

**HRAC**

Monday, December 3, 2018  
6:00 p.m. to 8:00 p.m.  
Room 5055

***By the end of the meeting we will:***

- Understand current FCPS HR processes
- Hear from XXXXX guest
- Discuss subcommittee approach and determine subcommittee assignments
- Discuss potential guest speakers for upcoming meetings

**Agenda**

<b>Time</b>	<b>Topic</b>	<b>Presenter</b>
6:00 p.m. to 6:05 p.m.	Overview of meeting purpose and direction	Abrar Omeish
6:05 p.m. to 6:20 p.m.	Explanation of current FCPS HR process, what is being done and what is the flow in light of the policies	Sean McDonald
6:20 p.m. to 6:25 p.m.	Overview of questions to be asked and introduction of guests	<a href="#">??Melanie Meren</a>
6:25 p.m. to 7:10 p.m.	Guests answer prepared questions	<a href="#">??Mark Greenfelder</a>
7:10 p.m. to 7:20 p.m.	Questions from members	All
7:20 p.m. to 7:30 p.m.	Reflections on feedback/synthesis	All
7:30 p.m. to 7:45 p.m.	Subcommittee breakout; identification of direction moving forward	All
7:45 p.m. to 7:55 p.m.	Suggestion of speakers for following meeting	All
7:55 p.m. to 8:00 p.m.	Public comments and wrap up	All

**Subcommittees:** Each subcommittee will prepare up to a two-page written summary (electronically) and send to the full Committee no later than Friday, Jan 4; each then will review the findings for facilitated discussion with the Committee on Monday, January 7.

- **Best Practices Subcommittee;** Review and compile strategies and approaches from nearby and comparable school systems. Prepare up to a two-page summary (electronically) for each task. Include website links for further reference:
  - **Task:** Review what specific policies exists in Northern Virginia systems
  - **Task:** Review what specific policies exist in large public school systems
  - **Task:** Review best practices in addressing teachers feeling “overwhelmed”
  - **Task:** Review best practices in retaining teachers of color and diverse backgrounds.

- **Data Analysis Subcommittee.** Examine retention disparities in FCPS, using the data provided.
  - **Task:** Analyze particular schools (e.g. looking at data of lowest vs. highest)
  - **Task:** Analyze specific demographic or program factors, such as special education, English Language Learners (ELL), or Free and Reduced Meals (FRM), etc.

**Future Meetings Dates/Times/Locations**

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**

<b>November</b>	<b>December</b>	<b>January</b>	<b>February/March</b>	<b>April/May/June</b>
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.