

HRAC

Monday, November 26, 2018

7:00 p.m. to 9:00 p.m.

Room 5055

By the end of the meeting we will:

- Agree upon the ground rules for our meetings
- Review our future meeting dates and times
- Hear a brief summary on the recent UVA Summit on Teacher Retention
- Review HRAC's prior work to date, with a focus on FCPS retention data.
- Discuss Strategic Goals that need to be captured in the final report
- Discuss employee engagement and the characteristics of a healthy work climate

Agenda

Time	Topic	Presenter
7:00 p.m. to 7:10 p.m.	Welcome and Agenda Review	Megan McLaughlin and Helen Nixon
7:10 p.m. to 7:20 p.m.	Ground Rules to Review and Accept Establish Agreements for Contributing to HRAC Discussions	All
7:20 p.m. to 7:35 p.m.	Confirm future meeting dates and times Review the big ideas for each month	All
7:35 p.m. to 8:05 p.m.	UVA Summit on Teacher Retention Summary	Abrar Omeish
8:05 p.m. to 8:20 p.m.	Review HRAC's prior work to date, with a focus on FCPS retention data	Sean McDonald and Helen Nixon
8:20 p.m. to 8:45 p.m.	What is Employee Engagement? What Makes a Healthy Work Climate?	All
8:45 p.m. to 9:00 p.m.	Wrap Up Action Steps Identify objectives for the next meeting	Helen Nixon

Proposed Ground Rules for our Discussion:

- Begin and end on time
- Be an active listener and avoid side bar conversations
- Be additive and not repetitive
- Implement a protocol for calling on participants to speak
- Focus conversations on key themes and not individual concerns

Future Meetings Dates/Times/Locations

December 3, 2018	6:00 p.m. to 8:00 p.m.	Room 5055
January 7, 2019	6:00 p.m. to 8:00 p.m.	Room 5055
February 4, 2019	6:00 p.m. to 8:00 p.m.	Room 5055
March 4, 2019	6:00 p.m. to 8:00 p.m.	Room 5055
April 1, 2019	6:00 p.m. to 8:00 p.m.	Room 5055
May 6, 2019	6:00 p.m. to 8:00 p.m.	Room 5056 (note room change)
June 3, 2019	6:00 p.m. to 8:00 p.m.	Room 5055
June 27, 2019 – Report Presentation	7:30 p.m. to 8:30 p.m.	Room 1610 (tentative date)

Overview of Our Work for Final June Report

November	December	January	February/March	April/May/June
Establish our priority areas	Identify our action items and next steps What are we asking? What do we want to know going forward? Who can help to answer our questions?	Invite guests to share information for our consideration	Work towards recommendations	Determine our final recommendations Team will review the final draft of the report. Identify final edits.