

The organizational meeting of the Human Resources Advisory Committee (2019-20), (Hereafter HRAC) met on Thursday, October 17, 2019 from 6:00 p.m. to 8:00 p.m.

In attendance were:

- Elizabeth Schultz, School Board Member (Springfield District) and School Board Liaison
- Dr. Helen Nixon, Assistant Superintendent, Human Resources
- Cheri Larsen, Community Representative from Mount Vernon District
- Melody Thorson, Community Representative from Springfield District
- Stefanie Kline, Community Representative from Providence District
- Leonard Bumbaca, Community Representative from Mason District
- (Attending by phone) Tiffany Pryce, Community Representative from Lee District
- Vicka Heidt, Student Representative
- Helena Harte, Student Representative
- Shawn Finnerty, Human Resources. Operational Hiring
- John McLaren, FCFT. Senior Member Relations Specialist

The meeting proceeded as follows:

6:00 p.m. to 6:10 p.m. Welcome and Introductions, Review the Charge Statement – (Helen Nixon)

*“HRAC will make recommendations to improve practices used by FCPS leadership personnel at school and district levels to promote a rewarding workplace environment.”*

6:10 p.m. to 6:30 p.m. Meeting Structure Review, including ground rules, election of the HRAC Chair(s), and review of HRAC Recommendations (June 2019) (Helen Nixon)

Leonard Bumbaca and Melody Thorson were selected as co-chairs by unanimous consent.

6:30 p.m. to 7:30 p.m. Elizabeth Schulz welcomed the committee members and attendees. She expressed a desire for a focused report to the School Board, urging that the product be meaningful and achievable given the limitations of the small number of meetings available for HRAC to conduct its work.

It was agreed that HRAC would continue to monitor the progress of the HRAC 2018-19 Report recommendations, but that it would pursue topics other than retention.

The committee engaged in a review and brainstorming exercise to identify topics and issues for consideration in support of the charge. Topics discussed included:

- Teacher evaluation redevelopment – proposed changes and impact
- Staff “Bill of Rights” model to communicate rights, resources, and redress
- Accountability and consequences for management at work sites
- Interventions for struggling teachers and staff members

- Protocols and resources for staff members in distress, including those involuntarily removed from their work site to assure safety, privacy, due process protections, and constructive reentry where feasible
- Leadership development in administration
- Identification of and remedies for toxic work environments (culture and leadership)
- Teacher engagement, including autonomy, value, professional development, feedback, and leadership situational awareness
- Potential Data Requests
  - Clustering of vacancies as an indicator of potential workplace issues
  - Years of leadership experience at each site (at site and overall)
  - Bio's and endorsements of leadership
  - Seniority distribution of staff
  - Complaints, grievances, disposition and reassignment numbers, going back at least three years
  - Hires by endorsement (including multiple endorsements)

7:30 p.m. to 8:00 p.m. The committee charged the chairs and Helen Nixon with presenting a draft of areas of focus for the year at its next meeting, scheduled to last three hours on December 2, 2019.

The meeting concluded at 8:00 p.m.