

**BOARD BRIEF**

Date: August 6, 2021

**BOARD INFORMATION:**   X  

**MEETING PREPARATION:** \_\_\_\_\_

**FROM:** Cory Kapelski, Talent Development Specialist, Office of Professional Learning  
Melanie Kay-Wyatt, Executive Director of Human Resources

**THROUGH:** Terri H. Mozino, Ed.D., Chief of Teaching, Learning and Leadership  
Stephen M. Wilkins, Ed.D., Chief of Staff  
Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Meagan Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Agendas for the Annual ACPS Leadership Academy and ACPS New Licensed Staff Orientation

**ACPS 2025 STRATEGIC PLAN GOAL:**

All

**SY 2021-2022 FOCUS AREA:**

Systemic Alignment

**FY 2021 BUDGET PRIORITY:**

Increased Staff Retention

**SUMMARY:**

This conference agendas for the annual Leadership Academy, held on August 5, 2021 and the New Licensed Staff Orientation, to be held on August 10-12, are attached for your information.

**BACKGROUND:**

Annually, ACPS provides an orientation program for division leadership and new employees. The purpose of these programs is to welcome, inspire and inform our staff about the ACPS vision, mission and core values. These conferences help staff transition to start the school year understanding the expectations, standards and available resources for a successful year. These team-building events help foster a positive, friendly and collaborative work environment beginning on the very first day of school. These orientation programs also are a necessary building block to develop a workforce that is committed to the ACPS 2025 strategic plan, racial equity, and anti-racist efforts for the success of our staff and students.

## BOARD BRIEF

The agenda of the Leadership Academy was a one-day event comprising three components. First, the group reviewed the strategic goal of racial equity and social justice in the educational curriculum. Second, recent data of the educational performance of our students by race was assessed to include team-based suggestions to improve student growth and raise academic achievement. Third, the leadership group completed an organizational culture exercise designed to change the mindset of leaders to reject the status quo and take action steps to remove institutional and systemic barriers of racial inequality to student success.

Our highlight presentations included a briefing and facilitated discussion of the impact and influence of organizational culture by Valda Valdrum (<https://valbrunconsulting.com/>). Audrey Davis, Director of the Alexandria Black History Museum, provided an overview of the resources available to staff and students to better understand the history of slavery in the City of Alexandria (<https://www.alexandriava.gov/BlackHistory#MuseumandOfficeHours>).

The agenda of the New Licensed Staff Orientation is a three-day event. The first day informs staff about the ACPS culture and its focus on antiracist actions to improve racial equity in our school division. We will also issue laptops and provide information about on-line learning resources and related technology services. We will also make time to take questions for human resources (HR) and school safety matters. On the second and third day, we will conduct specific course-content curriculum and differentiation sessions including a focus on our specialized student groupings (EL, SPED and TAG). These sessions will help new staff better understand the structure and resources within the ACPS curriculum to differentiate learning strategies to meet student needs.

**RECOMMENDATION:** The Superintendent recommends the School Board to review this information.

**IMPACT:**

These annual orientation programs for division leadership and new employees help create positive organizational culture.

**ATTACHMENTS:**

1. 2021 Leadership Academy Agenda
2. 2021 New Licensed Staff Orientation Agenda

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