



County of Fairfax, Virginia

MEMORANDUM

DATE: May 26, 2017

TO: Fairfax County Board of Supervisors
Fairfax County School Board

FROM: Edward L. Long Jr. *Edward L. Long Jr.*
County Executive

FROM: Steven A. Lockard, Ph.D. *Steven A. Lockard*
Interim Division Superintendent
Fairfax County Public Schools

SUBJECT: One Fairfax: Progress on Drafting a Policy for the Fairfax County Board of Supervisors and Fairfax County School Board

In coming weeks, staff from Fairfax County (County) and Fairfax County Public Schools (FCPS) will be contacting the offices of members of both the Fairfax County Board of Supervisors (BOS) and the Fairfax County School Board. This outreach is to secure time with members of each board to discuss the One Fairfax draft policy.

On June 13, 2017, prior to these actual meetings, a joint meeting of the BOS and the School Board is planned. At that meeting, a draft policy will be distributed to members of both boards. Given the number of agenda items to be addressed at the joint meeting, the policy will not be discussed at length, but rather introduced for future discussion. During the planned meetings with board members, senior staff from both FCPS and the County will solicit comments and address questions about the policy. Any necessary adjustments or edits to the draft policy will be made before it is re-circulated to the boards for final review.

During the course of work sessions or individual meetings, staff will also be able to answer questions about how equity considerations have been embedded within ongoing projects, including work within the Economic Success Plan, efforts at the Original Mount Vernon High School and strategic planning efforts focused on school readiness.

Background:

On July 12, 2016, the Fairfax County BOS adopted the One Fairfax Resolution. On July 28, 2016, the same resolution was adopted by the School Board. The resolution envisions a Fairfax County where all individuals have an opportunity to reach their highest level of personal achievement. Central to that vision is the concept of equity – just and fair inclusion of all.

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The One Fairfax Resolution provides the vehicle for understanding how issues of equity impact Fairfax County and directs the development of a racial and social equity policy to be applied in the planning and delivery of all public services. The policy, once adopted, will facilitate the use of equity tools to ensure that decisions are made and resources are allocated within the context of One Fairfax; equity will become an intentional point of consideration in decision-making processes. This will position Fairfax County government to proactively and collectively, with schools and partners, identify and implement policies, practices, and programs that will not just eliminate identified gaps, but increase success for all.

It is acknowledged that many factors, including resourcing, are considered in public sector decision-making. With the adoption of a racial and social equity policy, equity becomes an explicit consideration, though not the only factor driving decisions. The incorporation of deliberate process and a set of tools to examine impacts to equity will allow for thoughtful decisions as well as the exploration of alternatives to mitigate adverse impacts of specific policies, programs or processes.

Approach to Drafting the Policy:

Following adoption of the One Fairfax Resolution, a Cross-Systems Executive Leadership Team, comprised of executive-level leaders from the county and FCPS, as well as key staff, was convened to provide direction to the policy development process. An interdisciplinary, multi-agency team with involvement from FCPS staff and leadership was convened and charged to develop the policy and recommendations regarding the infrastructure necessary for implementation and sustainability. The team continues to meet and refine the policy document.

It should be noted that, throughout the policy development process, several stakeholders have expressed interest in the One Fairfax Resolution and the draft policy. Engagement with these stakeholders has ranged, per their interest, from information sharing about the resolution to consultation and collaboration with respect to the policy specifically and equity in general. During working sessions with members of the boards, staff will elicit suggestions about any needed process for additional input from stakeholder groups and communities before the policy is advanced to both boards for consideration. The anticipated timeline for advancing the policy to the boards is the fall of 2017.

Questions about the policy or process can be directed to Patricia Harrison with Fairfax County or Francisco Durán at FCPS.

cc: One Fairfax Executive Leadership Team:
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Joseph M. Mondoro, Chief Financial Officer, Fairfax County
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Fairfax County Board of Supervisors

Fairfax County School Board

One Fairfax: Progress on Drafting a Policy for the Board of Supervisors and Fairfax County School Board

Page 3 of 3

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