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Manassas City School Board Work Session - February 5, 2026

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Length 2h 35m (video)

- Official meeting video (YouTube): <https://www.youtube.com/watch?v=oDJBpOPrZ1I>

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Speech-to-text: whisper.cpp, model large-v3-turbo. Produced 2026-10-17. Each paragraph starts with its time [HH:MM:SS] in the meeting video.

[00:00:54] I have 5 o'clock. I'm good. Okay. Hello, everyone. I'd like to call to order the school board work session of the school board of the city of Manassas. It's 5 p.m. Can we all please stand for a minute of silence and the pledge.

[00:01:12] I pledge allegiance to the flag of the United States of America, to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

[00:01:38] Can you please call the roll? Yes, ma'am. Chair Spall? Present. Vice Chair Jones? Here. Mrs. Sieber? Here. Mrs. Steven? Present. Mrs. Precia? Present. Ms. Brown? Here.

[00:01:54] Ms. Miles? Present. Thank you. Madam Chair, we have a board. Excellent. Okay, Dr. Newman, are there any additions or relations? No, ma'am. To the agenda? Do we have any enough? I would like to share something.

[00:02:11] I know Valentine's Day is coming up, And I wanted to share just a quick idea that I thought would be really nice that I thought to do for the school. I'm an elementary teacher by heart. And what I was thinking we could do is put a big piece of butcher paper in each school, have some sticky notes and some pens and have staff or students, families, put why they love their school.

[00:02:40] we would take those and we would create a kind of like those wordles that they have with all the things that people say and give it to our schools um it'll say like valentine's day 2026 with all the

different things that people say and just something to warm the hearts of the schools i know teaching is a heart work it's hard work um and so i just thought that would be something to brighten up teachers outlooks on the school that they work for okay so that was an announcement yes we'll have to take it offline if people have thoughts

[00:03:17] about it they're gonna have to work through the smiles I know that I'm out most of all next week I will be at the school board meeting but I would like to just offer that teacher appreciation is coming right around the corner so we wanted to really do a concerted effort I think there are a number of ways that can add to the signage that we bought last year you know put your paper right like let's keep the ideas rolling but that would be my goal um can we add did

[00:03:51] you did you get that was it that was it yes we're not changing that we're not changing that what we're trying to do is accommodate you know people but also keep some kind of reason in place so we're not gonna discuss it we're not gonna have a discussion about it and this miles is gonna have to manage the discourse herself she somebody wants to help her somebody wants to be against it

[00:04:27] or what have you she can let us know in the end you know how it worked out we would like to know before you do anything but I didn't you know obviously time sensitive it did not meet the criteria to get on the agenda um and this was us you know trying to do our best we're not trying to set new precedents the only precedent is that we're not for sure we're not going to discuss it under announcement so we're trying to learn our lessons um that you know both that know robert's rules better than you know just to be correct if i run out of time and if i'm not diligent enough to submit my item sometime and it is time sensitive

[00:05:06] you are going to give me time on their announcements to present ideas i'm going to have to grow this board so that we find you know rules that suit us i i i i'm just trying to work with everyone you know i'm trying to follow the rules and the protocols that we set in place and so i'm just trying to get clarification i would love to give you clarification and i would love to add it to the next agenda for work session if there is a big you know problem with the way that we handle this announcement i do not we there was a lot of discussion about not setting we definitely

[00:05:44] didn't want to set a precedent of adding a work a work session item to the agenda that wasn't going to happen it was definitely too late for that um what we were trying to do was help a fellow board member you know have say her piece and i think that the better response you know may have been for me to tell her to take the whole thing offline and she can sb colon here's my idea to individual ones of us and then manage those responses and come back and say four people said you know yes and then i guess i'll if that happens i'll have to figure out what the next step is we can agree

[00:06:18] that or we can make it you know um we can discuss it further on another work session we can add it but i was just trying to make sure people's voices got heard so we can always move too many agents that's a possibility that's open to a lot of people had time constraints tonight and so you know that wasn't i appreciate that option um i don't know that that's the precedent we want to set either to amend an agenda um i was you know there's a new board member that was enthusiastic about something um i can't even say it was something i thought was i was in favor of but

[00:06:57] i wanted people to be able to you know learn the process and have some kind of a favorable outcome and so that this was what we decided for tonight i would not say a protocol what we're trying to do is lean into what's best for our board and um and you know i have to turn it over to dana at this point

because i i you know i think it was so time sensitive that it seems like it's difficult to make happen in one week but um but i'm trying to listen to you and that you know i'd like to be the salient point that you take away um and i'm trying to make things happen in a way that seems

[00:07:37] fair or seems like we're growing this board together i'm clear the answer is no there will not be an opportunity for any other board members to use announcement time to present their idea this was this was a judgment call for today i would not say that it's a new process no um but you know it's available it's available to be a process if that's the way the board wants to proceed but that is not me changing our protocols no it was me making a judgment call for today right and i apologize if it is confusing because again i'm trying to grow a board and you know a

[00:08:15] I mean, process and procedure is not necessarily my first love. I'm growing to appreciate it, and I don't want every single day to be a fire or every single day to be an amendment to what we've agreed to. But as some people are newer than others, I was just trying to help.

[00:08:37] But I appreciate you calling me on it, and I appreciate the reminder what the rules are. Kurt, I want to correct the record. I'm not calling you on it. I just want to make sure if there was a new procedure that I understood it correctly because that was not the case.

[00:08:53] So if I'm not going to be allowed to do that, then I'm making my own notes to do that. I didn't think it was the case. I just wanted to clarify. I would like to say it's not a change in the procedure, but I'd like to think that if you had something that you were passionate about, and I'd see me try it multiple times in different ways, that I would give you a lending ear and I would do what I could to help you.

[00:09:15] But I would not want to change the whole procedure, no. Not for you and not for Ms. Miles. You should change it today for Ms. Miles. Today. But you got your question answered, right?

[00:09:31] Thank you. And it is better just to, I think, handle those things offline. And so now we've had a chance to discuss it. So it would be SB colon, here's my idea, you know. And if you can make enough people care about it, then we can see what the next step would be. And we will make it a procedure. So, Ms. Bradford.

[00:09:54] - Yes, okay. - Sorry. - No, no, no, no problem, no problem. So as you know, we have the Honoring the Life and Legacy of Ms. Jenny Dean coming up next Thursday, the 17th, this is our flyer, our invitation, official invitation to save the dates.

[00:10:10] - It's the Tuesday. - I mean, Tuesday, I'm sorry, I said Thursday. - Oh, it is Tuesday. - So sorry, Tuesday, February 17th. Oh, goodness, okay, you're Thursday on the plane. At 6:30 at Jenny Dean. I'll tell you the exciting thing is the program has been fleshing itself out and I had the privilege of talking to people who attended the industrial school, descendants from the industrial school, you know, people that attended the middle school, the regional high school.

[00:10:42] So it's coming together nicely as far as the voices that will be shared that night. Unfortunately, we will not be able to show the entirety of all of the videos. So I'll probably share snippets of about two minutes, each of each one, because we're not going to be there in a long time that night.

[00:10:59] But we also will have posters around the lobby area or in the auditorium of a screenshot of the person that was on the screen. I did have a brother and a sister, they did it together, but their screenshot

will be there of their interview and then there will be a QR code so that people can go on to our YouTube page and watch each of the videos in their entirety.

[00:11:25] So this process will continue through the summer because we do have the Jenny Dean ribbon cutting and grand opening, of course, for the fall. So throughout the rest of the spring and summer, I will be continuing to promote and work with organizations.

[00:11:41] A lot of people give me referrals. It's been a lot of phone tag, especially with the weather. That put a little damper in things because I had a few interviews scheduled for last week while we were out. So I had to move them to this week. So I think we have enough for the 17th.

[00:11:58] So we should be good on that. And then all the others, we'll continue doing them so that we can use them in the building. They can be shared on cable. They can be shared on our website. I'm working with Keisha in the city so that some of those voices can be shared on their side of the museum.

[00:12:13] So I'm really excited about that. Here's the flyer. You'll see it tonight or in the morning as we start pushing it out again as a reminder to people to come out and join us. A lot of the churches that I've spoken to have said that they shared the initial information. The next screen, just very lightly, we're going to have the food services department is actually doing our cookies for us again, very similar to what we did at Convocation.

[00:12:44] So we've developed a small label that will go on the cookie package. I think there's a page too, Ms. Darla, where I tried to put them on the samples. So that's the cookie package label sample. And I kind of wanted it to be more like a medallion type thing.

[00:13:01] So that will go on top of the cookies, and then we'll have some water bottles as mementos on the tables for people when it's over. That's pretty much it for the night. We do have a student performance. We have a couple other things that we're hoping to connect with people on.

[00:13:18] Sarah Weaver is helping me from reaching out to Osborne. So hopefully those things will come to pass. Again, we lost a little bit of time with connecting with people and following up with the snow and inclement weather and everything. But I do feel like from start to finish, what we are intending for it to be a celebration of her life and kind of a teaser to start planning for the opening of the new school, it should come together well.

[00:13:44] So this is another thing that isn't intended to be back and forth, but it's something that school board is labeled as hosting. So I wanted to make sure that everybody was aware that we were making progress for looking into a person who might speak a poem.

[00:14:01] So we are listening to offline suggestions. And if you have something that's not, you know, earth shattering, we can't change the whole course of the night. But if you have something, you know, feel free to bring it within reason to Al. but um so i'm going to try to honor the um announcement headline tonight so it's just one directional but um if you guys have any questions you can ask me or alba or al i think the student voices would be really nice i mean the high school students they they do some great performances and maybe maybe we need to tap into that i have i have definitely asked yeah so yeah

[00:14:39] some um there was some interest but they were worried about time constraints but i'm still working on it. The one rise song. Yeah, I don't know how many last night at the all-city chorus, the rise up song that was done, they will be there on that event too. It'd be nice that they could do the national anthem

for the national anthem. They may be able to do that. Yeah, even a soloist. We can't talk about it anymore, but you guys reach out to Al and we'll see what we can do but we are proud of what we're doing and we want you guys to be proud of what we're hosting

[00:15:19] and um you know if there's something that's very special to you and you want to see it happen we're trying to listen um no okay okay okay i'm sorry i'm just i'm trying to play by the rules um this will be on our facebook and everything but i'll definitely send it out to you all so you can share with you know people as well as a reminder so we're really excited about it okay thank you

[00:15:51] i'm sorry to go back to this but i understand this is school for sponsor in school for business but the valentine's thing is not or is it because if it is then i think we needed to vote on that and if it's not then i think that's something that miss miles needs to discuss with the superintendent to see if it's feasible i don't want to take his jurisdiction on that and then we are sending this dana to the school to to talk to the principals directly or are we what is

[00:16:28] happening um miss miles had an idea that you know and even though we are a small school district um and it seems like we can affect change quickly you know i would argue that it was a little late in incoming on a number of areas but i did not want to discourage her and i think that there's a place for that particular idea first teacher appreciation so instead of just squashing it i just tried to i wanted her to give her voice so she could say how she wanted to do it she can manage you know with us that she gets more people to say yeah they think it's a good school board thing then i'll

[00:17:04] figure out you know if i can ask dr newman for help if she doesn't get for at least four people to say yes privately and on offline then it's going to have to be something that she does on her own and she's going to have to work it out with dr human or what i hope is that she'll be able to fully implement this good idea a little bit later in the year so you know i'll come as fine for it yeah i just wanted to make sure yeah so we we're not there yet different yeah it is different and as a fellow idea person i hate to just totally squash things and you know i think think that the outcome over over the holidays was you know suboptimal so I just felt like it was

[00:17:43] okay to give her voice because in my mind and I don't want to belittle anything you know but in my mind it was a good way to say hey group this is a good idea when can we make it happen and so but she's going to have to manage that like that's not happening tonight and we're not voting or endorsing or voting if she reaches out to you you can let her know and if she gets four yeses then we can deal so we are voting on it and just not here well I mean you can choose not to respond you don't have to vote on it I think if this is what you

[00:18:21] want to do okay so just to clarify then this Brown's point will you let us know in the end one of you if this winds up being a school board initiative or if this winds up being a Dana Miles initiative just so we know how it's not gonna be a school for initiative unless we despite tonight that is the school

[00:18:51] board initiative okay is there a motion does anyone else have an announcement okay yes ma'am I move that the school board of the city of Manassas a part of

[00:19:18] public meeting agenda as presented motion by Ms. Stevens and a second by Dr. Jones is there any discussion about this yes to approve the public meeting agenda is there any discussion all in

[00:19:57] favor thank you i believe that's a 7-0 ma'am thank you ask for any are any opposed to this agenda approval okay no um so moving on to item after e to the workforce the school board work session

agenda i believe is where we are um and i would like to present our fierce training specialist

[00:20:34] to come forward and give us an update thank you so much for being here

[00:20:50] no well i wasn't sure i was like looking at like out of my periphery and you know so i was asked to share an overview for training so i approached it in two different ways um the first part or the first side of the page is what we've done as a division as it relates to fierce And so you can see from the past, last year we spent time doing a lot of training for a lot of people.

[00:21:20] So we went through multiple workshops for the division and school leadership that's listed here. And also had some additional training provided to the school psychologist by their supervisor had requested after going through the training.

[00:21:40] And then also have had the opportunity to come to you all and have worked through foundations and the team workshops as well. And then currently, so the middle, food services leadership. So that is our food services central office staff in addition to the managers and the managers in training.

[00:22:01] They have received three workshops. We were supposed to do a fourth workshop on the second, but because of changes with the snow day and everything. So hopefully we'll be able to reschedule that as well. And again, that was because their director had also been through the Fierce training last year and had identified workshops that would have been great to build their capacity in her managers.

[00:22:25] Also this year we posted fireside chats. And so those are for anybody who has been trained in Fierce, so their Fierce fireside chats. They can come and it just re-grounds them with the principles, the objectives, the transformational ideas, well as has them reflect on their practice and also gather some ideas so if something's on their mind when it comes to having conversations or taking the training and applying it then they're in a community where others have been trained in that as well and so they can process and problem-solve with their community and then this year we had kicked off our leadership Institute

[00:23:02] and one of the cohorts that we have in the leadership Institute is the teacher leadership and so as we were going through it to full transparency bringing fierce into that wasn't a part of the initial plan but as we were working through and talking about being a teacher leader the it made sense for us to go ahead and provide the fierce training to them so they've received foundations and feedback and then there are other workshops that are slated for them throughout their final cohort sessions that we have for this year as well and anticipate that

[00:23:38] those are just going to be naturally embedded because there's been a lot of positive feedback on them receiving the training and they have had the opportunity to reflect on what they've learned every session that we have and a lot of their reflections have been about how they've applied the principles of the earth. And then, you know, one of the joys that I get to do is support our leaders in, and so specifically our assistant principals. I have coaching sessions with a number of them, and also with our instructional facilitators, right, as they're part of the

[00:24:16] professional learning team. And so through those two groups, really, I've had an opportunity to coach them as they're preparing to have conversations with staff and again there's nine different workshops so sometimes it's them preparing to have a coaching conversation sometimes it might be applying fierce or even the team conversation and so through those coaching sessions we've been able to

follow up on fierce as well and then for the future I foresee us continuing to provide the training to division and school leadership because we have had

[00:24:53] such positive feedback on that. And then, as I mentioned, with Leadership Institute, I do also feel that the workshops could and would be applicable to our aspiring administrator cohort as well. One of the things that I will have to navigate for that is some of the people who are sitting in the aspiring administrator cohort have received the training in a different capacity. So just trying to balance that to make sure that what we're providing to our aspiring administrator is meeting everybody's needs. We'll continue with the fireside chats and then

[00:25:28] as we've done for the past two years, any requests that we get for providing FEARS training, we will work to schedule those in and meet those needs. So that's where we've been and where we'll be going with the FEARS. Any questions about that?

[00:25:45] What do you see as the trends as you're doing all this training? What are the major trends you're saying and how is it unfold? so trends meaning kind of where's most of the conversation like what modules the most most of the conversation is falling in like feedback and confrontation um and the trends are that um again this is anecdotally right so anecdotally um that there people are feeling more confident to be able to have conversations um and right when we think about fierce it doesn't mean that

[00:26:23] it has to be a big major issue it can just be having the confidence to um talk through something that's on their minds right so there's increased confidence and I also would say that anecdotally when reflecting with people who have had the conversation they feel like it's been productive it has helped to move teams or partnerships for forward and then the other thing is I guess that's the same question kind of what is the feedback about this training, and that it's productive, and pretty step-up.

[00:26:57] Thank you. Anyone else? So, the school board history of Fierce, we received one module, and then our new members received a compressed version of that.

[00:27:14] Two. We received two modules. Yeah, you got Foundations, which was longer at the first school board retreat that I was at with you, and then we embedded DISC into it. And we did a very, very, very abbreviated version for the new school board members of foundations last January.

[00:27:31] And then in this past June at the retreat, we embedded a team. So I guess maybe the answer you're going to say is that it's up to us, but are we proceeding through the rest of the answers?

[00:27:48] Yeah. Yeah. So one question I have is, are we eligible for fireside chats yet? And it sounds like no. we wanted I mean I think we can discuss it okay yeah um and if we're not eligible you know not that that's necessarily a goal but I think that this was a good way to start and say you know we're building our retreat do you guys are you interested in being more fierce training at the

[00:28:15] retreat um so on the back this is the um nine different modules that would that are fierce um and as we talked about foundations everybody has to have foundations before we can go through any of the others and so we've covered that and then we've gone through team um you can see what i did was provide the name of the workshop and then also the goals of the workshop and

[00:28:52] so then as a board you guys could decide which you feel would be and I'm happy to answer questions when you have had the opportunity to look through that if you've decided that you do want additional training to really talk about what the outcomes would be for each of those and if that's really

what you're looking for support there are a couple that if so for example if we wanted if you were like we wanted to talk about confrontation feedback is highly recommended to go prior to confrontation because they build off of each other and

[00:29:28] then there is with like accountability and I'd have to know I'd have to go back to my notes but there's another one where it's like if you were to say this one there's another one that would either precede or post what would the time commitment in general look like if we wanted to you know finish up so if you wanted to finish up each one is about two hours give or take some time with that being said we also have customized foundations and team for the

[00:30:08] board in the sense of that straight foundations does not include that my example is straight foundations doesn't include desk but we spent time reflecting on fierce conversations and and going through the training while also adding in some deaths so that did extend the amount of time so if we're looking to just do like a straight workshop I would say it's about two hours but if there were other components that we wanted to pull in it would just be us working together to think about that and that could impact timing okay now I just if that helps to know about two hours because we can kind of now

[00:30:46] talk and plot out you know how long we want to take to get through it so thank you anybody else have questions so I got I may have missed it what exactly are the fireside chat those are informal so we've hosted them virtually and so the staff that have been trained it's just an opportunity for us to come back together to we very quickly go over the seven principles the objectives and the transformational ideas and then it's very open-ended questions and so they're

[00:31:23] reflecting on how they've utilized fierce and then they're also having an opportunity to bring to the table anything that might be on their mind as it relates to like a challenge or or even like getting from that from the trained community insight on like preparing for a conversation thank you anyone else thank you thank you so much for being here we appreciate that next up is the topic of

[00:32:00] joint meetings and um putting these agendas together two weeks ago what should we decide yeah are we going to discuss or at a later time have everybody just like with these over pick their top three and come back together and discuss them any discussion is one i can think I can get any let's now we can talk let's do it okay so we kind of all at most agreed that we would like to see this happen at the retreat what do you think

[00:32:31] is a realistic number of sessions that we you know should ask for two hours you know how much time do we have whatever things are we doing tree you know there are seven that we haven't done but we also have three board members who have done less than those of us who are veterans so you know they might not want the same things those of us who are more trained one because there's a lot of

[00:33:06] different things to look at here I mean so for me it looks like it's going to be definitely two-day training you know I don't know if it's fair to ask do two full days of fears although if everyone feels like it's fair then I guess there you know I'm I can see doing just powering through and making sure that we're well versed in it but my guess my gut says how many do you think we could do in the first day of training and make it you know somewhat of a team building thing because spending the whole time but we don't have we don't have a full agenda we just have an idea you know that we want to get together we want to get

[00:33:45] working together we want to get to know each other and this is a great foundation this man I propose that we do feedback and consultation first day of the retreat and then we revisit after we want to

see any of the other i'm fine with that i've been saying dr oh i forgot your title because you don't have to you're not sure

[00:34:23] go ahead i did i just i made my statement i'm fine with that i'm fine with any of them actually yeah any other any other pieces would be great however what is the outcome that we want because we already taken foundations and we've done a little bit of discipline from last um retreat but we haven't put any of that stuff into practice so what what is the purpose of this

[00:34:56] as far as what is the what are we getting um so we want to get not we what do we want right how do want to use this so I was just I was just making sure that our trainer was still here just to make sure I'm not making things up in my head but you know to me looking at feedback and confrontation you know and saying what we would want out of it was you know healthy ways to have candid consistent two-way conversations that spark last and change and those you know these

[00:35:34] descriptions are what we want and you know we're again we're trying to grow a team so you know there are norms and protocols that we already have in place but you know how are we going to grow as people together I think being able to have confrontations feedback you know and just having some norms and protocols in those ways will be I think beneficial to us you know and that would be what I would state as the goal does anyone else have input on miss miles first um i do believe feedback

[00:36:11] and confrontation is very key for us pushing forward our agenda for the retreat i know that we hit a lot of roadblocks when we were on our last retreat just because of not being able to maybe communicate the way we should just because of different personalities all kinds of things so So I think focusing on the kind of those building blocks first on how to talk to someone and how to get your point across in a respectful and professional way would be great with feedback and confrontation.

[00:36:45] And then we can move maybe if we don't have time for the rest, those would be the most important. I'll say that. Well, I think we have to ask her for what we want. So it's not necessarily that we've added. I don't want to close out there and say, well, plan for this.

[00:37:03] Right. we may get to this either she's planning for that or if she's not she's done a lot of planning and then it doesn't happen you don't want to go past i mean i so first of all everything everybody said about our internal dynamics or you know helping us grow as a team uh but also i do find it i have found it helpful historically like when we did the disc profile and everybody else in divisions on the disc profile. I actually went to lunch with somebody who was retired from MCPS somewhat recently, and she was talking about how she was a C on the

[00:37:43] disc profile, and I was like, oh, that's great news. I've learned a lot about C. But there is something helpful about doing what everybody is doing, and it's not just us, you know, the eight at the table, but it's whatever. So that, I have not been told the story.

[00:38:04] I think, too, we'll be playing for the retreat, but I wanted to ask is there a certain order they should go in or is it just yeah no so there's not a certain order except for example we would do feedback before we would do conversation and then there was and I apologize because off the top of my head there's two others that if you were to choose those like one would go before the other as well I just don't remember what they are but I know for feedback and confrontation we would do feedback and confrontation but then like if you wanted to do feedback and delegation for example that was fine and that was my exact same question and do

[00:38:40] you have little like icebreakers and that's what we've done for the board okay so you know it's not just gonna be necessarily one-directional information and we're going to try to workshop this and make it meaningful.

[00:39:16] And I think everybody's committed, so we thank you for being here again. All right, so everybody good with what we learned tonight, and we're all in agreement that using common terms and vernacular only helps us grow as a board together, but also understand what the rest of the greater MCPS team is learning and doing and behaving and thinking.

[00:39:40] So it's feedback and conversation we're doing on the first date. Yes, ma'am. in a fun way yeah fun way I mean and then maybe okay is anyone have so I'm on board with four hours on the first day do people think that we need a day which we need to think about two hours one day two hours the second day So, it's all four hours on one thing.

[00:40:08] Yeah. Okay. Can we do that? Is there another one we want to do? No. But it's like trust. For example, when I did it for food services, we needed to do foundations, and then we went into feedback and conversations.

[00:40:27] So, I was able to do actually all three of those workshops with food services. Okay. I would not recommend more than two, but yeah, I'm not worried about that. okay well thank you I mean I think it's really exciting and it's a great start to what we're going to be doing there is it possible to put some of these modules on the work session because that would be a very good use of a work session and maybe use the retreat time to actually put some things in practice and you know kind of reflect I like that idea is it possible that we

[00:41:06] can work with Alba and start if we have you know like I just need to learn how much time you need to prepare something so that if we see a work session that's light or we plan a work session you know this but I do agree that learning how to apply these strategies will be helpful so we can you know maybe plot out sometimes throughout the rest of the year we can just try to get all of this

[00:41:32] So by the time, you know, January comes around, I'm talking about a calendar year, not necessarily a school year, but we, I mean, we can be flexible, but then we are kind of all caught up and we're talking, you know, just like sources of strength or whatever, like we're all kind of on board.

[00:41:51] Yeah, I mean. I have one more question. Is there anything we can read, like, beforehand to kind of get prepared? Oh, the trust book. The trust book, yes, but I didn't know if you wanted it. No, the Fierce Conversations book. The Fierce Conversations book, okay. What there is. Yeah, I mean, because that may help, maybe.

[00:42:09] So Fierce Conversation, the book is great, right? It does give you. The workshop gives you the opportunity to reflect and actually apply it within the session. So text is reading and processing.

[00:42:25] The workshops are a little bit more hands-on and the opportunity to be thinking through things. So if you wanted to read the book, It doesn't, it's not going to change the content covered in the work job. Gotcha. But it may give us, I don't know, get us started so in our minds mentally, we're ready when we come in with you.

[00:42:45] You know what I mean? Like, as opposed to you having to, as a teacher, you know, setting the tone of the room. The work, the book, though, doesn't necessarily go through in the same way that it's

more about the foundation. Gotcha. There is a book that Fierce has endorsed for resilience, and that came out within the past year.

[00:43:08] But the book itself is very much just the foundation of the book. Okay, okay. So never mind, sorry. Assuming the question that we're talking about is when to do this, because I'm kind of going all over this.

[00:43:26] But personally, I would like to put a vote in for, not a vote, but a contribution is that I feel better team building in Charlottesville than I do. especially a topic like so that is I would like to use that retreat day not the cold day but that's what I would like well I definitely wasn't going to supplant feedback and confrontation but I thought maybe some of the others of these you know the billion probability maybe something like that can happen at a work session I mean it's already February and we only have so many work

[00:44:04] sessions so you know i mean but we can we can we can aspire to plan these through so that's right that's right so um just an update that you guys might not know but that we're working on is that the march um training or the march work session will already be input the bio so we've gotten that coming through so now we're talking maybe april maybe may for our june retreat but you know if if we can do it in April or May, and we can pick a content area that, you know, we can

[00:44:44] set aside some time for, we're going to work with Ms. Loesch and see if it can happen. But if not, you know, then we'll put it on for January and we'll put it on for the next retreat. Yes, Ms. Brown. I'm wondering, Joj, if there is a possibility of building sort of like a module where we can just take into account with ourselves, you know, on our own.

[00:45:09] on time and then that would lessen the amount of content that needs to be covered and we can just reflect and apply and we need to refer so is there something that we can do on our own that can be built so that we can start the work and then come prepared to do the work with you and it will be four hours of content reflection application all along the the current training materials and my approach has been to be perfect so i would have to think about that a little bit

[00:45:48] i think i think for me we do want to do it together and we do want to understand how other people are doing it and we do want to kind of confront some of those with our uncomfortable moments you know i mean but we're going to try to make it fun it's not going to be a drudgery we're going to have a good time um but uh but i do think that you know it for me it's the symbol of team building so i do hope that everybody will will get behind doing it together in person we can create more homework for you if you want no i don't want to know it wasn't about homework

[00:46:24] it was about being facilitation and making sure that if we have time constraints there are ways around that um okay any further discussion about fierce okay thank you i'm excited yeah okay so um on to joint meetings and we put joint meetings on here because i thought i think because i thought that it was a good idea to just look at the year ahead and understand what we're really

[00:46:58] that we already have certain commitments um within the these meeting structures so i'll just use myself as an example i was ready to start talking about other things on march 25th and some wise people said, you can't do that. You know, you do that after March 25th, March 25th's budget presentation. I have been on the board for four years, and I guess I haven't been paying attention to all the things that

we've been doing, but we've been doing a good job, so I just wanted to make sure that everybody else understood that there is a pattern and

[00:47:31] there is a method to our madness, and we do have a year planned out, and that specifically for the next meeting you know that's not a time for us to say you know try to do a big presentation on something that other than budget that is a budget day so what we would be looking at is June for the next general joint meeting and conveniently that's right after our retreat so hopefully that's another topic that we can add to the retreat day is just saying how we want to

[00:48:07] tackle that opportunity um but i wanted everybody just to have a way to put their thinking caps on and then also know like in the calendar year what we're looking at so we are looking at June we're not looking at really anything before that um and that may be super obvious to everyone but i just wanted to make sure that we all were on the same page um July is our legislative breakfast so you know I would like to go in there with a pretty snazzy legislative priorities pitch and I mean we've always done a great job but just for me I want

[00:48:44] to do like how we print it out a little bit different or what have you so like it's time to you know think about that what's happening in July at the appropriate time so I'm just seeing this in writing I thought would help us all get ahead of where we're going what time oh yeah the time that these are yeah I mean the budget presentation is usually in the evening 5:30 5:30 except for

[00:49:17] breakfast which we have to and they're all at City Hall no so they say the allocation has to be the time right so we have had it at City Hall different places the allocation is to be I think something to think about either for the June meeting or the October meeting is we're going to need to have conversations with City Council once we've had our conversation about what to do the whole

[00:49:53] absolutely yeah absolutely and I think that would be a good topic like to do that in June after we have the retreat and I think if we need more information from City Council before discussing it at our retreat I think we're gonna need more information stuff yeah which we talked about so we're also continuing three-on-threes just so everybody knows I thought it was good to bring dr. Jones into the fold she's kind of the new person but um you know we want her to understand how it works

[00:50:32] and what the dynamic is so that that can hopefully continue you know into a long-standing relationship and an expectation between the two board so um i think she's got some you know ideas she's going to bring to the table and that's going to be helpful so we'll be reporting back on that are we also doing team meetings 2-1-1 or 2-1-2. Who am I with? We haven't made those pairs this year. Is that something that you all wish to continue? Do you find that you were able to make them work and you

[00:51:10] were able to work with your partner? I mean, it took a long time to figure out our team. Yeah, yeah, yeah. But I mean, I think it's a really good way to have some accountability. You know, it's a good structure to two-on-one as long as people are willing to you know stick to that structure then I'm okay to make assignments or you guys are welcome to text me and tell me you know who you might want to be a partner with but probably Alba and I can work on that you know in the next day or two so we can

[00:51:43] continue it is it the will of the board I decided I know we talked us at and jimmy dean and wait until June to be seen a long ways away especially since our opening of our school will be in August so shouldn't we have that discussion you know around budget time with the city council so that at least we

kind of know what what our thoughts are what their thoughts are it just seems way too late to me i've talked to some of you individually about this but

[00:52:15] I mean, I guess I'll be brief, but I attended the retreat for the city council just Saturdays ago. And, you know, they spent a lot of time slicing and dicing a lot of departments and a lot of, I don't know what you would call HMI.

[00:52:35] It's not really a department, but, you know, a lot of entities that they support. And when it came time to talk to the schools, it was a little bit of a brief conversation, a lot more brief than I expected, given the amount of money, you know, that's involved. So that is not for the world to say that I was disappointed.

[00:52:54] It was a learning point. So that was where we, you know, I was trying to think quick and where the three-on-three kind of came back into action. So, yes, you know, we have some time constraints, and, yes, the year is going to go fast, and, yes, you know, be brought up.

[00:53:11] But I think that, barring anyone else's, it's very difficult to get both bodies together without, you know, a big to-do. and making a yearly schedule, but I think that Dr. Jones, Dr. Newman, and myself can open that dialogue and kind of start to understand what we see as a process between the two of us around.

[00:53:36] Yeah, not that anybody needs defense here, but I think we really need to go back to that accountability piece. As a board, we didn't place anything on the Raider, City Council's Raider, to be discussed. So as far as their people, they probably think that everything is working for us.

[00:53:57] But I think as a board, if we really want them to spend a good amount of time or to use their time wisely, we need to put the items that we believe are of concern to us. And we haven't done that as a board. And we haven't communicated with City Council, and I think we can do a better job in that.

[00:54:18] And as far as your dean, it's okay to have a conversation with them. But as a board member, I'm sitting here and I don't know, maybe I'm the only one, but I'm unclear as to what we want to do with Jen and Dean. So I think we need to get that clear and work out those things because I think the support will come for us.

[00:54:38] I think we are in a place, or I believe anyways, that City Council does support us as a whole. And if we put something on the radar, I do believe that each one of us has influence and support in City Council that we can make it a priority for them.

[00:54:56] So we can do that. Let's figure out what we want for Jamie Lee, and then let's figure out what is a priority for us. That \$750,000 has been going up in my head for the next three years. I would like to ask for that. So, I mean, so let's just figure out what do we want and make that known.

[00:55:14] So, if I may, if I may, I've had a lot of discussions recently about budgets and how you know budgets are done through different municipalities different you know schools different methodologies you know and we've kind of gotten into a position where you know we understand that three percent is coming and um you know so we've learned to work within three percent um and you know we do have an opportunity uh a board to say um loftier goals and dreams but you know i mean

[00:55:51] i've played that out in my head in a number of different scenarios and i will tell you that you know i respect i i came in you know guns blazing but i respect the way that the staff is doing this for us because when you really come out and i'm just going to say this in front of god and everybody um you

know when you really come out with a long list of unmet needs um you know i I don't know how good that is for the staff.

[00:56:24] Like, we can get really serious about unmet needs. But, you know, even on the city side, I've heard stories about, you know, fire and rescue and how many people they really need, even though that they've just now been fully funded, but they're still saying that they need more. You know, when you slowly roll it out, that's kind of a problem.

[00:56:42] When you state everything that you need, you know, I mean, what does that do to somebody day in and day out that's working? And they're like, yeah, we're not getting all of this. You know, I mean, it's a very fine line to walk to try to forward the shift and also maintain responsibility, you know, and reality.

[00:57:05] So I'm all for getting our desires out there and really getting on the same page as a board. But I think we have to really be careful about exactly how to proceed because there are a lot of different ideas about, you know, I mean, some people say, you know, Dr. Newman puts every single thing in then we go through and we cut whatever we want you know but when somebody reads all of these things in there as a staff member and then we start slashing them what does that do you know i mean there are many ways to to actually enact a budget and and i've thought about doing it

[00:57:41] different ways before and i'm with you that we need to get on the same page but i also have grown to understand you know i mean when it's just can't get blood from a stone and we need you know money is an object I it's a tough it's a tough thing that we have to do and I'm willing to fight I mean I'm willing to do it I just okay you indicated that the City

[00:58:14] Council did not spend any time discussing our concerns and my feedback was that we haven't spent that time we don't know what to ask them so they don't have anything on the radar that they believe are our priorities right now or we haven't come united to when we do meet with people that we believe we have influence with we can say hey this is a priority for us and so if we are not united and we don't understand what

[00:58:51] our priorities are we cannot expect city council to be spending more time than what they already did on us. We want them to be spending time discussing our needs. We have to let them know what our needs are. And I get the whole point about now putting in discouraging people and making believe that we're poor and we're not going to be able to provide for them as a school district, but there's also a balance in expressing their want and meaning for the best outcome for our

[00:59:22] I'm ready to do that but we got you know we're waiting for some kind of budget you know I mean these guys are working on the plan and so when we all start speaking the same language this year with the new budget you know I think then we're going to be able to get there and we will be able to to narrow it down to a couple things that we really want to push for but you know I mean I would argue also they're very aware that they're very aware that funding is

[00:59:57] light you know I don't I agree we have not put something in front of them and that could be you know on us maybe that is something that we put in our schedule going forward and make sure that we have something ready before but they also they didn't ask us to present it didn't ask us to have a seat at that table you know that wasn't their timing either and so I don't know what looks pushing um we we're gonna that could be another topic on this three on three like when do you want to hear from us because we do have something to say um and i attended as a you know peanut

[01:00:36] gallery member because i just wanted to hear what they had to say but you know they didn't really invite me i had the same reaction you had which is if we're going to start the old theme conversation we need to know where they're not going to tell us what to do on our property but my concern is that we do not have if we whatever information we need to make that decision which is why i voted against adjourning last time like we need to decide what information we need in order to make

[01:01:12] that decision we know how much a total rehabilitation will cost we have that down in about 20 million dollars whatever that was so we know that we have but we haven't really explored any other option which is partial demolition partial restoration to have that historic resource partial demolition and then sell the historic resource to the Jenny Dean Foundation or someone that we haven't explored those the feasibility of those two things and so I mean I agree that June is a ways

[01:01:49] away but if we need to know what we're asking for we need to know the information we need in order to make that decision to go into that ask so i would think that we need if those are the if the menu of options that we're considering is full restoration i don't think it's going to happen that's extremely expensive uh partial demolition partial restoration partial demolition sale or we could also sell you know or just demolish i mean really we've got a whole menu we have a whole menu on there and so what do we want to ask the staff to spend their time assembling

[01:02:23] for us in terms of an estimate and then we have time for staff to assemble those things to present to us because that's not right a quick turnaround time so although june seems like it's quite a ways away and it doesn't give us a lot of lead time there needs to be time for the school board discussion and then for the work to put together those options from the last meeting what did you

[01:02:52] understand to be where do you think we are right now and how can we help give better clarification if you're not already working on it. We have the downing of that document. Those are several options.

[01:03:12] All our fences. 20 was the floor. The basic. But if you wanted to do something else, then we will. but we have not looked into a partial and then partially want. Is the gym, auditorium, interior piece more important to you or is it the back end where the historical piece is actually in fact where the gym is at?

[01:03:47] We would need to know what we're going to say so we can start working on it. I've heard people say they want the historical part, but I do think there's a lot of talking to the community about what's going to happen with you and I always tell people you need to go to city council.

[01:04:07] when you come to a board and you talk because you can't wait until you say we're going to tear down and you go oh no you're tearing down the building uh and but i do think there's a lot of people who have a concern for the building and have a say but we need to figure out how to get them to share that in a timely manner i think that's an important thing but it is important and um you know i think that's part of this story gathering that we've been getting because we're trying to build a case, an emotional case, but it's not lost on me that we need to build a list

[01:04:41] of options also so that people, when they come to have a say, there's something they can speak to because it can't just be 50 different ideas. We need to narrow it down and understand what they can like. For me, I would like probably to see both options, but maybe independent of one another.

[01:05:04] so how do you save it all but how do you save one part or the other part and then people can have a choice because we've identified and we can take a head nod on that um but you know we talked

about how it could be robotic or um you know any number of other things and but also the historical side is you know something that um i think if we put our thinking caps on you know we could do something really cool with that too i just don't know quite what it is but um and then you know people will know are we you know we need a demolished number we need to save you know

[01:05:43] the historic side we need to save the new side and then we need to save it all does it does anyone have a good cost analysis you mean we have a demolished number which is 1.3 million we have a full restore number to starting price point uh and only if we want to use it as no we want to use for anything now now we so starting 20 million to for some reason have a safe building so really so we have prices so I don't think I think we can start to make decisions yeah full restored I don't think is a

[01:06:22] reasonable thing at all for us to ask or go into so we just need partial restoration and then and then we need to decide what part are they because if we're just doing the gym auditorium cafeteria I think we're knocking down the you know in that scenario we've knocked down the historic so we're selling we're selling we're selling so i want to know oh sorry yes yes brown thanks i've been here for a year you guys so you

[01:06:53] know i i hope to be more aware of how this works right now but this is where a lot of this accountability um comes to meet us this is i think this is the one reason i'm going to speak for me why I was elected to make this decision and whatever time we spend together it should be deciding on these things evaluating these things so for me when we talk about retreats for two days for PD that's great and dandy but can we talk about a retreat to talk about these decisions

[01:07:30] and finally make a decision if we need to bring an expert to tell us all the millions that we need then let's do that priorities what is it that we want support from city council let's come together let's spend our time together we need them to give us a lot of budget or whatever it is let's do that because i'm a little bit lost here i'm hearing that so and so is not doing for us but then we're not

[01:07:57] doing for ourselves and i just want to feel like we are making decisions um so let us start here does anyone actually want to go on the record I mean does anybody really want to demolish the old part of Jenny B I don't have enough information they make

[01:08:27] yeah all right so what we need is because I occupy a historic resource I'm a resident of a historic resource that is actually on the National Registry of Landmark blah blah blah it is it has potential historic significance it has not been designated historical landmark like if we wanted to go through that process and get it

[01:09:04] designated then yeah we're gonna right at this moment in time we retain autonomy over the so we can if we decide to demolish it we can if we decide to make it chartreuse like we can do those things at this point in time but at a certain point if we decide that we're going to go through the process and get it landmarked and all that kind of stuff then okay so if you go through the process to get a landmark um is there any additional funding yeah so they're they're actually for

[01:09:39] residences i know that there are there is money available for private residents for restorations historic but i don't know if that applies to public building and maybe that one so i think all that's something you know also and then too i think you i mean i've heard in the community i've heard over the last 20 years that they want that land to put baseball fields up oh yeah i mean that's been i mean you've been to meetings where they later when they asked this baseball league that this is where the baseball

fields are going to be so i think i think some people would really be upset over baseball fields and if you just spent all this money on the school you want baseball fields

[01:10:16] in front of them i think all of that has to be followed but i think we don't have enough information to say what we want yeah we need a lot of information i want to know as as a school board we need to be the visionary right so we don't need just to know about dean options full dean options we need to know about what are our other needs do we need more room for cct do we need a permanent those are the types of things i would like to know before we go to sleep yes yes yes and

[01:10:54] yes um how do we get there you know i think that there is a clear direction for dr newman to get started on some level of information gathering you know I know getting something registered it is a landmark ie the old water tower you know it's a multi-year battle but it did come with money you know but it was not you know these things are these things are they're not impossible to successfully

[01:11:31] navigate but they take teams of people that are way more you know time to cure than our staff you know i mean like it just it takes a lot of follow-up so um you know i i just don't want it to be lost on anyone that that's kind of why i think the city said you know here here's this great news and it's up to you now you know because like it being up to us being a whole body of work and i'm willing to get started but we you know we need to know where

[01:12:07] we want to go is the direction to turn something to find out what it takes to make a landmark In my trusty little notes, I have a little column like this, to-do list. I want to make sure my to-do list matches what we are saying.

[01:12:25] Calls for a partial demo, both sides, calls for each. What are the needs, what are the divisions? What are the steps to make it a historical site? And then I have to be refined and downed to give to myself.

[01:12:43] And all my to-do list. leases so um one of the thing is because city council will ask us what is our rationale behind each decision like partial demolish if one of our options is demolish the new non-historical part of the building what are we going to do with the part we don't demolish if we wanted to put and for the public if we wanted to demolish the historical part of the building we have to have a pretty

[01:13:18] good reason why we want to demolish that and keep something like the gym or the auditory um because we can't just be like okay we're going to demolish part a and leave part b but not know what we're going to do with part b and if we want to demolish the newer part and keep both historical part we need to have a plan for that we can't just let it sit there because if we just let it sit there it will degrade and the cost to renovate bring up do whatever it is we need to do that the cost just continuously go up and go up and go up but longer it sits vacant so um this month yes i just

[01:13:57] wanted to ask i know we're discussing this but dr newman did you have any thoughts or what was the sentiment i know dr jones has heard from the community have you heard like what your team's thinking what he did for for eight years i have been preaching some way to get to be a great book from a particular community because that was their school and i've watched it go the wrong way you've heard this crazy isn't it and i was in king jordan throughout bunch high school was the

[01:14:35] african-american school they now use it as storage they were going to knock it down they had no conversation with the community so many people that came to that meeting they would vote to acknowledge it farm russia said there's too many people there who that meeting have meetings to the high

school that means that building is now still currently on route 301 and they can't they will not touch it because of the outcry from eight years i've been saying it in eight years we have

[01:15:09] yet to get input from the inside with vice chair jones at some point we're going to have to do it or you're going to see a community that you don't want to see to be right well i think this is what would it be smart of us to have a date set for community input that we can

[01:15:34] advertise at the Jenny Dean night next week just reminding you that you had yeah well I so part of what I was going to point out was that we do have an event coming up and members of the community will presumably be in attendance and that will be a good time even if it's informally to solicit feedback but

[01:16:12] just if we could structure it we had I just put a QR code a QR code or post it and that you know the city does the assumption yeah you know a post-it note whiteboard thing where you can stick like what do you envision for this site or you know what does this will mean to you are there parts of the school that mean more to you than other parts of the school there is a way we can roll that into that event and then also part of the point of collecting the information and getting the information presented to us is that so the community has all the information it needs in order to understand

[01:16:45] what is at stake you know that okay we would love to keep the school but it's gonna cost 26 million dollars for it to be anything but what it is you know what i mean and that is part of the not that we're I don't envision us getting this information and then in that instant deciding that's what we're doing that's the start part of the start of the conversation that okay now it's time to go out maybe you can do another event what do we vision site at the price point I agree it would be a good time to

[01:17:21] get informal community input I personally would do it like with a QR code or something or an actual survey even though I say just because then we've got it on paper we can break down those numbers and then have a follow-up once we get costs for the different options to say here's what a is going to cost here's what b is going to cost here's what c is going to cost um because every because going backwards in time when we first started having the gen 80 conversation for those of you who weren't on the board city council would get really frustrated with us because they were like we want to know what you want to do with

[01:18:01] that space and we weren't in a place at the time to say we want to do a we wanted to be we wanted to see so it was very much so a stalemate that wasn't going anywhere and it was a point of frustration and i think if we went to city council not knowing exactly what we want to do and what our options are would be back in that same place and we wouldn't be in a productive place so to have all this before we meet with city council would be really beneficial because then we would be able to have an honest conversation or an in-depth conversation with we have

[01:18:35] information and evidence to support us this month I was just gonna say I agree with what Lisa said I believe that it is nice to do a presentation though to the community during a school board meeting about our choices so that way when we do make our choice they understand why the reasoning behind it the money behind it some you know because I think what happens is if they don't have that information and we make this decision and they don't feel like they have the input that's when you get those you know those people that are not very happy about it i think on that night as well opening up the um i know that city council does that when they're about to make a decision

[01:19:13] at five o'clock they allow the community to come in and share what their thoughts are then they have their meeting so similar to that i think that we should perhaps do something like that that way it can also be on record what people are saying I like that because it's very public right and transparent but I also don't want to take away from spirit of what next week so if if we do something next week I think it should be

[01:19:50] very minimal mention and an opportunity to find out more and maybe say there's three things I don't know we need to modify the agenda because Jenny Dean was not as part of the discussion but we've spent several more than 20 minutes discussing it now but the second thing is the Seabird mentioned earlier that we needed to start somewhere and that somewhere was getting the feedback as to what is needed from an SSC public school and I think that's a good start

[01:20:26] and then the third thing sometimes you guys when we have this big elephant We have to take little bites, and I suggest that we form a subcommittee from us and maybe the staff, and we start taking little bites on that so that we can make progress.

[01:20:47] I love all the feedback and all the stuff that we can do on the 17th, but really, if I were a citizen giving you feedback, and then you come back six months later telling me that my feedback was not even considered you guys decided to do something else why are you asking me and then you don't even know what you want to do so i think first we need to figure out what are our needs and will that building help us fulfill those needs and if so how much is going to cost and then we can then provide proposals to the community so that they

[01:21:27] can come and give us feedback on that. Anyone else? Chair Spall, do you have what you need to end this conversation? I think so. I just want to ask real quick, I mean, where are you guys on a very high level?

[01:21:45] You know, I don't want to change too much about what's happening on the 17th, but I've heard QR codes, I've heard, you know, a tiny fold, but what if we just say, you know, interested in the future of jenny d you know old jenny dean question mark and then just have people fill in their names you know going forward so we have like a sign up yeah a sign up is that something you guys think would be valuable i mean as long as we commit to getting back to those people eventually are we having everybody sign in or no i would just maybe put maybe just a post or

[01:22:23] something um what are your thoughts on getting the upcoming meeting i wouldn't i mean i think in Puyallco, some people there, they're Puyallco, yeah, I think, that's what I was just gonna say, this is true, this is true, they can get their information answered at that meeting that we'll have, and then they also have the ability to give feedback if they want, if they don't want feedback, they just want to listen, that's, but it's being, like you said, transparent, we have them, and then we make a date, you know, we can make sure that they are aware of the date, like right now, I don't know if we're prepared to make a date for a meeting, a meeting before a meeting's coming up, you know, it would

[01:22:59] be at a regular school board meeting so we would just put it on the agenda but since there are people that aren't normally attending a school board meeting like should we give them the courtesy of just like a heads up this is what of course of course yeah but i mean it could be something like like um vice chair jones said a poster that shows if you're wondering what we're doing or you have questions about it come to this meeting next school board meeting is it going to be the next school board meeting i mean i

don't know that we'll be ready that's my yeah i'm on board i just don't know that we have a date and so while we've got their attention should we just

[01:23:35] ask them to let us know if they want to be notified i mean that seems like the simplest whatever do you want to set up prices did you know that people about coming to school board i mean maybe we just need to put a date we're going to talk about it I mean, I did give an idea of forming a subcommittee to start handling this or maybe put a date where we have justice to discuss as a board.

[01:24:07] Facilities is educational support in general, so it'll just be an educational support. Okay. Sounds good. Goes to committee. You made a decision, guys. Wait a minute, wait a minute, wait a minute.

[01:24:24] Make a date, make a decision. Educational support. - You look so excited about it. - No, I was just thinking that-- - She wants to have a committee, but that can go-- - That is the sole focus. - Yes, they're sole focus, and they can come in.

[01:24:42] - Well, a special committee can be established. - And we're going to have to invite committee members and we're going to be a lot of flashbacks, but we want you to know. - Oh, that might be awesome. - Yeah, yeah, yeah, yeah. - We're going to look at our agendas or whatever.

[01:24:59] So it's going to be an announcement on the 17th, and then we will send to committee, and they'll come out with, you know, a specific date. I was going to nominate Dr. Jones to be on it, but you are on it, if you're on educational support. Well, I also think having, we can establish a special subcommittee solely for the task of this.

[01:25:24] That they can come together, just discuss this, and narrow the parameters a little bit because we are seven different brains that are thinking seven different things and to give us a more narrow focus. Because I feel like if all of these things are brought before us again, we're going to be talking around and around and around.

[01:25:44] But I do like the idea of a special subcommittee being too long. Well, I will say I don't think educational support is mostly wrapped up, you know, what they were working on. So it is kind of a new year, new objective, but if you all prefer a special staff committee.

[01:26:02] Besides us, who else is on that? Dr. Jones, myself, and who else is on it? Just you three. We would invite whatever staff member. It's like policy or anything else. I mean, it's like when you need staff to answer questions, you just make sure that you invite the right people.

[01:26:19] I mean, I don't doubt that we can do the work. My idea was more of transparency and how our community members and our recipients and whomever we feel needs to be in the meeting and maybe city council, any stakeholders that may want to come and take pieces of that event so that we can get it.

[01:26:41] I think that that's come out of educational support before when we said, okay, this is something that's a little bit more, but maybe you guys can try to narrow it down and present the idea.

[01:26:57] of who you're going to write to the special committee. It can turn out that that's your recommendation, and I think that's fine. Before you further, I just want to clarify a question. Means of the division, as you guys were talking about, became more confused.

[01:27:16] Is the means of the division that could be used in ODIN, or is it just the needs of the division? Because if you started talking about what to do, needs that could be used in ODIN, which one are we talking about?

[01:27:35] I saw it as all the needs of it, that like where do you see us going? So not pertaining to the use of the building. I think we should also have a lot of things in that because we're going to have to keep everything in mind as we decide what to do with old D.

[01:27:51] Well, you could use it best as, right? We obviously don't know that because you have that front line to know it better than us. That's right. So it is the building. The building, how you as a district could use it best. Okay. Yeah. the best use of it. So for example, if we had a need, a huge use, which I believe we could do that, of having a parent resource center, might that didn't be a building be a good place for that? If we had a great need of an alternative program, might that be a place

[01:28:27] that we can use a building for? Or if we wanted to expand whatever program pre-gave us, just for random example, might be an appropriate space for that. So whatever the big umbrella need is, might that be a good use of that building.

[01:28:46] I appreciate all of that. Okay, let me try. I'm right back to what I was talking about. Can you tell us, like, the top ten needs, and then put an asterisk next to ones that you think could be housed or helped by old people?

[01:29:01] Does everyone guess? question i was going to ask because maybe we're confused about what the question is you're asking what are the needs of division that could be put in the building give me an example of one thing in each column hypothetical hypothetical so like before we were our goal which is why we

[01:29:36] went to down in scott was here are needs as far as the board was concerned which was as long as it was robotics, it was CTVs, one was alternatives, one was, it was like five things, so we went and got five different types of scenarios, or is it, here's our division as a whole, this is where we're at with student achievement, what do we need to address that?

[01:30:08] To me, they're two different things. Are we addressing the needs of the division, or are we taking this building and saying, what are the needs for the building that we can put in the building? Yes. So am I concentrating on the building or am I just concentrating on the needs of the division?

[01:30:28] So if I still have the floor, the needs of the division just in general, we're talking about all the time in our budget process that we're going through. The information to me that we're missing and that we're getting blocked on for full theme is what, if anything, that building may or may not be able to have.

[01:30:50] And maybe you guys come back and say we have a desperate need for another track and field thing and the whole thing has to come down because we need a field house or something like that. I don't know. So maybe there is some outside the building division need that has to do with that property, but that has to do with division need that has to do with the property.

[01:31:09] I know this is probably not something you want to hear, but maybe we need the money and we need to sell it because it's a benefit and we need money for division. That could also be something that you put on there that, you know, that would be better served using the money from the sale.

[01:31:24] So we're not looking for a specific thing. We just want to know your priority and what you see as the vision of that building from your perspective. We need to know and focus on the division needs, like, all the time. And we need to decide, is there a way that, and we would love your input, is there a way that Dean can alleviate any of those things, any of those top ten needs?

[01:31:49] So the focus is the building. Yes, the focus is the building. Because we need to know what to do with the building, and we need to know what you think we should do with the building, not just from our perspective, but yours. I said it's both. Well, we need that for the budget, obviously.

[01:32:07] I'm just afraid that once we make a decision, then it might be taken away from. No, we're not going to support it. Well, we definitely need to have different scenarios, I was like, "Plan A, Plan B, Plan C," I mean, yeah.

[01:32:23] Then we have to go with the same thing. They're all very proud of the location of the building. They're going to say, "We're not giving you the money that you've asked for and you need to sell it." I mean, they could say that, right? That could be more. Let's hope not, but it could. They seem pretty proud that there's historical people.

[01:32:39] But they gave it back to us. I think it's great. They're dealing money into moving the cottage. Like, they just wanted a placeholder. And, you know, like you've said, your building, your example building, buildings still stand with no repairs you know I would like to see a measured approach you know can we row this in between you know I mean if you leave it and then we just take tiny bites off the elephant or whatever you know the frog analogies are you know I mean this is not going to happen probably you know

[01:33:10] in the next ten years but it needs to be planned but it's our job to have that vision you know down beyond what we might ever see so when's the educational support committee going to be meeting i guess i got mixed with the board development committee and the educational

[01:33:42] support committee are different yes so I'm education one and so I'm like so it's 6:30 is it okay calendar task overview so this was something that we wanted to show so we understand managing calendars is a very difficult thing and the more I talk to other staff you know the more I understand that you know I

[01:34:20] mean there's room to grow on a number of levels but we do have some systems in place that I don't know if everyone is using and so I wanted to show you what What's what is and isn't our clerk's job and then give an opportunity So what we're going to show you is a Google Doc that we track a lot of attendance for but it's only for things that need like an

[01:34:53] RSVP for so it's not who's going to the football game, but there has been requests of many of you that want to know can we kind of start coordinating amongst ourselves who is going to go to a football game or a fine arts event so um this this document is something that you can when you report something to alba um she specific thing upcoming board meetings travel away and you

[01:35:30] of like all city event things big things with mostly with invitation right so that she does track and you can go on there at any point in time and see who has RSVP so I'm RSVP for the 23rd yeah so if you already RSVP directly I don't know because HR actually gets those which is okay okay so great so that's I mean this is this is what this is about tonight is just kind of closing the loop and we

[01:36:08] don't have to spend a ton of time but we we've brainstormed like you know we don't want this to be a meeting space but like there are seven of us in seven days of the week so one crazy idea was you know do we assign a day of the week for everyone to go in and look or you know add I'm going to football you know or do we want to do it at the end of specific meetings and just look at the whole month and say

I'll take that and I'll take that you know but if you say that and I'm fine with it like we need to decide what day we're gonna start you know and get in but it's not that particular thing it's not going to be

[01:36:45] Alba's job like we have to manage that ourselves but we're all trying to get to everything and I think we have a board that does try maybe more than boards in the past to make it to a bunch of stuff so it would behoove us if people are interested to try to coordinate that schedule so that was that was the main the main thing about this topic was just to show that this Google Doc existed but you know that you really you know we can't make it a meeting so it's hard to everybody can't necessarily input unless we do assign days but you can reference it whenever you want and that the Outlook calendar is pretty another

[01:37:23] kind of full-body thing it doesn't mess it has a lot of fine arts events doesn't have any athletic event but you know I mean I can you know I can start an email or a Facebook text at the beginning of the week and just ask you know if you want to tell me what you're in and I can try to put it I don't know how you guys want to handle it but it seems like there's a desire to do it yes i don't have a desire to do that because what's wrong with all seven of us being there but not doing business right or none of us be you know it's there's nothing wrong i think people were

[01:38:01] just asked i mean i remember when when you first started you know i mean you were more curious about who's going who's not going so i think it's just a natural progression and it doesn't have to be a competition and it shouldn't and we should be supporting one another so i'm in favor of talking about it but if nobody i mean i also don't really want another thing to manage so you don't want to do it or you just want to i just wanted to bring up the conversation to your own agenda um hold on first i know i know it was um i had mentioned this to you before that i know we have

[01:38:38] only nine schools we only have seven members and and we can't all be the same place at the same time but i i hope that one day we'll be able to maybe split the territory you know what i mean so that way we're able to to be at more things because some of us have more extensive lives outside of outside of the board and some of us don't you know some of us are able to go to more things and if you focused on a school or you focus on two schools whatever you may be able to see more things and you can do that independently but we are at large members and when we don't have our district you cannot assign each other a school it's just not possible I mean you

[01:39:17] have to change our charter I love I mean I've come up with that idea myself but I've been told repeatedly that's not possible so yes it would make things a little different but you know it's scheduling though I'm not talking about on paper it's just a scheduling thing and that that's what I'm talking it's more of a schedule it's an at large designation so you know i mean i don't i just don't think you're going to get buy-in does anybody want to get assigned elementary schools i mean dr jones yes oh no i want to say i um i think there's something to all seven of us yeah but also when

[01:39:57] i kind of thought about um the schedule i was thinking about like maybe the week before winter break when there were 15 activities and i was just thinking some schools probably got a lot of school board members and some schools probably got no school board members so i was just thinking of coordinating something like a big week like before winter break that every school at least saw one person um but that's what i mean but i oh no but i'm just saying but i think we just have to coordinate i don't think you need to do a list okay that's too time consuming and like i said there are a lot a lot of events we all need to be there but like the week before winter break

[01:40:33] i think maybe that maybe that in december we said oh well we're covering all the buildings so everybody sees the school board number but that doesn't happen that much i think it's actually winter break maybe the end of the year but so like do you think that um the week before spring break or teacher appreciation week is something that we should try to just sit down and you know manage it because we'll build time into a work session to do that or is it literally for you you know just the end of the year and i mean i i know this winter break was just so many activities i mean there's no way yeah but i just thought maybe you know maybe seven of us sitting over

[01:41:09] here but like this one school didn't get anybody no support but maybe the only time i can make a water break and maybe end of the year maybe like teacher appreciation other than that i can't work too yeah it'd be nice if we were kind of spread out over teacher appreciation or even back to school nights too because there's so many back to school nights and it's hard to hit all of them but you know hey i'm going to do that one hey you do that one i don't know that that was the sentiment obviously you can't be on paper saying this is your school but if we divvy up the events then they will get to see more of us i mean i just you know that gets slippery because you know there

[01:41:44] are people that like to go to every single thing and so then are you going to feel you know like all right no that's and that's still your prerogative to do that so we'll talk about report teacher appreciation depending about making sure that every school i i'm just going to speak for for myself in that i have to be very careful about what i'm committing to in the evening because i'm the sole transportation for a kid and i'm sorry but if there's like an event that's not a major event at a school and i have to decide event at school for my kid i have to make that

[01:42:23] that call and so i wouldn't feel comfortable you know divvying up for the year or saying i'm going to take this school you take that school simply because and like for example last night i was going to go to the for the all-city concert my kid ended up being sick i'm the person who has to stay home with them that was a last minute thing i don't think it sets a precedent to expect us to all be at a specific number of events or a specific kind of event because we can't always do that it's like you have little people yeah and for you to go somewhere at night you have to have

[01:43:01] somebody for little people or you can spring all three of them with you i mean there are some things i can bring mine with me but at the same time you know there's those dual responsibilities that we have to be really careful about and if we if we divvy up schools then but the public may be like well why isn't that person ever coming to my school why did that person choose weeds or why did that person choose hayden or why did that person choose mets so we kind of have to be careful and i think you know having new people come on every two years it's just helpful to hear all the dialogue because they're not necessarily new ideas but they're also

[01:43:41] not necessarily bad ideas but they do there's a lot of viewpoints to look at and you know we've gone down this path before where it just wasn't i mean it just wound up not being super feasible um and for good reasons and you know i've tried to tell everyone that this year you know i want us to be forgiving of one another when we take family you know priority um we're all trying to do assume best intention um which is from our previous chair you know it was a good lesson to me that you know everybody's trying to do their best so um you know we'll we'll start with teacher appreciation week and see if we can just make sure that every school gets right you know representation

[01:44:20] and then we'll see how that goes and if we maybe put more things in practice for the summary description for this particular agenda item calendar task overview also in there is option for the upcoming school board annual retreat location okay so we have just narrow things down yes ma'am sorry so are we okay so this is an another document that we can reference

[01:44:53] but who's going to upkeep it to make sure it is accurate because in some of those things I mean even last night I didn't have a ticket and I replied and sent a personal email and I just because I did also indicate that I was bringing someone and that wasn't the knowledge either so I ended up getting new tickets. I don't know about emails and email system but I mean if you get into this document you can see it goes back for years way before you know even sheriff started

[01:45:31] like it's been going on so alba does normally if you respond directly to her my experience has been that it gets updated so if you reply to someone else um they don't have that they don't they don't they don't report here but but alba does report here and so that that was a mistake then you know everybody makes mistakes if you didn't reply to her what i'm saying is okay so when i accept the calendar invite I often do not choose to notify because I personally didn't know when I get like all it's not thinking that somebody's coming so does that affect how it gets entered in this

[01:46:09] I'm sorry I don't think you do need to notify when I set my calendar invite I don't choose notify so you know how you have the right right so I don't really go based on that information so like you know when i when i send you guys the um the invitation like for sweeney barn or you know this event so then most of you guys reply back to me i immediately put it in here but i don't really go based on the outlook calendar you know i just send that information

[01:46:45] to you guys so then you know that's the reason why i think at the beginning of the year i also send an email saying you know if you are not going to be available for a specific meeting let me know you know because then i plug that information in here you know so that way i know that i'm not going to have a forum or i'm going to have a forum so i typically use this you know for that purpose for us to make sure that we have a forum at a meeting or if you're going to a conference to make sure that i register you if a hotel is required that information is taking care

[01:47:18] but mainly that's the reason why i use this so you guys know who's going to go and you are able to see it um so my apologies uh ms brown if you reply to that because i don't really follow that dynamic so i think um the easiest answer is just you know more communication with alba because she does she does manage a lot of different things but she's not going she um she's the one you have to let

[01:47:53] know read what you're doing well i accept the calendar invite and at times if there is some additional information i do email her about last night's event not only did i accept it but i also send an email indicating specific thing um but what i'm saying is besides all of that if i accept the calendar invite my question was when i choose not to notify does that affect whether or not she sees it that's what I wanted to know because otherwise I will start doing because the calendar and how the spreadsheet are not me okay so if you so

[01:48:31] even if you click to notify I don't think I would get it right it would only she would only know it was a calendar invite she created that was linked to her calendar okay but if she sends reminders or you know doubles up on an invitation like she's she she along the way said you know all cities coming up that's the time to reply to her and say, hey, I'm going, and then she will track it.

[01:48:57] So if you could just get, you don't necessarily have to be flagged when you accept something in Outlook because normally Alba will do a follow-up, but replying to her through email is an important extra step. It's just I don't think you have to initiate it.

[01:49:13] She'll normally bring it up, but you do need, it's best to reply to her because she knows. She's keeping all kinds of information in her head and trying to. This document is foiled, this calendar could be foiled, so who's updating it so that it's accurate as who's attending it?

[01:49:31] So I was in attendance last night, if it's not listed there, so when I go over those documents, if it's not correct, I'm supposed to contact Alba and let her know so that she can update it. Yeah, so I see, I think, where that misunderstanding might be, that I do have that you accepted it, but I didn't get an email request saying that you were going to be in attendance.

[01:49:55] So, when I sent that group invite to all the events coming up, most people have accepted them. And then if, you know, for example, Dr. Jones just sent me an email letting me know that, you know, she's not going to be available for a couple of events.

[01:50:12] So then I went in and then I plugged that information in just for the meetings that are going to affect her. But I do see your email here, Ms. Brown, and I do see that you accepted that and that didn't translate to me saying that you were going to be there I just like I said I just sent a general calendar invite to all the events to all of you guys so maybe moving forward I think it's probably best if you just let me know when I send that invitation you know so that way I have that you know it does

[01:50:44] say kindly RSVP to me directly I'm an authority that you know I did send it um so you guys can work that out that just sounds like an over oversight but yes I think that she'd be happy to make an update just for the record to reflect that you were there and um but at this point we can move on to the annual retreat location nobody else has a question about calendars we I think Elba contacted six places and we had some specific questions like you know is

[01:51:23] there a firm end time into the room that we might be renting for the retreat itself and so two places said that we could stay beyond five o'clock we wanted to just because we talked about having a working dinner you know we just wanted a lot of options open because we don't have a lot of you know agenda items we just added a couple but we weren't really sure what the day was gonna look like we wanted to have as many options so two places of the six said that, you know, evening hours were available for not extra money.

[01:51:57] And so we pretty much, you know, we wanted to offer you three options, but we've narrowed it down to two, and they are Wintergreen or Williamsburg. And so Williamsburg, you know, at first I thought, well, you know, we already go to Williamsburg, but now I'm a little more excited about it because Williamsburg is really eager for our business, and also it's their 50th anniversary that they're celebrating this summer.

[01:52:21] i was like yeah i was thinking whatever i'm thinking you know i just think it might be neat to see how they're celebrating and you know it could translate into some things that we're trying to do in 2027. um so that's one option and then wintergreen is also very eager for our business um and they also will let us stay late into the night there's not a big difference in um charge there's not a big difference in um distance um it's just a question of whether you guys want to try something new which sometimes you know can go great and sometimes can be frustrating because

[01:53:00] it's not we don't know what to expect or you know how do you feel about what's for um where we you know we know how close things are we know what it looks like we know we know the product that we're getting um so i don't know um if it needs to be an official vote um where's wintergreen sorry wintergreen is it's a ski resort in the winter it's in nelly's ford virginia outside mountain in yeah i know about i'm fine with this thing whatever i'm fine with either

[01:53:42] i like williamsburg because there's an option of maybe you know if we get out earlier we learn what their 50th their 100th year you know celebrations at night are you know i'm not i get very dreamery but like maybe there's fireworks that we can all watch or something you know i mean they're gonna have activities so and it's a known entity what I worry about in wintergreen is wintergreen has a nice little city built around the ski slopes but then their conference center you know it could look a lot like that's not where

[01:54:14] we're driving here and I like the walkability but that's just one vote and you guys I could be halinsburg let's do it we got our cool okay so sure can I just get it so the albicans start you know narrowing down her plans can I get a head show of hands that refers were you going we're back to where we will stay at the lodge everything it will be there we're gonna be back there but we

[01:54:53] might be in a different we know what we're getting yeah a lot of times you get there in november and you know they've just decorated for the holidays and it's cold and we don't even go out and like explore anything you know so like i think there could be an opportunity for it to still be a good and different experience yeah i think i said i mean we're allowed to stay late if we want to they're very accommodating with the food they've you know reduced the room rate um they you know

[01:55:28] they want our business um so but um but in the end they're they're close in cost so winter green fans raise your hand can we see pictures um i'm looking at the map and i'm looking in pictures but most of the pictures are for the winter time or the different i mean you're going to see pictures that Alba has so I'm just going to show you pictures of boardrooms I'm happy it's not Williamsburg is close to Buschart yes Williamsburg is close yeah Williamsburg is really close to Buschart okay so we need more information or we can move forward with one or the other

[01:56:08] wherever you guys are okay so I think they're going to go with Williamsburg unless somebody's really it's a known entity it would be nice one day I think to try wintergreen but I think there is a unique opportunity with this anniversary for us to just see how people are celebrating things that they want to celebrate okay you guys okay I'm sure can we recess and come back

[01:56:44] my desired outcome from this discussion is that we agree to receive a

[02:02:45] presentation from the superintendent regarding the impact of the new SOL. Cut scores doesn't have to do with student outcomes, yes. As you guys might have seen in the news, the Board of Education is rolling in new scores that you need to pass an SOL, and they're going to do it over four years. I would like to see an impact analysis with our current year scores, the scores that we had last year. What would our pass rates look like over these next few years, assuming nothing

[02:03:17] changed about those SOL scores to see the impact that this would have? My goal in this is to inform us, inform the community, and make sure our school community, our workforce understands the urgency of what needs to be done in terms of accelerating our students achievement because these SOL

cut scores. My instinct is that if we don't accelerate are learning that this is going to have a really devastating impact on our past rates so that's what I am hoping for any questions clarification I want to

[02:03:56] acknowledge and appreciate that you're using the form that I would bring it tonight and I did not do that so thank you is that something that you guys can do some broadcasting on I mean I just we want that in the work session or at a school board meeting I'm my idea was that the regular school board meeting because I guess the most people do that more than they do these and part of my

[02:04:29] goal here so people understand what's at stake well I think we definitely need a presentation of the new cut scores because it's changing significantly and the calculation for how it's changing it's very different because the public is not going to understand what new cut scores are and the impact the question is should it be a work

[02:05:08] session didn't um remind me for memory models that already discussed they were going to do presentation anyways can we embed this part into that yeah it was a presentation on the school's outlook and like where our schools are at and where we're moving forward based on the nine school presentation yes she's asking that could be part of that this is different yeah it would be different because the schools are prevented but we can do that to bring it to my comment it's not

[02:05:43] going to happen in this one no because right your next two meetings are heavy yeah you have four schools on tuesday and five on the 20th oh so we're coming out with those presentations oh they're listening they're we're we're trying to make it happen so um so yeah so this could be something might happen in March or April? That's fine, that's fine. March or April is workable? Everyone's in favor, mostly? Okay. I think that's a great idea.

[02:06:14] Thank you for bringing it forward. Next. Is that satisfying? I'm satisfied, thank you. Next. April. So committee meeting recording? So me again, this is my desired outcome is just clarity, this was something that came up earlier and then we hit a roadblock, but I'd like some clarity.

[02:06:36] And does it have to do with student outcomes? Frankly, no, but it does have to do with our institutional health, but I hope we can cover it quickly. If you guys all recall, part of how we got these work sessions recorded and broadcast, part of that package was that we were going to start audio recording our committee meetings and posting the audio on the website.

[02:06:56] And then we ran into an issue where, to be ADA compliant, we needed to also post a transcript. But there is no cheap, easy, fast way to come up with a transcript. And so the committee meetings have just been in limbo at that time.

[02:07:13] So I want to understand and give you some guidance in terms of what we want to do next. I think possibly the cheapest alternative that keeps the spirit of what we were trying to do is just record those committee meetings, which is still a step above what we were doing before and make them FOIA a ball.

[02:07:33] Record as in what you can write now? No, audio, just audio, because this costs money every time. Right. So I don't want to I don't think that that's feasible at this time because we can potentially have a lot. But if we do make an audio recording and make it available to FOIA, that is still, we created a record the public can access.

[02:07:56] Wasn't the hang-up that we have to translate? Only if we post it on the website. If we keep it in one of these things. You just wanted to record it. Yeah. Okay. So someone's audio recording. Microphone record.

[02:08:12] And so they would have to request to have it that wouldn't be readily available. Right. Because it costs money. to make it as it turns out it costs quite a bit of money to as a historical thing we say what happened on XYZ committee meeting somebody okay anyone opposed to that idea the specific ask is to audio record committee meeting so that they have their warehouse they are not immediately available to the public

[02:08:49] but if they got FOIA they could be made available this is just our standing committee or for standing yes that's yeah not the advisories and stuff no okay no just like the policy committee right I thought we have voted previously that we've wanted to do that already right we couldn't do it right how do we do the translation piece of it that is mandatory. Transcription. Is it possible to do no? No.

[02:09:26] So now the request is different. Before it was record, transcribe, and make available, readily available to anyone anytime. Now it is audio only, house it somewhere, and it's available if someone wants to FOIA it. Is there a cost for that? No.

[02:09:43] No, okay. It's completely okay. That's how we used want more meetings before yeah right so I now say it's the same process right you old solution yeah yeah and this is a step up from historically what the board happened or doing historically there's no recording made of standing committee at all so this is still a step up in transparency but we've reached these expensive barriers in terms of what we had wanted to do in terms of posting it so this is so we're still stepping up the transparency given the requirement

[02:10:18] because right now we don't have to take meeting right this would be some reflection of what was your request satisfied yes so can you talk to us about your cell phone no before that yeah skipping policies policy EBCV my desired outcome is I think that this might actually be a question for our

[02:10:53] attorneys. So I think the desired outcome is to send this to the attorneys or perhaps the desired outcome is to go to a policy committee meeting. The ultimate goal is to clarify policy EDP. This does not have to do with student outcomes but it's still important. If you read the lockdown section it has these two sentences right next to each other. Each school provides the parents and enrolled students with at least 24 hours notice before the school conducts any lockdown drill period. Such notice is not required to include the exact date and time of the lockdown drill and these two sentences with each other I just

[02:11:31] wanted to do some research after oh you did that language came directly from the state code that's how it's right well right but that's not in compliance with the 24 hours before right so that is at least 24 hours before yes yeah the goal is in certain situations the school will provide certain families with time and

[02:12:11] day sometimes because of things like IEPs but they will say generally you'll get an alert that says in the next 24 hours or tomorrow or whatever there will be a lockdown drill but they don't have to say specifically when but yeah that's literally word for word well if it's well if it's from the state code yeah we feel like we are okay with this then the 24 hours thing there was there is a little odd but it is it is kind of odd yeah but it's also because school day you never know what's gonna happen and this and the principal might say well we

[02:12:51] were gonna do it at 10:00 now we have to do it at 1:00 and I only know this or we have a snow day right that's true and that does happen yeah yeah cuz you don't want your child to do that okay so moving on cell phone ban update cell cell phone ban update. All right, so my desired outcome from this is that we

[02:13:29] receive a presentation on how the cell phone ban is going. We were one of the first divisions, not that we got much credit for it, to when the state law changed to do the Bell to Bell ban. But I have noted from my own just casual observation, especially at the high school, that we do seem to be struggling with the hallways and the lunchroom. So what are the barriers that we are facing with the ban I hate having a I hate having something on paper that is not actually happening in real life we do have a fun balance available to us I don't know how

[02:14:03] much those silly pouches cost or if that's a feasible I know I'm here they are but I am hope and doesn't have to do is do now I'm sorry I can't see that question not really but I do think we need to visit this because I dislike the idea of having words written and then having it not be reality so whatever the barriers are I'd like to understand it and if we need to address it with a little locking couches or if we need to address additional security personnel or

[02:14:38] whatever the answer is I would like to hear from the administration on it thank you um I can see one thing that is going on and I know this from speaking to parents outside of school and from speaking to students is we have a whole lot of students who have the phone they turn in and the phone they keep it two bones they have two phones I've had sixth graders with three phone and we also have students who when their phones get taken away they pull their money and get pay-as-you-go phones so there's there's a level to that and it's not bad

[02:15:16] kids like quite literally the other night I had a parent talking to me her Our kid is in all AP classes, but has the phone she turns in and puts in the pouch and the phone that's in her backpack that goes to the bathroom with her.

[02:15:31] So it's a very, I don't think we're ever going to get perfect compliance. I don't know. Could we get better compliance? Quite possibly. But I don't think we're ever going to get perfect compliance.

[02:15:50] I mean, we're never going to get perfect compliance, but I do think it's still important to do. And there are a lot of phones in that mantra. probably there are a lot so it's you know it's just changing the wording I think it's changing one word from restrict to prohibit because some school divisions were using restrict as in they could limit all the outcome yeah yeah

[02:16:21] and where we were saying we interpreted it as I got an update from the principal Chapman that said that they had to ever reset because it was tough to reinforce the hallways um I know in Manassas Park specifically they take the phone in the beginning of the day and they don't get it back is it because we

[02:17:00] keep giving it back to them at each class that they you know now got it oh I'm gonna go to my next class and I'll give it to because having to give it to a teacher every single time that's tough because you may have one teacher is on it they're giving your phone the other one's like oh you know I know we don't keep it in one room okay there's several barriers I'd have to talk to Dr. Saunders on that because if I go check my kid out now he has to go interrupt the class different class that is to say, hey, I need my phone this morning.

[02:17:36] And then you have to build in time. At the end of the day, everybody to rotate back to that home room. So I'm not sure how she's going to have to ask her. Yeah, I'm not sure either. I just know that it is something that they're not allowed to have it. Even at other school districts, the same thing.

[02:17:52] They don't have it during the day. But it just depends because, like I said, teachers have different classroom management styles. Some are adamant about it. If I see it, I'm taking it right away. Whereas, you know, some are not. that's hard. It's hard. I've been there. I feel for the teachers. Mets feel pretty good about Osborne over there, but Osborne did D&D quite hard. They already did it. So Mets is good. That's good. So when they go to high school, you have a good mindset. I feel like we just went to football signing day yesterday, and I didn't see many cell phones at all with those kids. So, I mean,

[02:18:31] you've seen kids with phones, Dr. Newman's saying there's kids with phones, but I think there are some some shining stars too where you know there was an after-school activity and i still didn't see so um what uh given the new information what's your desired outcome you want everyone to look at it or do you want a report still well i guess if there is a if the conversation's already been had and we're resetting on the on the cell phone then maybe that's okay the only thing that's kind

[02:19:08] of outstanding is if there is anything that we can do to help then i think that we do need that information so if it is you know it's not 10 security guards that's optimal at osborne it's 12 or it's not or we do need to price out some you know fancy pouches whatever it is it's so i do still feel like we're missing that piece is there something more that we can't do and maybe that answer is no and then you'll call me and be like it is you know it is sufficient to come walk with me there and you can see and so maybe we don't need to agree to the report this

[02:19:45] time but maybe the direction we can give you is tell us what more we can do we want to know what we can do and if it is an ask that has to go through budget or has to go through fund balance let us know currently what is the system is it does everyone have like a box they put them in when they're in the classroom okay phone home a phone home okay gotcha but it's not like a locked box it's just sitting there? It's sitting there. Okay. In the teacher's area. It's not one where it's just everybody can just do it. Okay, gotcha.

[02:20:18] And it's sitting with the card. But they get it back when they go to lunch, is that correct? When they go to lunch? When they leave the class. So if they'll ring to change classes, they go up with their vote. Yeah. And that's, the classroom's not the issue. The issue is always. The whole bunch. Okay.

[02:20:36] So we do need to tighten down. We know it's coming as legislation. It will not be optional. We've presented it as not optional, we just have to get behind what we're sitting. I guess also if you don't have one of those in the cafeteria for them to put it there, then they're going to have them.

[02:20:52] It's too many. I have boxes. Right. And so that's the, because if you are sitting in the hallways and there's no way for them to, they're not getting even taken there, so that's the reason. Right. Of course. It's hard to enforce them. Yeah. It's so. It's hard to enforce them.

[02:21:07] And kids are really fast. Yeah. You can do hard things. Yeah. need is boxes you know but we need to have a strategy so that they know what to follow so I was gonna say with it maybe what are they doing that they're not having those issues I mean we can ask that okay so moving on we are we're in the end but not the last but not least item is for us to continue our

[02:21:45] discussion on the speed of trust and I think that Miss Brown is going to leave this discussion but if everyone has read the pages or has something to contribute I guess all right so when you asked me where we were my recollection was that we were on pages 75 to 93 those were the last assigned pages we were supposed to discuss them at our conference, but we were otherwise engaged

[02:22:23] in other things. It's important, but so we didn't have the time to do that. And then you asked if there was a way to visualize moving forward how we can check this up and I sent a little idea so that it doesn't become a burden to anybody.

[02:22:46] And so in three more sessions, thereabouts, we can actually complete it. One, two, three more sessions after this one, we can actually complete the completing if that's-- did everybody receive that handout?

[02:23:07] I think she-- I thought this share it. She did share it. I had gotten a little bit-- I mean, I'm fine with either way. I read what you said, and it looked like you meant four sessions. But then I got, like, 95 to 111, 112 to 128.

[02:23:22] So those chunks were much tinier. So, you know, I guess we can -- so that's definitely -- this is, like, I started -- I ran out of pages, like, you know, rewriting the small chunks. So we can go around and talk about 75 to 93, and then I guess we can decide, you know, 95 to 111 is very manageable.

[02:23:45] But that's, like I said, that's not going to get us to the end of the book anytime soon. So we can just talk maybe afterwards about how quickly we want to get to the end. All right, so pages 75-93, if you ever fall.

[02:24:01] I don't know how far back you read it. It talked about intent and what's in your agenda specifically. And my takeaway from those pages, my one word, my one phrase, it's on page 78.

[02:24:29] For accountability purposes and reflection, in the middle of it, after it says intent matters, it grows our character. But the phrase that I chose was the one that follows that, on page 78.

[02:24:45] Well, we intend to judge ourselves by our intent, we often do we do tend to judge others by their behavior so that is my takeaway from those pages if anybody would like to share there's more there's more pieces but I don't we spend enough time already here today so I'd like to hear what your takeaways are from pages 75 to 93 anybody else

[02:25:16] take a turn so on page 82 under agenda the agenda that generally inspires the greatest trust is your mutual benefit Jen genuinely wanting what's best for everyone involved it's just not not just that you take care of you care about others you also genuinely want them to win so I like that idea and I think it's important to keep in mind it to trust and have faith that other people's agendas want mutual benefit and then it's a win-win for everyone with agendas.

[02:25:55] That was my favorite. Anybody else? I'm on page 84. Typically behavior is a manifestation of motive and agenda. The behavior that best creates credibility and inspires trust is acting in the best interest of others. I thought this touched on how action speaks louder than words and if you are truly concerned you will ask the best interest of others. You need to demonstrate that

[02:26:29] caring when you're talking about the agenda. Yeah, I was going to read another one, but after seeing what Dr. Jones said, if you read a little further down, it says it's easy to say I care and I want you to

win, but it's our actual behavior that demonstrates whether or not we win it. So kind of actions speak louder than words.

[02:26:56] I have come to realize the value of the cost of asking myself a question. I've been following the monks, so I thought the Dalai Lama was a good one.

[02:27:19] How do you develop trust? It's simple. You show your genuine sense of concern for their well-being, then trust will come. What page is that? That is 81 for the top. I also have one on 81, and it's about motive.

[02:27:36] clearly motive matters and the motive of caring will do more than anything else to build credibility and i believe that i just think we haven't spent enough time together you know

[02:28:05] It will come in time. We're going to get stronger and stronger the more we know about each other, the more that we know that each of us cares about what we're doing. It's just going to be fun. And how they care and how they express caring.

[02:28:23] Yeah, we're going to get there, guys. We don't spend time doing stuff, but we don't spend time caring about each other. Caring about each other, yeah. But, you know, this is a great way to get started. And it's an easy way to get started, and it's going to behoove us to, you know, learn and care and continue to assume best intentions.

[02:28:50] You know, we're all, I think, all trying to do the best we can. So with that, you know, I don't want to extend the evening at all. Dr. Jones, I put on my chair share. Nobody's really responding, so if you don't want me to do any more chair shares or you don't like them, then that's great.

[02:29:05] But I'm happy to continue them. I like them. I found some typos in our talking points so I apologize but I wasn't gonna fix them if you know people don't really care but dr. Jones and I you know we had a good time trying to kind of put together something that we thought you guys could get behind for the next six weeks or so so yeah we want you to know we're we're really trying to you know listen to what you're asking and make

[02:29:41] things happen and I don't you know I don't mind chair shares going out into the void if you know if I hear that you guys are actually listening I just don't want you to think that they're dumb and you go in your eyes because I have other ways I could spend my time but if they are helpful you know I don't think you can over communicate I just don't believe that I agree now Lisa and Suzanne I love communication.

[02:30:12] I love them, and I'm sorry that I didn't reply. No, it's okay. It's not on the agenda. That's what you wanted us to ask. The banner is what she wanted. The banner. I like that bus banner idea. So will you guys ride a bus? I would ride a bus. Okay, so we need to take a break.

[02:30:29] I want to ride a bus. I want to walk. So you're sitting at the Christmas party, and I like to watch. I was thinking through that. It's so cold. Look, I was like three layers. It's not on the agenda, so we're going to have to revisit it. But, you know, we have to spend money to buy a new banner.

[02:30:45] Well, we can keep the banner we have. But the banner we have can't be – it's not easy to transport. So I'll try to explain that in the next chair, Cher, because I haven't been keeping up this week. I've been super, super busy. So it's going to be light next week. I just wanted to close this out then.

[02:31:01] Yeah, can we quickly? Absolutely, I'm sorry. So we have pages 95, 111, and 112, 128. I don't know how far everybody got for the holidays. I mean, I got really far, but I just wanted to touch base. Do we want to take little chunks?

[02:31:19] That way we advance, for example, if somebody wanted to take 95 to 111, and then somebody wanted to take 112, 128, and give a recap, and then give their takeaways? or do we want to continue reading the chunks like we are and just giving a little word for it?

[02:31:38] It's up to you guys. - I'm okay with either too. - I'm good with just reading it because there are some little nuggets that are hidden in there and sometimes we find different things that stand out to each of us that bring meaning to each of us.

[02:31:56] So I'm okay with just reading it. - Let's put 95 to 111 on the next work session agenda, which will be next month. That's enough time going on. - Can we just go to 128? - Yeah, let's do that. - 25 to 128, Alba, for the record.

[02:32:12] - Okay, I'm sorry. I apologize that we didn't finish that up. - All right, and I want to, I was in this, I want to apologize, I didn't know I needed to respond within a certain time, I was still processing the ideas that you sent, but I do appreciate the share, the chair shares, so you can comment.

[02:32:32] - I appreciate that, okay. I don't want to be needy. I just wanted to make sure that it was. Yeah, I think it's nice to see where you're going and how you're representing us and what events you're going to. I think that's great. As far as like the bus with the Christmas thing, I think maybe a passenger.

[02:32:49] Maybe a passenger. We can't talk about it. Point of order. We can't talk about it. We can't talk about it. We'll talk about it by. You can talk one-on-one. Oh, we can. We're not allowed to talk about it. I'm sorry. We just not. Anybody else have something that's on the agenda?

[02:33:05] that they want to read. Are you raising your hand? No, I'm scratching my head. Motion to adjourn. Okay, I'm with the school board of the new City of Masses chair. That's right. I have a motion by Ms. Brescia and seconded by Ms. Steven. Is there any discussion? Is it the other way around? It's the other.

[02:33:24] No, we both kind of said it at the same time. That's fine. So either or. I second. Okay, a motion by Stephen. Second by Brescia. Is there any detestions?

[02:33:39] That the school board meeting adjourns. Okay, that the school board meeting adjourns. All in favor? Aye. Okay, great. Any opposed? Anyone opposed? Right. Did we mark down? I'll have to look at the things that I signed. I guess last week it wasn't adjourned. Brescia didn't.

[02:33:59] i think i really did vote against the jury yeah all right is there anyone opposed okay no i said your individual wasn't dr newman supposed to tell us something um he told me i thought he told me that he was going to discuss it but he said he's going to send an email oh the email right oh yeah anyway i'm sorry i'm misunderstood i do it all the time yeah i apologize because i was like wait a minute i remember yeah he's going to address He's researching right now, and he's going to address those items.

[02:34:31] And I misunderstood and thought he was doing it tonight, but it's coming. So, you know, I did read your chair, Sharon, and I didn't answer on the banner, because I'm fine either way. Okay. Well, I'm not chastising anyone. I mean, I just... No, I know. But I thought, did I miss an important question?

[02:34:51] And I was like, not super weird, though.



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