

BOARD BRIEF

Date: August 9, 2019

For ACTION _____

For INFORMATION X_____

Board Agenda: Yes ___

No X_____

FROM: The Superintendent's Leadership Academy Planning Team
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: 2019 ACPS Superintendent's Leadership Academy

SUMMARY

This board brief is meant to inform School Board members about the 2019 ACPS Superintendent's Leadership Academy. The Leadership Academy is a three-day program where leaders from across the division gather to celebrate, collaborate, and carve a path forward for the upcoming school year. The Leadership Academy was held from Tuesday, August 6, 2019, through Thursday, August 8, 2019, at T.C. Williams High School (3330 King Street, Alexandria, VA) from 8:30 a.m. to 4:00 p.m. each day.

This year's theme was *"Equity for All"*. There was a specific focus on team building among schools and departments, sharing collaborative practices, and strategic planning to improve outcomes for students and reduce inequities across the division. Speakers presented thinking around equity specifically within the context of ACPS as well as opportunities for leaders to delve into their own work.



Day One - Tuesday, August 6, 2019

Dr. Terri H. Mozingo, ACPS Chief Academic Officer, introduced Dr. Gregory C. Hutchings, Jr., by sharing ten interesting facts about him. Dr. Hutchings began the Leadership Academy with his vision of 2019-2020 and the process for ACPS' next Strategic Plan for 2025. He introduced Mr. Michael Lamb with Turnaround for Children. Mr. Lamb acts as a catalyst for change, addressing the challenges that affect schools facing adversity, particularly in high-poverty communities. Mr. Lamb presented the brain science around student responses, and how we can work with the strengths of our student population. Link: <https://www.turnaroundusa.org/>

Mr. Frank Hackney with Odyssey Teams led the afternoon facilitating team building. Leaders broke out into team building exercises which led into Build-a-Hand Project, which is a charitable, team building program focused on perspective, inspiration, collaboration, and giving back. Leaders were part of a growing movement to connect their team to the "WHY" of their work, each other, and the world. Link: <https://odysseyteams.com/programs/helping-hands/>

The day closed with Dr. Elizabeth Hoover, ACPS Technology Officer, sharing some facts about technology and considering future job work force.

Day 2 - Wednesday, August 7, 2019

Dr. Stephen Wilkins, ACPS Human Resources Officer, began the day with inspiring stories about ACPS students and then introduced Mr. Rene Paschal, ACPS Principal of the Year. Mr. Paschal gave a motivating speech about lessons learned through his leadership. This speech was followed by a keynote address and breakout sessions.

1. Ms. Sara Wicht - Using an Equity Literacy Framework to Disrupt School-Based Inequities

Ms. Sara Wicht addressed how to move away from a deficit-based approach to an equity literacy framework for meeting the needs of students and families experiencing poverty. Using a

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common definition of equity, participants worked together as a professional learning community to define a shared vision of equity in their school, uncover existing inequities, devise a plan to disrupt those current inequitable policies and practices, and draft a plan to create and sustain equitable policies and practices for all students and their families that move from mitigative short-term changes to transformative long-term solutions.

Link: <https://www.sarawichtconsulting.com/>

2. Ms. Whitney Parnell - Allyship Workshop

Engaged with leaders to be bridge-building allies that promote social justice as a way of life.

Link: <https://www.serviceneversleeps.org/>

3. Mr. Marlon Williams - Economic Importance of Equity

Mr. Williams led a focus on racial equity with bureaucracy being a key factor in the system and leveraging change. Link: <https://www.livingcities.org/blog/1304-what-does-racial-equity-inclusion-look-like-for-the-public-sector>

4. Mr. Cory Kapelski, ACPS Talent Development Specialist, and Ms. Cheryl Robinson, Cultural Competency Coordinator – Equity Audit Review

Time was provided to review the ACPS Equity Audit results. Guiding questions were shared for leaders to discuss in small groups.

Dr. Julie Crawford and the Student Services team led each group in a Community Circle for their closing.

Day 3 – Thursday, August 8, 2019

Mr. Dominic Turner, ACPS Chief Financial Officer, began the morning with his reflections as a leader of ACPS. After his reflections leaders attended three sessions. The sessions shared: (1.) *Legal Updates for Schools* led by Mr. John Cafferky, ACPS school lawyer; (2.) *Policy Updates* led by Ms. Jennifer Abbruzzese; and (3.) *Security Updates* by Mr. John Contreras and Mr. Jamie Bartlett.



In the afternoon, Mr. Clint Page, Chief Accountability Officer, and Ms. Natalie Mitchell, Director of Title I and School Improvement Programs, presented updates on the Virginia Department of Education (VDOE) School Improvement Plans. School and department teams had time to update their plans for 2019-2020.

Ms. Mignon Anthony, ACPS Chief Operations Officer, closed the ACPS Leadership Academy by reminding all leaders that when our students and staff come through the doors of our schools there are many things going on with each of us and we need to keep the whole person in mind as we provide "Equity for All".

BACKGROUND

For many years, the Superintendent's Leadership Academy has been a tradition for ACPS. Beginning with the 2018-2019 Leadership Academy, the event focused on community and culture building. Also in 2018-2019, the Academy featured a community building activity where participants built bicycles and then donated them to ACPS students. The event was featured on local media and was a memorable experience for all involved. Based on the success of this event, we are continuing to make this time one of celebration, but also refocus on the true meaning of our work.

RECOMMENDATION

The Superintendent recommends the School Board review the attached information.

ATTACHMENT

1. Leadership Academy Agenda

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