

**FAIRFAX COUNTY PLANNING COMMISSION
SCHOOLS COMMITTEE
WEDNESDAY, DECEMBER 5, 2018**

PRESENT: Timothy J. Sargeant, Commissioner At-Large, Chairman
Julie M. Strandlie, Mason District, Vice Chairman
James R. Hart, Commissioner At-Large
Ellen J. Hurley, Braddock District
John C. Ulfelder, Dranesville District
Peter F. Murphy, Springfield District
Phillip A. Niedzielski-Eichner, Providence District
Donté Tanner, Sully District

ABSENT: None

OTHERS: John A. Carter, Hunter Mill District
Mary D. Cortina, Commissioner At-Large
Jacob Caporaletti, Clerk, Planning Commission
Teresa Wang, Senior Deputy Clerk, Planning Commission
Marianne Gardner, Planning Division (PD), Department of Planning and
Zoning (DPZ)
Michelle Stahlhut, PD, DPZ
David Stinson, PD, DPZ
Dan Aminoff, Facilities Planning Advisory Council, Fairfax County Public
Schools (FCPS)
Sandy Evans, Fairfax County School Board, FCPS
Dalia Palchik, Fairfax County School Board, FCPS
Jeffrey Platenberg, Department of Facilities and Transportation Services (DFTS),
FCPS
Kevin Sneed, DFTS, FCPS

ATTACHMENTS:

- A. Existing Comprehensive Plan Policies – Economic Development, Redlined
- B. Existing Comprehensive Plan Policies – Economic Development, Draft
- C. One Fairfax Policy – November 21, 2017
- D. Suggested Committee Recommendations
- E. Outline of Final Report

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Chairman Timothy J. Sargeant called the meeting to order at 6:07 p.m. in the Board of Supervisors Conference Room of the Fairfax County Government Center, 12000 Government Center Parkway, Fairfax, Virginia 22035.

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Commissioner Niedzielski-Eichner presented a summary of the subcommittee report regarding the Proposed Comprehensive Plan Policy, Economic Development language for Objective 2, Policies a through e.

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Marianne Gardner, Planning Division (PD), Department of Planning and Zoning (DPZ); David Stinson, PD, DPZ; Michelle Stahlhut, PD, DPZ; Sandy Evans, Fairfax County School Board, FCPS; Dalia Palchik, Fairfax County School Board, FCPS; and Dan Aminoff, Department of Facilities and Transportation Services (DFTS), FCPS, engaged in further discussion with the Committee members on the following issues:

- The modification of Policy b language and how it related to land use;
- The Comprehensive Plan and whether Policy e would be applicable or more appropriate in the non-land use category;
- The inclusion of vacant and underutilized sites for potential FCPS programs and facilities in the policy;
- Staff's perspective, interpretation, and suggested modifications for the language contained in Objective 2;
- The County's One Fairfax Policy as it pertained to equity and access;
- The process for identifying sources of data and compiling relevant information to identify the challenges of equity and access;
- Draft language that reflected suggested committee recommendations; and
- The possibility of student population projections beyond the five-year horizon.

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Chairman Sargeant requested committee members to review the draft of Outline of Final Report and submit any comments to staff.

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Chairman Sargeant announced the upcoming Schools Committee schedule as outlined below:

- Thursday, January 17, 2019, 7 p.m. to 9 p.m.;
- Work Session on Saturday, January 26, 2019, 9 a.m. to 12 p.m.

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The meeting was adjourned at 7:27 p.m.
Timothy J. Sargeant, Chairman

An audio recording of this meeting is available in the Planning Commission Office,
12000 Government Center Parkway, Suite 330, Fairfax, Virginia 22035.

Minutes by: Teresa Wang

Approved: February 28, 2019

Jacob Caporaletti

Jacob Caporaletti, Clerk
Fairfax County Planning Commission



Teresa Marie Wang

Existing**Proposed** Comprehensive Plan Policies**Policy**
Economic Development

Fairfax County Comprehensive Plan, 2017 Edition, Policy Plan, Economic Development, Amended through 3-4-2014, page 2

Objective 2: Provide an environment for**Give emphasis in land-use decisions and public facilities investment to securing the highesthigh quality system of education from for all community members, to include pre-school through 12th grade and promote undergraduategrades, apprenticeships, career and graduate level educational opportunities to include continuing learning technical education, certification programs for adults, and adult education:**

Policy a. Maintain an environment that fosters the highest quality of education available in order to prepare citizens for the continued changes necessary for their economic wellbeing.

Policy a. Provide for land use planning and public facilities that foster diverse and high quality educational options that will help develop the skills community members need to adapt to changes in the economy and technological and workplace innovation.

Policy b. partnershipsCollaborate with businessbusinesses, non-profits, and other community partners to ensure that the education system is strategically focused to produces graduates who will meet educational projected workforce needs of the future job market.

Policy c. Ensure the availability and encourage the use of Enable high quality continuing adult education and retraining programs.reduce barriers to participation.

Policy d. Promote land use and revitalization that encourages socioeconomic diversity throughout the County and minimizes pockets of poverty.

Policy e. Consider FCPS needs before any County agency disposes of surplus real property.

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Existing Comprehensive Plan Policies
Economic Development

Objective 2: Give emphasis in land-use decisions and public facilities investment to securing high quality education for all community members, to include pre-school through 12th grades, apprenticeships, career and technical education, higher education, and adult continuing education:

- Policy a: Provide for land use planning and public facilities that foster diverse and high quality educational options that will help develop the skills community members need to adapt to changes in the economy and technological and workplace innovation.
- Policy b: Collaborate with businesses, non-profits, and other community partners to ensure that the education system produces graduates who will meet projected workforce needs.
- Policy c: Enable high quality continuing adult education and reduce barriers to participation.
- Policy d: Promote land use and revitalization that encourages socioeconomic diversity throughout the County and minimizes pockets of poverty.
- Policy e: Provide FCPS with first right of refusal before County disposes of property.

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**Proposed Comprehensive Plan Policy
Economic Development**

Fairfax County Comprehensive Plan, 2017 Edition, Policy Plan, Economic Development, Amended through 3-4-2014, page 2

Objective 2: Give emphasis in land-use decisions and public facilities investment to securing the high quality education for all community members, to include pre-school through 12th grades, apprenticeships, career and technical education, certification programs, higher education, and adult education:

- Policy a. Provide for land use planning and public facilities that foster diverse and high quality educational options that will help develop the skills community members need to adapt to changes in the economy and technological and workplace innovation.
- Policy b. Collaborate with businesses, non-profits, and other community partners to ensure that the education system produces graduates who will meet projected workforce needs.
- Policy c. Enable high quality continuing adult education and reduce barriers to participation.
- Policy d. Promote land use and revitalization that encourages socioeconomic diversity throughout the County and minimizes pockets of poverty.
- Policy e. Consider FCPS needs before any County agency disposes of surplus real property.

**Existing Comprehensive Plan Policies
Economic Development**

Objective 2: Give emphasis in land-use decisions and public facilities investment to securing high quality education for all community members, to include pre-school through 12th grades, apprenticeships, career and technical education, higher education, and adult continuing education:

- Policy a. Provide for land use planning and public facilities that foster diverse and high quality educational options that will help develop the skills community members need to adapt to changes in the economy and technological and workplace innovation.
- Policy b. Collaborate with businesses, non-profits, and other community partners to ensure that the education system produces graduates who will meet projected workforce needs.
- Policy c. Enable high quality continuing adult education and reduce barriers to participation.
- Policy d. Promote land use and revitalization that encourages socioeconomic diversity throughout the County and minimizes pockets of poverty.
- Policy e. Provide FCPS with first right of refusal before County disposes of property.

ONE FAIRFAX POLICY – November 21, 2017

I. PURPOSE

Fairfax County embraces its growing diverse population and recognizes it as a tremendous asset but also knows that racial and social inequities still exist. This policy defines expectations for consideration of racial and social equity, and in particular, meaningful community involvement when planning, developing, and implementing policies, practices, and initiatives. It provides a framework to advance equity in alignment with our stated visions and priorities. This policy informs all other policies and applies to all publicly delivered services in Fairfax County Government and Fairfax County Public Schools.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

This is a new policy.

III. DEFINITIONS

Equity: The commitment to promote fairness and justice in the formation of public policy that results in all residents – regardless of age, race, color, sex, sexual orientation, gender identity, religion, national origin, marital status, disability, socio-economic status or neighborhood of residence or other characteristics – having opportunity to fully participate in the region's economic vitality, contribute to its readiness for the future, and connect to its assets and resources.

Equity Tools: Information and processes used to identify who is affected by a decision, policy, or practice; how they are affected; and to guide recommendations to encourage positive impacts and/or mitigate negative impacts.

Publicly delivered: The services provided by government or public schools either directly (through the public sector) or through financing the provision of services.

Race: A socially constructed category of identification based on physical characteristics, ancestry, historical affiliation, or shared culture.

Racial Equity: The absence of institutional and structural barriers experienced by people, based on race or color that impede opportunities and results.

Social Equity: The absence of institutional and structural barriers experienced by people, based on other societal factors such as age, sex, sexual orientation, gender identity, religion, national origin, marital status, disability, socio-economic status, neighborhood of residence, that impede opportunities and results.

IV. AREAS OF FOCUS TO PROMOTE EQUITY

Helping people reach their highest level of personal achievement is vital to our county's successful ability to compete in the global economy. Linking our residents and families to opportunities including education, workforce development, employment, and affordable housing helps ensure lifelong learning, better health, resilience, and economic success. The systems, structures, and settings in which our residents and families live, work, play, and learn, create an equitable community and are, in part, a product of policy and resourcing decisions.

Fairfax County Government and Fairfax County Public Schools, working in conjunction with higher education, business, nonprofit, faith, philanthropy, civic and other sectors, will give particular consideration to these initial areas recognizing that additional areas of focus may emerge based on changing factors and that assessment and prioritization are necessary to guide and inform collective actions to support a thriving community and promote equity with a goal of achieving the following:

1. Community and economic development policies and programs that promote wealth creation and ensure fair access for all people.
2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.
3. Workforce development pathways that provide all residents with opportunity to develop knowledge and skills to participate in a diverse economy and earn sufficient income to support themselves and their families.
4. An early childhood education system that ensures all children enter kindergarten at their optimal developmental level with equitable opportunity for success.
5. Education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life.
6. Community and public safety that includes services such as fire, emergency medical services, police, health, emergency management and code enforcement that are responsive to all residents so that everyone feels safe to live, work, learn, and play in any neighborhood of Fairfax County.
7. A criminal justice system that provides equitable access and fair treatment for all people.
8. Neighborhoods that support all communities and individuals through strong social networks, trust among neighbors, and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood.
9. A vibrant food system where healthy, accessible, and affordable food is valued as a basic human necessity.
10. A health and human services system where opportunities exist for all individuals and families to be safe, be healthy and realize their potential through the provision of accessible, high quality, affordable and culturally appropriate services.
11. A quality built and natural environment that accommodates anticipated growth and change in an economically, socially, and environmentally sustainable and equitable manner that includes mixes of land use that protects existing stable neighborhoods and green spaces, supports sustainability, supports a high quality of life, and promotes employment opportunities, housing, amenities and services for all people.

12. A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.
13. A parks and recreation system that is equitable and inclusive by providing quality facilities, programs, and services to all communities; balancing the distribution of parks, programs and facilities; and providing accessible and affordable facilities and programs.
14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.
15. Digital access and literacy for all residents.
16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.
17. Policies that prohibit all forms of discrimination under Federal and State law in county and school system activities, and ensure that all practices provide fair treatment for all employees, contractors, clients, community partners, residents, and other sectors who interact with Fairfax County including higher education, business, nonprofit, faith, philanthropy, and civic.

V. PROCESS

To achieve equity and advance opportunity for all, Fairfax County Government and Fairfax County Public Schools will work in partnership with others and utilize the influence of each respective institution to leverage and expand opportunity. Organizational capacity in the following areas will enable the development, implementation, and evaluation of policies, programs, and practices that advance equity:

a. Community Engagement

To foster civil discourse and dialogue, community engagement shall ensure that the breadth of interests, ideas, and values of all people are heard and considered. Outreach and public participation processes will be inclusive of diverse races, cultures, ages, and other social statuses. Effective listening, transparency, flexibility, and adaptability will be utilized to overcome barriers (geography, language, time, design, etc.) that prevent or limit participation in public processes. Fairfax County Government and Fairfax County Public Schools will engage with sectors such as higher education, business, nonprofit, faith, philanthropy, civic and others to collectively address barriers to opportunity.

b. Training and Capacity Building

Training will be designed for individual and collective learning with an emphasis on building competencies and skills to implement strategies that promote racial and social equity in employees' daily work. Foundational training will include, but will not be limited to: an understanding of implicit bias; institutional and structural racism; and the use of equity tools. Additional training for role and business area specific training will also be provided.

c. Applying Equity Tools

Consideration will be given to whole community benefits and burdens, identifying strategies to mitigate negative impacts, and promoting success for all people in planning and decision making.

Equity tools such as structured questions, equity impact analyses, disparity studies, etc. will be used to ensure that equity is considered intentionally in decision-making and the One Fairfax policy is operationalized.

d. Racial and Social Equity Action Planning

All organizations and departments within Fairfax County Government and Fairfax County Public Schools will conduct analysis, devise plans, set goals, and take actions through specific practices, policies, and initiatives within their purview.

e. Accountability Framework

Fairfax County Government and Fairfax County Public Schools will incorporate data and publish performance measures that can be analyzed, quantified, and disaggregated to evaluate the extent to which our systems are achieving goals identified through the racial and social equity action planning.

VI. ROLES

Fairfax County Government and Fairfax County Public Schools will designate and support staff members to lead the implementation of the One Fairfax policy. These staff members will work in conjunction with:

- The Board of Supervisors, School Board, and One Fairfax Executive Leadership Team to provide strategic, collective leadership in support of the equity-informed planning and decision-making processes prescribed by this policy and the development and pursuit of identified equity goals; and
- A multi-department, cross-systems equity staff team to facilitate coordination of racial and social equity action planning, collective action, and shared accountability across and within county and schools organizations.
- Boards, Commissions, Authorities and Advisory Committees to promote stakeholder engagement and input in support of equity informed planning and decision making.

Related policies and regulations:

Fairfax County Public Schools Policy 1450 – Nondiscrimination

Fairfax County Government Procedural Memorandum 39-06 – Harassment

Fairfax County Government Procedural Memorandum 39-04 – Reasonable Accommodation in Employment

Fairfax County Government Procedural Memorandum 39-05 – Reasonable Accommodation of Services and Devices

Fairfax County Government Procedural Memorandum 02-08 – Language Access Policy

The Code of Fairfax County, Virginia – Chapter 11 – Human Rights Ordinance

Suggested Schools Committee Recommendations

Non-land use

- Economic Development
- One Fairfax/Equity and Access
- Long-term Student Population Forecasting
- Capital Improvement Program (CIP) Recommendations

Land use

- Existing Polices
- Utilization of Existing Facilities
- Use of vacant and of County owned underutilized property for facilities and programs.
- Co-location of Facilities
- Area-wide Plan Recommendations
- School Proffers

Schools Committee Final Report Outline

Executive Summary

I. Non-land use

1. Economic Development
2. One Fairfax/Equity and Access
3. Long-term Student Population Forecasting
4. Capital Improvement Program (CIP) Recommendations
5. Committee Recommendations

II. Land use

1. Existing Policies
2. Utilization of Existing Facilities
3. Co-location of Facilities
4. Area-wide Plan Recommendations
5. School Proffers
6. Committee Recommendations

Conclusion and Next Steps