

MINUTES

Fairfax County School Board Burkholder Administrative Center

Work Session No. 16/Resource Management and Evaluation

October 17, 2005

MEETING OPENING

16.01 Call to Order and Announcements

Resource Management and Evaluation Committee Chairman Jane Strauss convened the meeting in public session at 4:50 p.m. with the following Board members present:

Catherine Belter (Springfield dep 5:27)	Phil Niedzielski-Eichner (Providence)
Brad Center (Lee; ABSENT)	Janet Oleszek (At Large dep 5:43)
Stuart Gibson (Hunter Mill; ABSENT)	Kathy Smith (Sully dep 5:15)
Stephen Hunt (At Large; ABSENT)	Dan Storck (Mount Vernon)
Kaye Kory (Mason)	Jane Strauss (Dranesville)
Ilryong Moon (At Large dep 5:41)	Tessie Wilson (Braddock dep 5:27)

Also present were Student Representative to the Board Samantha Kunkle (dep 5:39) Division Superintendent Jack Dale; Deputy Superintendent Brad Draeger; Executive Assistant Pam Goddard; Administrative Assistant Kathy Partlow; Assistant Superintendent of Human Resources Kevin North; Director Employment Services Debra Reeder; HRIS Administrator Amy Weber; and certain other individuals.

DISCUSSION

16.02 Teacher Retention – (Exhibit A)

- Teacher retention issue became a self-fulfilling prophecy in schools with new principals; principals hired faculty and, being new, they were not equipped to provide support to new hires, the faculty departed, and the cycle restarted;
- through the development of a teacher leadership initiative to include mentorship and Great Beginnings, cycle of departure would decrease demands of a new principal while providing support from established teachers to new hires;
- data showed that salary and housing were not the highest priorities for teacher retention; most important factors were the administrative team, the purpose and mission of the school, and the professional colleagues;
- retention issue was more pronounced in at-risk schools;
- the responsibilities of an administrator's job had changed significantly with increased demands and accountabilities; developmental programs and leadership skills were provided that enabled administrators to develop the right people with the right preparation to move into key slots; and
- Transfair was a positive since it facilitated the movement that wanted to happen; the climate within the school made the difference in teachers wanting to stay and consequently the positive retention rate.

ADJOURNMENT

The meeting was adjourned at 5:47 p.m.