Brabrand Briefing banner

Update on ADA Accommodation Requests as of 2/4/21

The HR Team continues to receive and process ADA accommodation requests. This week there were 29 new requests. The team will track employee requests to withdraw based upon a desire to return as a result of the vaccine. We anticipate requests once individuals receive the second dose of the vaccination.

Employee Group	Assigned	Pending	Resolved (93%)			Total
			Approved	Denied	Other	
Teacher	22	79	1682	8	370	**2161**
Classroom Support	9	38	274	12	71	**404**
School-Based Administrators	0	2	21	0	7	**30**
All Other Employee Groups	5	52	361	9	118	**545**
Totals	**36**	**171**	**2338**	**29**	**566**	**3140**
	1%	**6%**	**74%**	**1%**	**18%**	

Category of "Other" includes: abeyance, withdrawn, or the employee is on LTD or STD.

Anti-Bias and Anti-Racism Policy Development and Stakeholder Engagement

In alignment to the goals of One Fairfax, the FCPS School Board has recently identified two critical policy actions: revision of the existing Controversial Issues Policy and development of a new policy commissioning anti-bias and anti-racism education in FCPS. At the January 27th School Board work session, a cross-departmental team presented plans for engaging and empowering school and community stakeholders through the policy development process.

To understand the context for anti-bias and anti-racism policy development and to inform our plans for stakeholder engagement, we have researched regional and national examples of similar policy work. Links to relevant policies, sites, and articles are attached below including annotations to highlight the most relevant information. As a result of this research, we created a stakeholder engagement process that lifts community and student voices as detailed at the January 27th work session.

To support objectivity and transparency in our stakeholder process,The Leadership Academy has been identified to facilitate, gather, and synthesize stakeholder perspectives. After soliciting proposals from several vendors, The Leadership Academy was selected based on their proposal's alignment to our needs, their engagement across the country, and the impact of their current facilitation of professional development for our Leadership Team and principals. The proposal for the scope and cost of this key role is also attached; the additional services provided by the Leadership Academy will be paid for using existing funds already budgeted to support the division's equity development work.

We look forward to engaging with our community and reporting to the Board as this process unfolds in the coming weeks and months.

[Equity Policy Vendor Scope](#)

[Research for Benchmarking Policy Work](#)

In-Person vs. Online Preferences

Below is link with information about student preferences for in-person or virtual learning for the remainder of the school year. The data includes information about student preference through February 2 and is disaggregated by subgroups and by Region.

[Intent Graphs by Subgroups 2.2.21](#)

School Board Follow Up

[FY22 Budget Question Responses](#) - Questions 3-9 have been added.

Board Meeting Dates

https://www.fcps.edu/school-board/school-board-meetings

Link to Brabrand Briefings and Index

[Brabrand Briefings](#)