

Superintendent's Advisory Council on Instruction (SACI)

Date: Thursday, February 13, 2025

APPROVED

Handouts – Meeting Agenda, December Minutes, Overview of MTSS, Mental Health Support for Students, Human Resources – Teacher Retention and Supports, and Family Engagement

Meeting Called to Order – 7:00pm Ms. Vanessa Olsen, Chair SACI.

Thank you for taking the time to attend the meeting.

Approval of December Minutes with Revisions.

The meeting with Dr. McDade from January that was cancelled due to weather is being rescheduled. A date will be shared as soon as it is finalized.

Presentation –

MTSS Brief Overview and Q&A by Dr. Darwin Barker, Director, Tiered Intervention & Supports and Desmond Dawkins, Supervisor, Director Tiered Intervention & Supports

Part one of the presentation was an overview of the Multi-Tiered System of Supports (MTSS). The priorities of MTSS for 2024-2025 are to support on-time graduation using evidence-based diagnostic tools, practices, and interventions while supporting the VA Literacy Implementation and strengthening behavioral supports through the best practices related to de-escalation, restraint, and seclusion.

Part two of the presentation was an overview of the mental health supports by Dr. Kala Goodwin, Director, Student Health & Wellness and Anthony Clark, Supervisor, School Social Workers.

A video introducing Hazel Health was shared. Hazel Health is a no-cost mental health telehealth service for PWCS students. This telehealth service aligns directly with commitment 2, Positive Climate and Culture. As of the last data draw 1,537 students opted-in, representing 95 schools. Of those 488 families had completed the consent forms, 224 families had submitted referrals, and 206 students are actively in sessions or scheduled an intake.

The county is assessing students' emotional needs in grades 3-12 annually. This assessment is completed in the first month of the school year. 18,301 students responded in grades 3-5, 19,815 students responded in grades 6-8, and 25,306 students responded in grades 9-12. Standardized implementations of mental health supported the shift of PWCS Heals to PWCS Thrives to focus our human and fiscal resources on supporting school engagement and on-time graduation.

Part three of the presentation was an overview of PWCS teacher retention and supports by Dr. Donna Eagle, Chief Human Resource Officer, Michele Salzano, Director of Human Resources, Dr. Michelle Colbert, Asst Director of Human Resources, Sean P. McDonald, Supervisor of Recruitment and Specialty Programs, and Dr. Matt Wygal, Supervisor of Employee Relations.

PWCS compensation and benefits of PWCS were reviewed, belonging and engagement strategies were discussed, and current recruitment efforts were shared out. \$160 million in pay increases have been invested. Adjustments have been made in compensation where market analysis showed significant gaps to provide an average of 7.0% increase in FY 25-26 and an average of 6.3% increase in FY 26-27 for staff.

PWCS Pillars of Belonging (Valued, Included, Engaged, Welcomed, and Supported) were used to construct the domains of the Upbeat Survey provided to teachers and staff. The importance of Stay interviews verse exit interviews was shared. The “You Belong Here” campaign is being used in focused recruitment at minority serving institutions, with the ambassador teacher program, through the “growing our own” pathway, and the apprenticeship program.

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The final part of the presentation was an overview of Family Engagement by Yanet Boyd, Supervisor, Family and Community Engagement.

Family Engagement Series was reviewed, there have been 36 sessions to date. For SY 24-25 there are now 104 School Parent Liaisons, 53 schools and 2 Nontraditional Programs have a Family Academic and Community Engagement Specialists (FACES), and 9 Community Hubs (Dar Alnoor Islamic Center, BGC General Heiser Club – Dumfries, BGC Hylton Club – Dale City, BGC Martin K. Alloy – Manassas, PWC Parks & Recreation, PWC Social Services, Prince William Libraries, Todos Market, Virginia Career Works) have been established.

Work Session on the topics for the March meeting.

- 1) Superintendents Proposed Budget for SY 25-26
- 2) Capital Improvement Plan

Meeting Adjourned: 9:02 pm