

BOARD BRIEF

Date: April 5, 2019

For ACTION _____

For INFORMATION _____

Board Agenda: Yes ___

No _____

FROM: Terri H. Mazingo, Ed.D., Chief Academic Officer
Betty E. Hobbs, Ed.D., Acting Chief Human Resources Officer

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Cindy Anderson, Chair, and
Members of the Alexandria City School Board

TOPIC: Jefferson-Houston (J-H) PreK-8 International Baccalaureate (IB) School

BACKGROUND

Dr. Hutchings is leading a Team that is focusing on enhancing the instructional program and heightening expectations at Jefferson-Houston (J-H). It is important to provide continuity of instruction and enriched International Baccalaureate (IB) experiences through various instructional strategies and training experiences. In order to meet the needs at J-H, there must be a high-quality staff with a shared goal to ensure that *every student succeeds*.

This coming school year, we are anticipating a significant turnover of staff at J-H, which requires intentional steps to ensure that we recruit, maintain, and support the excellent staff that the students deserve. We are looking for teachers who can work in a diverse socioeconomic background, are culturally competent, are problem-solvers, and who embrace both the IB philosophy and have previously worked in an urban setting or in a turn-around school. Additionally, we are looking for teachers who:

• Are successful	• Have passion for students
• Have the potential to become or are "superstars"	• Are strong instructional leaders
• Can utilize resources	• Utilize a mandatory lesson plan model
• Are flexible	• Engage in data discussions and utilize data to determine needs of students for specific strategies and invention lessons
• Are visionaries	• Understand and utilize the Multi-Tiered System of Supports (MTSS)
• Have integrity	• Understand the changing student population and needs

As part of our recruitment efforts to hire teachers who have expertise in these areas, we are utilizing a consistent teacher interview process. Dr. Hutchings is working with the Team in

BOARD BRIEF

sponsoring a Job Fair for Jefferson-Houston at the school on Saturday, April 6, 2019, from 8:00 a.m. to 3:30 p.m.

Dr. Hutchings will also lead the Team in conducting individual Stay Interviews for all J-H teachers who will remain at the school during the 2019-2020 school year on Thursday, April 11, 2019, from 8:00 a.m. until 2:30 p.m. and on Friday, April 12, 2019, from 8:00 a.m. until 1:00 p.m. A Teacher Training Component will be shared with each staff member during the Stay Interview discussions.

SUMMARY

Jefferson-Houston PreK-8 IB School Job Fair, Saturday, April 6, 2019

The J-H Job Fair was broadly advertised by the Departments of Human Resources and Communications at various universities, on the ACPS website, and in media outlets. There were 121 applicants who registered and were prescreened for the J-H Job Fair. Additionally, applicants who applied for specific advertised positions at J-H were also prescreened. 62 prescreened applicants were invited by appointment to interview at one of six sessions on Saturday.

The J-H Job Fair was shared with the principals and the Superintendent's Leadership Team. It is extremely impressive to the note staff who volunteered to assist at the J-H Job Fair on Saturday. This includes Dr. Hutchings and Mr. MScott Berkowitz, Principal, who will welcome applicants before each session; approximately 55 staff from schools and various departments; 18 J-H students who will provide music and conduct tours; seven families who will assist with tours; and businesses who volunteered to provide food for breakfast, snack, and lunch. This is truly a team effort as we focus on hiring staff at J-H that will implement a dynamic instructional program and support the needs of students.

Stay Interviews, April 11 - 12, 2019, at Jefferson-Houston PreK-8 IB School

The purpose of the Stay Interviews is to demonstrate the division's commitment to each teacher while also being very clear about the expectations for success. The Team, led by Dr. Hutchings, will conduct one-on-one meetings with teachers who will work at J-H for the 2019-2020 school year. Dawn Lucas, EAA President, has been invited to join us during the individual Stay Interview discussions with teachers. Opportunities for Stay Interviews will be provided for all teachers except probationary teachers who will be recommended for nonrenewal, teachers transferring to other ACPS schools, and teachers who have resigned.

Items for discussion include feedback from staff regarding why they have chosen to remain with ACPS and teach at J-H, expectations for the 2019-2020 school year, Looping, and IB expectations. We will also discuss mandatory participation in three days of professional learning during the summer of 2019, student engagement, and Advancement via Individual Determination (AVID) training.

BOARD BRIEF

Teacher Training

It is important that summer training be provided for teachers who will remain at J-H and new teachers who will join the staff to enhance continuity, understanding of the program, and expectations for staff and students. Training will include areas such as:

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| • Implementation of Looping and the IB Program |
| • Strategies to enhance the coaching model for all staff |
| • Strategies to improve and enrich instruction for all students |
| • Effective implementation of Advancement Via Individual Determination (AVID) strategies |
| • Training on curriculum alignment, lesson planning, Positive Behavioral Interventions and Supports (PBIS), and instructional strategies such as Kagan and Guided Language Acquisition Design (GLAD) |
| • Student Engagement |
| • Trauma Informed Care |

RECOMMENDATION

The Superintendent recommends the School Board review the information provided in the brief.

CONTACTS

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