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Henrico County School Board Work Session, Thursday, September 25, 2025

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[00:00:03] Good afternoon. Welcome to the September 25th, 2025 work session of the Henrico County School

[00:00:40] Board. We are going to start with the Pledge of Allegiance and the moment of silence. I pledge allegiance to the flag of the United States of America and to the republic which it stands, one nation under God, individual, with liberty and justice for all. Please join us in a

[00:01:08] moment of silence. Thank you. Thank you. The next item on the agenda is the approval of agenda.

[00:01:26] Colleagues, is there a motion? I move that the school board approve the agenda for today's meeting. Moved by Ms. Kinsella. Is there a second? Second. Seconded by Mr. Irving. All those in favor say aye. ANY OPPOSED? THE AYES HAVE IT. THE AGENDA HAS BEEN APPROVED. THE NEXT ITEM ON THE AGENDA IS CLOSED SESSION. COLLEAGUES, IS THERE A MOTION? I MOVE THAT THE SCHOOL BOARD GO INTO CLOSED SESSION FOR THE DISCUSSION OF MATTERS COVERED UNDER ITEM A1 OF SECTION 2.2-3711 OF THE CODE OF VIRGINIA 1950 AS AMENDED AND PERTAINING TO THE ASSIGNMENT DEMOTION, PROMOTION, PERFORMANCE DEMOTION,

[00:02:03] salaries, principling, discipline, sorry, or resignation of specific school board employees. Moved by Mr. Irving. Is there a second? Second. Seconded by Mr. Young. All those in favor say aye. Aye. Can you post? The ayes have it. We're now in closed session. We'll resume it in open

[00:02:22] session at its conclusion. Welcome back. Colleagues, is there a certification of closed session?

[00:13:51] I move that the school board certify by a recorded vote that to the best of each school SCHOOL BOARD MEMBERS KNOWLEDGE ONLY PUBLIC BUSINESS MATTERS LAWFULLY EXEMPTED UNDER THE OPEN MEETING REQUIREMENTS OF THE VIRGINIA FREEDOM OF INFORMATION ACT AND IDENTIFIED IN THE MOTION AUTHORIZING THE CLOSED MEETING WERE HEARD, DISCUSSED, OR CONSIDERED IN THE CLOSED MEETING.

[00:14:10] THANK YOU MR. IRVING. IS THERE A SECOND? SECOND. SECONDED BY MR. YOUNG. ALL THOSE IN FAVOR SAY AYE. ANY OPPOSED? THE AYES HAVE IT. CLOSED SESSION HAS BEEN CERTIFIED. DR. THANK YOU, MADAM CHAIR, MEMBERS OF THE BOARD, GOOD AFTERNOON, TODAY'S ITEM FOR THE WORK SESSION IS SOMETHING WE'RE DELIGHTED TO BRING YOU AND THAT IS AN UPDATE ON THE MOMENTUM OF THE CAREER LADDER, SOME HIGHLIGHTS AND NEXT STEPS. I KNOW YOU'VE RECEIVED A NUMBER OF UPDATES ALONG THE WAY WHEN THIS INNOVATIVE INITIATIVE WAS LAUNCHED, SO DR. HUGHES AND DR. WESTON WILL PROVIDE

[00:14:44] THAT UPDATE. THANK YOU, DR. CASHWELL. GOOD AFTERNOON, CHAIR SHEA, MEMBERS OF THE BOARD, AND DR. CASHWELL. AS DR. CASHWELL SAID, MY NAME IS Leslie Hughes, Chief Learning Officer for Henrico County Public Schools. And today, Dr. Weston and I, the Director of Professional Learning and Leadership, will provide an update on the HCPS Career Ladder, sharing our progress and future plans. As we begin, it's important to highlight that the Career Ladder aligns directly with the Division's new strategic plan, Journey to 2030, particularly the focus to recruit, engage, reward, and retain highly qualified staff.

[00:15:22] this alignment ensures that the career ladder is not just a program but a direct extension of the division's vision for staff support and student success today we'll take a quick look back at the onset of the career ladder the current reality and what lies ahead as a reminder the career ladder offers differentiated pathways for professional learning with salary advancement over the past three years the program has expanded steadily with data showing a consistent and positive impact on both individual participants and the division as a whole staff who took part in these professional learning opportunities are four times more likely to remain in the profession which strengthens

[00:16:02] student achievement by keeping highly qualified educators in classrooms and support staff in the vital roles they fill this impact has been evident since the program's inception underscoring the value of meaningful learning opportunities and varied pathways including internal options at no cost. Let's take a look now at how the career ladder has expanded and how it continues to drive staff retention and student success. At this time, I'll turn it over to Dr. Weston.

[00:16:32] In March 2022, the school board approved the launch of the inaugural career ladder. It was and continues to be the only of its kind across the nation, a career ladder anchored in professional learning. The 2022 ladder began with Henrico's largest group of employees, educators plus other identified personnel. The ultimate goal was retaining staff by pairing professional growth with financial compensation, allowing educators to increase their salaries while remaining in the classroom. The educator ladder offers three options for salary advancement. Staff can earn a

[00:17:06] doctorate degree, achieve advanced certifications such as national board, or successfully complete HCPS specializations. Through these options, eligible staff may earn up to a 15% pay increase. While doctorate degrees and advanced certifications are external opportunities, specializations are developed internally by HCPS staff, creating learning experiences that are directly related to our division's work and are offered at no cost to participants. In January 2023, the first two specializations were introduced with 48 participants. Within months, those participants

[00:17:45] became the program's strongest advocates, creating a buzz that spread quickly across the division. What fueled this momentum wasn't simply positive feedback but the experience itself. The coursework was energizing but learning was relevant and the practical application made the work immediately meaningful. Combined with the power of learning in a cohort and the connections built through networking, anticipation for what would come next developed naturally. By the start of year two, participation had doubled and that early momentum quickly translated to growth. The demand for

[00:18:21] coursework opportunities within the career ladder continue to grow. What began as 48 participants in year one expanded to six fully enrolled specializations in January 2025, including two classes of teaching and learning, two classes of diverse learners, one class of trauma-informed educators, and one class of our newest specialization, adult learners, which launched for the first time in January 2025. Along with this growth in both participants and offerings, eight members of the career ladder adjunct faculty are themselves specialization completers. Their first-hand

[00:18:57] insight enriches their teaching and further strengthens our program. The knowledge gained through the design and implementation of the educator ladder guided the development of the next two career ladder expansion groups, ensuring each new pathway builds on what we've learned and continues to expand opportunities to staff. The fall of 2024 saw the creation of our second career ladder pathway, the classified employee ladder. This expansion broadened opportunities for growth and advancement for more staff across the division and reflected our commitment to

[00:19:34] recognizing the impact of every role on student success. The classified employee career ladder includes office professionals, bus drivers, and instructional assistants. Like the educator ladder, this expansion was designed to recruit, engage, reward, and retain high quality staff, many of whom work closely with students and families every day we are excited to share that additional groups of additional staff groups will be added to the classified employee ladder in coming months further extending opportunities across our schools and departments in January 2026 the classified

[00:20:12] employee ladder will expand opening professional learning advancement opportunities to an even larger group of classified employees this expansion will add 30 new positions including school security officers, family advocates, and members of our school nutrition team among others.

[00:20:28] All newly added staff will be connected prior to January to receive ladder updates and learning information. Building on the opportunities available since the ladder's inception, this growth will extend the same meaningful professional learning to a wider audience.

[00:20:46] Monthly sessions ranging from three to six hours include opportunities such as technology training, de-escalation strategies time management customer service workflow strategies and book studies like better conversations with sessions continually added staff will have ongoing opportunities to strengthen their skills while enhancing the critical roles they play across the division let's take a moment

to hear directly from a few of our classified employees so the career ladder for classified employees offers a personalized learning experience for

[00:21:26] office professionals, bus drivers, and instructional assistants. I think the biggest perk though, however, is that it allows for salary progression based on earned credit hours. We were afforded an opportunity to better ourselves, learn more. I felt that it was time to get started and I really went up the first rung already. I attained the 48 points and I learned a lot along the way and it was exciting.

[00:21:58] You get to meet new people, learn new things, make new relationships, have things that will help you not only in your job but seriously in your everyday life. Well I like that it has pains on and I like the idea it was team building activities for us.

[00:22:14] You know you can learn something new every day. You never stop learning so I really like the program. it allows them to advance based on what their current responsibilities are but they can articulate and kind of dream about what their advancement goals are and we can work together and try to come up with a plan for them to take the classes that meet both of those needs you get to see things you didn't even know existed you get to learn things you never knew were out there and i think honestly you get new strategies and new ways to cope with things whether it be problems or personality conflicts or anything else for that matter?

[00:22:52] I've taken courses on AI and boosting productivity in the office, organization, conflict management. All of these classes has helped me so much. School nutrition likely coined the phrase "too many cooks in the kitchen" and we have kind of a controlled level of chaos every day and the communication classes that the central office staff has been able to take have really helped in communicating with those individuals in the kitchens and what you walk away with is a sense of being valued by the county

[00:23:30] because they want you to succeed and stay current how can you beat that it's a win-win situation the third career ladder pathway is the school leader ladder which includes principals associate principals and assistant principals this pathway recognizes the central role leaders play in shaping teaching and learning across our schools and specialized programs. Leaders engage in learning that deepens instructional knowledge and strengthens school culture to better support teachers and students. In alignment with the division's focus on recruitment and retention, the school leader

[00:24:05] ladder is designed to keep high quality leaders in every school. Just like the educator ladder, the leader ladder offers clear routes for professional growth through earning a doctorate degree, pursuing advanced certifications, and completing internally offered specializations.

[00:24:21] the first specialization for the leader ladder instructional leadership began in january 2025 it aligned with the educator specialization of teaching and learning both specializations focus on the components of the hcps instructional model one through the lens of a teacher and the other through the lens of a school leader this first specialization includes 23 leaders representing all five magisterial districts and all three levels elementary middle and high school like Like the Educator Ladder, school leaders will conclude their yearlong learning at Portfolio Defense Night in November, where they will share their learning experiences and the practical

[00:24:59] application of their learning. The School Leader Ladder will see its first expansion in January 2026, with the launch of a second specialization, Adult Learners. This addition opens the ladder to 25 more

leaders extending the reach of learning experiences across more schools.

[00:25:18] Building on the success of the first year, leaders who have completed the instructional leadership specialization also have the opportunity to apply to serve as adjunct faculty, teaching and mentoring the next cohort of participants. This not only strengthens the programs, but elevates the voices and expertise of our own leaders. And because we're always seeking new ways to grow, a focus group of school and division leaders will begin exploring future pathways and leadership-specific learning opportunities that may extend beyond a specialization track.

[00:25:51] This ensures the ladder continues to provide meaningful options that reflect the individual growth needs of our leaders across the division. Together, these three ladders demonstrate how HCPS Career Ladder Program both aligns and advances the goals of our strategic plan.

[00:26:09] In addition to the three ladders we have shared today, planning is well underway for a fourth pathway designed for members of our operations and facilities team. This ladder is tailored to the essential work of our facilities staff and mirrors the structure of advancement currently in place for county government employees through this pathway employees will gain the skills needed to become eligible for positions with greater responsibility and corresponding salary increases the latter will be managed at the director and supervisor levels with support and guidance from our human resources team we look forward to sharing more about this ladder as implementation

[00:26:47] moves forward and new opportunities open for our facilities team members within the journey to 2030 strategic plan henrico commits to recruit engage reward and retain high quality staff by fostering a workplace that values professional growth the plan also emphasizes building the capacity of teachers and leaders through professional learning reflecting a culture where growth is continuous and directly tied to student success the career ladder plays an integral role in bringing this vision to life ensuring that professional learning continues to shape how we support staff across the

[00:27:24] division. Looking ahead, the career ladder remains a dynamic program designed to respond to the evolving needs of employees. As it continues to advance, we will ensure the voices of the very people it was created to serve are included and elevated in shaping its direction. As we conclude this presentation, we'd like to thank you for your continued support of meaningful, personalized learning and for your commitment to funding the career ladders through the career ladders we elevate staffs in ways that nurture growth innovation and collaboration the ultimate

[00:28:01] impact of this investment is seen in our students by developing our teachers leaders and support staff we create a learning community where employees choose to stay and grow and where our students are able to thrive preparing them for the future and moving confidently into their next chapter whether it is enrolled enlisted or employed thank you and at this time we're happy to answer your questions thanks so much team i know um we've been excited for the career letters for a long time and so it's always great to get an update um on their excesses but also their

[00:28:35] expansion uh colleagues i'll start with mr young thank you chair shea um madam chair there was a clothing line out when i was younger it was called fubu and i'm not sure if anybody is familiar with FUBU but the acronym stood for for us by us and that's exactly what i think the career ladder is it's for henrico county public schools and it's by henrico county public schools and who knows our teachers more than us right so i applaud you guys and you all for you know just expanding it making it accessible feels like the teachers and administrators are having a good time

[00:29:14] would you say some of the learning is coming from each other as opposed to the instructors much of it our greatest power is learning from one another yeah i can't think of anything else that we do where i'm looking at the core values up here because it's facing me where student focus belonging collaboration innovation and equity are all combined in one thing so i mean to meet all of our core values and something that we're putting together for teachers is amazing um great job dr hughes uh dr weston uh madam chair that's all i have thank you thanks so much mr irving yes your name is mr young thank you mr young for your comments we will now be moving to

[00:29:48] mr irving yeah dear folks uh thank you for this for this update it's always wonderful to hear um i wish that i myself as a teacher could benefit from this uh so i am secretly jealous not secretly i guess because i'm saying it out loud but i am jealous that uh henrico county has this program but i do not have access to it i i you know echo what mr young said about for us by us i think that's a perfect way to describe the program and it's wonderful that it's being extended to everybody so that we're inclusive of all professions within the county because they're all trying to do things

[00:30:26] for our students at the end of the day um so yeah this is wonderful i have no questions but just wanted to reiterate that thank you thank you mr young now miss kinsella or mr irving oh my god oh my goodness gracious it's already been i don't know i don't know if i'm okay mr irving thank you for your comments we're now moving to miss kinsella okay i agree with my i agree with the enthusiasm my colleagues have shared. I mean, for us, by us. That was really a good one, Mr. Young.

[00:30:53] I appreciate that. Keeping employees where they want to be. You know, I know for a while when we started this, we were like, Mrs. Shea and I would say, keeping teachers in the classroom, right? They don't want to leave the classroom, but they want to be challenged, they want to learn, and the opportunity to make more money, right? It couldn't be beat. And just the opportunity to grow it like we've like we have um once again i know when we were talking about professional learning i mean relevant and responsive and this is again in direct response to employee voice

[00:31:28] all employees right relevant and responsive um so i'm i'm appreciative of that i'm appreciative four times more likely to remain in the position is it in the position or with the company and in and in this case, Henrico Schools.

[00:31:45] - Right now, the data we're collecting is in the specific position. - In the specific position. - And that's more, the data we have the most on is on our educator, because this is the third year of that ladder. - Okay, well, super proud to have been with this since its inception, and just watching it grow.

[00:32:02] I do have a question regarding, when do we expect the fourth pathway to be underway? I know you said you're planning it now our operations and facilities folks so I'm looking at Ms. Balding because they are working with the county side correct yes we'll get you a firm date okay but we're we're trying to mirror the we're trying to work closely with our counterparts on the county side because obviously the operations staff has a much different skill set than our educators and our teachers and we want to make

[00:32:37] sure that we have professional learning in place that will meet their needs and continue to help them grow and so we're leaning on our county counterparts to to look at how they've outlined their um process for professional learning and we're working with human resources and with and mrs bolden was poised to respond with her finger on that she has the secret i'm so sorry please respond thank you and actually um we've gotten quite a bit of ways excuse me in in that pathway and we have already started so thank you that is the simple answer it's already just in from this

[00:33:12] hot off the presses very current information fantastic so it's not just under design it's it's in motion uh in action so one one question just to close out because i think this uh this really speaks volume who else in the country is doing something like this to the best of our knowledge we are the only division in the country that has a career ladder based on professional learning there are other career ladders that are based on merit but in our research and our continued research we are the only one that's grounded in professional learning with salary

[00:33:47] compensation great thank you so much chair shea thank you so much miss kinsella um i just get excited every time the career ladder presentations come up um for those of us who have been here a while we've been hearing about it gosh six years our whole term and i know that it started even before that and then we had to pump the brakes during covid but it was really uh responsive to staff feedback about what they were looking for um and the development and the structure was informed by our staff um and sometimes when we do that well all the time when we do that it

[00:34:24] takes longer um but it's clearly yielding the fruit of that so just thank you for to your team you know, initially, you know, Ms. Kinsella and I have talked about how, at least how we digested the intent was kind of how do we offer career growth and compensation and still keep master teachers in the classroom? Because for some people, moving to administration is not their passion.

[00:34:51] And so how do we offer them career development and growth and still have them do what they love and what they're great at in the classroom? And, you know, to see that idea, which was very successful, and how it's been able to grow to kind of across all of our sectors is really great um are there any other full-time groups after ladder number four comes on does that cover for the most part all of our full-time employee groups no okay at this point uh when you exclude our our teachers

[00:35:29] and we have identified licensed personnel on grades, and Francine, please jump in if I happen to say correctly, 28, 29, 30, and 31 are included on the educator ladder. For our leader ladder, that only includes school leaders. So we haven't yet looked at, well, we're in process of looking at our division leaders, but we do not have that plan in place. That's a part of that focus group coming in January for our classified ladder that extends to grade 24 at this point so from 12 to 24

[00:36:05] both exempt and non-exempt employees you're going to find most everyone in those grades for the classified ladder and this expansion that we're having in January is picking up in that grade range who we did not have prior to excellent thanks so much I just I've heard so many good things about this I know I think one surprise to me has been the enthusiasm from teach I'll start with teachers because that was the first ladder we rolled out but teachers who are mid to later

[00:36:40] in their career and how many have participated this and shared with me that that can be a time in their career where they kind of get comfortable and how they have been doing things for a long time And that by participating in the career ladder with other educators that share their same passions, it has really continued to ignite the passion for what they do, coming with fresh, energized, new ideas, skills, and excitement to the classroom.

[00:37:15] And we really want that for all of our employees to feel excited to do what they do. I know for the principals, they have really, really loved their cohort. um some shared that they felt like I think it was Tuesday nights they go that they felt like it was kind of like hanging out with their buddies um but also educators they really respect um and getting to because sometimes being at the top of the pyramid and the building can be a lonely place to be um and not having someone to be able to spitball with and that sort of

thing and so so REALLY HAVING A COHORT TO BE ABLE TO SPIT FALL WITH AND OTHER PEOPLE THEY REALLY RESPECT AND

[00:37:54] HOW, AGAIN, ENERGIZING THAT WAS AS A LEADER. NOT ONLY DID THEY FEEL LIKE THEY CAME AWAY AS A BETTER LEADER, BUT TRYING TO STEM THAT KIND OF EMOTIONAL BURNOUT OF THE JOB AS WELL. SO, SO MANY BENEFITS TO THIS. SO, THANK YOU SO MUCH. ANYTHING ELSE COLLEAGUES? THANK YOU.

[00:38:14] SUPERINTENDENT, ANY OTHER ITEMS FROM YOU AT THIS TIME? THAT CONCLUDES ITEMS FROM ME. all right colleagues that brings us to unfinished business I have I have one unfinished business item I want to circle back on any others before I get there okay I wanted to just in unfinished business speak to the ongoing boundaries process we're going through and thank all who came out to the town hall last week public input is critical to this process I know talking with my colleagues

[00:38:48] it really has informed um you know a lot that you know one-on-one we've been talking about to understand each other's divisions or um other's districts um the the public input has really been critical so thank you to all who have um come out to the town hall there are two more opportunities they are the same format and the same structure um and at those you can provide input on any of the PROPOSED SCENARIOS AS WELL AS SOME OF THE IMPLEMENTATION FACTORS. WE WILL BE POSTING SUMMARY REPORTS ABOUT THE FEEDBACK GATHERED AT EACH OF THOSE TOWN HALLS AS WELL. THE SURVEY HAS HAD

[00:39:27] OVER A THOUSAND RESPONSES AS OF TODAY AND WILL REMAIN OPEN ANOTHER TWO WEEKS. SPANISH AND PORTUGUESE SURVEYS WILL BE POSTED TO THE WEBSITE LATER TODAY. ADDITIONALLY THE BOARD WILL HOST A PUBLIC HEARING DEDICATED TO THE REDISTRICTING TOPIC ON OCTOBER 23RD AT 7 P.M. RIGHT HERE IN THE NEWBRIDGE LEARNING CENTER AUDITORIUM. MORE DETAILS AND SIGN-UP INFORMATION WILL BE POSTED ON THE REDISTRICTING WEBSITE AND DR. KESHWA I WOULD ASSUME ALSO COMMUNICATED THROUGH PARENTSQUARE AND ALL THE OTHER COMMUNICATION TOOLS WE USE. WE'RE ALSO

[00:40:04] THE DIVISION IS WORKING ON AN UPDATE TO THE WEBSITE AS WELL. WE'VE HEARD REQUESTS FROM some additional information or clarity on the maps and so there's some more information forthcoming on that we've already are they have already updated the maps with some additional road labels and coming soon a new GIS map feature that families can enter their address into to see to determine if or how they may be impacted by any of the scenarios also a new comprehensive list

[00:40:38] of all subdivisions impacted by every scenario scenario the websites the words are tough for me today the neighborhoods on the website are not exhaustive for each scenario it's just kind of to give an idea on where it's happening it's best to look at the actual map and then also they'll be adding some additional programmatic information as that is separate from the boundaries decisions so the boundary decisions um are voted on by the board our programmatic pieces are worked

[00:41:12] on by the superintendent and her instruction team um but they impact capacity and so um we there will be additional information on things like the center for innovation the middle years ib program cyber security um as well as enrollment and capacity information from the 24-25 school year. So I know we're all very eager to have the enrollment information from the 25-26 school year. That data is based on September 30th membership counts. September 30th is

[00:41:48] the official membership count for each school this year, and that count will provide us with location information as to which neighborhoods and areas each student lives in within the SCHOOL ZONE WHICH IS VERY IMPORTANT. SO I KNOW IT'S A QUICK TURN AROUND, BUT DO YOU THINK WE WOULD BE ABLE TO HAVE THOSE SEPTEMBER 30TH MINIVERSHIP COUNTS AT THE NEXT WORK SESSION?

[00:42:09] YOU'LL HAVE THEM AT THE FIRST OCTOBER WORK SESSION, YES. AWESOME. SO I BELIEVE THE DATE OF THAT IS OCTOBER 9TH. I KNOW WE ALL LOOK FORWARD TO THAT UPDATED ENROLLMENT INFORMATION. COLLEAGUES, DO YOU HAVE ANYTHING ELSE ADDITIONAL YOU WOULD LIKE TO ADD AFTER WE'VE BEEN ENGAGING WITH THE PROPOSALS AND THE PUBLIC FOR THE LAST TWO WEEKS?

[00:42:30] chair shea if i may firstly could you repeat you said there was going to be a public hearing yes the public hearing will be um let me make sure i'm saying the date correct october 23rd at 7 p.m here in newbridge so we'll do our monthly meeting at 6 30 wrap up by 7 in order to have a public hearing specifically about redistricting okay and there will be a notice i mean information about that on the website or via parent square or all of the different ways that we're communicating right yes ma'am thank you for that clarity and then secondly i would ask having heard from

[00:43:10] my 2017 pocket community of broad meadows i would like to ask my board colleagues to support the removal of the Broad Meadows community, removing us, changing their middle school feeder pattern from Holman back to Hungry Creek Middle School. It's just the community does not wish for it to move forward and they've asked for us to consider this at this time. So I asked my colleagues for

[00:43:44] their consideration in removing this from consideration in terms of boundary adjustments. So colleagues, do you have any concern or opposition to removing the Hungry Creek map proposal? All right, here.

[00:44:03] You got one question. Yeah. There's no capacity issue at either school, correct? Correct. And actually, this proposed change from Holman, sending them back to Hungry Creek Middle School would have actually raised the capacity higher than other middle schools, right?

[00:44:23] So thank you for that question. It's a great question. All right, I'm hearing no concerns, Superintendent, the board asks for you to remove the Hungry Creek Middle School scenario from the proposed scenarios.

[00:44:38] We'll make that change and it'll be reflected on the website and other materials. Thank you. Colleagues, anything else? Yes, Chair Shea. So I, in conversation with many of my constituents who would have been impacted by the move out of Ridge and into Jackson Davis. So I guess it's known as the Jackson Davis scenario. Given that it was only around 70-ish kids, I've had a chance to speak with almost every family that's impacted.

[00:45:08] And I would like to ask out of consideration for them that we take that scenario off of the table. I've kind of made clear the entire time that I, with constituents, that this was just a request that we had. It doesn't mean that we supported it one way or another. So I think it's important be open to feedback from the community and the feedback has been that these folks are concerned that they're leaving ridge uh would leave ridge a worse off place and i i think that those are perfectly valid considerations so i want to offer that up to my colleagues colleagues any concerns

[00:45:42] um or opposition on this matter um i'll i will add um well okay concerns so it sounds like there's NO CONCERNS OR OPPOSITION ON THIS. SUPERINTENDENT IF YOU WILL ALSO PLEASE REMOVE FROM AREAS BEING CONSIDERED THE JACKSON DAVIS ELEMENTARY SCHOOL. YES, IT REMOVES SO THAT THE APPROXIMATELY 70 STUDENTS WHO WOULD HAVE MOVED FROM RIDGE TO JACKSON DAVIS. AND ALSO IT INCLUDES THREE UNDEVELOPED PARCELS FROM THREE CHOPPED. CORRECT, WE'LL MAKE THAT CHANGE. AND JUST ON A NOTE

[00:46:22] from that um with Skipwith so Skipwith Elementary um it is adjacent to both Davis and Longing that are getting new capacity so I just encourage a superintendent to look at how we can provide them relief even if it's not boundary relief perhaps programmatically next year I got to spend the day at Skipwith this um week it was um the most joyful part of my week for sure but it became very clear that the number on paper doesn't accurately reflect the building utilization um and how they're just all around out of space and so if we could look at um perhaps some programmatic adjustments to provide them some relief next year since the adjacent schools will have some absolutely thank

[00:46:59] you so much and yeah and i did want to add also if we have ways to utilize the new jackson davis capacity that's programmatic be that you know pre-k or maybe a newcomer program or something of that nature that would be that would be wonderful similar to our approach for longan WE CAN TAKE A LOOK, THERE ARE A NUMBER OF WAYS WE CAN LEVERAGE THAT CAPACITY AND IN FACT PROVIDE RELIEF IN OTHER PLACES. THANK YOU SO MUCH. ON THE SAME NOTE, COLLEAGUES, I WOULD LIKE TO REMOVE SECTION 4 FROM THE CUIACUS AND MIDDLE SCHOOL MAP. THIS IS THE SECTION

[00:47:34] OF CARVER OF STUDENTS WHO ARE ZONE FOR CARVER ELEMENTARY SCHOOL. THIS SECTION CAN BE CONSIDERED independently without a great impact to the other areas of the map. It was included in order to give Carver the same considerations as the other communities looking at 100% feeder between elementary, middle school, high schools, so they wouldn't have to split between elementary and middle school.

[00:48:01] That community has given very clear feedback that they prefer to remain split between Pocahontas and Cuyacusun. It doesn't impact the viability of the other parts of that map. It can be considered independently.

[00:48:16] And so, um, I'm recommending we go ahead, uh, and remove that any, uh, concerns or opposition to that. All right. Hearing none. Superintendent. Um, we also, as a board request that you remove section four from the Kwiakasin map.

[00:48:34] Noted. Excellent. Um, and I'll just note, um, you know, we'll, we'll need to keep an eye on Pocahontas capacity as this will I believe this will put them back in the 90% pending this year's numbers which I know we're all very excited very much looking forward to getting in October but there's also significant development building out in that area and almost 80 additional units approved so Mr. Irving I know that's your school and that you will keep an eye on it and you know it's incumbent on

[00:49:08] YOU TO DETERMINE IF, WHEN, HOW, YOU KNOW, CAPACITY WOULD BE NEED TO BE RELIEVED IN THE COMING YEARS. QUESTIONS, CONCERNS? ALL RIGHT. ANYTHING ELSE ON BOUNDARY CONSIDERATIONS IN UNFINISHED BUSINESS? ALL RIGHT. COLLEAGUES, I THANK YOU FOR ALL THE DEEP WORK THAT'S GONE ON IN THESE LAST TWO WEEKS, ALONG WITH THE SUPERINTENDENT'S TEAM, BUT LOTS OF CONVERSATIONS WITH COMMUNITY MEMBERS AND INDIVIDUALLY BETWEEN US AS WE LOOK TO HAVE DEEPER UNDERSTANDINGS

[00:49:43] ON HOW WE CAN MAKE NOT ONLY THE BEST DECISIONS FOR THE 10,000 STUDENTS IN EACH OF OUR DISTRICTS, BUT THE 50,000 STUDENTS OF PEMRICO COUNTY PUBLIC SCHOOLS. JUST TO REMIND THE COMMUNITY OF THE TIMELINE, SO THERE WILL BE UPDATES TO THE WEBSITE TODAY, AND CAN WE GET COMMUNICATION OUT TO THE COMMUNITY ABOUT THESE ACTIONS FROM THIS AFTERNOON?

[00:50:04] WE'LL WORK TO RELEASE THAT VERY SOON. EXCELLENT. THERE'S TWO MORE TOWN HALLS. SEPTEMBER 30TH AT HIGHLAND SPRINGS HIGH SCHOOL AND OCTOBER 7TH AT ACE HERMITAGE. A REMINDER, ALL THREE TOWN HALLS HAVE THE SAME STRUCTURE, THE SAME INFORMATION, THE SAME FORMAT. THE OCTOBER 9TH WORK SESSION WILL BE TAKING A LOOK AT THE NEW MEMBERSHIP NUMBERS. MID-OCTOBER WE'LL HAVE SURVEY FEEDBACK.

[00:50:34] October 23rd will be a public hearing. November 13th, we will review final proposals. And December 18th, we are scheduled to have final decisions on final proposals. All right. Thanks, team.

[00:50:53] The next item on the agenda is new business. Colleagues, do you have any new business at this time? All right. Hearing none, the final item on the agenda is the announcement of upcoming MEETING DATES OUR NEXT MEETING WILL BE RIGHT HERE AT 6:30 IN THE NEW BRIDGE AUDITORIUM FOR OUR MONTHLY MEETING THIS WORK SESSION IS ADJOURNED



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