCOMPLISHMENTS FOR STRATEGIES 1
01:59:08:26 AND 5 INCLUDE FOR OUR TEACHER
01:59:11:14 LEVEL SCHOOL-BASED POSITIONS, WE
01:59:12:25 WERE 99% STAFFED AT THE START OF
01:59:14:24 SCHOOL.
01:59:16:09 WE INCREASED OUR SUBSTITUTE FILL
01:59:17:20 RATES BY 6%.
01:59:19:25 INCREASED OUR T-SCALE WORKFORCE
01:59:21:17 DIVERSITY BY 7%.
01:59:24:02 CONTINUE TO REGULARLY REVIEW
01:59:25:23 EXIT AND RETENTION DATA.
01:59:27:28 ATTENDED OVER 40 CAREER FAIRS.
01:59:30:21 EXPANDED OUR TEACHER RESIDENCY
01:59:32:19 PROGRAMS AND CONTINUED WITH
01:59:34:14 TARGETED RECRUITMENT EFFORTS AS
01:59:35:29 LISTED ON THE FAR RIGHT.
01:59:38:05 ALSO WE HAVE AN EXCITING
01:59:39:13 INITIATIVE THAT WE ARE ON
01:59:40:25 SCHEDULE TO BEGIN NEXT SCHOOL
01:59:42:03 YEAR, AND THAT IS OUR TEACHERS
01:59:43:21 FOR TOMORROW PARTNERSHIP.
01:59:46:13 THIS IS ANOTHER INTERNAL PROGRAM
01:59:48:11 THAT WE'RE WORKING CLOSELY WITH
01:59:49:16 THE ARLINGTON CAREER CENTER TO
01:59:51:03 RECRUIT OUR OWN STUDENTS TO
01:59:53:08 BECOME APS TEACHERS.
01:59:54:12 SOME ACTION STEPS WE ARE TAKING
01:59:59:17 TO ADDRESS OPPORTUNITIES
02:00:01:01 PERTAINING TO STRATEGIES 1 AND 5
02:00:03:10 INCLUDE ADJUSTING OUR GUIDELINES
02:00:05:18 TO REDUCE THE AMOUNT OF TIME TO
02:00:07:18 HIRE, PRIMARILY POSTING AND
02:00:10:06 SCREENING POSITIONS WITHIN ONE
02:00:11:15 TO THREE BUSINESS DAYS OF AN
02:00:13:17 IMPROVED REQUISITION AND CLOSING
02:00:16:12 DATE.
02:00:17:03 COORDINATING AND FACILITATING
02:00:18:01 SUBSTITUTE PLACEMENTS.
02:00:21:03 WE RECOGNIZE THAT WE CAN
02:00:22:03 ACTIVELY RECRUIT SUBS AND HIRE
02:00:24:08 THEM BUT SOME ASSIGNMENTS AT
02:00:27:13 SCHOOLS ARE STILL WITHOUT
02:00:28:24 COVERAGE, SO WE'RE LOOKING AT
02:00:30:16 WAYS TO ENGAGE SUBSTITUTES AND
02:00:31:21 COORDINATE THEIR PLACEMENTS FOR

02:00:33:13 THOSE NEWLY HIRED BASED ON THEIR
02:00:36:28 SCHEDULE TO ADDRESS KNOWN
02:00:38:22 COVERAGE NEEDED AT SCHOOLS.
02:00:41:15 IN ADDITION, WE BEGAN
02:00:42:20 IDENTIFYING WAYS TO DEVELOP OUR
02:00:44:11 SUBSTITUTE WORKFORCE BY
02:00:45:15 PROVIDING PROFESSIONAL LEARNING
02:00:46:26 OPPORTUNITIES.
02:00:48:14 NOT ONLY TO ENSURE WE HAVE A
02:00:50:02 HIGH-QUALITY SUBSTITUTE
02:00:51:03 WORKFORCE BUT AS A RETENTION
02:00:53:12 TOOL TOO.
02:00:53:29 ALL RIGHT, MOVING TO STRATEGIES
02:00:58:00 2 AND 3.
02:00:59:18 IN SUMMARY, PROVIDE GROWTH
02:01:01:00 OPPORTUNITIES AND GROW AND
02:01:02:11 DEVELOP HIGH-QUALITY LEADERS.
02:01:04:27 AS STATED EARLIER, PRIMARILY
02:01:06:11 WE'LL FOCUS ON UPDATES SINCE THE
02:01:07:24 LAST PROFESSIONAL LEARNING
02:01:08:27 MONITORING REPORT WHICH WAS LAST
02:01:10:09 YEAR.
02:01:12:23 THIS SCHOOL YEAR, WE HAD OVER
02:01:13:28 300 NEW TEACHERS THAT ATTENDED
02:01:15:27 BASE CAMP WHICH IS OUR NEW
02:01:17:25 TEACHER ORIENTATION.
02:01:19:27 80% OF THOSE NEW TEACHERS RATED
02:01:22:03 BASE CAMP AS GOOD OR EXCELLENT.
02:01:24:02 70% FELT PREPARED OR VERY
02:01:25:23 PREPARED TO BEGIN THEIR CAREER.
02:01:28:02 IN ADDITION, WE HAD 169 CURRENT
02:01:30:21 APS T-SCALE STAFF ASSIGNED AS A
02:01:33:00 MENTOR TO OUR ELIGIBLE NEW
02:01:34:15 T-SCALE SCHOOL-BASED STAFF.
02:01:37:11 AND 187 CURRENT APS T-SCALE
02:01:39:19 STAFF ASSIGNED AS A MENTOR TO
02:01:41:25 OUR EXPERIENCED T-SCALE STAFF
02:01:45:08 NEW TO APS.
02:01:47:03 OUR ELIGIBLE NEW T-SCALE STAFF
02:01:49:01 ARE ASSIGNED TO THEIR MENTOR FOR
02:01:50:13 THE ENTIRE SCHOOL YEAR AND OUR
02:01:51:25 EXPERIENCED T-SCALE STAFF NEW TO
02:01:53:21 APS ARE ASSIGNED TO A MENTOR FOR
02:01:55:14 HALF A YEAR.
02:01:57:02 86.5% OF MENTORS MEET AT LEAST
02:02:00:08 ONCE A WEEK AND A MAJORITY OF
02:02:01:20 MENTORED MEETINGS ARE OVER 30
02:02:03:09 MINUTES.
02:02:05:24 ADDITIONAL INFORMATION, OF
02:02:06:00 COURSE, IS LOCATED IN OUR
02:02:07:09 APPENDIX.
02:02:08:00 ALL RIGHT, SO I WANT TO START
02:02:12:03 THIS SLIDE OFF BY SAYING THANK
02:02:13:20 YOU TO THE SCHOOL BOARD FOR

02:02:15:01 PROVIDING US WITH AN ADDITIONAL
02:02:17:00 PROFESSIONAL LEARNING
02:02:18:00 SPECIALIST.
02:02:20:01 WE WERE ABLE TO HIRE A TALENTED
02:02:24:21 STAFF MEMBER WHO IS OUR ASSIGNED
02:02:26:17 PROFESSIONAL LEARNING SPECIALIST
02:02:27:18 FOR CLASSIFIED STAFFING.
02:02:30:03 MR. DUFRESNE CAME ON BOARD
02:02:31:27 AUGUST 1ST AND HERE ARE SOME OF
02:02:34:16 OUR BRIGHT SPOTS AND
02:02:35:18 ACCOMPLISHMENTS SINCE HIS
02:02:36:25 ARRIVAL.
02:02:37:13 WE HAVE COMPLETED OUR NEEDS
02:02:38:15 ASSESSMENT AND BEGAN
02:02:39:08 IMPLEMENTING NEW RESOURCES FOR
02:02:40:14 CLASSIFIED STAFF.
02:02:42:05 THIS INCLUDED MEETING WITH
02:02:44:06 LEADERS OF THOSE DEPARTMENTS AND
02:02:46:08 OFFICES TO GAUGE PROFESSIONAL
02:02:48:03 LEARNING NEEDS TO INCLUDE
02:02:49:27 CONDUCTING ROUNDTABLES WITH
02:02:51:19 A-SCALE STAFF AND PLACED 23
02:02:55:11 EXTENDED DAY STAFF IN
02:02:57:20 PARTNERSHIP WITH LOCAL
02:02:58:11 UNIVERSITIES FOR FIELD
02:02:59:12 EXPERIENCES OR UNIVERSITY CREDIT
02:03:01:16 PROGRAMS.
02:03:03:24 OUR NEXT STEPS INCLUDE SIMPLY
02:03:05:25 STATED, MOVING THE WORK FORWARD.
02:03:07:28 THAT IS FURTHER ENGAGING
02:03:09:02 STAKEHOLDERS, RESEARCH AND TEST
02:03:11:14 EVIDENCE-BASED PROGRAMS, AND
02:03:12:25 BEGIN TAILOR PROFESSIONAL
02:03:14:12 LEARNING TO MEET THE UNIQUE
02:03:15:14 NEEDS OF OUR CLASSIFIED STAFF.
02:03:16:26 SO THIS IS REALLY ANOTHER BRIGHT
02:03:21:24 SPOT AND ACCOMPLISHMENT FOR US.
02:03:23:16 AND WE ARE EXCITED THAT IT'S
02:03:25:24 MOVING FORWARD.
02:03:27:15 NONETHELESS, WE HELD OUR VERY
02:03:28:26 FIRST PROFESSIONAL LEARNING
02:03:30:24 ADVISORY COUNCIL LAST MONTH.
02:03:33:22 THE PURPOSE IS TO ENGAGE IN
02:03:36:00 COLLABORATIVE CONVERSATION AND
02:03:37:04 PROBLEM SOLVING ACROSS THE
02:03:38:15 DIFFERENT ROLES AND SCALES OF
02:03:40:10 OUR CLASSIFIED STAFF TO INCLUDE
02:03:42:28 SHARING FEEDBACK ON CURRENT
02:03:44:06 PROFESSIONAL LEARNING OFFERINGS
02:03:46:03 AND COLLABORATE ON IMPROVEMENTS
02:03:47:22 AND PRIORITIES FOR PROFESSIONAL
02:03:48:23 LEARNING TRULY ATTAINING
02:03:53:02 EMPLOYEE VOICE.
02:03:54:03 WE HAVE REPRESENTATION FROM

02:03:55:10 ALMOST ALL OF THE CLASSIFIED
02:03:56:18 STAFF SCALES.
02:03:58:22 THE ONLY CLASSIFIED SCALES THAT
02:03:59:27 WE DO NOT HAVE REPRESENTATION
02:04:01:12 YET ARE A, C, AND N.
02:04:04:07 AN ACTION STEP WE ARE TAKING
02:04:14:22 IMPROVING THE RELEVANCE AND
02:04:16:04 CONTINUING TO EXPAND
02:04:17:02 OPPORTUNITIES FOR APPLICATION OF
02:04:18:12 PROFESSIONAL LEARNING.
02:04:20:10 WE'LL DO THIS BY ANALYZING AND
02:04:21:25 EXPLORING DIFFERENT LEARNING
02:04:22:26 DESIGNS AND UTILIZING THE
02:04:24:15 COLLABORATIVE LEARNING TEAMS AND
02:04:25:22 COACHES IN SCHOOLS TO PROVIDE
02:04:28:00 FEEDBACK AND FOLLOW-UP.
02:04:29:01 AND OUR FINAL STRATEGY, STRATEGY
02:04:33:27 4.
02:04:37:04 DEVELOP INTEGRATED APPROACHES
02:04:37:29 THAT PROMOTE EMPLOYEE HEALTH AND
02:04:39:27 WELLNESS.
02:04:40:12 LAST SCHOOL YEAR, WE OFFERED 24
02:04:44:14 VIRTUAL WELLNESS EVENTS THROUGH
02:04:45:22 OUR EAP PARTNER AT THAT TIME,
02:04:47:28 SIGMA.
02:04:49:16 WE HOSTED 15 IN-PERSON EAP
02:04:52:01 EVENTS AND THIS SCHOOL YEAR,
02:04:53:22 WE'VE OFFERED EIGHT IN-PERSON
02:04:56:07 EVENTS THUS FAR.
02:04:57:15 AS FOR WHAT'S ON THE HORIZON, WE
02:04:58:25 HAVE OUR UPCOMING CARE FIRST EAP
02:05:01:26 OPEN HOUSE THIS MONTH.
02:05:04:02 AND WE ARE LAUNCHING A 90-DAY
02:05:06:20 PILOT OF TWO PROGRAMS THAT ARE
02:05:09:05 GOING TO BE CALLED OUR CAREGIVER
02:05:10:20 AND TEACHER WELLNESS SUPPORT
02:05:12:18 GROUPS.
02:05:14:02 WE'LL BE REVIEWING OUR CARE
02:05:15:09 FIRST EAP UTILIZATION DATA TO
02:05:17:24 IDENTIFY AND DEVELOP OTHER
02:05:19:05 WELLNESS INITIATIVES.
02:05:21:17 AND SIMPLY MONITORING THE
02:05:22:12 TRANSITION IMPLEMENTATION TO OUR
02:05:25:01 NEW PARTNER, CARE FIRST EAP.
02:05:27:00 THE HUMAN RESOURCES SERVICE
02:05:31:12 SUPPORT CENTER WAS A NEW
02:05:32:17 INITIATIVE LAST SCHOOL YEAR, BUT
02:05:34:15 WE WERE TRULY ABLE TO ESTABLISH
02:05:35:20 A FULL-TIME STRUCTURE TO DEVELOP
02:05:37:15 AND CARRY OUT WHAT STARTED AS A
02:05:39:11 PILOT IN JUNE OF 2022.
02:05:42:16 THE WORK OF OUR SUPPORT CENTER
02:05:44:01 IS INVALUABLE.
02:05:46:09 IT IS A SMALL BUT MIGHTY TEAM

02:05:48:07 THAT IS THE FIRST POINT OF
02:05:49:22 CONTACT TO ASSIST AND TRIAGE THE
02:05:51:08 MANY CALLS, E-MAIL INQUIRIES,
02:05:54:21 AND WALK-INS THAT NOT JUST OUR
02:05:57:16 DEPARTMENT RECEIVES BUT FOR THE
02:05:58:27 FOURTH FLOOR IN GENERAL.
02:06:00:22 THIS VISUAL SHOWS THE IDEAL LIFE
02:06:02:23 CYCLE OF A HUMAN RESOURCES
02:06:04:19 SERVICE SUPPORT CENTER TICKET.
02:06:06:17 IT IS OUR GOAL TO ACKNOWLEDGE
02:06:08:28 TICKETS WITHIN 24 HOURS, 24
02:06:13:00 BUSINESS HOURS, AND RESOLVE
02:06:14:05 WITHIN 72 BUSINESS HOURS.
02:06:16:06 IF THE SERVICE SUPPORT CENTER IS
02:06:17:15 NOT ABLE TO ANSWER THE INQUIRY,
02:06:19:20 THE TICKET IS ESCALATED TO THE
02:06:21:16 DESIGNATED SUBJECT MATTER
02:06:22:27 EXPERT.
02:06:23:04 LAST SCHOOL YEAR, WE SOLVED
02:06:27:20 7,808 TICKETS OVER A 23-MONTH
02:06:31:10 PERIOD.
02:06:33:04 THIS YEAR SO FAR, FROM JULY 1ST,
02:06:36:26 2023, TO DECEMBER 31, 2023, WE
02:06:40:18 SOLVED 9,639 TICKETS.
02:06:43:14 WITH THAT SAID, ACTION STEPS WE
02:06:51:09 ARE TAKING INCLUDE IMPROVING THE
02:06:54:20 QUALITY OF SERVICE AND
02:06:56:17 RESPONSIVENESS TO EMPLOYEE
02:06:58:09 INQUIRIES.
02:06:59:11 AS YOU SAW, THE NUMBER OF
02:07:00:17 TICKETS WE SOLVE IS SIGNIFICANT.
02:07:03:16 WE ARE UPDATING INTERNAL
02:07:05:03 PROCEDURES, MAKING STAFF
02:07:07:05 CHANGES, AND THE LEADERSHIP TEAM
02:07:09:04 THAT YOU SEE BEFORE ME TODAY ARE
02:07:11:15 HOLDING STAFF ACCOUNTABLE
02:07:13:04 REGARDING OUR DEPARTMENT'S
02:07:15:05 CUSTOMER SERVICE EXPECTATIONS.
02:07:17:14 COURAGEOUS CONVERSATIONS ARE
02:07:18:09 HAPPENING.
02:07:19:17 ALSO WE REVIEW THE TICKET DATA
02:07:20:25 ON A DAILY BASIS AND THE TEAM
02:07:23:03 PROVIDES A WEEKLY AND MONTHLY
02:07:24:12 REPORT, SO WE CAN ANALYZE DATA
02:07:27:10 POINTS REGARDING THE NUMBER OF
02:07:28:12 TICKETS, OUR PEAK TIMES AND
02:07:31:04 DAYS, PRIMARY TOPICS, AGENT
02:07:34:23 ACTIVITY, ET CETERA.
02:07:38:01 CUSTOMER SERVICE IS OUR
02:07:38:29 PRIORITY, AND I'M GOING TO LOOK
02:07:40:20 FORWARD, BECAUSE THE STAFF KNOW
02:07:42:09 I TAKE IT SERIOUSLY.
02:07:43:28 WE ARE ACTIVELY FILLING VACANT
02:07:46:03 HR POSITIONS TO ENSURE THAT

02:07:49:08 CRITICAL DIVISIONS WITHIN HR ARE
02:07:51:03 FULLY STAFFED AND EQUIPPED TO
02:07:52:22 HANDLE OUR EMPLOYEE AND
02:07:54:10 STAKEHOLDER NEEDS.
02:07:57:11 IN ADDITION, WE WILL STRENGTHEN
02:07:58:25 THE IMPLEMENTATION AND
02:08:00:17 COMMUNICATION AROUND BENEFITS TO
02:08:02:08 BETTER SUPPORT EMPLOYEE AND
02:08:03:29 RETIREE NEEDS.
02:08:07:05 THIS PAST OPEN ENROLLMENT SEASON
02:08:08:13 PROVIDED US WITH MANY
02:08:09:15 OPPORTUNITIES AND LESSONS
02:08:10:16 LEARNED.
02:08:12:03 WHILE THIS WAS A UNIQUE OPEN
02:08:13:28 ENROLLMENT SEASON BECAUSE IT
02:08:14:29 IMPACTED EVERY APS
02:08:17:17 BENEFIT-ELIGIBLE EMPLOYEE AND
02:08:19:01 RETIREE AT ONE POINT, WHO WAS
02:08:23:03 ENROLLED IN THE APS BENEFIT
02:08:25:01 PLANS?
02:08:26:05 FOR CONTEXT, WE HAD OVER 3600
02:08:28:00 ACTIVE EMPLOYEES AND OVER 1500
02:08:30:29 RETIREES THAT HAD A BENEFIT
02:08:32:12 PLAN.
02:08:32:16 OUR INITIAL PLAN APPROACH
02:08:36:03 FOLLOWED THE SAME METHODOLOGY
02:08:37:12 THAT WE ALWAYS DID IN HOLDING
02:08:39:27 OUR TYPICAL NUMBER OF FAIRS AT
02:08:42:16 THE SAME TIMES, AT THE SAME
02:08:46:01 LOCATIONS AS IN PREVIOUS YEARS.
02:08:47:11 HOWEVER, WE QUICKLY RECOGNIZED
02:08:48:22 THAT A DIFFERENT APPROACH WAS
02:08:50:00 NECESSARY.
02:08:52:04 IN THE END, WE OFFERED 17 OPEN
02:08:54:26 ENROLLMENT SESSIONS, 11 IN
02:08:56:28 PERSON AND SIX VIRTUAL.
02:08:59:16 I WANT TO THANK THE ENTIRE
02:09:00:24 DEPARTMENT OF HUMAN RESOURCES
02:09:01:28 FOR OUR ALL HANDS ON DECK
02:09:04:00 APPROACH AND HARD WORK TO HELP
02:09:06:28 MEET THE NEEDS OF APS STAFF,
02:09:09:15 RETIREES, AND THEIR DEPENDENTS
02:09:11:17 DURING THAT CRITICAL TIME.
02:09:14:22 CERTAINLY WE ARE HEADING IN A
02:09:16:04 DIRECTION TO DO AND BE BETTER BY
02:09:18:13 IMPROVING OUR CUSTOMER SERVICE
02:09:19:24 AND BEING IN A POSITION THAT
02:09:21:25 ADEQUATELY PREPARES US FOR
02:09:24:00 SUBSEQUENT OPEN ENROLLMENT
02:09:25:10 SEASONS BASED ON FEEDBACK FROM
02:09:27:12 STAKEHOLDERS AND CHANGES I
02:09:28:27 MENTIONED THAT ARE ONGOING IN
02:09:30:09 OUR DEPARTMENT.
02:09:30:20 WE ARE EXCITED ABOUT THE CURRENT

02:09:37:01 ENTERPRISE RESOURCE PLANNING ERP
02:09:39:24 UPGRADE.
02:09:40:21 OUR CURRENT SYSTEMS ARE OUTDATED
02:09:42:20 AND REQUIRE SEVERAL MANUAL TASKS
02:09:46:05 OF HR STAFF.
02:09:47:14 HOWEVER, WITH THE ANTICIPATED GO
02:09:50:09 LIVE DATE OF JANUARY 2025, WE
02:09:53:04 WILL BE MOVING TO AN UPDATED ERP
02:09:55:27 SYSTEM THAT ALLOWS FOR AUTOMATED
02:09:59:00 WORKFLOWS, EFFICIENT TALENT
02:10:01:18 ACQUISITION TASKS, AND ENHANCED
02:10:04:06 EMPLOYEE SELF-SERVICE EXPERIENCE
02:10:06:11 TO REDUCE MANUAL TASKS.
02:10:09:00 ENHANCED PAYROLL PROCESSING,
02:10:11:21 BENEFITS ADMINISTRATION, AND
02:10:14:03 PERFORMANCE MANAGEMENT, JUST TO
02:10:15:22 NAME A FEW.
02:10:16:10 AND TO CONCLUDE FOR THE UPCOMING
02:10:22:05 FISCAL YEAR, THE DEPARTMENT OF
02:10:23:07 HUMAN RESOURCES DOES NOT HAVE
02:10:24:25 ANY ADDITIONAL RESOURCES THAT WE
02:10:26:16 ARE REQUESTING.
02:10:29:12 THAT CONCLUDES OUR PRESENTATION.
02:10:32:03 >> THANK YOU.
02:10:35:18 I'LL OPEN IT UP FOR ANY
02:10:36:27 QUESTIONS.
02:10:37:21 Ms. DIAZ-TORRES?
02:10:38:29 >> AS THE LIAISON TO THIS
02:10:40:28 PRESENTATION, I WANTED TO
02:10:42:03 EXPRESS MY GRATITUDE TO THE
02:10:44:01 ENTIRE HR LEADERSHIP TEAM THAT
02:10:45:20 HAS NEWLY EXPANDED FOR ALL THE
02:10:47:29 WORK THAT GOES ON BEHIND THE
02:10:48:27 SCENES, AS SOMEONE WHO ALSO
02:10:50:29 ENGAGES IN QUITE A BIT OF HR IN
02:10:52:19 MY DAILY LIFE WHEN I'M NOT
02:10:54:18 SCHOOL BOARDING.
02:10:55:09 THIS IS AN INCREDIBLY DIFFICULT
02:10:56:17 JOB AND INCREDIBLY DIFFICULT TO
02:10:58:28 MEET EVERYBODY WHERE THEY NEED
02:11:01:03 YOU AND BE ABLE TO BE THE
02:11:03:01 RESOURCE THAT EVERYBODY NEEDS.
02:11:06:23 AND I WANT TO ACKNOWLEDGE AND
02:11:07:24 APPRECIATE THE INCREDIBLE AMOUNT
02:11:09:02 OF WORK THAT HAS GONE FROM THE
02:11:12:11 ENTIRE TEAM, EVERYBODY WHO IS
02:11:13:23 HERE AND EVERYBODY WHO IS NOT
02:11:14:25 HERE, ESPECIALLY OVER THE LAST
02:11:16:24 COUPLE OF YEARS, BECAUSE THERE
02:11:18:22 ARE SOME SIGNIFICANT
02:11:20:02 OPPORTUNITIES HERE AND I ALSO
02:11:21:10 WANT TO NAME THAT WE'RE IN A
02:11:22:23 VERY DIFFERENT PLACE WITH OUR HR
02:11:24:12 THAN WE WERE EVEN TWO YEARS AGO.

02:11:27:14 LET ALONE THREE YEARS AGO WHEN I
02:11:28:22 FIRST STARTED ON THIS BOARD.
02:11:30:05 AND THERE'S SOME SIGNIFICANT
02:11:31:02 PROCESS IMPROVEMENTS AND THERE'S
02:11:32:07 EVEN MORE THAT ARE COMING ON THE
02:11:33:13 HORIZON.
02:11:34:21 SO THAT'S MY OPENING COMMENT.
02:11:36:27 AND THEN WE WILL GO TO QUESTIONS
02:11:39:09 FROM MY COLLEAGUES.
02:11:41:14 AND I WILL START ON THIS SIDE.
02:11:45:06 >> THANK YOU, CHAIR.
02:11:46:14 AND THANK YOU, MR. HODGE, FOR
02:11:47:20 YOUR PRESENTATION.
02:11:50:11 I APPRECIATED ALL THE
02:11:51:22 INFORMATION THAT YOU SHARED THAT
02:11:53:07 REALLY DEMONSTRATES THE BREADTH
02:11:54:25 OF ALL THE THINGS THAT A HR
02:11:58:08 ATTENDS TO.
02:11:59:09 AND IN YOUR REMARKS, I REALLY
02:12:00:24 APPRECIATE YOUR REFLECTIVENESS
02:12:02:26 ABOUT THE DEPARTMENT AND ITS
02:12:04:00 GROWTH AND ALL OF THE ATTENTION
02:12:05:25 TO DATA AS YOU TRACK YEAR OVER
02:12:08:21 YEAR THE IMPROVEMENTS.
02:12:09:24 IT'S GREAT TO SEE.
02:12:11:15 THE COMMENT I WOULD OFFER BEFORE
02:12:12:23 A QUESTION IS THAT FOR THOSE WHO
02:12:14:22 ARE WATCHING, THE GENERAL
02:12:17:18 PUBLIC, ABOUT 80% AND A LITTLE
02:12:20:03 BIT MORE OF OUR ANNUAL BUDGET
02:12:21:15 GOES TO STAFFING.
02:12:23:09 IT IS THE BULK OF OUR
02:12:24:11 INVESTMENT.
02:12:25:15 AND THE RESEARCH THAT I'M
02:12:27:03 FAMILIAR WITH WHEN WE LOOK JUST
02:12:28:18 AT TEACHERS AS ONE PIECE OF THAT
02:12:30:27 STAFFING IS THAT TEACHER QUALITY
02:12:34:05 IS THE MOST IMPORTANT
02:12:36:03 SCHOOL-BASED FACTOR FOR STUDENT
02:12:38:10 ACHIEVEMENT, HANDS DOWN.
02:12:40:05 THE QUALITY OF OUR EMPLOYEES IS
02:12:41:23 HUGELY IMPORTANT.
02:12:43:05 WE KNOW ACROSS OUR COUNTRY, IT
02:12:44:26 IS INCREASINGLY DIFFICULT.
02:12:47:18 OUR TEACHER PIPELINE NATIONALLY
02:12:49:15 IS A MATTER OF SOME CONCERN.
02:12:54:07 SO I BELIEVE THAT THE WORK OF
02:12:55:05 THIS TEAM, THE HUMAN RESOURCES
02:12:56:27 TEAM, AND I MEAN NO DISRESPECT
02:12:58:23 TO THE OTHER FOLKS HERE FROM
02:13:00:20 WITHIN CENTRAL OFFICE, BUT I
02:13:01:22 BELIEVE THE WORK OF THE HUMAN
02:13:02:24 RESOURCES TEAM IS THE MOST
02:13:04:12 CRITICAL FUNCTION THAT HAPPENS

02:13:06:00 IN OUR CENTRAL OFFICE.
02:13:07:15 AND YOUR SUCCESS IS THE SUCCESS
02:13:08:23 OF OUR WHOLE DIVISION.
02:13:11:11 SO THANKS TO YOU AND YOUR TEAM
02:13:12:10 FOR WHAT YOU'RE DOING.
00:00:00:00 AND I SHARED SOME QUESTIONS IN
00:00:03:06 PRESENCE AND A NUMBER OF MY
00:00:04:18 QUESTIONS REALLY REFLECTS MY
00:00:08:06 BELIEF THAT THIS IS TO ME I
00:00:11:05 THINK THE MOST CRITICAL WORK IN
00:00:13:09 THIS BUILDING.
00:00:14:09 THE QUESTION, I HAD A COUPLE OF
00:00:16:04 QUESTIONS FOR PROFESSIONAL
00:00:17:15 DEVELOPMENT, I'LL START THIS.
00:00:19:25 WE HAD TALKED WHEN MR. KAPELSKI
00:00:27:20 STARTED, TWO THINGS AND ONE IS
00:00:29:13 ABOUT AN INTEREST IN TYING
00:00:31:17 PERFORMANCE REVIEWS MORE CLOSELY
00:00:33:23 TO PROFESSIONAL DEVELOPMENT
00:00:36:11 PLANS.
00:00:36:22 SO WHEN YOU GET YOUR PERFORMANCE
00:00:39:23 REVIEW AS STAFF MEMBER AND WHERE
00:00:43:00 YOU HAVE AREAS OF GROWTH AND
00:00:45:03 PERSONALIZE YOUR PROFESSIONAL
00:00:47:09 LEARNING.
00:00:47:21 THAT'S NOT AN EASY ENTERPRISE
00:00:50:17 FOR ANY SCHOOL DIVISION TO DO
00:00:52:15 AND CURIOUS IF UPDATE ON THAT
00:00:54:10 EFFORT.
00:00:54:25 MAYBE START WITH THAT AND STOP
00:00:58:10 THERE.
00:00:59:06 >> MR. KAPELSKI, DO FROM YOUR
00:01:04:00 MIC THERE.
00:01:09:00 >> THAT IS STILL A GOAL AND A
00:01:12:14 LOT OF THAT HELPED BY
00:01:16:24 MODERNIZATION AND WHEN TEACHERS
00:01:19:01 SET THEIR GOAL AND A TIME TO
00:01:20:27 IDENTIFY AND MEET THOSE GOALS
00:01:22:06 WITH PROFESSIONAL LEARNING.
00:01:23:17 WHAT I WILL ALSO SAY THAT
00:01:25:14 FRONT-LINE PROFESSIONAL LEARNING
00:01:27:15 MANAGEMENT SYSTEM HAS WAYS FOR
00:01:30:03 TEACHERS TO START NOT ONLY BY
00:01:32:20 STRATEGIC PLAN GOALS BUT TEACHER
00:01:35:19 STANDARDS -- PROFESSIONAL
00:01:37:00 STANDARDS AND AS YOU SET THE
00:01:38:14 GOALS AND RECOGNIZE THE
00:01:40:07 STANDARDS FITS WITH AND EASIER
00:01:42:09 FOR THEM TO IDENTIFY THE
00:01:45:22 PROFESSIONAL LEARNING AVAILABLE
00:01:47:03 FOR THOSE PIECES.
00:01:49:07 AND A CALENDAR THAT SHOWS FOR
00:01:50:29 THE ENTIRE YEAR WHAT
00:01:53:00 PROFESSIONAL LEARNING IS

00:01:54:20 AVAILABLE AND LIVE SO PEOPLE CAN
00:01:56:15 LOOK AT THAT ANY GIVEN TIME.
00:01:58:09 AND A PIECE IN THAT PROFESSIONAL
00:02:00:16 LEARNING MANAGEMENT SYSTEM THAT
00:02:02:06 ALLOWS STAFF TO SEE THEIR OWN
00:02:04:00 PROFESSIONAL LEARNING PLANS.
00:02:05:06 SO THEY CAN SEE WHAT THEY'VE
00:02:07:12 DONE AND WHAT THEY HAVE COMING
00:02:08:27 UP AND SHARE THAT WITH
00:02:11:15 EVALUATORS AND ADD TO THEIR
00:02:12:22 PLAN.
00:02:13:05 >> THAT'S TERRIFIC, THANK YOU.
00:02:14:14 MY ONE OTHER PROFESSIONAL
00:02:17:11 DEVELOPMENT QUESTION AND CEDE
00:02:19:29 THE FLOOR HERE, WE TALKED IN A
00:02:22:07 GENERAL WAY BEFORE THIS, THE
00:02:24:10 FACT THAT PROFESSIONAL LEARNING,
00:02:25:20 SOME COMES DIRECTLY FROM HR, AND
00:02:28:18 SOME IS POWERED BY DIVISIONS
00:02:30:24 ACROSS THE CENTRAL OFFICE.
00:02:33:05 AND WE HAD TALKED ABOUT A NEED
00:02:35:05 TO KIND OF COORDINATE OR MAP
00:02:38:03 PROFESSIONAL LEARNING ACROSS ALL
00:02:39:29 OF APS.
00:02:41:02 SO THAT AS A TEACHER WHAT MIGHT
00:02:44:23 BE REQUIRED FROM ONE DEPARTMENT
00:02:46:16 AND THEN ANOTHER DEPARTMENT AND
00:02:48:03 THEN ANOTHER DEPARTMENT.
00:02:49:10 SORT OF GETTING A SENSE OF
00:02:52:08 CUMULATIVE REQUIREMENTS I GUESS
00:02:53:17 IS A GOOD WAY TO PUT IT.
00:02:55:15 AND IF WE'VE BEEN ABLE TO DO ANY
00:02:59:25 OF THAT WORK, I WOULD BE CURIOUS
00:03:02:00 TO LEARN ABOUT IT AND SOMETHING
00:03:03:26 MAY STILL BE ON THE HORIZON.
00:03:07:27 >> IT IS STILL ON THE HORIZON,
00:03:09:21 WHAT WE FIND IS DIFFICULT ABOUT
00:03:11:19 THAT THE REQUIREMENTS ARE
00:03:13:09 DIFFERENT BY THE DIFFERENT ROLES
00:03:16:00 AND CHANGE THROUGHOUT THE YEAR
00:03:16:28 OR NEW THINGS ADDED.
00:03:18:29 I WILL SAY THAT MY COLLEAGUES IN
00:03:21:27 ACADEMICS AND I ARE WORKING ON
00:03:24:00 TRYING TO FIGURE OUT WHAT IS
00:03:25:16 REQUIRED AND WHO REQUIRED FOR
00:03:27:06 AND GET THAT OUT TO PEOPLE SO WE
00:03:29:07 ARE CLEAR ABOUT WHAT IS
00:03:30:29 EXPECTED.
00:03:31:17 >> TERRIFIC, THANK YOU.
00:03:36:16 >> MS. ZECHER SUTTON.
00:03:39:13 >> THANK YOU, FOR THE
00:03:40:22 PRESENTATION I GUESS START WITH
00:03:42:21 METRICS, AND SEEMS THAT THE MAIN
00:03:46:00 OBJECTIVE IS 75% PERCENTILE

00:03:49:06 SURVEY AND I REALIZE THAT
00:03:50:21 STRATEGIC PLAN IS UNDERWAY RIGHT
00:03:52:04 NOW, AND PRESUMABLY NEW METRICS
00:03:55:14 AND NEW OPPORTUNITIES AND FOR
00:04:00:20 EXAMPLE YOUR DATE SURVEY IS GOOD
00:04:05:20 AND TO GO BACK AND AGREE WITH
00:04:09:01 THE SAMPLE.
00:04:10:13 AND EXIT SURVEY DATA COULD BE
00:04:12:21 REALLY USEFUL.
00:04:15:17 HOW THE NEEDS ASSESSMENT DATA IS
00:04:21:07 EVALUATED AND MY QUESTION IS TO
00:04:23:14 99% STAFFING METRIC IN HERE.
00:04:25:24 IS THE DO NOMINATOR THERE WHAT
00:04:29:00 WE WIND UP HAVING OR WHAT WE
00:04:30:27 WOULD LIKE BASED ON, FOR
00:04:33:10 EXAMPLE, TEACHERS TAKING ON
00:04:35:08 EXTRA CLASSES AT THE SECONDARY
00:04:37:15 LEVEL, AT THE BEGINNING OF THE
00:04:39:15 YEAR.
00:04:40:02 OR CLASS SIZES CLOSER TO THE MAX
00:04:44:08 THAN ON THE TRAFFIC LIGHT REPORT
00:04:46:12 IN THE GREEN, WHERE WE WOULD
00:04:47:21 LIKE THEM.
00:04:48:18 AND WHAT WAS THE OTHER THINK I
00:04:51:08 COULD THINK OF.
00:04:52:22 I SAW IN THE RECENT CLASS SIZE
00:04:55:02 REPORT THIS YEAR 187 HIGH SCHOOL
00:05:00:20 CORE LANGUAGE CLASSES AND FIVE
00:05:03:05 YEARS ONLY 46.
00:05:04:08 DO THOSE STATISTICS SORT OF PLAY
00:05:06:11 INTO WHAT THE DENOMINATOR IS OR
00:05:09:07 IS IT SORT OF WHERE WE SHOULD BE
00:05:11:24 OR WHERE ACTUALLY ARE.
00:05:14:03 BECAUSE WE STUCK SOME THINGS
00:05:16:16 TOGETHER AND MOVED TEACHERS
00:05:18:04 AROUND AND ASKING TO TAKE SIX
00:05:19:27 CLASSES INSTEAD OF FIVE, ETC.
00:05:24:18 >> YES, THANK YOU FOR THE
00:05:25:24 QUESTION AND AT THE BEGINNING
00:05:28:18 BASED ON THE VACANCIES.
00:05:30:07 AND AT THE FIRST DAY AND MS.
00:05:32:04 TUCKER CAN HELP WITH THIS,
00:05:34:29 TYPICALLY NOT AS MANY .17 AT
00:05:41:01 THAT TIME BUT COULD INCLUDE
00:05:44:00 TEACHERS THAT TAKE ON ADDITIONAL
00:05:45:10 CLASS.
00:05:45:23 >> DO WE HAVE NUMBERS ON THAT?
00:05:48:24 >> WE CAN GET THAT FOR YOU.
00:05:50:27 >> I WANT TO COMMENT ON THE
00:05:52:14 METRICS AND THE CURRENT PROCESS
00:05:56:05 OF STRATEGIC METRICS AND A TEAM
00:05:59:02 WORKING ON SPECIFICALLY THAT
00:06:00:19 ASPECT.
00:06:01:01 AND WE HAVE CHARGED THE TEAM AND

00:06:02:09 THEY HAVE SHARED RECOMMENDATIONS
00:06:04:28 WANTING TO EXPAND BEYOND YOUR
00:06:07:06 VOICE MATTERS AS THE SOLE
00:06:11:09 INDICATOR AND MANY OPPORTUNITIES
00:06:13:25 TO BE CAPTURED IN THE STRATEGIC
00:06:16:26 PLAN.
00:06:17:06 AS WE HAVE MOVED IN THE LAST
00:06:18:23 YEARS TO HAVE OUR DEPARTMENT
00:06:20:15 PLANS ALIGNED AND SCHOOL ALIGNED
00:06:24:07 AND NOT ON A SURVEY OF TWO
00:06:26:12 YEARS.
00:06:26:27 SO MANY OTHER METRICS.
00:06:28:21 AND AS A MATTER OF FACT WE HAD A
00:06:29:21 MEETING ON TUESDAY THAT WE DUG
00:06:31:19 IN THE METRICS AND RECOGNIZE
00:06:33:18 THEY ARE NOT GOOD MEASURES OF
00:06:36:05 EITHER GROWTH OR OPPORTUNITIES
00:06:38:14 FOR US.
00:06:40:29 ABSOLUTELY THAT IS A WORK IN
00:06:42:10 PROGRESS.
00:06:44:04 >> OKAY.
00:06:45:00 ON ANOTHER TOPIC, I WAS
00:06:48:00 WONDERING IF YOU ALL HAVE
00:06:49:14 THOUGHTS ON WHETHER EXTERNAL
00:06:55:29 FACTORS IN SUCCESS OF HIRING AND
00:06:58:00 RETAINING TEACHERS.
00:06:59:03 FOR EXAMPLE, THIS IS REALLY A
00:07:00:13 QUESTION, I DON'T KNOW THE
00:07:03:12 ANSWER AND I THINK YOUR INPUT
00:07:05:01 MUCH MORE VALUABLE THAN MINE.
00:07:06:19 BUT IF OUR BUDGET CYCLE, FOR
00:07:09:20 EXAMPLE IS LATER OR SLOWER AND
00:07:11:27 WE SET COMPENSATION FOR THE
00:07:13:17 FOLLOWING YEAR LATER THAN OTHER
00:07:15:23 SCHOOL DIVISIONS.
00:07:17:05 OR WHETHER WE HAVE DIFFERENT
00:07:20:02 TIMING IN THE JOB MARKET FOR
00:07:23:10 EXAMPLE.
00:07:23:18 ARE THERE THINGS LIKE THAT, THAT
00:07:26:11 WOULD AFFECT OUR SUCCESS IN
00:07:28:20 RECRUITING AND RETAINING
00:07:30:11 TEACHERS IN COMPETITION WITH OUR
00:07:33:13 NEIGHBORING JURISDICTIONS?
00:07:34:07 >> ABSOLUTELY AND SOME WE CAN
00:07:36:08 GET CREATIVE WITH, AS FAR AS
00:07:38:17 MOVING OUR TIMELINES UP AND
00:07:40:18 OTHERS WE CAN'T, AS YOU
00:07:42:14 MENTIONED THE BUDGET.
00:07:43:08 AS YOU KNOW WE ARE IN A VERY
00:07:45:04 COMPETITIVE AREA.
00:07:45:24 SO WE HAVE OUR REGION IV
00:07:49:24 MEETINGS AND KNOW WHAT LOCAL
00:07:51:21 SCHOOL DIVISIONS DOING AS
00:07:54:10 INCENTIVES.

00:07:54:22 AND ONE THING AND WE MOVED UP
00:08:01:11 THAT LEVEL 1 SCHOOLS TO HIRE AS
00:08:03:23 QUICKLY AS POSSIBLE.
00:08:04:21 AND IN THE PROCESS OF OFFERING
00:08:07:03 ADVANCED CONTRACTS FOR STAFF,
00:08:09:22 TRYING TO LOCK STAFF IN.
00:08:11:04 WE KNOW THAT WE HAVE POSITIONS
00:08:12:21 AVAILABLE, THE DATA ALREADY
00:08:14:09 TELLS US THAT.
00:08:15:04 THOSE TYPES OF THINGS.
00:08:16:17 HOWEVER YOU KNOW THAT LOCAL
00:08:18:15 SYSTEMS ARE DOING INCENTIVES AND
00:08:20:23 WE'RE HAVING DISCUSSIONS WHAT
00:08:22:02 THAT LOOKS LIKE FOR US.
00:08:23:21 AND PARTNERING WITH THE
00:08:24:11 DEPARTMENT OF FINANCE AND
00:08:26:04 MANAGEMENT SERVICES AND MY
00:08:28:02 COLLEAGUE AND HIS TEAM AND WHAT
00:08:29:25 THAT LOOKS THAT.
00:08:32:01 AND MS. GRAY'S SCHOOL SUPPORT
00:08:34:21 AND DR. MANN IN ACADEMICS AND
00:08:37:25 WHAT WE CAN DO.
00:08:41:04 AND OTHER THINGS IN SALARY
00:08:42:20 SETTING PROCESS.
00:08:43:16 AS WELL AS WHEN AS FAR AS OTHERS
00:08:45:11 HAVE OFFERS OR COME WITH US WITH
00:08:47:26 A CONTRACT.
00:08:48:21 WE CAN HAVE THAT CONVERSATION
00:08:49:24 AND TALKED ABOUT BEFORE
00:08:51:26 ADDITIONAL FOR CRITICAL NEED
00:08:55:00 AREAS.
00:08:55:29 AND MAKING SURE THAT WE DON'T
00:08:57:19 LOSE CANDIDATES IN THE OFF
00:08:59:15 PROCESS.
00:08:59:29 AND THE QUESTION, THERE ARE SOME
00:09:01:15 THINGS THAT WE CAN DO AND SOME
00:09:03:21 THINGS WHERE HANDS ARE TIED.
00:09:05:16 >> ARE THERE THINGS THAT WE CAN
00:09:06:29 DO HYPOTHETICALLY IN FUTURE
00:09:10:18 YEARS.
00:09:11:04 >> YES, I THINK WE NEED TO MOVE
00:09:12:18 TO INCENTIVES NOT ONLY FOR
00:09:17:02 HIRING BUT RETENTION.
00:09:18:20 I AM HAPPY TO HAVE THOSE
00:09:20:18 CONVERSATIONS AND DISCUSSIONS.
00:09:23:18 WE HAVE A LOT OF IDEAS, I AM
00:09:25:25 SURE THAT MS. TUCKER CAN LOAD
00:09:27:20 YOU DOWN.
00:09:28:11 >> FOR THOSE WHO CANNOT SEE IT
00:09:31:01 MS. TUCKER BACK THERE NODDING
00:09:34:14 VIGOROUSLY.
00:09:34:27 >> AND WE TALKED ABOUT THE
00:09:38:01 TEACHER TOMORROW, INVESTING IN
00:09:40:24 MORE OPPORTUNITIES FOR TEACHER

00:09:43:12 ASSISTANT PROGRAMS AND ASSIST
00:09:45:17 FINANCIALLY FOR MANY OF THEM WHO
00:09:47:11 HAVE TO TAKE ADDITIONAL COURSES.
00:09:49:09 THERE ARE SCHOOL SYSTEMS AROUND
00:09:50:23 THE COUNTRY THAT ARE INVESTING
00:09:52:23 MORE AND PROVIDING FINANCIAL
00:09:55:15 OPPORTUNITIES FOR THE ADDITIONAL
00:09:57:00 CLASSES AND PARTNERING WITH
00:09:59:11 UNIVERSITIES.
00:09:59:21 AND WE HAVE DONE THAT AND A FEW
00:10:02:11 PARTNERSHIPS AND MS. TUCKER YOU
00:10:04:20 CAN ADD AND NOT JUST THE ONES
00:10:06:19 YOU HAVE DONE AND THE FINANCIAL
00:10:08:11 NEED.
00:10:09:01 THERE IS A FINANCIAL COMPONENT
00:10:12:17 AND YOU HAVE CREATED MS. TUCKER
00:10:15:02 FOR LIMITED AND ANY COMPONENT IS
00:10:16:29 A CHALLENGE.
00:10:19:19 YOU WANT TO MENTION THOSE YOU
00:10:21:06 HAVE DONE NEW ALTERNATIVES AND
00:10:24:09 AS A BOARD RECOMMEND HOW WE
00:10:26:11 PROVIDE.
00:10:26:28 AND ALSO WHEN I MET WITH OUR
00:10:28:24 GENERAL ASSEMBLY MEMBERS AND
00:10:31:08 TALKED ABOUT THAT IF YOU RECALL
00:10:32:21 THE LEGISLATIVE PACKAGE, HOW WE
00:10:34:14 NEED THEIR INVESTMENT TO PROVIDE
00:10:37:03 DOLLARS FOR NOT JUST SALARIES
00:10:44:17 AND COMPENSATION AND NEEDS FOR
00:10:46:22 THOSE CERTIFICATES IN CLASSES.
00:10:49:10 >> ABSOLUTELY, I WOULD LOVE TO
00:10:50:09 TALK ABOUT THE TEACHERS FOR
00:10:52:18 TOMORROW PROGRAM AND PIPELINE
00:10:53:26 THAT WE ARE EXCITED ABOUT.
00:10:55:12 AND NOT ONLY EXCITED HOPEFULLY
00:10:58:12 RETAINING STUDENTS WHO ARE IN
00:10:59:15 OUR DIVISION RIGHT NOW AND COME
00:11:01:20 BACK AND BECOME TEACHERS.
00:11:03:06 BUT ALSO THIS HELPS INCREASE THE
00:11:06:10 DIVERSITY IN OUR TEACHERS.
00:11:08:17 RESEARCH DEFINITELY SAYS IF WE
00:11:10:13 CAN CREATE PIPELINES AND BRING
00:11:13:01 STUDENTS BACK TO OUR COUNTY TO
00:11:14:25 BE TEACHERS.
00:11:15:15 IT WILL ALSO CREATE A MORE
00:11:17:14 DIVERSE TEACHER BODY AS WELL.
00:11:20:14 I CAN DEFINITELY ASK FOR MONEY,
00:11:22:23 IF THIS IS THE OPPORTUNITY FOR
00:11:24:07 THAT.
00:11:24:29 THE TWO PIPELINES I WANT TO TALK
00:11:27:28 ABOUT ARE OUR TEACHER ASSISTANT
00:11:31:10 PROGRAM AND SOMETHING WE ARE
00:11:32:06 DOING CALLED A TEACHER
00:11:34:08 AMBASSADOR PROGRAM.

00:11:35:25 OUR STUDENTS IN OUR TEACHERS FOR
00:11:39:20 TOMORROW AND EARLY CHILDHOOD
00:11:42:04 PROGRAM AND OPPORTUNITY AND
00:11:43:12 SIGNING DAY IN MAY, HOPE TO SEE
00:11:45:09 YOU THERE AS WELL.
00:11:46:06 THEY WILL SIGN AN AGREEMENT WITH
00:11:47:25 US TO EITHER COME BACK AS A
00:11:50:11 TEACHER ASSISTANT AFTER THEY
00:11:57:18 GRADUATE AND PASS THE PARA-PRO,
00:12:01:23 AND COME BACK AS A TEACHER
00:12:03:23 ASSISTANT.
00:12:06:24 WE HAVE SOME FUNDING AND WORKING
00:12:09:22 AS TEACHER ASSISTANT IN THE
00:12:12:09 SCHOOL DIVISION AND FINISHING
00:12:14:02 THEIR COURSE WORK AND COMING
00:12:15:29 BACK AS A TEACHER.
00:12:17:11 THE TEACHER AMBASSADOR PROGRAM
00:12:21:05 IS TEACHERS GOING OFF TO
00:12:22:26 COLLEGE, WE WANT TO MAINTAIN A
00:12:26:00 RELATIONSHIP WITH THEM AND OFFER
00:12:28:22 PROFESSIONAL DEVELOPMENT WITH
00:12:29:21 THEM WHILE GONE AND WORKING WITH
00:12:31:11 THE PROFESSIONAL DEVELOPMENT
00:12:32:20 DEPARTMENT.
00:12:33:03 AND COMING BACK TO SERVE IN SOME
00:12:35:06 CAPACITY EITHER AS A SUBSTITUTE
00:12:37:01 OR TEACHER ASSISTANT DURING
00:12:39:04 SUMMER SCHOOL AS WELL AND OF
00:12:40:27 COURSE COMING BACK AND BECOMING
00:12:42:00 A TEACHER.
00:12:42:18 WE ARE GETTING READY TO GO INTO
00:12:45:05 CLASSROOMS AT CAREER CENTER AND
00:12:48:01 TALK ABOUT THESE PROGRAMS.
00:12:50:00 AND THE ONE BIG QUESTION, HOW
00:12:52:12 CAN WE HELP GIVE MORE FINANCIAL
00:12:55:21 SUPPORT TO THE STUDENTS.
00:12:56:23 WE WOULD LOVE TO GIVE A
00:12:59:00 SCHOLARSHIP AS WELL AS INCENTIVE
00:13:03:07 TO COME BACK AND TEACH.
00:13:06:13 >> FANTASTIC TO HEAR AND KNOW
00:13:09:07 IT'S NOT AN INCENTIVE BUT GREAT
00:13:12:18 SWAG AT SIGNING DAY AND
00:13:14:12 BALLOONS.
00:13:15:25 MS. TURNER TO A MORE SERIOUS
00:13:19:07 NOTE OVER TO YOU.
00:13:20:09 >> THANK YOU, LET ME START
00:13:22:13 QUICKLY WITH SOME WORDS FOR MR.
00:13:26:15 HODGE, THIS WAS AN INCREDIBLY
00:13:28:13 HELPFUL PRESENTATION AND REALLY
00:13:30:13 DEMONSTRATES THAT THERE IS
00:13:31:27 EXTRAORDINARY AMOUNT OF WORK
00:13:33:01 THAT YOU AND YOUR TEAM ARE
00:13:34:06 DOING.
00:13:34:26 OBVIOUSLY YOU HAD SIGNIFICANT

00:13:36:11 CHALLENGES THIS YEAR IN REGARD
00:13:38:12 TO EMPLOYEE HEALTH CARE.
00:13:40:24 AND WHILE TON ASSIST IN THAT
00:13:47:10 AREA AND REMARKABLE OF THE RANGE
00:13:49:21 OF ACTIVITIES.
00:13:51:18 AND NOTABLY WITH A TEAM THAT IS
00:13:53:06 SHORT STAFFED.
00:13:54:11 AND I ALSO APPRECIATE THE
00:13:56:03 INDICATION THAT YOU JUST GAVE OF
00:13:58:13 THE COLLABORATIVE WAY THAT YOU
00:14:00:09 WORK WITH YOUR COLLEAGUES ACROSS
00:14:02:09 DEPARTMENTS.
00:14:03:00 WHICH I KNOW CONTRIBUTES TO OUR
00:14:06:04 SUCCESS AND THINKING ABOUT
00:14:08:02 THINGS IN SORT OF HOLISTIC WAYS.
00:14:12:18 I THINK I'M GOING -- I HAVE SOME
00:14:15:04 QUESTIONS ON PROFESSIONAL
00:14:16:23 LEARNING AND QUESTIONS ON
00:14:19:09 RECRUITMENT.
00:14:19:28 I THINK I WILL STICK WITH
00:14:22:08 RECRUITMENT NOW SINCE WHAT WE
00:14:23:17 WERE TALKING ABOUT.
00:14:24:18 AND I WONDER, MR. HODGE IF YOU
00:14:27:20 OR ONE OF YOUR STAFF WOULD
00:14:30:21 EXPLAIN A LITTLE MORE ON SLIDE
00:14:33:15 11.
00:14:34:07 I AM FAMILIAR WITH SOME OF THE
00:14:36:18 ITEMS LISTED UNDER TARGETED
00:14:39:15 RECRUITMENT EFFORTS.
00:14:41:10 NOTABLY I KNOW WHAT INDEED IS
00:14:43:19 AND WHAT LINKEDIN IN AND I DON'T
00:14:47:18 KNOW WHAT OTHER THINGS ARE AND
00:14:49:04 WHAT ADVANTAGE THEY GIVE US.
00:14:51:00 AND I DON'T KNOW IF THEY COST US
00:14:53:00 ANYTHING.
00:14:53:18 SO IF YOU CAN TALK A LITTLE
00:14:55:05 ABOUT THOSE TARGETED RECRUITMENT
00:14:57:18 EFFORTS.
00:14:58:02 >> YES, AND MS. TUCKER WILL TAKE
00:15:00:23 US THROUGH, CAN YOU START WITH
00:15:04:05 HANDSHAKE, OUR MOST COSTLY.
00:15:06:27 >> ABSOLUTELY, HANDSHAKE IS A
00:15:09:27 PLATFORM THAT GIVES US ACCESS
00:15:11:17 PRETTY MUCH TO EVERY COLLEGE
00:15:13:03 STUDENT IN THE COUNTRY.
00:15:14:05 WE ARE ABLE TO PROACTIVELY
00:15:16:25 RECRUIT THROUGH HANDSHAKE.
00:15:19:07 HANDSHAKE STARTED AS, YOU'RE
00:15:22:00 ABLE TO REGISTER FOR COLLEGE
00:15:23:27 FAIRS.
00:15:25:01 AND EVENTS AS WELL.
00:15:26:21 BUT ALSO YOU ARE ABLE TO APPLY
00:15:30:10 FOR JOBS AND POST JOBS AND
00:15:33:00 INTERACT WITH COLLEGE STUDENTS

00:15:34:10 ON MULTIPLE LEVELS THROUGH THE
00:15:37:03 PLATFORM.
00:15:37:14 IT'S AN AMAZING PLATFORM.
00:15:41:18 FOR EXAMPLE WE ARE LOOKING FOR A
00:15:43:11 PHYSICS TEACHER RIGHT NOW.
00:15:44:16 WE ARE ABLE TO GO INTO EVERY
00:15:47:03 COLLEGE IN THE COUNTRY THAT USES
00:15:49:12 HANDSHAKE, PRETTY MUCH EVERY
00:15:50:28 COLLEGE AND SPECIFICALLY LOOK
00:15:52:05 FOR PHYSIC MAJORS GRADUATING IN
00:15:56:16 THE SPRING.
00:15:57:08 AND COMMUNICATE WITH THEM.
00:15:59:08 IT'S A GREAT PLATFORM.
00:16:00:22 IT'S BEEN VERY SUCCESSFUL.
00:16:02:20 WE HAD A LOT OF SUCCESS IN
00:16:05:05 RECRUITMENT THROUGH THAT AS
00:16:07:21 WELL.
00:16:08:08 AND ALSO GEOFENCING, WE USED A
00:16:12:03 MEDIA COMPANY FOR GEOFENCING.
00:16:16:24 I WILL LET DR. BROWN TALK ABOUT
00:16:18:27 THAT.
00:16:20:21 >> GOOD EVENING, GEOFENCING,
00:16:24:01 IT'S A GPS DRIVEN WHERE
00:16:27:20 RECRUITMENT AND ABLE TO WRAP
00:16:29:28 DIGITAL FENCES AROUND LOCATIONS
00:16:32:05 BASED ON GPS LOCATIONS.
00:16:34:04 FOR EXAMPLE, IF WE KNOW AN
00:16:38:08 CENTER OR SPORTS EVENT IS HAVING
00:16:40:13 AN EVENT, AND WE CAN PUT
00:16:42:15 GEOFENCE AROUND THAT LOCATION
00:16:44:00 AND ANYONE THAT ENTERS THE SPACE
00:16:47:08 AND WE HAVE TECHNOLOGY THAT
00:16:48:27 TRACKS THEM ON THEIR MEDIA AND
00:16:53:00 SEE OUR ADVERTISING AND DRIVE
00:16:56:05 THEM TO OUR WEBSITES AND JOBS.
00:16:58:15 THAT'S WHAT GEOFENCING.
00:17:02:08 AND EMISSARY ALLOWS US TO CREATE
00:17:06:17 TEXT CAMPAIGNS AND CULTIVATE
00:17:10:01 CANDIDATES AND DRIVE TO OUR JOBS
00:17:12:10 AND HIRING EVENTS.
00:17:15:16 >> AND HANDSHAKE I ADD WE CAN
00:17:20:20 TAP INTO ALUMNI AS WELL.
00:17:23:00 >> THANK YOU, YOU JUST EXPLAINED
00:17:25:16 SO MUCH TO ME DR. BROWN AND
00:17:28:03 SOCIAL MEDIA AND THE ADS THAT I
00:17:29:24 SEE.
00:17:30:19 I THINK -- MY SECOND QUESTION ON
00:17:33:15 THIS TOPIC IS FOR MR. HODGE,
00:17:37:22 ALTHOUGH AGAIN WHO IS BEST TO
00:17:39:25 ANSWER.
00:17:41:19 I REALLY APPLAUD THE INCREASE IN
00:17:44:09 THE DIVERSITY IN OUR T-SCALE
00:17:46:16 EMPLOYEES AND I WONDER IF YOU
00:17:47:21 CAN SPEAK ABOUT WHAT STRATEGIES

00:17:50:16 YOU INTRODUCED TO INCREASE THAT
00:17:54:07 DIVERSITY.
00:17:54:20 AND WHAT STRATEGIES YOU WOULD
00:17:56:19 LIKE TO CARRY FORWARD OR THAT
00:17:58:27 YOU ARE LOOKING TO INTRODUCE.
00:18:01:20 >> SURE, WE ARE DEFINITELY --
00:18:03:22 THANK YOU TO THE BOARD FOR A
00:18:04:29 BUDGET THAT ALLOWS US TO GO TO
00:18:07:07 MANY COLLEGES AND UNIVERSITIES.
00:18:09:00 SO TO ANSWER YOUR QUESTION HOW
00:18:11:03 WE TARGET OR IMPROVE OUR
00:18:14:00 DIVERSITY.
00:18:14:13 WE GO TO HBCU'S, HISTORICALLY
00:18:18:21 BLACK COLLEGE AND UNIVERSITIES
00:18:19:25 AND COLLEGE AND UNIVERSITIES
00:18:21:08 THAT HAVE A HIGH HISPANIC
00:18:23:15 POPULATION AS WELL.
00:18:24:25 AND MS. TUCKER MENTIONED WHERE
00:18:26:21 WE DO OUR BEST WITH OUR GROW
00:18:28:22 YOUR OWN PROGRAMS.
00:18:30:03 AND THAT ALLOWS US TO TARGET OUR
00:18:32:26 OWN STAFF AND MS. TUCKER IF YOU
00:18:35:23 HAVE ANYTHING TO ADD AND HOW WE
00:18:37:29 INCREASE OF 7% THIS YEAR.
00:18:40:15 AND LAST YEAR WAS MY FIRST YEAR
00:18:42:08 AS YOU ALL KNOW.
00:18:43:21 AND I TOLD THE STAFF, WE'RE
00:18:45:10 GOING EVERYWHERE AND NEXT YEAR
00:18:48:11 SCALE BACK TO KNOW WHERE WE GOT
00:18:50:16 OUR BEST BANG FOR OUR BUCK AND
00:18:53:08 BEST INVESTMENT.
00:18:55:01 THIS IS OUR SECOND YEAR AND
00:18:56:24 STILL GOING MOST OF THE PLACES.
00:18:58:17 >> THANK YOU.
00:19:00:26 >> MR. PRIDDY.
00:19:02:10 >> YEAH, THANK YOU.
00:19:03:28 WELL, IT WOULDN'T BE AN HR
00:19:07:02 MONITORING REPORT IF I DIDN'T
00:19:08:07 TALK ABOUT THE ERP STARS
00:19:11:21 MODERNIZATION.
00:19:12:20 I GUESS THAT'S ON BRAND, I'M
00:19:15:21 HAPPY THAT WE'RE GOING TO HAVE A
00:19:17:11 SYSTEM THAT IS IN THE 2000'S,
00:19:21:24 LET ALONE THE 2020'S.
00:19:23:20 AND EXCITED ABOUT THAT AND GOT
00:19:25:14 OUR UPDATE, I THINK IT WAS
00:19:27:07 DECEMBER.
00:19:27:15 WE KNOW WHAT IS GOING ON THERE.
00:19:29:08 AND IT'S EXCITING TO SEE WHAT WE
00:19:31:22 CAN DO ONCE WE CAPTURE THAT DATA
00:19:34:06 AND USE IT IN DIFFERENT WAYS.
00:19:36:18 AND ACTUALLY HAVE A FUNCTIONING
00:19:38:17 HR DEPARTMENT THAT DOESN'T
00:19:40:13 REQUIRE ON THE PIECES OF PAPER

00:19:41:27 THAT YOU ARE GIVING.
00:19:43:06 LOOKING FORWARD TO THAT.
00:19:44:27 YOU SAID COURAGEOUS
00:19:48:24 CONVERSATIONS ARE HAPPENING.
00:19:49:18 THAT'S GOOD TO KNOW, GOOD TO
00:19:51:07 KNOW WE'RE A CUSTOMER-FOCUSED
00:19:56:26 ORGANIZATION NOW.
00:19:58:13 I MEAN WE STILL, I'LL GET TO
00:20:00:14 THAT IN A SECOND.
00:20:02:09 THE OPEN ENROLLMENT.
00:20:04:14 SO STRAIGHT TO THE PUNCH, HOW
00:20:06:20 MANY CASES ARE STILL OUTSTANDING
00:20:07:22 FOR PEOPLE WHO REQUESTED
00:20:10:03 CONTINUOUS COVERAGE FROM A
00:20:11:18 PREVIOUS CONDITION?
00:20:13:13 DO WE HAVE OUTSTANDING THERE?
00:20:14:20 >> WE DO NOT HAVE THAT
00:20:16:00 INFORMATION, ACTUALLY AS THE
00:20:18:04 EMPLOYER WE ARE NOT PRIVY TO IT.
00:20:20:01 IT'S A REQUEST BETWEEN THE APS
00:20:23:26 EMPLOYEE AND THE VENDOR, WHICH
00:20:25:12 YOU KNOW IS CARE FIRST.
00:20:26:21 WE CAN FOLLOW UP WITH YOU TO SEE
00:20:28:21 IF CARE FIRST WILL GIVE US
00:20:31:17 INSIGHT HOW MANY ARE APPENDING
00:20:34:24 AND APPROVED.
00:20:37:06 APS IS REMOVED FROM THAT
00:20:39:29 PROCESS.
00:20:40:19 >> OKAY, GOTCHA.
00:20:43:02 I GUESS A COMMENT HERE.
00:20:44:12 I'M INTERESTED TO SEE HOW THIS
00:20:46:11 CUSTOMER-SERVICE FOCUS.
00:20:48:18 NOW THAT WE'RE FULLY STAFFED AND
00:20:51:03 WELCOME ABOARD.
00:20:53:18 HOW IT INTERACTS WITH THE HEALTH
00:20:55:12 CARE CHANGE THAT JUST OCCURRED.
00:20:59:13 AND ITS EFFECT NOT ONLY ON THE
00:21:01:21 RETENTION RATE AND VACANCY RATE
00:21:05:11 AS WELL.
00:21:05:22 WHEN WE TALK ABOUT THE 99% AND
00:21:07:23 WHAT THAT REALLY MEANS AND WHAT
00:21:10:09 WE HAVE THIS TIME.
00:21:13:05 AND I GUESS WAIT UNTIL LATE
00:21:16:04 FALL/SUMMER HOW THIS IS TAKING
00:21:20:09 PLACE WITH THE CONVERSATIONS AND
00:21:21:26 CUSTOMER SERVICE AND HOW
00:21:23:22 INTERTWINES WITH OUR EMPLOYEES
00:21:25:25 AND WANTING TO STAY.
00:21:28:06 I DON'T HAVE A QUESTION ABOUT
00:21:29:14 THAT, JUST SAYING THAT'S GOING
00:21:31:05 TO BE THE BIG METRIC IN MY MIND
00:21:34:02 OF HOW WE MEASURE OUR SUCCESS.
00:21:37:02 SO --
00:21:38:25 I THINK THAT'S IT FOR NOW.

00:21:40:20 THANK YOU.
00:21:42:05 >> I'M GONNA PICK UP ON THE
00:21:45:08 CONVERSATION ABOUT OPEN
00:21:46:20 ENROLLMENT AND ABOUT CUSTOMER
00:21:48:07 SERVICE.
00:21:48:19 PICK UP WITH THE TWO
00:21:49:27 OPPORTUNITIES.
00:21:50:07 YOU MENTIONED THAT THERE ARE A
00:21:51:22 COUPLE, YOU ALREADY HAVE LESSONS
00:21:54:01 LEARNED THAT YOU ARE PLANNING
00:21:55:03 PUT IN PLACE FOR NEXT YEAR.
00:21:57:04 I WILL ALSO NOTE FOR COMMUNITY
00:21:59:15 MEMBERS WHO MAY NOT WATCH EVERY
00:22:02:01 SINGLE BOARD MEETING AS
00:22:05:02 RELIGIOUSLY AS THOSE OF US HERE
00:22:07:14 AND IN THE MIDST OF AUDIT OF THE
00:22:10:18 HR PROCESSES AND ALSO EVERY
00:22:13:09 OTHER INTERNAL APS PROCESS THAT
00:22:15:26 TOUCHED OUR OPEN ENROLLMENT THIS
00:22:17:12 YEAR.
00:22:17:27 THAT IS NOT -- THAT IS NOT STILL
00:22:21:12 IN PROCESS, WE WILL HEAR THE
00:22:22:26 REPORT OUT FROM THAT AUDIT AT
00:22:25:17 THE END OF THE SCHOOL YEAR.
00:22:26:25 AND IT'S CERTAINLY A MUCH
00:22:29:29 RIGOROUS AND BROADER SCOPE AUDIT
00:22:31:27 THAN YOU ARE DOING IN YOUR OWN
00:22:33:06 DEPARTMENT.
00:22:33:13 I WOULD LOVE TO HEAR FROM YOUR
00:22:34:23 PERSPECTIVE HAVING GONE THROUGH
00:22:35:27 THIS EXPERIENCE, WHAT ARE YOUR
00:22:37:08 TOP THREE OR FOUR LESSONS
00:22:39:19 LEARNED.
00:22:40:07 AND THINGS THAT ARE GOING TO BE
00:22:42:12 SUBSTANTIVELY DIFFERENT FOR THE
00:22:43:21 FUTURE GO AROUNDS.
00:22:46:05 ACKNOWLEDGING THAT WE MAY NOT BE
00:22:47:10 IN A FULL TRANSITION THE SAME AS
00:22:50:11 THIS PAST YEAR.
00:22:51:09 WHAT IS GOING TO BE EXPERIENCED
00:22:53:07 DIFFERENTLY FROM STAFF MEMBERS
00:22:54:10 GOING FORWARD?
00:22:54:29 >> YEAH, THE FIRST ONE IS
00:22:56:24 PREPARATION.
00:22:57:13 BEING ADEQUATELY PREPARED.
00:22:58:22 TO UNDERSTAND THE SCOPE OF OPEN
00:23:00:17 ENROLLMENT AND ALTHOUGH IN
00:23:02:00 PREVIOUS YEARS AND EVEN PREVIOUS
00:23:04:12 EMPLOYERS.
00:23:04:23 YOU TYPICALLY DON'T EXPERIENCE A
00:23:07:17 TOTAL NEW VENDOR.
00:23:09:09 AND TYPICALLY HEY HERE ARE OUR
00:23:11:10 CHARGES AND OPEN ENROLLMENT AND
00:23:14:12 WHERE WE WILL BE.

00:23:16:12 AND LESSONS LEARNED IS
00:23:17:16 COMMUNICATION AND COMMUNICATING
00:23:18:25 TO WHAT EMPLOYEES WHAT OPEN
00:23:20:20 ENROLLMENT IS AND WHAT THAT
00:23:22:14 MEANS AND THAT EMPLOYEES HAVE AN
00:23:24:14 OPPORTUNITY TO HAVE ONE-ON-ONE
00:23:25:24 CONNECTION WITH OUR STAFF.
00:23:26:25 AS STATED EARLIER WE ARE SHORT
00:23:29:27 STAFFED CURRENTLY, IT'S NOT AN
00:23:31:21 EXCUSE THAT THE WORK DOESN'T
00:23:33:25 MOVE FORWARD THOUGH.
00:23:35:13 AND MAKE SURE THAT WE PLAN.
00:23:36:26 AND ALTHOUGH OUR COUNTY MAY BE
00:23:38:19 SMALL AND MAYBE LOOK AT
00:23:40:22 GEOGRAPHIC LOCATIONS AND
00:23:42:07 INVITING CERTAIN GROUPS TO MAN
00:23:44:18 THE OUTPOUR OF STAFF THAT MAY
00:23:46:27 SHOW UP.
00:23:47:12 THAT'S ONE OF THE THINGS THAT WE
00:23:49:03 EXPERIENCED.
00:23:49:18 OUR VERY FIRST OPEN ENROLLMENT
00:23:52:12 ON THAT OCTOBER 9 DAY, I
00:23:54:15 REMEMBER.
00:23:55:05 WE HAD A NUMBER OF STAFF THAT
00:23:57:15 SHOWED UP THAT MORNING.
00:23:58:21 YOU KNOW AND SO ALTHOUGH THAT
00:24:01:00 WAS ONE THAT WE ADDED AT THE
00:24:02:27 VERY END OF THE PLANNING PERIOD.
00:24:04:26 BUT THEN WE ALSO REALIZED ALL OF
00:24:14:10 OUR STAFF AND NOT ENOUGH FROM
00:24:17:27 CARE FIRST AND MANAGE OPEN
00:24:20:01 ENROLLMENT AND THE DIFFERENT
00:24:21:04 SITES.
00:24:21:20 AND GO TO RETIREES AND NOT IN
00:24:23:22 ORDER, ANOTHER LESSON LEARNED TO
00:24:25:19 MAKE SURE THAT WE HAVE
00:24:27:27 UP-TO-DATE CONTACT INFORMATION
00:24:30:07 FOR RETIREES.
00:24:32:03 AND PARTNERING TO HAVE
00:24:33:08 INFORMATION ON OUR WEBSITE, NOT
00:24:34:21 OUR INTERNET.
00:24:37:27 BECAUSE THEY DO NOT HAVE ACCESS
00:24:39:12 TO OUR INTERNET.
00:24:40:13 MAKE SURE THAT WE HAVE SOMETHING
00:24:42:00 FLASHING ON THE FRONT PAGE AND
00:24:43:15 MAKING SURE THAT IT STAYS THERE
00:24:44:24 AND THEY CAN CLICK AND GO TO A
00:24:46:27 RESOURCE PAGE.
00:24:47:22 KIND OF LIKE HOW OUR STAFF
00:24:50:08 CENTRAL PAGE LOOKS FOR ACTIVE
00:24:52:12 EMPLOYEES AND WHAT DOES THAT
00:24:53:15 LOOK FOR RETIREES.
00:24:56:02 AND NOT ONLY A WEBSITE BUT THAT
00:24:57:26 WE HAVE E-MAIL ADDRESSES.

00:24:59:17 THAT WE HAVE HOME ADDRESSES.
00:25:01:10 MANY OF OUR RETIREES CANNOT COME
00:25:04:16 IN-PERSON TO OPEN ENROLLMENT
00:25:06:14 SESSION BECAUSE THEY ARE NOT IN
00:25:07:19 THE AREA.
00:25:08:05 MAKING SURE THAT WE'RE ABLE TO
00:25:10:08 CONNECT WITH THEM IN MULTIPLE
00:25:12:20 WAYS.
00:25:13:02 THAT WAS A HUGE LESSON LEARNED.
00:25:15:20 OTHER ONES I THINK MAKING SURE
00:25:17:27 THAT WE'RE ACCURATE IN
00:25:20:23 COMMUNICATION.
00:25:21:18 I'LL GO BACK TO THAT, MAKING
00:25:24:04 SURE THAT WE DO OUR DUE
00:25:26:23 DILIGENCE AS A DEPARTMENT AS
00:25:28:06 WELL TO UNDERSTAND THE IMPACT.
00:25:29:19 BECAUSE WE ARE HUMAN RESOURCES
00:25:31:18 AND WE CARE FOR THE EMPLOYEES.
00:25:33:12 WE ARE RESPONSIBLE.
00:25:34:21 THAT'S OUR TASK, WHAT WE ARE
00:25:36:18 HERE TO DO.
00:25:37:20 AND MAKING SURE WHEN WE RECEIVE
00:25:39:19 INFORMATION THAT WE DO OUR DUE
00:25:41:26 DILIGENCE TO MAKE SURE THAT WE
00:25:43:02 UNDERSTAND THE INFORMATION AND
00:25:44:09 ABLE TO COMMUNICATE THAT TIMELY
00:25:46:07 AND ACCURATELY TO OUR EMPLOYEES
00:25:48:21 AND RETIREES.
00:25:51:08 ANOTHER SMALL ONE, YOU KNOW THAT
00:25:52:28 WE LEARNED SOMETHING ABOUT THE
00:25:54:06 MAIL.
00:25:54:19 I DON'T KNOW IF YOU KNOW THAT
00:25:55:21 OUR MAIL GOES THROUGH THE
00:25:57:03 COUNTY.
00:25:57:16 AND SO WE REALIZED THAT BULK
00:26:00:00 MAIL IS SLOWER THAN US HAND
00:26:03:15 STAMPING ENVELOPES IN OUR
00:26:04:26 OFFICE.
00:26:05:10 AND THAT WAS A LESSON LEARNED.
00:26:07:27 WE SENT OUT LETTERS BACK TO BACK
00:26:11:12 AND THE INDIVIDUALS GETTING THE
00:26:13:01 HAND STAMPED LETTERS IN OUR
00:26:15:08 CONFERENCE ROOM BEFORE THEY GOT
00:26:17:24 THE FIRST LETTER.
00:26:19:06 IT WAS JUST CHAOS.
00:26:21:04 THOSE WERE A FEW, BUT THERE ARE
00:26:23:20 MANY AND ON OUR SIDE HOW WE
00:26:25:21 HANDLE CUSTOMER SERVICE IN
00:26:26:29 GENERAL.
00:26:27:13 >> NO, I THINK IT'S A COMFORT TO
00:26:29:16 MANY TO HEAR THESE PRELIMINARY
00:26:31:21 LESSONS LEARNED AND I THINK
00:26:32:29 THERE IS A LOT THERE THAT WE
00:26:34:11 WILL SEE DIFFERENTLY IN THE

00:26:35:20 FUTURE.
00:26:36:06 AND LOOKING AT OTHER FOLKS WHOSE
00:26:38:16 DEPARTMENTS ARE IMPLICATED HERE
00:26:40:09 FROM OFFICE AND SCHOOL COMMUNITY
00:26:44:10 RELATIONS AND COMMUNICATION SIDE
00:26:47:19 AND PROCUREMENT AND EVEN THE
00:26:50:00 CHIEF OF STAFF OFFICE OF
00:26:51:28 SUPPORTING THIS.
00:26:54:03 THERE IS A LOT THAT WE
00:26:55:21 IMPLEMENTED IN TERMS OF CHANGES
00:26:57:15 AND ADJUSTMENTS.
00:26:57:25 WE WILL GET THE FULL REPORT OUT
00:26:59:19 FROM OUR AUDITOR.
00:27:01:03 THAT WILL GIVE US FULL
00:27:02:29 ACCOUNTING OF MANY OF THE
00:27:03:23 MISSTEPS IN THIS PROCESS AND
00:27:06:29 RECOMMENDATIONS WHERE TO MOVE
00:27:08:12 FORWARD.
00:27:08:24 I AM GLAD TO HEAR THAT YOU ALL
00:27:11:09 ARE CONCRETELY THINKING ABOUT
00:27:13:07 THIS ALREADY AND REALLY
00:27:15:24 IMPLEMENTING THE CHANGES NEEDED.
00:27:20:09 AND DO A SECOND ROUND OF
00:27:22:00 QUESTIONS AND START WHERE I
00:27:23:11 BEGAN.
00:27:23:27 >> WELL ALL RIGHT.
00:27:26:25 FIRST A COMMENT AND IT OCCURRED
00:27:29:01 TO ME WHILE MR. PRIDDY WAS
00:27:32:02 TALKING THAT THE ERP FOR STARS
00:27:34:04 WILL ROLL OUT IN JANUARY, 2025.
00:27:36:19 WHEN MR. PRIDDY WILL NO LONGER
00:27:38:24 ON THE BOARD BUT I BELIEVE THAT
00:27:40:11 MR. PRIDDY NEEDS TO COME BACK.
00:27:42:04 WE NEED TO SEE THIS AS THE
00:27:43:29 CHAMPION, YOU NEED TO BE BACK
00:27:45:13 FOR THIS.
00:27:46:02 JUST PUTTING A PLACE HOLDER
00:27:47:21 THERE.
00:27:54:09 THE COMMENT AND PIGGYBACK ON
00:27:56:24 WHAT DR. DURAN SAID AND INVEST
00:27:59:12 IN THE KINDS OF PROGRAMS THAT
00:28:01:08 MS. TUCKER WAS DESCRIBED, REALLY
00:28:03:22 EXCITING.
00:28:04:02 GROW YOUR OWN.
00:28:04:26 AND THE NEW PARTNERSHIP AT THE
00:28:06:21 CAREER CENTER.
00:28:07:10 WE NEED TO AS A DIVISION BE
00:28:10:12 THINKING LONG TERM ABOUT OUR
00:28:14:05 WORKFORCE AND HOW WE DEVELOP A
00:28:16:10 PIPELINE OF FOLKS.
00:28:17:18 THE COMMENT PIECE OF THIS IS
00:28:19:24 THAT WE CAN'T DO THIS BY
00:28:22:18 OURSELVES.
00:28:23:04 AND WE NEED THE STATE.

00:28:24:15 AND SO IT'S AN ADVOCACY ASK FOR
00:28:30:11 FOLKS OUT THERE TO REALLY, TO
00:28:32:16 REALLY SPEAK TO YOUR ELECTED
00:28:38:22 OFFICIALS AT THE STATE LEVEL
00:28:41:11 ABOUT CREATING FUNDING FOR THE
00:28:43:01 TEACHER PIPELINE.
00:28:43:27 A LONG TIME AGO WHEN I WAS
00:28:45:23 BECOMING A TEACHER AT VIRGINIA
00:28:47:14 AND WENT TO A PUBLIC UNIVERSITY.
00:28:49:09 AND AT THE TIME OUR STATE HAD A
00:28:51:06 PROGRAM WHO FULLY PAID TUITION
00:28:54:04 THAT WENT TO A VIRGINIA PUBLIC
00:28:56:03 SCHOOL AND TAUGHT IN A VIRGINIA
00:29:00:03 DIVISION AFTER GRADUATION.
00:29:01:28 THAT WAS A MIRACULOUS THING FOR
00:29:04:21 MANY STUDENTS THAT WOULDN'T HAVE
00:29:08:22 BEEN ABLE TO GIVE TO COLLEGE.
00:29:10:27 THAT PROGRAM NO LONGER EXISTS
00:29:12:24 BUT OTHER STATES HAVE SOMETHING
00:29:15:07 EQUIVALENT.
00:29:15:24 WE DO NOT.
00:29:16:18 IT'S JUST A COMMENT THAT WE NEED
00:29:18:09 THAT KIND OF SUPPORT AT THE
00:29:19:29 STATE LEVEL TO HELP US WITH OUR
00:29:21:24 OWN GROW YOUR OWN, WITH OUR OWN
00:29:24:20 EFFORT.
00:29:28:16 I HAVE TWO RETENTION RELATED
00:29:31:02 QUESTIONS.
00:29:31:13 ONE OF THEM I HAD SENT IN A
00:29:33:23 QUESTION IN THE FRIDAY LETTER, A
00:29:35:25 WEEK OR TWO AGO ABOUT
00:29:39:02 PROVISIONAL LICENSURE.
00:29:41:08 THAT MEANS THAT YOU DIDN'T GO
00:29:42:25 THROUGH THE FULL FORMAL TEACHER
00:29:45:23 PREPARATION PROGRAM.
00:29:46:09 YOU HAVE BEEN HIRED TO BE A
00:29:47:17 TEACHER AND THERE IS A PERIOD OF
00:29:49:05 COUPLE OF YEARS WHERE YOU HAVE
00:29:50:23 SORT OF GRACE PERIOD TO ACHIEVE
00:29:53:15 CERTIFICATION REQUIREMENTS.
00:29:54:23 MY QUESTION IS, IS THERE
00:29:59:11 ANYTHING SPECIAL THAT WE'RE
00:30:00:24 DOING ABOVE AND BEYOND OUR
00:30:05:07 MENTORSHIP THAT WE PROVIDE TO
00:30:06:09 ALL NEW STAFF.
00:30:07:14 ANYTHING MORE THAT OUR
00:30:09:17 PROVISIONALLY LICENSED TEACHERS
00:30:12:00 THAT THEY NEED ABOVE AND BEYOND
00:30:15:28 MENTORSHIP AND SOMETHING THAT WE
00:30:17:07 NEED TO THINK ABOUT GOING
00:30:18:16 FORWARD?
00:30:18:25 >> YES, IT'S A CURRENT TOPIC AND
00:30:26:01 EXCITING THINGS AND ASK MS.
00:30:30:03 TUCKER TO TAG TEAM THIS

00:30:32:03 RESPONSE.
00:30:33:02 MS. TUCKER.
00:30:34:14 >> SURE, I ACTUALLY WAS A
00:30:37:19 PROVISIONALLY LICENSED TEACHER A
00:30:39:01 LONG TIME AGO STARTING OUT AND
00:30:44:11 AWARE OF THE NEEDS AND HIRING
00:30:46:27 MORE, MORE THAN EVERY ACROSS THE
00:30:50:07 STATE.
00:30:50:20 NOT JUST OUR DIVISION.
00:30:53:19 AND PARTNERING WITH THE
00:30:54:15 PROFESSIONAL LEARNING TEAM AND
00:30:55:15 HAVING A CONVERSATION, I MET
00:30:57:01 WITH A GROUP OF SPECIAL
00:30:59:04 EDUCATION COORDINATORS THE OTHER
00:31:00:19 DAY WITH MEMBERS OF THE
00:31:02:24 PROFESSIONAL LEARNING TEAM.
00:31:04:03 AND LOOKING AT HOW TO PROVIDE
00:31:06:14 NEW TEACHER SUPPORT GROUPS
00:31:08:02 THROUGHOUT YEAR.
00:31:08:18 WE KNOW THAT NEW TEACHERS CAN'T
00:31:11:24 GET JUST SUPPORT, AND NEED THAT
00:31:15:27 CONTINUED SUPPORT THROUGHOUT THE
00:31:17:01 YEAR.
00:31:17:26 AND WORKING WITH DIFFERENT TEAMS
00:31:19:09 AND HOPEFULLY WORKING MORE WITH
00:31:20:28 THE ACADEMIC TEAM AS WELL AND
00:31:23:22 COME UP WITH DIFFERENT SUPPORTS
00:31:26:16 AND LET CORY INTO DETAIL OF MORE
00:31:29:04 SUPPORTS THEY DISCOVERED THEY
00:31:30:11 NEED.
00:31:31:06 >> YEAH WHAT WE FIND WITH A LOT
00:31:32:26 OF NEW TEACHERS AND ESPECIALLY
00:31:35:00 WITH PROVISIONALLY LICENSED
00:31:38:08 TEACHERS.
00:31:38:18 THE SUPPORT THEY ARE LOOKING FOR
00:31:40:02 IS SUPPORT IN CLASSROOM
00:31:42:08 MANAGEMENT AND LESSON PLANNING
00:31:44:19 AND DELIVERING.
00:31:45:03 AND IF WE TACKLE THOSE THREE
00:31:46:23 AREAS WE FIND THEY ARE ABLE TO
00:31:49:11 -- THEY ARE ABLE TO BE MORE
00:31:51:20 SUCCESSFUL AS THEY MOVE THROUGH
00:31:53:05 THEIR FIRST YEARS.
00:31:54:21 THAT'S PART OF WHAT WE ARE DOING
00:31:56:14 AND THAT WHAT WE GENERALLY KNOW
00:31:58:23 IS WHAT WE SPECIFICALLY KNOW.
00:32:01:00 WORKING THROUGH THESE DIFFERENT
00:32:02:11 GROUPS AND UNDERSTANDING THE
00:32:03:10 NEEDS BEFORE WE START REALLY
00:32:05:09 ROLLING OUT BIG PL PROGRAMS IS A
00:32:13:01 BIG PART OF WHAT WE'RE DOING
00:32:14:15 NOW.
00:32:14:29 >> GREAT, THANK YOU.
00:32:16:03 MY ONE OTHER QUESTION.

00:32:18:05 RETENTION.
00:32:18:16 WE TALKED ABOUT IT BEFORE AND
00:32:20:24 THERE IS VALUABLE DATA FROM EXIT
00:32:24:22 SURVEYS AS PEOPLE LEAVE OUR
00:32:26:14 DIVISION.
00:32:26:27 THEY LEAVE ALL SCHOOL DIVISIONS
00:32:28:23 FOR A VARIETY OF REASONS.
00:32:30:08 MY QUESTION IS, IF YOU CAN
00:32:32:10 REMIND US HOW EXIT SURVEYS ARE
00:32:39:01 ADVERTISED AND CONDUCTED AND THE
00:32:40:08 RESPONSE RATE, OF THE NUMBER
00:32:43:10 LEAVING HOW MANY ARE TAKING EXIT
00:32:47:00 SURVEYS.
00:32:47:18 AND ARE THERE ANY TRENDS OR
00:32:50:07 LEARNINGS THAT YOU SEE WHEN YOU
00:32:51:13 LOOK AT THAT INFORMATION THAT WE
00:32:55:04 NEED TO PAY ATTENTION TO.
00:32:57:24 >> YES, THANK YOU.
00:32:58:14 THE EXIT SURVEYS THE WAY THAT
00:33:00:07 THE PROCESS WORKS AND WHEN
00:33:02:00 EMPLOYEES SUBMIT THE
00:33:03:15 NOTIFICATION OF SEPARATION AND
00:33:04:20 THE TEAM ACKNOWLEDGES THAT
00:33:07:00 SEPARATION.
00:33:07:13 WITH THAT RESPONSE THEY GET A
00:33:10:14 BOATLOAD OF INFORMATION BUT MOST
00:33:12:15 TALKS ABOUT EXIT PROCESS, AND
00:33:15:00 ALSO INVITES THEM TO PARTICIPATE
00:33:17:07 IN AN EXIT SURVEY.
00:33:19:12 IT IS OPTIONAL.
00:33:20:24 AND SO OUR TALENT ACQUISITION
00:33:24:24 COORDINATORS WHICH WE HAVE
00:33:26:13 THREE,ARE RESPONSIBLE FOR
00:33:29:21 CONTACTING AND SCHEDULING AND
00:33:30:20 SPEAKING WITH THE EMPLOYEES, IN
00:33:33:20 FULL TRANSPARENCY WE DON'T GET A
00:33:35:18 LOT OF PEOPLE THAT TAKE US UP ON
00:33:37:26 OUR INVITATION.
00:33:39:10 WE DO NOT HAVE A LOT OF EXIT
00:33:41:18 SURVEY DATA.
00:33:42:13 WE DO HAVE, OF COURSE WE KNOW
00:33:46:12 WHY PEOPLE LEAVE AND HAVE TO
00:33:48:12 INDICATE ON SEPARATION FORM.
00:33:51:02 AND FOR THE T-SCALE AND IT'S THE
00:33:53:06 SAME, TOP ONE IS RESIGNATION AND
00:33:58:03 PERSONAL REASON AND HOW TO DRILL
00:34:00:04 DOWN ON PERSONAL REASON.
00:34:02:12 IT'S VERY GENERAL.
00:34:04:04 AND THAT'S OUR TOP REASON WHY
00:34:05:28 PEOPLE LEAVE.
00:34:06:27 IT'S FOLLOWED BY RETIREMENT AND
00:34:09:23 RELOCATION.
00:34:10:10 OF COURSE RETIREMENT IS NOT
00:34:12:14 SOMETHING NEGATIVE.

00:34:13:21 IT'S ACTUALLY POSITIVE.
00:34:15:06 BUT RELOCATION IS OUR OTHER ONE
00:34:18:01 THAT IS BIG.
00:34:19:02 WE DO HAVE THAT, WE TRY TO
00:34:21:06 MONITOR THE TRENDS AND THEMES
00:34:22:21 THAT WE SEE.
00:34:23:25 PARTICULARLY IF SOMEONE WRITES
00:34:25:09 SOMETHING PARTICULARLY IN THEIR
00:34:27:01 LETTER OR THEY HAVE SOMETHING
00:34:29:29 INDICATED ON THE SEPARATION
00:34:31:09 FORM.
00:34:31:21 IF YOU DON'T KNOW, I ACTUALLY
00:34:33:09 REVIEW ALL OF THEM AND AS THEY
00:34:34:22 COME AND I PREPARE FOR OUR
00:34:36:19 MEETINGS THAT WE HAVE.
00:34:37:21 AND SO JUST KIND OF BEING
00:34:39:24 MINDFUL OF THE DIFFERENT TRENDS
00:34:41:09 AND THINGS WE ARE SEEING AND THE
00:34:42:27 COMMON THEMES.
00:34:43:26 IT'S AN OPPORTUNITY TO REALLY
00:34:46:15 ENCOURAGE STAFF AS WE MOVE
00:34:48:20 FORWARD AND HOW INVALUABLE THE
00:34:50:13 EXIT SURVEY IS FOR US AND YOU.
00:34:52:06 AND THE EMPLOYEE AS WELL.
00:34:53:12 THAT'S WORK I WILL BE ASKING OUR
00:34:55:15 TAM TEAM TO DO.
00:34:56:18 AS WE ARE MOVING FORWARD.
00:34:58:12 >> YEAH AND I DON'T KNOW, THANK
00:35:00:14 YOU FOR THAT ANSWER, I DON'T
00:35:02:09 KNOW WHETHER IT'S IN THE EXIT
00:35:04:23 SURVEY OR EVEN PART OF WHEN THEY
00:35:07:06 HAVE TO SIGNAL THEIR REASON FOR
00:35:09:02 LEAVING.
00:35:09:13 RIGHT, PERSONAL REASON,
00:35:12:17 RELOCATION, THOSE KINDS OF
00:35:15:02 THINGS.
00:35:15:18 AND I DON'T KNOW IF THERE IS AN
00:35:16:23 OPPORTUNITY TO MAKE THOSE MORE
00:35:18:20 PRECISE AT THAT STAGE, VERSUS IN
00:35:20:26 THE EXIT SURVEY.
00:35:22:18 FOR EXAMPLE, FOR PERSONAL REASON
00:35:24:14 WE GET MORE DETAIL.
00:35:25:27 OR IF SOMEONE LEAVES FOR ANOTHER
00:35:28:09 VIRGINIA DISTRICT WE UNDERSTAND
00:35:30:15 WHY.
00:35:34:17 WAS IT PAY.
00:35:35:27 COMMUTE.
00:35:36:09 TO GET MORE PRECISION.
00:35:39:18 I DON'T KNOW IF THAT'S AT THE
00:35:42:21 EXIT SURVEY BUT AT THE TIME TO
00:35:46:24 INDICATE YOU ARE LEAVING.
00:35:47:26 THAT DATA AND INCREASINGLY AS
00:35:49:25 THE PIPELINE AS TEACHERS SHRINK,
00:35:52:05 THAT DATA IS GOLD I FEEL FOR ALL

00:35:54:20 OF US TO UNDERSTAND WHAT IS
00:35:56:00 DRIVING.
00:35:56:10 >> I WOULD SAY A COMMENT TO
00:35:57:20 THAT, I THINK SOMETHING THAT WE
00:35:59:00 CAN TAKE AWAY FROM THIS.
00:36:00:25 WE CAN SIMPLY LOOK AT OUR, AND
00:36:03:22 TALKING TO TAM DIRECTORS BUT
00:36:05:24 LOOK AT OUR SEPARATION FORM.
00:36:07:08 BECAUSE THE MAJORITY OF OUR
00:36:09:00 STAFF DO NOT SUBMIT A
00:36:11:01 RESIGNATION LETTER.
00:36:12:13 THEY SUBMIT THE ACTUAL FORM.
00:36:14:02 IT'S JUST A MATTER OF REDOING
00:36:16:05 THAT FORM AND THEN DRILLING,
00:36:19:01 EVEN THOUGH OUR SYSTEM, SHOULD
00:36:20:13 BE ABLE TO BUT MAY NOT BE ABLE
00:36:22:22 TO DRILL DOWN.
00:36:23:18 WE CAN DRILL DOWN ON THE FORM
00:36:25:14 AND FIGURE WHAT THAT LOOKS LIKE.
00:36:28:05 I THINK THAT'S AN EASY TAKE AWAY
00:36:30:21 AND LOOK AT THE FORM AND THE
00:36:32:10 DIFFERENT OPTIONS CURRENTLY.
00:36:33:28 >> THAT WOULD BE GREAT, OKAY
00:36:35:07 THANK YOU.
00:36:36:09 >> ON RETENTION RATES WHICH MR.
00:36:39:05 PRIDDY SORT OF MENTIONED WE WILL
00:36:41:11 BE LOOKING AT I GUESS THIS TIME
00:36:44:24 NEXT YEAR.
00:36:45:22 DO YOU HAVE A SENSE OF
00:36:47:08 COMPARISON TO OTHER NEIGHBORING
00:36:49:15 JURISDICTIONS?
00:36:52:03 AND ALSO BEFORE COVID, AFTER
00:36:54:10 COVID WHEN WE MIGHT EXPECT A
00:36:57:05 DOWNWARD TREND OR OTHER SCHOOL
00:36:59:06 DIVISIONS START TO SEE THAT.
00:37:01:28 AND IN SOME WAYS TEACHERS HAVE
00:37:06:00 STAYED STEADY AND GREAT GAINS
00:37:08:10 WITH OTHER PAY SCALES THAT
00:37:11:20 ITSELF IS A SUCCESS STORY BUT TO
00:37:15:04 SEE MORE RETENTION RISE OVER THE
00:37:17:15 YEARS WHEN DO YOU EXPECT THAT TO
00:37:20:01 HAPPEN AND WHAT OTHER
00:37:22:04 NEIGHBORING JURISDICTIONS ARE
00:37:23:13 SEEING?
00:37:23:23 YEE DON'T KNOW WHAT OTHER
00:37:25:21 JURISDICTIONS AND RETENTION.
00:37:27:18 AND FROM A STATE PERSPECTIVE WE
00:37:29:03 ARE ABOVE THAT.
00:37:29:26 I WANT TO SAY 82.6 MS. TUCKER --
00:37:35:17 OKAY.
00:37:35:26 WE ARE WELL ABOVE THAT BUT
00:37:38:09 HOWEVER IT'S SOMETHING THAT WE
00:37:40:21 CLOSELY MONITOR.
00:37:42:12 AND WHEN I PRESENTED IN '22, I

00:37:44:15 MENTIONED TO DO IT QUARTERLY.
00:37:46:13 AND WE ALSO MONITOR BY SCALE AS
00:37:48:21 WELL TOO.
00:37:49:21 AND ACTUALLY DR. BROWN LEADS
00:37:51:18 THAT EFFORT WITH RETENTION AND
00:37:59:12 WE DON'T KNOW WHAT THE FUTURE
00:38:01:00 MAY HOLD BUT MONITOR REGULARLY.
00:38:04:02 >> DO WE HAVE A PEER GROUP FOR
00:38:06:10 EXAMPLE, AND SUBURBAN SCHOOL
00:38:12:07 DISTRICT AND X NUMBER OF TITLE
00:38:15:04 SCHOOLS AND LEARNERS AND MAKES
00:38:18:07 FOR DIFFERENT OUTCOMES IN
00:38:21:03 RETENTION RATES THERE SEEMS
00:38:23:12 THERE IS TRENDS AND A PEER GROUP
00:38:27:06 TO COMPARE TO.
00:38:28:17 >> THANK YOU FOR THAT FEEDBACK
00:38:30:01 AND DEFINITELY LOOK INTO WITH
00:38:32:00 THE TEAM AND GET THAT STARTED
00:38:33:24 AND GET MORE DATA DRILLED DOWN
00:38:35:28 ON THAT AS IT RELATES TO
00:38:38:02 DIFFERENT GROUPS.
00:38:38:27 >> I HAVE ONE MORE, IN THE
00:38:42:00 APPENDIX I DID LOOK AT THE
00:38:46:07 APPENDIX AND I TEND TO AGREE
00:38:47:14 WITH THE FEEDBACK THAT YOUR
00:38:49:15 VOICE MATTER SURVEY IS NOT
00:38:52:07 SUFFICIENT AND EVERY TWO YEARS.
00:38:54:02 THE DATA IS NOW TWO YEARS STALE.
00:38:57:08 AND THERE WERE AREAS THAT WERE
00:38:58:19 NOTABLY UNFAVORABLE, FOR EXAMPLE
00:39:01:24 BUS DRIVERS AND TO SOME EXTENT
00:39:05:25 T-SCALE AND WE HAVE SEEN BUS
00:39:08:06 DRIVERS SHOW UP AT SCHOOL BOARD
00:39:10:10 MEETINGS AND SPEAK ABOUT VARIOUS
00:39:12:19 CONCERNS OVER A LONG PERIOD OF
00:39:14:09 TIME.
00:39:14:22 COULD YOU SPEAK ABOUT ANYTHING
00:39:17:15 DONE IN PARTICULAR TO ADDRESS
00:39:19:19 GROUPS WHERE THE UNFAVORABLE
00:39:21:23 RESPONSE RATE IS SUBSTANTIAL
00:39:24:09 HIGHER THAN AVERAGE?
00:39:26:20 >> YEAH.
00:39:28:27 WE TALKED IN THE MONITORING
00:39:32:25 REPORT AND TO HAVE A VOICE.
00:39:34:06 AND YOU MENTIONED BUS DRIVERS
00:39:36:19 AND OUR CLASSIFY LEARNING
00:39:40:24 SPECIALIST IS OUT IN DEPARTMENTS
00:39:42:29 AND WILL CONTINUE TO BE OUT IN
00:39:45:18 DEPARTMENTS.
00:39:46:02 I THINK WE CAN GET QUALITATIVE
00:39:48:15 DATA FROM THERE.
00:39:49:12 AND NOT ONLY LOOK AT FRONT-LINE
00:39:52:12 DATA BUT OTHER SURVEYS TO
00:39:54:20 IMPLEMENT TO GET EMPLOYEE'S

00:39:56:22 VOICE AND MAKE SURE THEY KNOW
00:39:58:01 THEY HAVE A VOICE.
00:39:59:03 LIKE I MENTIONED IN OUR
00:40:01:01 MONITORING REPORT EARLIER TODAY,
00:40:03:07 WE HAVE A PROFESSIONAL LEARNING
00:40:05:04 ADVISORY COUNCIL.
00:40:05:26 THAT'S ANOTHER WAY TO GET A
00:40:10:04 PULSE AND CHECK OUR TEMPERATURE
00:40:11:24 TO SEE WHERE WE ARE.
00:40:13:06 BECAUSE THE YVM IS ONLY TWO
00:40:16:08 YEARS AND ALONG WITH THE ACTION
00:40:18:04 PLAN AND FRONT-LINE DATA AND
00:40:20:15 DIFFERENT COUNCILS AND MAY HAVE
00:40:22:15 MORE THAN ONE.
00:40:23:16 AND ALSO BEING OUT IN THOSE
00:40:24:29 DEPARTMENTS AND HAVING THOSE
00:40:26:16 ROUNDTABLES AS WE DID WITH THE
00:40:28:03 A-SCALE STAFF.
00:40:32:03 >> OKAY.
00:40:34:12 MS. ZECHER SUTTON.
00:40:36:18 >> THANK YOU, YES, I JUST HAVE
00:40:40:02 ONE QUESTION AND IN THE AREA OF
00:40:42:09 PROFESSIONAL LEARNING.
00:40:45:07 AND THIS IS THE TOPIC THAT I
00:40:47:18 TALKED WITH MR. KIPULSEKY BEFORE
00:40:52:18 AND RAISE IT AGAIN.
00:40:53:23 AND IT GOES TO THE QUESTION OF
00:40:54:27 HOW WE MEASURE THE IMPACT OF
00:40:56:28 PROFESSIONAL LEARNING PROGRAMS.
00:40:58:23 AT THE MOMENT IT SEEMS LIKE THE
00:41:01:20 PRIMARY THING WE HAVE IS
00:41:04:12 SELF-REPORTS.
00:41:05:18 ABOUT IT.
00:41:06:27 ABOUT THE PROGRAMS THAT PEOPLE
00:41:08:22 ATTEND AND THE IMPACT THAT THEY
00:41:10:20 SAY THAT IT HAS.
00:41:12:01 AND I'M JUST WONDERING IF YOU
00:41:13:15 CAN TALK A LITTLE ABOUT WHERE
00:41:15:15 YOU SEE THINGS HEADED EITHER
00:41:17:18 JUST IN THE FIELD MORE BROADLY
00:41:19:25 OR THE WORK THAT YOU ARE DOING.
00:41:21:19 AROUND POSSIBLY IDENTIFYING
00:41:25:25 ADDITIONAL WAYS TO MEASURE THE
00:41:27:03 IMPACT OF PROGRAMS.
00:41:29:04 ESPECIALLY THE ONES THAT WE'RE
00:41:31:16 INVESTING MONEY IN.
00:41:33:25 >> YEAH, THANK YOU FOR THE
00:41:35:01 QUESTION AND THIS IS A VERY
00:41:37:01 DIFFICULT ISSUE IN PROFESSIONAL
00:41:39:16 LEARNING FROM -- IN ALMOST ANY
00:41:44:03 FIELD.
00:41:45:12 BECAUSE THE MEASUREMENT OF
00:41:46:28 PROFESSIONAL LEARNING IS
00:41:48:02 GENERALLY DONE AFTER THE

00:41:49:10 INDIVIDUAL SESSION IS OVER.
00:41:50:12 AND WHAT WE FIND WITH
00:41:52:23 EDUCATIONAL PROFESSIONAL
00:41:53:18 LEARNING PULLING OUT THE
00:41:54:25 DIFFERENT THINGS THAT HAPPENED
00:41:55:25 AND TYING THAT TO ANY IMPACT IS
00:41:59:24 INCREASINGLY DIFFICULT.
00:42:00:21 I THINK THE QUESTION YOU WANT TO
00:42:02:08 LOOK AT, WHAT I LOOK AT THIS IS
00:42:04:18 WHAT IS THE DESIGN OF THAT
00:42:06:13 PROFESSIONAL LEARNING?
00:42:07:12 WHEN I THINK OF THE MOST
00:42:09:03 POWERFUL PROFESSIONAL LEARNING
00:42:11:05 OPPORTUNITIES WE HAVE IS
00:42:12:13 NATIONAL BOARD CERTIFICATION.
00:42:14:08 IT'S A MULTIYEAR PROCESS THAT
00:42:17:27 INVOLVES DEEP REFLECTION ON
00:42:19:03 EVERY PART OF YOUR PRACTICE.
00:42:20:25 AND THAT REALLY ALIGNS WITH OUR
00:42:22:13 PROFESSIONAL LEARNING DEFINITION
00:42:24:03 THAT PROFESSIONAL LEARNING LEADS
00:42:26:02 TO KNOWLEDGE AND BEHAVIOR AND
00:42:28:07 MIND-SET CHANGE IMPROVING THAT
00:42:33:03 PROFESSIONAL'S PRACTICE.
00:42:39:21 ANALYZING THAT IS DIFFICULT.
00:42:40:24 AND FOR PROGRAMS THAT HAVE
00:42:43:09 FOLLOW UP AND FEEDBACK.
00:42:44:20 THE INCLUSION OF COLLABORATION
00:42:46:09 AND COACHING AND FEEDBACK AND
00:42:48:09 FOLLOW UP WITH SUPPORT FROM AN
00:42:50:06 EVALUATOR IS HOW WE LOOK AT THE
00:42:51:17 IMPACT.
00:42:52:22 AND ULTIMATELY CHANGING THAT
00:42:53:18 PRACTICE, LOOKING AT HOW THE
00:42:55:05 PRACTICE HAS CHANGED.
00:42:56:08 IS HOW YOU ARE GOING TO SEE THE
00:42:59:09 IMPACT MADE MORE CLEAR.
00:43:02:23 PART OF THE WAYS TO DO THAT IS
00:43:05:04 DATA COLLECTION, PUT NOT ONLY
00:43:09:01 COACHING REFLECTIONS ON WHO THEY
00:43:11:18 WORKED WITH AND WHAT THEY HAVE
00:43:13:13 DONE WITH THOSE TEACHERS AND
00:43:14:15 STAFF.
00:43:14:29 AND WALK THROUGHS AND THE
00:43:16:06 EVIDENCE OF CHANGE THIS PRACTICE
00:43:17:26 WITH PEOPLES ACROSS DIFFERENT
00:43:21:07 SCHOOLS AND WALK THROUGHS.
00:43:22:19 IT'S VERY TRICKY AND DIFFICULT
00:43:24:23 AND AN IMPORTANT PART OF THOSE
00:43:26:27 BEGINNING STEPS IS DESIGN OF
00:43:35:26 PROGRAM WHEN STARTS AND ENDS AND
00:43:38:01 IDENTIFY THE KEY GOALS AND
00:43:39:20 METRICS WITHIN THAT PROCESS.
00:43:41:00 >> THANK YOU, THAT'S THE LAST OF

00:43:42:14 MY QUESTIONS.
00:43:46:05 >> GREAT, I HAVE ONE LAST --
00:43:49:25 THAT'S NO QUESTION.
00:43:51:23 MORE OF A COMMENT.
00:43:52:24 ON THE METRICS FOR MEASUREMENT A
00:43:56:03 TOPIC THAT HAS COME UP A
00:43:58:11 DIFFERENT TIMES AND A COUPLE IN
00:44:00:21 PARTICULAR AND LOOKING AT THE
00:44:02:15 SUPERINTENDENT THESE ARE THINGS
00:44:03:28 THEY THINK ARE BENEFICIAL FOR
00:44:06:09 US.
00:44:06:21 AND AS ONE BOARD MEMBER WANT TO
00:44:09:01 EMPHASIZE A COUPLE OF THOUGHTS
00:44:10:15 HERE.
00:44:10:24 AND I WOULD LOVE TO SEE US
00:44:12:18 REPORT ON EMPLOYEE SCORES AND
00:44:15:18 APS AS EMPLOYER AND ALSO FOR OUR
00:44:18:09 PROFESSIONAL LEARNING.
00:44:19:03 THERE IS TONS OF RESEARCH ON
00:44:21:20 VALUE OF NET PROMOTERS SCORES.
00:44:23:28 AS A RELIABLE METRIC AND
00:44:26:01 CONSISTENT METRIC, A METRIC THAT
00:44:29:27 IS EASY TO COLLECT.
00:44:30:28 IT'S JUST ONE QUESTION.
00:44:32:06 AND YOU CAN GET IT QUICKLY AND
00:44:34:03 INSIGHT FROM IT AND EASY TO
00:44:36:04 DISAGGREGATE.
00:44:37:06 THAT WOULD BE INCREDIBLY USEFUL
00:44:39:17 TO TRACK OVER TIME HOW EMPLOYEES
00:44:43:24 RATE APS AS A PLACE TO WORK FOR
00:44:48:07 FRIEND OR COLLEAGUE.
00:44:49:04 AND I WOULD LOVE TO IN ADDITION
00:44:51:11 TO GET THAT DATA THAT IS
00:44:54:26 CONSISTENTLY VALUABLE ACROSS
00:44:58:05 DIFFERENT QUESTIONS OR SUBGROUPS
00:45:01:07 QUESTIONS.
00:45:01:27 AND LOVE TO GET MORE PULSING
00:45:04:20 REMINDERS AND PULSING PIECES OF
00:45:07:02 DATA.
00:45:07:24 FOR EXAMPLE, A TINY PULSE THAT
00:45:09:21 IS A SURVEY PLATFORM.
00:45:11:24 THAT SOME EMPLOYERS USE AND
00:45:14:27 ADMINISTER BRIEF SURVEYS ON A
00:45:17:10 REGULAR BASIS.
00:45:18:02 THE SAMPLE SIZE LIKE WHEN YOU DO
00:45:20:09 THAT ON A REGULAR BASIS AND YOU
00:45:22:09 DON'T NEED A BIG SAMPLE SIZE TO
00:45:25:10 GET RELIABLE DATA AND YOU ARE
00:45:28:06 GETTING QUICK TOUCH POINTS AND
00:45:30:16 PIECES AND DON'T NEED TO SAMPLE
00:45:32:11 THE ENTIRE POPULATION TO GET
00:45:34:02 SOMETHING USEFUL.
00:45:35:04 AS WE ARE THINKING WITH THESE
00:45:37:02 METRICS AND CONSIDER WHAT THAT

00:45:38:27 MIGHT LOOK LIKE.
00:45:39:22 IT WOULD BE A DIFFERENT WAY OF
00:45:43:03 COLLECTING DATA.
00:45:45:08 AND I ALSO WILL BE JOINING MR.
00:45:47:27 PRIDY WHEN WE COME BACK FOR DAY
00:45:50:06 1 LAUNCH OF PRP, THAT WE'RE
00:45:53:28 TALKING ABOUT FOUR YEARS AT THAT
00:45:55:20 POINT.
00:45:56:24 AND REALLY ADVANTAGEOUS IN TERMS
00:45:58:20 OF DATA COLLECTION TO MOVE FROM
00:46:00:21 A SYSTEM WHERE WE HAVE FOLKS
00:46:02:13 THAT LITERALLY SPEND THEIR
00:46:04:09 ENTIRE DAYS TYPING UP PAPER
00:46:06:29 FORMS.
00:46:08:00 AND INSTEAD BE ABLE TO SEND THE
00:46:10:12 MACHINES TO DO THE MACHINE'S
00:46:12:01 JOBS AND HAVE HUMANS DO HUMAN'S
00:46:15:08 JOBS.
00:46:15:19 AND I THINK IT WILL BE
00:46:17:06 INCREDIBLE AND EMPOWERING FOR
00:46:18:20 EVERYBODY ON THE TEAM TO FOCUS
00:46:20:20 ON THE THINGS THAT WE ARE BEST
00:46:22:26 POSITIONED TO DO.
00:46:23:27 AND AGAIN LESS OF A QUESTION,
00:46:25:24 MORE OF A COMMENT.
00:46:26:26 TAKE MY TWO CENTS OR LEAVE MY
00:46:28:24 TWO CENTS TOTALLY FINE, SAYING
00:46:32:13 AS ONE BOARD MEMBER.
00:46:34:22 AND WRAP UP AND APPRECIATE THE
00:46:36:10 STAFF INCREDIBLE WORK DEVELOPING
00:46:39:05 THIS MONITORING REPORT AND AS
00:46:42:16 MS. KADERA ELUDED TO.
00:46:45:14 WE ARE IN THE PEOPLE BUSINESS
00:46:46:28 AND WE HAVE PEOPLE WHO EDUCATE
00:46:49:23 STUDENTS.
00:46:50:05 THAT'S OUR JOB AND THIS FUNCTION
00:46:52:06 IS INCREDIBLY IMPORTANT AND
00:46:54:21 APPRECIATE THE WORK THAT GOES ON
00:46:57:04 BEHIND THE SCENES FOR FOLKS TO
00:46:59:02 COME TO WORK AND DO INCREDIBLE
00:47:00:29 THINGS FOR KIDS.
00:47:01:27 >> AND THANK YOU MR. HODGE FOR
00:47:03:15 YOUR LEADERSHIP AND MS.
00:47:05:27 HOLLOWAY FOR STAYING TO ALMOST
00:47:08:14 10 O'CLOCK AND HR TEAM AND
00:47:11:25 SOMEONE IN THE BACK OF THE ROOM
00:47:13:05 FROM THE PROFESSIONAL LEARNING
00:47:15:01 OFFICE AND THANK YOU FOR STAYING
00:47:16:25 TO HEAR THE WORK THAT NEEDS TO
00:47:18:15 MOVE FORWARD, APPRECIATE YOU
00:47:20:04 BEING HERE, THANK YOU.
00:47:22:05 >> FANTASTIC, WE ARE AT ACTION
00:47:24:15 ITEMS AND WE HAVE ONE ITEM,
00:47:27:09 INSTALLATION OF THE NEW HVAC

00:47:29:18 UNIT FOR THE WAKEFIELD HIGH
00:47:31:23 SCHOOL POOL.
00:47:32:11 >> THIS ITEM WAS FULLY PRESENTED
00:47:34:17 AT JANUARY 25, WILL NO BE
00:47:37:03 REPRESENTING AND ONE CHANGE WHAT
00:47:39:01 WAS PRESENTED AT THAT TIME.
00:47:41:06 AND THE FACILITIES
00:47:43:11 SUPERINTENDENT IS HERE TO SHARE
00:47:44:25 ONE CHANGE IS AND AVAILABLE IF
00:47:47:21 QUESTIONS OVERALL.
00:47:49:23 MS. HARBER.
00:47:51:03 >> THANK YOU DR. DURAN AND CHAIR
00:47:56:17 AND WE HAD INSTALLATION OF THE
00:48:01:12 HVAC POOL AND THERE WAS ONE
00:48:03:14 CHANGE THAT WAS TO OUR TIMELINE.
00:48:07:13 AND IF YOU SEE RIGHT HERE
00:48:09:08 PROJECTED, WE ARE ANTICIPATING
00:48:11:11 THE AWARD CONTRACT, TOMORROW,
00:48:14:06 FEBRUARY 9.
00:48:15:07 OUR POOL CLOSURE HAS BEEN MOVED
00:48:17:23 TO APRIL 5 OF 2024, FOR THE
00:48:21:25 INSTALLATION PROJECT.
00:48:23:06 THERE WAS A ROOF CURVE ADAPTOR
00:48:27:14 THAT WAS NOT PART OF THE
00:48:29:09 EQUIPMENT SHIPMENT THAT OUR
00:48:31:13 CONTRACTOR AND STAFF NOTICED
00:48:35:05 MISSING.
00:48:35:16 WE NEED TO ORDER THAT AND TAKES
00:48:37:16 4-6 WEEKS OF DELIVERY AND YOU
00:48:40:27 WOULD LIKE THAT TO ENSURE THAT
00:48:43:09 OUR EQUIPMENT IS OPERATING
00:48:46:03 EFFICIENTLY.
00:48:46:27 AND MAINTAIN OUR POOL OPERATIONS
00:48:48:25 AND THIS IS A PLUS FOR OUR
00:48:51:16 INSTALLATION PROCESS, WE HAVE
00:48:52:22 THE SPRING BREAK THAT WILL NOT
00:48:54:02 BE IMPACTING OPERATIONS AS MUCH.
00:48:56:06 AND THEN OUR POOL IS SCHEDULED
00:48:57:25 TO REOPEN APRIL 12.
00:48:59:25 SO WE'RE GOING TO CONTINUE TO
00:49:02:18 COMMUNICATE THOSE CLOSURE
00:49:04:15 TIMELINES THROUGH OUR TYPICAL
00:49:07:17 INFORMATIONAL PLATFORMS.
00:49:09:04 AND SO THAT IS WHAT WE HAVE NOW,
00:49:10:23 THAT IS OUR HVAC POOL.
00:49:13:12 >> THANK YOU MS. HARBER.
00:49:16:13 >> COLLEAGUES, ANY QUESTIONS?
00:49:18:13 MR. PRIDDY.
00:49:19:17 >> WE TALKED THE OTHER DAY AND I
00:49:21:13 WANT TO CLARIFY FOR THE PUBLIC
00:49:22:28 OR YOU CAN CLARIFY FOR US.
00:49:25:21 WE TALKED TO OUR COUNTY FOLKS AT
00:49:29:06 LONG BRIDGE AND AN OUTAGE AND WE
00:49:32:26 HAVE COVERAGE AT OUR POOLS.

00:49:35:07 FOR THE SWIMMERS OUT THERE THAT
00:49:37:09 WANT TO USE FACILITIES AND
00:49:39:25 ACCOMMODATED DIFFERENT SCHEDULES
00:49:41:22 FOR THE LONG BRIDGE CLOSURE AND
00:49:44:20 THE WAKEFIELD; CORRECT?
00:49:46:07 >> YES, I APPRECIATE THE
00:49:48:24 COLLABORATION WITH THE COUNTY
00:49:50:18 AND SCHEDULE BOTH POOLS AND LONG
00:49:53:06 BRANCH IS GOING TO HAVE A
00:49:57:20 ROLLING CLOSURE AND THE ENTIRE
00:50:02:01 POOL IS CLOSED AND WITH THE
00:50:03:18 ADJUSTMENT IN THIS SCHEDULE,
00:50:09:16 WAKEFIELD.
00:50:09:28 >> I APPRECIATE YOU WORKING WITH
00:50:10:26 THE COUNTY, DEFINE WHAT THAT
00:50:13:02 PIECE IS?
00:50:13:16 >> ROOF CURVE ADAPTER IT ALLOWS
00:50:16:24 THE OLDER UNIT TO SPEAK TO THE
00:50:20:06 NEWER UNIT.
00:50:21:27 WHEN WE CONNECT THE AIR
00:50:24:26 CONDITIONING MODELS -- I LOOKED
00:50:26:25 IT UP.
00:50:27:16 I'M A LAYMAN TOO.
00:50:29:05 AND THAT THE UNIT IS OPERATING
00:50:31:19 EFFICIENTLY.
00:50:32:07 IT'S UNIQUE TO THE UNIT.
00:50:33:26 IT HAS TO BE BUILT FOR THAT
00:50:35:19 SPECIFIC UNIT.
00:50:36:14 YOU JUST CAN'T GO TO HOME DEPOT
00:50:38:27 AND PICK ONE UP.
00:50:40:01 THAT'S WHY WE NEED --
00:50:42:00 >> LIKE A TRANSLATOR?
00:50:43:08 >> YEAH, THERE YOU GO.
00:50:46:09 MY VERTICAL TRANSPORTATION
00:50:48:09 EXPERT HERE, HE SPEAKS.
00:50:50:06 >> HAD TO FIT IT IN SOMEWHERE.
00:50:52:10 >> WE LEARNED SO MUCH TODAY.
00:50:54:17 >> OKAY, ANY FINAL QUESTIONS?
00:50:57:02 OKAY.
00:50:57:25 WE ARE NOW READY FOR A MOTION.
00:51:00:05 >> I HAVE A MOTION.
00:51:01:02 >> I MOVE THAT THE SCHOOL BOARD
00:51:02:22 TAKE THE FOLLOWING ACTION:
00:51:04:24 APPROVE AWARD CONTRACT TO
00:51:09:05 PARAMOUNT MECHANICAL CORPORATION
00:51:11:00 IN THE AMOUNT OF \$225,949 FOR
00:51:12:24 THE INSTALLATION OF THE POOL
00:51:14:19 HVAC
00:51:16:14 EQUIPMENT AT WAKEFIELD HIGH
00:51:18:09 SCHOOL.
00:51:20:04 • APPROVE CONTINGENCY FUNDS OF
00:51:21:29 \$60,000 FOR THE INSTALLATION
00:51:23:24 PROJECT INCLUDING THIRD PARTY
00:51:25:19 COMMISSIONING.

00:51:27:14 • APPROVE A TOTAL COST FOR
00:51:29:09 INSTALLATION OF \$285,949.
00:51:31:05 >> GREAT, A SECOND?
00:51:32:11 >> SECOND.
00:51:33:06 >> ANY FINAL COMMENTS ON THE
00:51:34:23 MOTION?
00:51:35:07 OKAY.
00:51:36:04 HEARING NONE, NOW READY TO VOTE.
00:51:40:05 >> ALL IN FAVOR SAY YES.
00:51:42:24 DIAZ-TORRES.
00:51:43:08 >> YES.
00:51:44:20 >> KADERA.
00:51:45:03 >> YES.
00:51:45:25 >> PRIDDY.
00:51:46:09 >> YES.
00:51:46:22 >> TURNER.
00:51:47:20 >> YES.
00:51:48:22 >> ZECHER SUTTON.
00:51:49:19 >> YES.
00:51:50:10 >> MOTION PASSES 5-0.
00:51:53:24 >> OKAY, GREAT, THANK YOU FOR
00:51:55:20 YOUR WORK ON THIS ITEM AND FOR
00:51:57:22 EDUCATING US ON THE USE OF THESE
00:51:59:09 PARTS.
00:51:59:29 WE'RE NOW AT NEW BUSINESS, BOARD
00:52:02:15 MEMBERS, ANY NEW BUSINESS?
00:52:05:12 OKAY.
00:52:06:04 SEEING NONE.
00:52:07:09 THIS MEETING IS ADJOURNED.
00:52:09:03 [GAVEL]