

Joint Board Retreat Notes

Convened: 9:33 am

Sharon Bulova: Welcome, thank you to staff for coordinating. All believe our top priority is education.

Pat Hynes: This is an opportunity for us to work together. We've had a good budget year. A priority is only a priority if we fund it.

Dan Storck & Karen Corbett Sanders: Welcome, so proud to have this retreat in our district. So happy to see the collaboration between the two Boards. *Distributed gift bags. Pledge of allegiance.*

Sharon Bulova: *Set the stage for event, walked through the agenda and explained work plan to develop, explained importance of working together and relationships, invited everyone to reception afterwards. Introduced Karen Cleveland and gave background.*

Karen Cleveland: Welcome. Why is Leadership Fairfax here? It takes local government, non-profits and leaders to make strong community. Our role is to be the convener of conversations without being tied to outcomes. We have a tight agenda! *Went over signals to get conversation back on track, strategy is looking to the future.* There is always more than one right answer. It is fitting that we are in this environment as our Founding Fathers tried to connect everything to the future. They were true strategists. Knowing our purpose, we can create great things. *Putting ourselves and Fairfax County citizens and students in the place of most potential. Showed short video about "knowing your why" by Simon Sinek.* What do you want people to believe about your intentions? What is the ultimate purpose here, what are you trying to accomplish?

Boards brainstormed purpose of coming here and working together:

- Shared vision
- Educated citizenry is foundation of our economy
- Be better at listening to each other
- Understanding each other's goals and mission
- Establish priorities
- Joint statement of purpose
- Working together we are more effective than working at odds with each other
- Living up to your moral and social responsibility
- Service to others

Karen Cleveland: Remember the value of "presuming positive intent." *Introduced Rob Stalzer.*

Strategic Plan to Facilitate Fairfax County's Economic Success

Rob Stalzer, Deputy County Executive: *Introduced Strategic Plan to Facilitate Fairfax County's Economic Success and walked through it briefly. This plan was developed with input from 250 stakeholders over 18 months. Plan is a platform for leadership. It is very intentional. Focused on implementation. Fundamental premise is that we must retain people and people must want to*

stay here for us to be economically successful. Reviewed 6 main goals of plan and implementation plan for each.

Strategic Plan for Fairfax County Public Schools

Marty Smith, Chief of Staff, FCPS: *Presented Strategic Plan for Fairfax County Public Schools and how plans are alike. Ignite Strategic Plan is FCPS' "why." Went through 4 goals of plan. Discussed plan to close achievement gap and how it is aligned with strategic plan. Brought Rob Stalzer back up and went through crosswalk between two plans. Areas where FCPS and County can partner in implementation of their strategic plans. Happy to work together:*

- Workforce Development, Closing the achievement gap --- STEM and STEAM programs (can work together when pursuing grants, etc).
- Health Initiatives
- Shared Dashboard
- Shared use of County/School Assets-wraparound services

Jeff McKay: PowerPoint slide on closing the achievement gap mentions access to rigor. How are we tying this to our physical structure in a way that's collaborative?

Karen Garza: Portfolio of school options and locations that will be available to every student in our plans, so it ties with facilities.

Jeff McKay: Want to make sure that the populations that need to close achievement gap do not have to leave the County to have access to that rigor, that it is easily available to them. This needs to be a joint goal and include thought about facilities to close the achievement gap inside and outside the classroom.

Elizabeth Shultz: How we identify where course offerings are. Each school does it independently now. Should be more integrated.

Karen Corbett Sanders: It is also about the opportunity gap and the whole child.

Sharon Bulova: It is the whole family.

Sandy Evans: We have to think about how to help our schools and our communities, housing, transportation, etc. Thank you for modeling a collaborative working relationship.

School Readiness and Successful Children and Youth Policy Team:

Anne-Marie Twohie, Jesse Ellis, Betsi Closter, Maura Burke and Francisco Duran.

Francisco Duran Gave overview of SCYPT (why it was created, what it hopes to accomplish).

Jesse Ellis: *Discussed four outcome goals of team. Discussed early childhood programs, efforts to increase school readiness, efforts to promote racial and social equity.*

Pat Harrison: *Spoke about how SCYPT plans to move forward, strategies that the County and schools and community are using, and where there are potential areas for collaboration.*

Introduced Anne-Marie Twohie, Betsi Closter, Maura Burke
School readiness / Early Childhood Education:

-Reviewed research.

-76,316 children under the age of 5 in Fairfax County; 20.6% (15,721) live below 200% federal poverty level

-Reviewed 4 components of school readiness and benefits of investing in early childhood education.

Betsi Closter: Reviewed SCYPT Multi-Year plan, neighborhood school readiness teams, spoke about how at-risk means at-risk of failure as early as kindergarten.

Anne-Marie Twohie: Went through list of potential collaborative sites, then recommendations and when to invest in early childhood-birth and pre-natally

- Continue and fund strategies of existing SCYPT multi-year plan endorsed in 2013.
- Pursue and fund additional mixed delivery sites
- Engage in implementation of school readiness plan

Francisco Duran: In conclusion, how will we take on the moral duty to ensure everyone in our community reaches their full potential and work well together.

Sharon Bulova: Reviewed some County priorities

Karen Cleveland: Where are the places where there is the most potential to meet all of these objectives/joint priorities?

- What do we want to focus on?
- Land use impact on school
- Alternative funding sources/naming rights
- Performance measures
- Compensation
- Fiscal stewardship
- SACC rooms returning to academic use during school day
- Funding early childhood program
- Achieving demographic/socioeconomic balance in community & Schools
- Consider services in holistic way eliminating duplicated services
- Family engagement
- Where does government responsibility begin and end?
- Flexible, creative planning to meet people where they are (we can't control where people choose to live, so be creative where we choose to place services, resources, flexibility in meeting needs)
- Partner with non-profits, community groups
- Equity in public service
- Prioritizing capital needs, one County, but two very distinct CIPs
- Joint advocacy-state and federal
- Workforce development/readiness, include regionalism

- Aligning resources with our priorities and strategic plans, priorities of two boards do not align yet
- Removing barriers to collaboration and sharing information
- Career development across jurisdictions
- Connect the goals of two organizations (we are one county)
- Shared identity and shared understanding of what that identity means
- True community schools with community resources with wraparound services
- Community schools with services and responsibilities
- Environmental stewardship
- Breaking the cycle of persistent multi-generational poverty
- Cultural/recreational opportunities
- Model of inclusion (creative, innovative, valued. economic equity)
- Define/measure success factors
- Access to food and nutrition
- STEAM & STEM tied with county's program for Innovation Hubs
- Develop your own success factor
- Physical and Mental Health and Wellness (Live Healthy Fairfax)
- Public safety, security, rule of law
- Leverage role and benefits of non-profit sector
- Community that celebrates diversity and cultural arts

Each member received three dots and were instructed to place the dots on their top priorities.

--BREAK--

One Fairfax Model Resolution–SCYPT

Karla Bruce – Deputy Director of Neighborhood & Community Services

Karla Bruce: Gave overview of why this resolution was needed.

- Goal is full inclusion of all residents in County's economic life
- When we set our visions of success, consider not just access, but opportunity.
- Acknowledge race and social status and systems structures and settings in which our citizens live/work/play
- Access without equitable support is not opportunity
- We can do this together, across systems and in collaboration with our partners

Sharon Bulova: This is the product of work of SCYPT committee. *Read names of members.* Staff to staff work is wonderful on this committee, great example of collaboration.

Jane Strauss: Both organizations have been working on this for the past year, *encourage approval.*

Cathy Hudgins: We have been looking for opportunities to collaborate and do work. This has not just started with SCYPT, it has always been a concern at the staff level. Language in resolution is good. Outcomes of our work will be so much better as a result of this work and resolution.

Tammy Kaufax: Support adoption of this resolution also, hope we can 2) come to consensus.

Pat Herrity: I have three issues with it, 1) overall premise of resolution, 2) lack of any measures of success, 3) when it came before the Board it said fiscal impact was none, but it seems there is some fiscal impact according to board report (i.e. “adoption strategic actions”)

Pat Harrison: This is an effort of intentionally looking at the impact of inequality on communities.

Pat Herrity: Don’t think we need a resolution to do what makes sense.

Dalia Palchik: Important to include access to credit as an issue. But more importantly, we are not reinventing the wheel, we are just improving access and looking at inclusion in our strategic plan.

Karen Corbett Sanders: This seems like policy guidance that will inform how we do our prioritization. It’s a mindset, not a specific program.

Penny Gross: This is our moral and social responsibility (as I put on the brainstorming list), may cost money in long run but it pales in comparison to our responsibility.

John Cook: I worry about social equity as a buzzword; it is not defined. I Googled it, as any resident would, and the definitions are all different and all over the place. We need to add a clear definition of social equity to the resolution so people know exactly what we’re referring to.

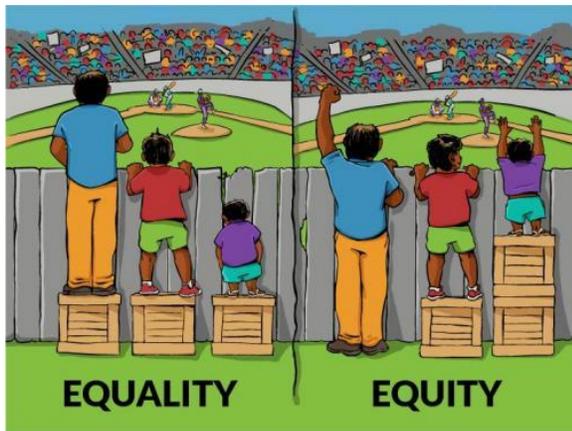
Karla: It includes consideration of social factors such as: language, poverty, disability status, etc.

Megan McLaughlin: It is essential that we take the work of SCYPT and capture it in one resolution. It states that it is our intention.

Jeff McKay: This is sending a message to our community and staff that this is one of the things that we consider when we make policy. This is aspirational. We will make better decisions if we intentionally think about these things and there won’t be any fiscal impact to use it in considering future policy.

Elizabeth Schultz: This is not aspirational. There is specific language that commits us to implement things. We are trading on definitions of equity, equity is often a one-way street, not sure government should be responsible for this.

Sharon Bulova: Heaven and earth was not moved to lay the sidewalk on Zion Drive to give residents easier access to their local RECenter. When we are making a decision to improve safety on a road, this resolution just says we need to take social equity into consideration. *Gave example of equity by describing the cartoon on cover of Equity Matters.*



Karla: Intent is to establish a team of reps from County and FCPS to develop a policy focused on equity.

Pat Herryty: Change word “best” in first line to “great”

Sharon Bulova: It will be before both boards for consideration.

Pat Hynes: We discussed in depth at a work session.

Pat Harrison: We will convene a meeting of SCYPT to incorporate any changes requested by the Boards and then send back for you for consideration.

2016-2019 Joint Work Program

Karen Cleveland: *Structures and systems; Wear a systems leader hat and prioritize the ideas on the lists using dots. Each participant given 3 dots to place next to their priorities.*

Results:

- Equity (6 dots)
 - inclusion model, flexible planning – meeting people where they are
 - demographic and socioeconomic balance in communities and schools
- Community Schools (5 dots)
- Non Profit Partners (0 dots)
- Vision/Messaging (2 dots)
 - Shared metrics
- Children and Families
 - People + Families (13 dots)
 - Work force readiness
 - Career development – jurisdictions
 - Multi-generational poverty or programming
 - Funding Early Childhood education
- Link Innovation Hub to STEM (5 dots)
- Health (6 dots)
 - Behavioral
 - Emotional

- Nutrition
- Fitness
- Fiscal (12 dots)
 - Budget Development
 - Alternative Funding
 - Are we spending on priorities
 - Compensation
- Facilities (1 dot)
 - SAAC
 - Cultural and Recreational activities
 - Wrap around services
 - Place making
- Land Use Policies and Actions (11 dots)
 - Implications and Impact
- Role Clarity (0 dots)
 - Where does responsibility begin and end?
 - Redundancies
 - Services
- People + Families (13 dots)
 - Work force readiness
 - Career development – jurisdictions
 - Multi-generational poverty or programming
 - Funding Early Childhood education
 - Collaborative/Alignment
 - Programs + Capital Plans + Implementation Strategy (i.e. public, private partnerships + Joint Venture opportunities)
- Environmental Stewardship (2 dots)
- Public Safety (0 dots)

Most votes:

1. **Children and Families** (Tammy Kaufax, Leader)
 - People + Families (13 dots)
 - Work force readiness
 - Career development – jurisdictions
 - Multi-generational poverty or programming
 - Funding Early Childhood education
2. **Land Use Policies** (Pat Herrity, Leader)
 - Implications and Impact
3. **Fiscal** (Jeff McKay, Leader)
 - Budget Development
 - Alternative Funding
 - Are we spending on priorities
 - Compensation

Karen Cleveland: Directed participants to split up into 3 groups, participants can choose which group they join. In group, define what it would look like for you to come together and work on this as a joint priority, and what steps you would take to be successful.

--Breakout groups--

Karen Cleveland: *Introduced first group to share input*

Jeff McKay: **Fiscal**

- Being equitable between schools and county
- Equitable pay plan that similar jobs should receive similar pay
- May be time for schools to consider new pay plan for specialized job classifications
- Collaboration on shared services, responsibility to reduce duplication
- Need for joint infrastructure review
- Priorities in CIPs align
- Building facilities for community for joint-uses
- Joint fiscal forecasting
- Joint funding responsibility-create a pool for funding joint program priority, funded in both budgets

Pat Herry: **Land Use**

- Projection methodologies are outdated, esp. number of students per unit
- Impact of new proffer bill
- Are proffers at correct levels?
- Impact of low income housing on schools, esp. those already at tipping point.
- Impact of mixed-use development on schools
- Increase commercial tax base so we can fund our schools
- Equity and access to schools
- Importance of Planning Commission; any solution needs to involve PC
- Urban Schools might be a vehicle to do this

Tammy Kaufax: **Children and Families**

- Access to quality early childhood education,
- Community Hubs-schools with wrap-around services
- Partnering with businesses, communities, mentorships
- Disrupting multi-generational poverty
- Preparation for multiple pathways for career and workforce readiness
- Improving early ed funding, with state and federal government funding
- Improved land use and joint CIP planning for early ed and family needs
- Establish school readiness as joint priority for our work

Pat Hynes: Thank you Karen Cleveland for doing a great job of facilitating, I am hopeful for the future.

Sharon Bulova: We will create a summary suitable for posting on both websites, and a work plan on how to move forward on what we discussed today. *Invited everyone to the reception at the Mount Vernon Inn.*

Adjourned: 2:27 pm