

Minority Student Achievement Oversight Committee

January 10, 2024

Committee Members in Attendance

Z. Abughazaleh-Limparis	H. M. Capps	M. Lavalley	S. Raeisian
K. Amenabar	Q. Craig	V. Long	R. Shaw
G. Becerra	M. Dickey	S. McKinney	A. Sparrow-Kamara
J. Bensinger	C. Farrish	G. Nagaraja	L. Tate
E. Bonhomme	C. Fuller	E. Osborne	D. Walker
R. Brown Small	L. Henson	D. Quan	K. White

Committee Members Absent

A. Aldave	W. Kang	T. Narcisse	N. Samaniego
L. Henry	K. Kardelis	J. Potten	M. Smith
A. Janan	L. Mondragón	E. Rodriguez	M. Vereb

Staff and Guests in Attendance

S. Agnew-Scott	J. Nocco	K. Simkins
F. Hamilton	S. Presidio	

Minutes

Topic	Notes
Welcome	Cheronda Farrish opened the meeting and introduced the newly appointed member from the Hunter Mill District, Renee Brown Small.
Chief of Staff Office Presentation	<p>Two of the departments within the Office of the Chief of Staff presented to the committee on their work to support the foundational practices which contribute to Strategic Plan Pillar C – Diverse, Adaptive, & Supported Workforce.</p> <p>Professional Learning</p> <p>Jay Nocco, Executive Director, Professional Learning</p> <p>Mr. Nocco clarified the distinction between Professional Development (PD) and Training. PD is generally future focused learning of longer duration which is designed to promote employee growth and overall competency in adaptive skills while Training is usually of shorter duration, job specific, and is focused on providing the technical or concrete skills needed in the present. He shared that FCPS offers professional learning in a variety of from required to optional, on-line and in person as well as synchronous and self-directed. The key factors when thinking about professional learning are</p>

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	<p>Knowledge, Skill, Attitude, and Beliefs. These are where the design of the learning needs to be focused on where you want to create the most impacts.</p> <p>Providing professional learning does not guarantee that what has been shared will be implemented. Once the Professional learning is provided there may be a knowing doing gap which then has to be addressed through evaluation, compliance, and coaching.</p> <p>In FCPS Professional Learning may be delivered through the Office of Professional Learning (OPL) however much of the PD provided is department specific. OPL centrally coordinates staff professional development support from hiring to retirement. This includes Great Beginnings (new teachers), tuition reimbursement for staff, Title IIA federal grant funding for professional learning, Instructional Leadership, Teacher Leadership, Instructional Coaching, National Board Teacher certification and systemwide PD. Operational Leadership is something that the office has realized needs to be improved and has begun a new leadership program for operational staff. Affinity Groups have been started in the last 2 years to provide staff from various groups a space to get a sense of belonging and connection. There is a learning management system called MyPDE which schedules and tracks in-house PD and training.</p> <p>In response to a question about time for PD, Mr. Nocco explained that early release Mondays started in the 1970's and at that time an additional 30 minutes of instruction was added to Tuesdays – Fridays to compensate for the 2 hours of early release on Mondays. When early release ended in 2015, students got 2 additional hours of instructional time, however teachers never regained that time for professional learning. Additionally, because the calendar was created to emphasize 5-day weeks for students, there are fewer PD days, and they are concentrated at the beginning and end of the school year. Because of this some of our practices have changed. There is more asynchronous learning, and more PD in schools from instructional coaches and leaders during collaborative team time. The cost is a great cognitive load on teachers. Research shows the importance of learning, modeling, coaching, and practice for teachers to improve their performance. Advocacy is needed for our staff to have the necessary professional learning and planning time so teachers can do their job well.</p> <p>We have really streamlined the required PD that is assigned. Required PD is due to a federal, state, or division regulation or a leadership decision. Managers, evaluators, and principals are the ones who are responsible for monitoring if their staff complete required professional learning.</p> <p>Human Resources</p> <p>Sherry Agnew-Scott, Assistant Superintendent, Human Resources</p> <p>Krista Simkins, Director, Office of Talent Acquisition (OTA)</p> <p>Felicia Hamilton, Employment Specialist, Office of Talent Acquisition (OTA)</p>

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	<p>Since COVID things have changed in how the public views working in education. HR works with principals and staff to help them understand the importance of treating staff well and making FCPS a great place to work. The HR team described recruitment initiatives and events that they attend including those for students in teaching programs and career switchers. Diverse initiatives sometimes need outreach to different parts of the country. HR is also developing pipeline programs such as options for IAs to become special education teachers, Teach for Tomorrow (contracts for FCPS students going into the profession). The OTA team is working to staff 200 schools. A centralized hiring team will be placing early contract hires but other candidates are given a choice of schools. FCPS has been approved for the iTeach program through the VDOE which allows candidates to get everything needed for licensure quickly and at a low cost.</p> <p>Progress has been made since last year in having schools with more teachers who are Asian, Black, and Hispanic teachers. More work is needed in diversity hiring but there is improvement. Participate Learning is a program we have to bring teachers from other countries for 3-5 years. We are looking to expand the program to 100 teachers next year.</p> <p>Dr. Agnew Scott shared the structure of the HR office:</p> <p>Employee Relations OER - ensures the equitable administration of applicable federal, state, and FCPS regulations and laws impacting the FCPS community.</p> <p>Employee Services & Operations ESO – leads employee communication and customer service efforts to include fielding HR-related inquiries, conducting new employee onboarding, maintaining salary plans and personnel records, and administering staff recognition, retention, awards programs, and engagement surveys. We also develop and manage the department’s fiscal and technology resources.</p> <p>Labor Relations OLR – ensures compliance with collective bargaining and administer the grievance process. Provides training related to collective bargaining.</p> <p>Office of Executive Director – partners with community businesses to provide support to management to define and implement people initiatives that benefit the division. Business mindset specialists consult with HR.</p>
Old Business	The minutes from the December meeting were voted on and approved as submitted.
New Business	High School Pathways Work Group - FCPS is creating a work group to discuss potential changes to high school course pathways. The purpose of this work group will be to gather feedback on these changes and then make recommendations to FCPS leadership. They would like one FCPS parent/guardian (preferably a HS parent) from MSAOC. The group will

Topic	Notes
	meet twice in person over the course of the year. Contact Kim Amenabar for more information.

Meeting Adjourned Time: 8:30 p.m.