

From: [melinda Mansfield](#)
To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [Ashley Ellis](#); [Neil Slevin](#); [Asia Jones](#); [Patricia Nelson](#); [Lottie Spurlock](#); [Mark Smith](#)
Cc: [MSAAC Chair](#); [SEAC Chair](#)
Subject: [EXTERNAL] Literacy Instruction
Date: Friday, March 26, 2021 11:23:11 AM
Attachments: [MEd-CI-Reading-Education-Prospective-Student-Overview.pdf](#)
[Reading Education Professional Development Programs.pdf](#)

Good morning, all!

As LCPS heads into spring break, DDVA wanted to share this EdWeek article hot off the presses. It's referencing the literacy crisis we have on our hands and shares some perspectives on how to modify failing literacy systems, like our own. I am encouraged by LCPS Department of Instruction and Pupil Services leadership's conversations and outreach to UVA's expert and architect of the newly revised curriculum based in the Science of Reading (SoR), Dr. Emily Solari. I've attached UVA's Reading Specialist Course information, as well as their Reading Education PD offerings. It would be wonderful if these opportunities could be pushed out to our teachers and administrators, ensuring that the education they seek now is aligned in the SoR...unfortunately UVA is the only Institute of Higher Education in Virginia, at this time, that has revised their coursework to meet SoR standards.

"As Frederick Douglass is widely quoted as saying: **"Once you learn to read, you will be forever free."** A century and a half later, the converse is equally true for too many children who never attain a level of literacy that allows them to reach their full potential. Only 35 percent of America's 4th graders read proficiently, and access to educational opportunity and literacy in the United States remains overwhelmingly defined by ZIP code, race, socioeconomic, and ethnicity. As has been well chronicled, children's reading levels at 3rd grade form one of the most meaningful academic benchmarks by which we can predict, while not perfectly, whether they will lead a life of self-determination or one that is too often decided for them—as measured by graduation rates and the opportunity to earn a livable wage."

<https://www.edweek.org/teaching-learning/opinion-the-coming-literacy-crisis-theres-no-going-back-to-school-as-we-knew-it/2021/03>

To that end, I do hope that everyone will be able to attend Dr. Solari's presentation to SEAC Instructional practices: The Science of Reading and Equity, on April 7, 2021.

https://static.miraheze.org/loudounseacwiki/a/aa/2021-04-07_SEAC_Presentation_-_Literacy.pdf

Thank you for your service to LCPS students and staff and I hope each one of you has an opportunity to rest and recharge."

- Melinda Mansfield

Subject: Reading info

Two flyers attached—

One about our non credits for divisions- so PD

The other one is more geared toward our for-credit options for divisions—so this is where we enroll cohorts of students into our program from divisions and they go through the reading MED programing- and they are eligible for their reading endorsement when they are done.

Emily J. Solari, Ph.D.

Professor, Reading Education

Coordinator, Reading Education Program

Department of Curriculum, Instruction, and Special Education

School of Education and Human Development

University of Virginia

ejs9ea@virginia.edu

Sent from my iPhone

From: [Katrechia Nolen](#)
To: [Karen Dawson](#)
Cc: [Atoosa Reaser](#); [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#); [Aaron Smith](#)
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD
Date: Thursday, March 25, 2021 6:17:58 PM
Attachments: [image001.png](#)
[image002.png](#)

Hi Ms. Dawson,

Thank you for pointing me in the right direction. I have found the messenger email from Mr. Smith and will connect using that link.

Sincerely,

Katrechia "Katrece" Nolen
President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB
knolen@kapaxsolutions.com
571-239-0653(M)
[My LinkedIn Profile](#)
www.kapaxsolutions.com

On Thu, Mar 25, 2021 at 5:33 PM Karen Dawson <Karen.Dawson@lcps.org> wrote:

Hi Ms. Nolen – The email would have actually come from Aaron Smith and not me. I asked him to use the email address above. If you did not receive it, let me know and I will ask him to resend.

Thanks!

Karen Dawson

Executive Assistant

Superintendent's Office

Loudoun County Public Schools

21000 Education Court

Ashburn, Virginia 20148

571-252-1030

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Thursday, March 25, 2021 5:28 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good Evening Ms. Reaser,

Thank you for your email. I did not receive an email from Ms. Dawson, but found the meeting listed on the calendar and have since signed up for public comment tonight.

Thank you,

Katrecia "Katrece" Nolen

President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

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On Tue, Mar 23, 2021 at 10:00 AM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good morning,

I will ask Ms. Dawson to send a link for the committee meeting we previously discussed. We will address your question, as well.

Thank you,

Atoosa Reaser



**Atoosa Reaser | Loudoun County School Board
Vice Chair and Algonkian District Member**

email: atoosa.reaser@lcps.org
mobile: (571) 291-5325

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Friday, February 19, 2021 3:19 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Reaser,

Thank you for your email and for confirming the content of the upcoming L&P Committee meeting. From this update, I understand that the discussion will be generally focused on MOUs and not the specific MOU between LCPS and Local Law Enforcement agencies as originally requested.

Please let me know which school board committee will have purview over these specific MOU updates, including the following listed below. Several of which are included in the MOU between Fairfax County Public Schools and FCPD.

- **Transparency and Accountability**
 - SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
 - Documented LCPS SRO Complaint resolution process
- **Investigation and Questioning** (several references to SROs in the latest Search and Seizure policy were recently removed)
 - Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
 - Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
 - SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
 - Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Regards,

Katrecia Nolen

President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB

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www.kapaxsolutions.com

On Fri, Feb 19, 2021 at 2:52 PM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good afternoon,

Chair Sheridan informs me there is a process to gather input from MSAAC and SEAC, as you mentioned.

At our March meeting of L&P, the committee will discuss with Mr. DeVita the need for a policy surrounding the execution of MOUs generally, as well as the possibility of amending existing policies to include MOUs in a regular review cycle. If a policy is deemed necessary to develop, and/or if we amend existing policy, we will benefit from your stakeholder input. We can include a review of that process as part of our March discussion, as well.

Please let me know if you have any other thoughts. And, thank you again for helping ensure we do our best to get this right!

Thank you,

Atoosa Reaser



**Atoosa Reaser | Loudoun County School Board
Vice Chair and Algonkian District Member**

email: atoosa.reaser@lcps.org
mobile: (571) 291-5325

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>

Sent: Wednesday, February 17, 2021 1:33 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>

Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis

<Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen

Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark

Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC

Chair <SEACChair@lcps.org>

Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Vice-Chair Reaser,

I appreciate the consideration.

Sincerely,

Katrecia "Katrece" Nolen

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knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

On Wed, Feb 17, 2021 at 1:03 PM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good afternoon,

I appreciate your thoughtful request and your partnership. Please let me look into this idea and I will bet back to you by the end of the week.

Thank you,

Atoosa Reaser

Vice Chair and

Algonkian District Member,

Loudoun County School Board

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

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From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>

Sent: Wednesday, February 17, 2021 11:33:46 AM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>

Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>

Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Reaser,

Thank you for the update and your willingness to listen to the concerns of the community most impacted by the outcome of this MOU. Would it be possible for SEAC and MSAAC to jointly present policy recommendations at that particular L&P meeting?

Ms. Jennings,

With your concurrence, following the Search and Seizure presentation, would it be possible to provide this update on the MOU at tonight's MSAAC meeting.

Sincerely,

Katrece Nolen

On Thu, Feb 4, 2021, 4:14 PM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good afternoon,

Thank you for the opportunity to be responsive to your request. My committee did not meet in December or January due to extra board meetings or earlier start times for full board meetings.

I will include an agenda item at one of our upcoming L&P Committee meeting to include a conversation with our Division Counsel on your question of whether a policy is needed to implement a review before signature, as well as periodic reviews and updating of MOUs, before the board signs/enters into one. At this point, I believe it will be the March one, and I will ask Ms. Dawson to let you know once that is confirmed.

I remain sensitive to the fact that many parties have been working on the details of the specific MOU currently in question, for months, and would like to proceed in a manner that is both mindful and supportive of the work you all have done. I am copying the Equity Committee leadership and Mr. Lewis for their awareness and collaboration.

Thank you,

Atoosa Reaser

From: Kevin Lewis <Kevin.Lewis@lcps.org>
Sent: Friday, December 18, 2020 2:59 PM
To: Katrecia.Nolen@kapaxsolutions.com <Katrecia.Nolen@kapaxsolutions.com>
Cc: Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov <gbrown@leesburgva.gov>; kim.simon@dcjs.virginia.gov <kim.simon@dcjs.virginia.gov>; Jaime Sanford <JSanford@leesburgva.gov>; emailkellee@gmail.com <emailkellee@gmail.com>; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Kirsten Shabanowitz

<huntdd@vapta.org>; MSAAC Chair <MSAACChair@lcps.org>

Subject: RE: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Nolen

I will add my thanks appreciate to the entire group for the great conversation with the promise of many more to come. In response to your question regarding access to the questions submitted by the public, I have provided two documents. Panelist should recognize the first document as that which was sent in preparation of the meeting where we made suggestions for the moderator to address each question to insure everyone that took their time to be on the panel would have an opportunity for their voice to be heard. The second document contains the raw responses to the request for questions from the community. Some edits were made to the raw data as the goal was to keep the original content and capture the essence of the inquiries. We chose not include references to individuals. Let me know if you have any questions or concerns. thanks

Kevin L. Lewis PE, CEM, GBE
Assistant Superintendent for Support Services
<https://www.lcps.org/support>
Loudoun County Public Schools
21000 Education Ct
Ashburn, VA 20148
571 252 1385

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>

Sent: Friday, December 11, 2020 2:22 PM

To: Kirsten Shabanowitz <huntdd@vapta.org>

Cc: Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@leesburgva.gov>; emailkellee@gmail.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>; Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>

Subject: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good Afternoon to All the participants in the program on Wednesday.

I really appreciate the engagement and commentary that provided an opportunity to begin the public-facing conversation between our school system, law enforcement, and the community. This is a first for our community - community involvement in the review process is necessary to build trust with the disability community and communities of color in Loudoun. Data shows that our children are disproportionately referred to law enforcement in Loudoun County and these factors should inform the MOU review process.

I understand that there were a number of community comments and questions submitted, when will we have access to this community-derived information?

Here is a link to the Virginia School-Law Enforcement Partnership Guide ([link to guide](#)) - the contents of which include action steps and policy recommendations that formed the basis of comments offered Wednesday evening, as well as recommendations supplied by MSAAC representatives over the past two years during public comments, direct conversations and presentations to school board representatives, district representatives and various school board committees.

Vice-Chair Reaser, I would like to recommend that the following policy items, that pertain to the MOU, be brought forward to the Legislative and Policy Committee for consideration and/or addition to the MOU;

1. Addition of policy for the MOU to bylaws in the LCPS Policies and Regulations, to include school board approval to authorize a signature, provisions for review, and frequency of update.
2. Transparency and Accountability
 - SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
 - Documented LCPS SRO Complaint resolution process
3. Investigation and Questioning
 - Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
 - Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
 - SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
 - Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Sincerely,

Katrecia Nolen
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[My LinkedIn Profile](#)
www.kapaxsolutions.com

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <huntdd@vapta.org> wrote:

I would like to echo those sentiments. Thank you for the opportunity to participate in the discussion. It was informative and important for our communities.

I look forward to continuing to engage in this conversation in the future.

My best
Kirsten

Kirsten Shabanowitz | Director
Hunt District PTA | 570.801.0345
www.huntdistrictpta.org

PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.
#PTYAY #ptaproud #ptastrong #vapta #huntdistrictpta #membershipmatters

Reflections Student Art Contest 2020/21 Theme
"I Matter Because..."

Citizenship Essay Contest 2020/21 Theme
"How Do We Stand Together When We Are So Far Apart?"

From: Biberaj, Buta <Buta.Biberaj@loudoun.gov>
Sent: Wednesday, December 9, 2020 10:14 PM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Thank you Ms. Spurlock and everyone involved for a great conversation. I appreciate you and your investment in our kids. Have a great holiday season.

Buta Biberaj
Loudoun County Commonwealth's Attorney
20 East Market Street
Leesburg, Virginia 20176
(571) 291-1202 Cell
(703) 777-0683 Direct

(703) 777-0242 Main office
(703) 777-0160 Facsimile

Please NOTE: if you do not get a response within 24 business hours, you are invited to call me – either my direct office number or my cell phone.

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From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Wednesday, December 9, 2020 3:08 PM
To: SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: [EXTERNAL] RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good afternoon, All:

Please see the attached document with details for this evening's panel discussion on the MOU.

Please note an update on the moderator/facilitator as well as rule of engagement for the community conversation.

Although questions have been assigned to discussion panelists, we will follow the moderators lead in facilitating this important discussion.

Thank you, again, for your willingness to serve our community in this manner.

Best,
Lottie Spurlock

Lottie M. Spurlock

Director of Equity
Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

“As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed.” ~Margaret Wheatley

From: Lottie Spurlock

Sent: Tuesday, December 8, 2020 9:36 PM

To: SEAC Chair <SEACChair@lcps.org>; Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>

Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Thank you for asking, Ms. Tropf. That was certainly our plan. The questions will be forwarded tomorrow, along with updated information. Thank you all for your patience and again for engaging in this important community conversation.

Lottie M. Spurlock

Director of Equity
Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

“As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed.” ~Margaret Wheatley

From: SEAC Chair <SEACChair@lcps.org>
Sent: Tuesday, December 8, 2020 9:06 PM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>;
Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz
<huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford
<JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com;
Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>;
Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark
<John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Walker,
Leah <leah.walker@doe.virginia.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett
<Nyah.Hamlett@lcps.org>
Subject: Re: Equity Community Conversation Regarding the MOU Between
LCPS and LCSO & LPD

Good Evening Ms. Spurlock,

Have the questions and rules for engagement been sent? I want to make sure I didn't miss anything.

Sharon

Sharon Tropf, Chair
LCPS Special Education Advisory Committee (SEAC)

Follow Us on Facebook: LCPS Special Education Advisory Committee

Please note that emails and other written communications sent to or from me concerning the Special Education Advisory Committee (SEAC) may be considered as a public record under the Virginia Freedom of Information Act (FOIA) and subject to disclosure.

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Monday, December 7, 2020 4:16 PM
To: Easton.mcdonald@loudoun.gov <Easton.mcdonald@loudoun.gov>;
gbrown@leesburgva.gov <gbrown@leesburgva.gov>; Kirsten Shabanowitz
<huntdd@vapta.org>; kim.simon@dcjs.virginia.gov
<kim.simon@dcjs.virginia.gov>; Jaime Sanford
<JSanford@LEESBURGVA.GOV>; SEAC Chair <SEACChair@lcps.org>;
emailkellee@gmail.com <emailkellee@gmail.com>;
Katrecia.Nolen@kapaxsolutions.com <Katrecia.Nolen@kapaxsolutions.com>;

Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson
<Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj,
Buta <Buta.Biberaj@loudoun.gov>; Walker, Leah
<leah.walker@doe.virginia.gov>

Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett
<Nyah.Hamlett@lcps.org>

Subject: Equity Community Conversation Regarding the MOU Between LCPS
and LCSO & LPD

Good afternoon Panelists,

As we move closer to our **December 9th Pathway to Equity Community
Conversation on the MOU**, please note the following information:

- Representatives from our local law enforcement agencies (Loudoun County Sheriff's Office and Leesburg Police Department) *will* engage as panelists.
- The list of questions (denoting assigned questions) for the panel discussion will be provided to you tomorrow afternoon, December 8th.
- Additional guidelines on rules of engagement for the community conversation will be shared with you as well.

By now, each member of the panel should have received the virtual invitation for WebEx. It would have come via email from Aaron Smith and it has a calendar invitation for you to accept. It is important that you use the same email address as found in this email distribution list for access to Wednesday evening's meeting.

The community conversation is scheduled for 6:00 – 7:30 p.m. Please be prepared to log on by 5:50 on Wednesday evening, so we can make optimal use of our time while engaging in this important community dialogue.

Best,

Lottie M. Spurlock

Director of Equity
Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

“As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed.” ~Margaret Wheatley

From: [Karen Dawson](#)
To: Katrechia.Nolen@kapaxsolutions.com; [Atoosa Reaser](#)
Cc: [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#); [Aaron Smith](#)
Subject: RE: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD
Date: Thursday, March 25, 2021 5:33:11 PM
Attachments: [image001.png](#)
[image002.png](#)

Hi Ms. Nolen – The email would have actually come from Aaron Smith and not me. I asked him to use the email address above. If you did not receive it, let me know and I will ask him to resend.

Thanks!

Karen Dawson
Executive Assistant
Superintendent's Office
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
571-252-1030

From: Katrechia Nolen <Katrechia.Nolen@kapaxsolutions.com>
Sent: Thursday, March 25, 2021 5:28 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good Evening Ms. Reaser,

Thank you for your email. I did not receive an email from Ms. Dawson, but found the meeting listed on the calendar and have since signed up for public comment tonight.

Thank you,

Katrechia "Katrece" Nolen
President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB
knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

On Tue, Mar 23, 2021 at 10:00 AM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good morning,

I will ask Ms. Dawson to send a link for the committee meeting we previously discussed. We will address your question, as well.

Thank you,
Atoosa Reaser



**Atoosa Reaser | Loudoun County School Board
Vice Chair and Algonkian District Member**

email: atoosa.reaser@lcps.org
mobile: (571) 291-5325

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>

Sent: Friday, February 19, 2021 3:19 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>

Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>

Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Reaser,

Thank you for your email and for confirming the content of the upcoming L&P Committee meeting. From this update, I understand that the discussion will be generally focused on MOUs and not the specific MOU between LCPS and Local Law Enforcement agencies as originally requested.

Please let me know which school board committee will have purview over these specific MOU updates, including the following listed below. Several of which are included in the MOU between

Fairfax County Public Schools and FCPD.

- **Transparency and Accountability**

- SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
- Documented LCPS SRO Complaint resolution process

- **Investigation and Questioning** (several references to SROs in the latest Search and Seizure policy were recently removed)

- Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
- Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
- SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
- Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Regards,

Katrechia Nolen

President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

On Fri, Feb 19, 2021 at 2:52 PM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good afternoon,

Chair Sheridan informs me there is a process to gather input from MSAAC and SEAC, as you mentioned.

At our March meeting of L&P, the committee will discuss with Mr. DeVita the need for a policy surrounding the execution of MOUs generally, as well as the possibility of amending existing policies to include MOUs in a regular review cycle. If a policy is deemed necessary to develop, and/or if we amend existing policy, we will benefit from your stakeholder input. We can include a review of that process as part of our March discussion, as well.

Please let me know if you have any other thoughts. And, thank you again for helping ensure we do our best to get this right!

Thank you,
Atoosa Reaser



**Atoosa Reaser | Loudoun County School Board
Vice Chair and Algonkian District Member**

email: atoosa.reaser@lcps.org
mobile: (571) 291-5325

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>

Sent: Wednesday, February 17, 2021 1:33 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>

Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>

Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Vice-Chair Reaser,

I appreciate the consideration.

Sincerely,

Katrecia "Katrece" Nolen

President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

On Wed, Feb 17, 2021 at 1:03 PM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good afternoon,

I appreciate your thoughtful request and your partnership. Please let me look into this idea and I will get back to you by the end of the week.

Thank you,

Atoosa Reaser

Vice Chair and
Algonkian District Member,
Loudoun County School Board

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

The information conveyed in this communication is intended for the use of the original addressee(s), and may be legally privileged, confidential, and/or exempt from disclosure under applicable law. If this communication was not addressed or copied to you, then you have received it in error and are strictly prohibited from reading, copying, distributing, disseminating, or transmitting any of the information it conveys. If you received this communication in error, please destroy all electronic, paper, and other copies, and notify the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>

Sent: Wednesday, February 17, 2021 11:33:46 AM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>

Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>

Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Reaser,

Thank you for the update and your willingness to listen to the concerns of the community most impacted by the outcome of this MOU. Would it be possible for SEAC and MSAAC to jointly present policy recommendations at that particular L&P meeting?

Ms. Jennings,

With your concurrence, following the Search and Seizure presentation, would it be possible to provide this update on the MOU at tonight's MSAAC meeting.

Sincerely,

Katrece Nolen

On Thu, Feb 4, 2021, 4:14 PM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good afternoon,

Thank you for the opportunity to be responsive to your request. My committee did not meet in December or January due to extra board meetings or earlier start times for full board meetings.

I will include an agenda item at one of our upcoming L&P Committee meeting to include a conversation with our Division Counsel on your question of whether a policy is needed to implement a review before signature, as well as periodic reviews and updating of MOUs, before the board signs/enters into one. At this point, I believe it will be the March one, and I will ask Ms. Dawson to let you know once that is confirmed.

I remain sensitive to the fact that many parties have been working on the details of the specific MOU currently in question, for months, and would like to proceed in a manner that is both mindful and supportive of the work you all have done. I am copying the Equity Committee leadership and Mr. Lewis for their awareness and collaboration.

Thank you,
Atoosa Reaser

From: Kevin Lewis <Kevin.Lewis@lcps.org>

Sent: Friday, December 18, 2020 2:59 PM

To: Katrechia.Nolen@kapaxsolutions.com <Katrechia.Nolen@kapaxsolutions.com>

Cc: Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov <gbrown@leesburgva.gov>; kim.simon@dcjs.virginia.gov <kim.simon@dcjs.virginia.gov>; Jaime Sanford <JSanford@leesburgva.gov>; emailkellee@gmail.com <emailkellee@gmail.com>; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Kirsten Shabanowitz <huntdd@vapta.org>; MSAAC Chair <MSAACChair@lcps.org>

Subject: RE: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Nolen

I will add my thanks appreciate to the entire group for the great conversation with the promise of many more to come. In response to your question regarding access to the

questions submitted by the public, I have provided two documents. Panelist should recognize the first document as that which was sent in preparation of the meeting where we made suggestions for the moderator to address each question to insure everyone that took their time to be on the panel would have an opportunity for their voice to be heard. The second document contains the raw responses to the request for questions from the community. Some edits were made to the raw data as the goal was to keep the original content and capture the essence of the inquiries. We chose not include references to individuals. Let me know if you have any questions or concerns. thanks

Kevin L. Lewis PE, CEM, GBE
Assistant Superintendent for Support Services
<https://www.lcps.org/support>
Loudoun County Public Schools
21000 Education Ct
Ashburn, VA 20148
571 252 1385

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Friday, December 11, 2020 2:22 PM
To: Kirsten Shabanowitz <huntdd@vapta.org>
Cc: Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@leesburgva.gov>; emailkellee@gmail.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>; Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>
Subject: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good Afternoon to All the participants in the program on Wednesday.

I really appreciate the engagement and commentary that provided an opportunity to begin the public-facing conversation between our school system, law enforcement, and the community. This is a first for our community - community involvement in the review process is necessary to build trust with the disability community and communities of color in Loudoun. Data shows that our children are disproportionately referred to law enforcement in Loudoun County and these factors should inform the MOU review process.

I understand that there were a number of community comments and questions submitted, when will we have access to this community-derived information?

Here is a link to the Virginia School-Law Enforcement Partnership Guide ([link to guide](#)) - the contents of which include action steps and policy recommendations that formed the basis of comments offered Wednesday evening, as well as recommendations supplied by MSAAC representatives over the past two years

during public comments, direct conversations and presentations to school board representatives, district representatives and various school board committees.

Vice-Chair Reaser, I would like to recommend that the following policy items, that pertain to the MOU, be brought forward to the Legislative and Policy Committee for consideration and/or addition to the MOU;

1. Addition of policy for the MOU to bylaws in the LCPS Policies and Regulations, to include school board approval to authorize a signature, provisions for review, and frequency of update.
2. Transparency and Accountability
 - SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
 - Documented LCPS SRO Complaint resolution process
3. Investigation and Questioning
 - Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
 - Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
 - SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
 - Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Sincerely,

Katrechia Nolen
President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB
knolen@kapaxsolutions.com
571-239-0653(M)
[My LinkedIn Profile](#)
www.kapaxsolutions.com

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <huntdd@vapta.org> wrote:

I would like to echo those sentiments. Thank you for the opportunity to participate in the discussion. It was informative and important for our communities.

I look forward to continuing to engage in this conversation in the future.

My best
Kirsten

Kirsten Shabanowitz | *Director*
Hunt District PTA | 570.801.0345
www.huntdistrictpta.org

- **PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.**
#PTYAY #ptaproud #ptastrong #vapta #huntedistrictpta #membershipmatters

- **Reflections Student Art Contest 2020/21 Theme**

"I Matter Because..."

- **Citizenship Essay Contest 2020/21 Theme**

"How Do We Stand Together When We Are So Far Apart?"

- **From:** Biberaj, Buta <Buta.Biberaj@loudoun.gov>

Sent: Wednesday, December 9, 2020 10:14 PM

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com;

Katrechia Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>

Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

- Thank you Ms. Spurlock and everyone involved for a great conversation.
I appreciate you and your investment in our kids.
Have a great holiday season.

- **Buta Biberaj**

Loudoun County Commonwealth's Attorney

20 East Market Street

Leesburg, Virginia 20176

(571) 291-1202 Cell

(703) 777-0683 Direct

(703) 777-0242 Main office

(703) 777-0160 Facsimile

- Please NOTE: if you do not get a response within 24 business hours, you are invited to call me – either my direct office number or my cell phone.

- **CONFIDENTIALITY NOTICE** - This communication may contain information that is confidential and is for the sole use of the intended recipient(s). If you are not the intended recipient, or the employee or agent responsible for delivering the information to the intended recipient, you must not, directly or indirectly, use, disclose, distribute, print, or copy any part of this transmission, nor take any action in reliance on the contents hereof. If you received this transmission in error, please notify the sender, immediately delete the transmission and all copies of it from your system, and destroy any hard copies of the transmission. Please note that no confidentiality or privilege is waived or lost by

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From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Wednesday, December 9, 2020 3:08 PM
To: SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: [EXTERNAL] RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

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Good afternoon, All:

-
Please see the attached document with details for this evening's panel discussion on the MOU.

Please note an update on the moderator/facilitator as well as rule of engagement for the community conversation.

Although questions have been assigned to discussion panelists, we will follow the moderators lead in facilitating this important discussion.

Thank you, again, for your willingness to serve our community in this manner.

-
Best,
Lottie Spurlock

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-
Lottie M. Spurlock
Director of Equity
Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

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"As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed." ~Margaret Wheatley

-
-
From: Lottie Spurlock

Sent: Tuesday, December 8, 2020 9:36 PM

To: SEAC Chair <SEACChair@lcps.org>; Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrechia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

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-
Thank you for asking, Ms. Tropf. That was certainly our plan.
The questions will be forwarded tomorrow, along with updated information.
Thank you all for your patience and again for engaging in this important community conversation.

-
-
Lottie M. Spurlock

Director of Equity
Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

-
-
"As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed." ~Margaret Wheatley

-
-
From: SEAC Chair <SEACChair@lcps.org>

Sent: Tuesday, December 8, 2020 9:06 PM

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrechia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>;

Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Walker, Leah <leah.walker@doe.virginia.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

-
Good Evening Ms. Spurlock,

-
Have the questions and rules for engagement been sent? I want to make sure I didn't miss anything.

-
Sharon

-
Sharon Tropf, Chair
LCPS Special Education Advisory Committee (SEAC)

-
Follow Us on Facebook: LCPS Special Education Advisory Committee

-
Please note that emails and other written communications sent to or from me concerning the Special Education Advisory Committee (SEAC) may be considered as a public record under the Virginia Freedom of Information Act (FOIA) and subject to disclosure.

-

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Monday, December 7, 2020 4:16 PM
To: Easton.mcdonald@loudoun.gov <Easton.mcdonald@loudoun.gov>; gbrown@leesburgva.gov <gbrown@leesburgva.gov>; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov <kim.simon@dcjs.virginia.gov>; Jaime Sanford <JSanford@LEESBURGVA.GOV>; SEAC Chair <SEACChair@lcps.org>; emailkellee@gmail.com <emailkellee@gmail.com>; Katrecia.Nolen@kapaxsolutions.com <Katrecia.Nolen@kapaxsolutions.com>; Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Walker, Leah <leah.walker@doe.virginia.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

-
Good afternoon Panelists,

-
As we move closer to our **December 9th Pathway to Equity Community Conversation on the MOU**, please note the following information:

-
- Representatives from our local law enforcement agencies (Loudoun County

Sheriff's Office and Leesburg Police Department) will engage as panelists.

- The list of questions (denoting assigned questions) for the panel discussion will be provided to you tomorrow afternoon, December 8th.
- Additional guidelines on rules of engagement for the community conversation will be shared with you as well.

-
By now, each member of the panel should have received the virtual invitation for WebEx. It would have come via email from Aaron Smith and it has a calendar invitation for you to accept. It is important that you use the same email address as found in this email distribution list for access to Wednesday evening's meeting.

-
The community conversation is scheduled for 6:00 – 7:30 p.m. Please be prepared to log on by 5:50 on Wednesday evening, so we can make optimal use of our time while engaging in this important community dialogue.

-
Best,

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

571.252.1210

Twitter: @LottieSpurlock

-
-
"As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed." ~Margaret Wheatley

From: Beth Barts
To: Brenda Sheridan
Cc: Lottie Spurlock; LCPS Equity Committee; MSAAC Chair
Subject: Concerns
Date: Friday, April 2, 2021 9:53:02 AM

Good morning Chair Sheridan,

I hope you are having a restful break. Given the social media attacks and hateful rhetoric that many community members who are involved in our district and community wide equity movement are experiencing, I would respectfully ask you as the Chair to refrain from making public individual emails of members of the Equity Committee as was discussed at the last meeting. I know you offered a choice. I personally have been the recipient of many vile emails over the last week and would not wish that on anyone who is not in public office.

Just in the last few days I have seen Ms. Spurlock, MSAAC, NAACP, Equality Loudoun and the Equity committee referenced by groups on social media that the national media is following. Even individual members of such groups have been discussed in some cases.

The fact that recent individual emails sent to the Equity Committee are being shared out by unassociated groups is interesting.

I hope the committee recognizes how critical it is to continue the hard work they are chartered to do despite the deliberate misinformation about our Culturally Responsive Framework being shared on social media.

Kindly,
Beth Barts - concerned parent and member of the LCSB.

Sent from my iPhone

From: [Brenda Sheridan](#)
To: [MSAAC Chair](#); [Wayde Byard](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Scott Ziegler](#); [Atoosa Reaser](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: Re: MSAAC Call to Action Social-Media Post
Date: Saturday, March 27, 2021 5:37:36 PM

Thank you to everyone for the work done today!

Brenda L. Sheridan
Loudoun County School Board
Board Chair & Sterling District Representative

Please note that correspondence with an elected official in the Commonwealth of Virginia is subject to FOIA laws.

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 4:43 PM
To: Wayde Byard <Wayde.Byard@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Thanks very much for sending in advance of public release.

Respectfully,

--

Keaira Jennings, MHA
Minority Student Achievement Advisory Committee (MSAAC)
Executive Committee | Chair 2020-2021
eMail: msaacchair@lcps.org
Website: [MSAAC Website](#)
Twitter: @lcpsmsaac
Facebook: @lcpsmsaac

From: Wayde Byard <Wayde.Byard@lcps.org>

Sent: Saturday, March 27, 2021 4:20 PM

To: MSAAC Chair <MSAACChair@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

Attached is the statement LCPS is sending out in response to media questions about this matter.

Wayde B. Byard
Public Information Officer
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 1:55 PM

To: Joan Sahlgren <Joan.Sahlgren@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Ms. Sahlgren,

Thank you, we will be sure to make the suggested edit.

To everyone else, thank you for your patience and guidance today, as I know this is not how any of you intended to spend your Saturday morning. It is appreciated.

Respectfully,

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Dear Ms. Jennings,

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With thanks,
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Joan Sahlgren
Director of Communications & Community Engagement
571-252-6547
Joan.Sahlgren@lcps.org

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 12:07 PM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

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Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

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Executive Committee | Chair 2020-2021
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Twitter: @lcpsmsaac
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Respectfully,

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Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 10:51 AM

To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

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Respectfully,

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Executive Committee | Chair 2020-2021
eMail: msaacchair@lcps.org
Website: [MSAAC Website](#)
Twitter: @lcpsmsaac
Facebook: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 9:37 AM

To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA
Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: Wayde Byard <Wayde.Byard@lcps.org>

Sent: Saturday, March 27, 2021 8:39 AM

To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 2:19 AM

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

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From: [MSAAC Chair](#)
To: [Wayde Byard](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 4:43:39 PM

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--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](http://MSAACWebsite)

Twitter: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 10:51 AM

To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

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Respectfully,

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Facebook: @lcpsmsaac

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Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

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From: Wayde Byard <Wayde.Byard@lcps.org>

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Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her

awareness.

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 2:19 AM

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled

threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

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Executive Committee | Chair 2020-2021

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From: [Wayde Byard](#)
To: [MSAAC Chair](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: RE: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 4:20:12 PM
Attachments: [LCPS Media Statement March 27, 2021.pdf](#)

Ms. Jennings,

Attached is the statement LCPS is sending out in response to media questions about this matter.

Wayde B. Byard
Public Information Officer
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 1:55 PM
To: Joan Sahlgren <Joan.Sahlgren@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: Re: MSAAC Call to Action Social Media Post

Ms. Sahlgren,

Thank you, we will be sure to make the suggested edit.

To everyone else, thank you for your patience and guidance today, as I know this is not how any of you intended to spend your Saturday morning. It is appreciated.

Respectfully,

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eMail: msaacchair@lcps.org
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Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: Joan Sahlgren <Joan.Sahlgren@lcps.org>

Sent: Saturday, March 27, 2021 1:27 PM

To: Wayde Byard <Wayde.Byard@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Subject: RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

Yes, please feel free to go ahead and post the social media post as you need to. I cannot advise on taking down or editing any posts. But, I would suggest just a tiny edit to this sentence: We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,
Joan Sahlgren

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Joan Sahlgren
Director of Communications & Community Engagement
571-252-6547
Joan.Sahlgren@lcps.org

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 12:07 PM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard
Public Information Officer
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 12:01 PM
To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without

any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA
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Executive Committee | Chair 2020-2021
eMail: msaacchair@lcps.org
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Twitter: @lcpsmsaac
Facebook: @lcpsmsaac

From: Wayde Byard <Wayde.Byard@lcps.org>

Sent: Saturday, March 27, 2021 11:17 AM

To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

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Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 1:54:54 PM

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With thanks,
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Sent: Saturday, March 27, 2021 12:07 PM

To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Public Information Officer
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21000 Education Court
Ashburn, VA 20148
571-252-1040

Wayde.Byard@lcps.org

From: MSAAC Chair <MSAACChair@lcps.org>

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Subject: RE: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 1:27:57 PM

Dear Ms. Jennings,

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It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,
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Sent: Saturday, March 27, 2021 11:17 AM

To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 12:01:15 PM

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

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Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

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Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: [MSAAC Chair](#)
To: [Wayde Byard](#); [Lottie Spurlock](#); [Joan Sahlgren](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 10:50:54 AM

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

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From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 9:37 AM

To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

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eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

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From: Wayde Byard <Wayde.Byard@lcps.org>

Sent: Saturday, March 27, 2021 8:39 AM

To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

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Sent: Saturday, March 27, 2021 2:19 AM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
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From: MSAAC Chair
To: Wayde Byard; Lottie Spurlock; Joan Sahlgren
Cc: MSAAC ViceChair; MSAAC Communications; MSAAC Secretary; MSAAC Membership; MSAAC PastChair; Brenda Sheridan; Scott Ziegler
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 10:40:10 AM

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

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From: MSAAC Chair <MSAACChair@lcps.org>

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To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

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Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 9:37:41 AM

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Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
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Twitter: [@lcpsmsaac](#)

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From: MSAAC Chair
To: Education NAACP- Loudoun Branch; president@naacploudoun.org
Subject: MSAAC Call to Action
Date: Friday, March 26, 2021 1:07:28 PM
Attachments: [Equity Call To Action.pdf](#)

Hi Robin and Pastor Michelle,

I hope this message finds you and yours doing well. As you are aware there is a lot of negativity and false narratives being circulated in the community and news regarding equity within LCPS. I think it best to not engage the opposition but rather counter them and drown out their hateful rhetoric. I am attaching a copy of the call to action that MSAAC put out this morning in hopes that the NAACP will join us in taking these or similar steps. Later this afternoon, I plan to also submit a letter formally to the school board asking that they take specific actions items, recognizing that the censure of John Beatty is not legal for them currently.

Let me know if you have any further suggestions or questions.

Take care and have a great weekend.

Respectfully,

--

Keaira Jennings, MHA
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Executive Committee | Chair 2020-2021
eMail: msaacchair@lcps.org
Website: [MSAAC Website](#)
Twitter: @lcpsmsaac
Facebook: @lcpsmsaac

From: Ashley Ellis
To: Scott Ziegler
Subject: FW: [EXTERNAL] FW: DRAFT Timeline
Date: Monday, March 15, 2021 10:02:29 AM
Attachments: [Timeline - Gifted Eligibility.docx](#)

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Sneed, Maree F. <maree.sneed@hoganlovells.com>
Sent: Monday, March 15, 2021 9:38 AM
To: Connally, N. Thomas <tom.connally@hoganlovells.com>; Ashley Ellis <Ashley.Ellis@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>
Subject: [EXTERNAL] FW: DRAFT Timeline

For our discussion today.

Talk soon.

Maree Sneed

Senior Counsel

Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004-1109
Tel: [+1 202 637 5600](tel:+12026375600)
Direct: [+1 202 637 6416](tel:+12026376416)
Fax: [+1 202 637 5910](tel:+12026375910)
Email: maree.sneed@hoganlovells.com
www.hoganlovells.com

From: Wendy King <Wendy.King@lcps.org>
Sent: Friday, March 12, 2021 5:40 PM
To: Carolyn Callahan <cmc@eservices.virginia.edu>; Sneed, Maree F. <maree.sneed@hoganlovells.com>
Subject: DRAFT Timeline

External Email: This email was sent from outside of your organization.

Carolyn & Maree –

Attached is my very early draft of the timeline. I'm going to work on it more over the next couple of days. However, take a look and see what you think.

Wendy

Wendy S. King

Supervisor, Gifted Education
Loudoun County Public Schools
21000 Education Court, Suite 511 F
Ashburn, VA 20148
(571) 252-1609
Wendy.King@lcps.org

If you would like to know more about how we are managing the impact of the COVID-19 pandemic on our firm then take a look at our brief [Q&A](#). If you would like to know more about how to handle the COVID-19 issues facing your business then take a look at our [information hub](#).


About Hogan Lovells

Hogan Lovells is an international legal practice that includes Hogan Lovells US LLP and Hogan Lovells International LLP. For more information, see www.hoganlovells.com.

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From: [Mark Smith](#)
To: [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [Atoosa Reaser](#)
Subject: Re: Committee updates
Date: Monday, March 15, 2021 8:33:35 AM
Attachments: [Outlook-zmqguuah.png](#)
[Outlook-daub1nk5.png](#)

Got it. Thank you!

Mark J. Smith, Ed.D.
Interim Chief of Staff
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Mark.Smith@lcps.org
 @SmithMarkUVA

From: Brenda Sheridan <Brenda.Sheridan@lcps.org>
Sent: Sunday, March 14, 2021 7:07 PM
To: Mark Smith <Mark.Smith@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Subject: Re: Committee updates

Hi Mark

Committee assignments are as follows:

HRTD: Serotkin
Pupil Service Chair: King
Pupil Services member: Mahedavi
Joint: Morse
Equity: Reaser
SEAC liaison: King
SEAC alternate: Serotkin

I have confirmed with the Board members, so please inform everyone who needs to know.

Thanks!

Brenda L. Sheridan
Loudoun County School Board
Board Chair & Sterling District Representative

Please note that correspondence with an elected official in the Commonwealth of Virginia is subject to FOIA laws.

From: Mark Smith <Mark.Smith@lcps.org>

Sent: Wednesday, March 10, 2021 9:49 AM


To: Brenda Sheridan <Brenda.Sheridan@lcps.org>

Subject: Committee updates

Good morning Brenda,

We are updating the committee assignments to TBD for the removal of the one board member. At your convenience, please let me know the process for replacing those assignments so we can update our committee listings. Thank you!

Mark

Mark J. Smith, Ed.D.
Interim Chief of Staff
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Mark.Smith@lcps.org
 @SmithMarkUVA

From: Jamie Braxton
To: DMH-All Staff; Tarell Williams
Subject: Weekly Update 1/29/2021
Date: Friday, January 29, 2021 12:25:00 PM
Attachments: Equity Newsletter - February Edition.pdf

Happy Friday,

Several items of note today, arranged chronologically to make life a little easier.

☐ **First priority** – A phenomenal effort by two of our colleagues. Anica Williams and Bruno Yupanqui have published **the first edition of Dominion's Equity newsletter**, the BHM edition. I got a sneak preview and was amazed at the resource links and information it contained; **it's attached to this email.**

☐ **Tonight and Saturday** - Titan Theatre is performing a Live Radio Play- *The Twisted Tales of Poe*. The production is an adaptation of four of Edgar Allan Poe's works, "The Tell Tale Heart", "The Cask of Amontillado", "The Raven", and "The Black Cat". The comp ticket code is RPstaffcomptickets. The website to access tickets is <http://our.show/titan-theatre/87432>. The show begins at 7:30 pm each evening.

☐ **Monday** – No staff meeting, but e-hall pass training for veterans at **9:00 am**. This will be followed by a more detailed session for newcomers to the staff or those who wish for a more thorough refresher. Please join the training at <https://meet.google.com/des-xvdm-fei>

☐ **Monday** - Map Testing is being administered for all Algebra I and Geometry students. This testing will need to take priority over other assessments, so please extend grace to the students. If weather implicates MAP testing, it will be rescheduled for February 8.

Looking Ahead -

☐ **Safe Schools Training** – HRTD rolled out SafeSchools training for all staff in December. Yesterday, we worked through verifying our mandated training components in SafeSchools. Recognizing that this is a very busy time, HRTD has asked us to provide you with this update on your progress toward completion of all modules. If you received the email, you noted a "completion percentage."

Staff members have a February 7, 2021, deadline to complete the four required HRTD courses. We will keep our Monday staff meetings between now and the deadline as streamlined as possible to provide you with a little extra time to work on the modules.

☐ **Course Recommendation Deadline** is **February 19th**.

☐ Our **African-American History Month presentation** is scheduled for **Friday, February 19**. Here is [the bell schedule for the day](#) .

☐ **Monday, March 1st** is a typical teacher planning day.

☐ **Tuesday, March 2 – Professional Development Day - March 2 PD Day:** The March 2 will begin with a keynote address by Dr. Douglas Fisher (highly recommend this session), followed by concurrent LCPS sessions in the morning, and, finally, by LCPS required Adverse Childhood Experiences (ACE) training in the afternoon.

☐ Complete before the end of the school year: Mental Health Awareness Training

Enjoy your weekend, ❁❁❁

Jamie

Mrs. Jamie Braxton-Brandt | Assistant Principal
Dominion High School
571-434-4400

From: Traci Townsend
To: Aaron Snook; Alexis Gruehn; Alexis James; Alison Brown; Allison Hatton; Almendra Terrones Salcedo; Amanda George; Amanda Hutchings; Amanda Stoermer; Amy Burgess; Angela Naggles; Anika Ahmed; Brittany Webb; Bryn Kandel; Byron Woodard; Caitlin McDermott; Carmen Farley; Cassandra Dean; Cathy Polanski; Christian Longchamp; Christina Kasabian; Danielle Savastano; Deborah Owings; Desiree Moore; Devon Bacso; Elanyva Clokes; Ella Hopson; Elsbeth Mayo; Emily Fox; Gonzalo Gallardo; Gussie Shavers; Holly Janson; Jazlynn Moody; Jeananne Shultz; Jenise Blondin; Jennifer Kroll; Jill Rodeffer; Julia Thibault; Juliana Bogner; Julie Epstein; Kaila Stiffler; Karah Ockrymiek; Katelyn Hill; Keena Wilt; Kelly Clark; Keri Chavers; Kimberly Jackson; Kimberly Van Acker; Kim-Marie Brown; Krishawna Goins; Larissa Nunez-Morel; LaToya Willis; Laura Arrowsmith; Lauren Rodriguez-Gregg; Leah Allan; Lin Rudder; Lindsay Orme; Lorraine Gryniewicz; Lucinda Billet; Mahlet Abdalla; Margaret Hodges; Mark Bland; Martin Fameni; Matthew Prince; Melanie Rose Youngdahl; Melissa Heenan; Melody McKinney; Meredith Mjones; Michael Kruczkowski; Michelle Frosina; Michelle Louder; Mohammad Sabri; Moriah Rush; Nanci Weaver-Lee; Natalia Beardslee; Natalie Hall; Naveeli Garcia-Selvaraj; Nicole Korsen; Nicole Romero; Nina Smith; Patti Benalayat; Phuong Luc; Raynell Brown; Rebecca Williams; Rochon Moore Bumgardner; Ruchi Parikh; Samantha Ashley; Sandy Chalke; Sarah Armel; Sarah Dugan; Sarah Miller; Sarah Reeps; Semaj Pennix; Shawna Feaster; Sonya Bradley; Sophia Ra; Stacey Williams; Stephanie Bickmore; Stephanie Talbot; Sue Cowan; Susan Hayden; Suzanne Elbeze; Tameka Johnson; Tanipa Thomas; Taniya Flowers; Taylor Ballard; Theresa Ryan; Traci Scannell Crowe; Valeria Austin; Violet Dube; VonEnde Coleman; Wezi Thindwa
Cc: Lottie Spurlock
Subject: FW: Office of Equity Newsletter and Updates
Date: Thursday, January 28, 2021 2:43:10 PM

Greetings, Equity Leads!

I hope you are all well and staying warm on this very brisk day!

Please see below an email that I am forwarding to you from Lottie that was sent to the Administrative Leadership Team with updates from our Office of Equity. It contains great updates, including links to our recent newsletter, our updated webpage, and our new Twitter page. Please check out each link.

Also, our office would like to gather information about the events your schools are having in recognition of Black History Month. We want to highlight as much as we can on our website and also via Tweets. Please indicate your plans in [THIS SPREADSHEET](#).

Also, if you do use Twitter, please tag us (@EquityinLCPS) with anything related to equity and Black History Month.

Take care and enjoy your day,
Traci

Traci L. Townsend, Ed. D.
Supervisor of Equity
Loudoun County Public Schools

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Wednesday, January 27, 2021 7:17 AM
To: Administrative Leadership Team <AdministrativeLeadershipTeam@lcps.org>
Subject: Office of Equity Newsletter and Updates

Greetings Administrative Leadership Team,

This email serves as notification of updates from the division-wide Office of Equity within the Office of the Superintendent.

Please note the following links with information regarding our journey toward excellence in equity here in LCPS.

- [Office of Equity Winter Newsletter](#)
- [LCPS Equity Webpage](#) (updated)
- [Virginia Department of Education \(VDOE\) EDEquity Newsletter](#)
- Please follow us on **Twitter: @EquityinLCPS**

Thank you for your individual and collective commitment to our ongoing division-wide work, ensuring Diversity, Equity, Inclusion, Justice, and Anti-racism (DEIJA) are an intentional focus in our work *for* and *with* our students here in LCPS. We are grateful to you as leaders in this work within our schools and central office.

If you have questions, please do not hesitate to contact us in the Office of Equity: Lottie Spurlock, Director of Equity (Lottie.Spurlock@lcps.org) or Dr. Traci Townsend, Supervisor of Equity (Traci.townsend@lcps.org).

Together along this journey,

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

571.252.1210

Twitter: @LottieSpurlock

"If not US, then WHO? If not NOW, then WHEN?" ~ John Lewis

From: [David Shaffer](#)
To: [RBM-All Staff](#)
Subject: LCPS Common Expectations
Date: Thursday, January 21, 2021 8:20:00 AM
Attachments: [image002.png](#)

Good morning,

During advisory this week, please take a moment to review the LCPS Common Expectations regarding the daily **Minute of Silence** and the **Superintendent's Equity Statement**. This is a practice that is done in various formats at the beginning of each semester. Thank you.

Minute of Silence

"As each of you should be aware, the Commonwealth of Virginia has established that we will begin each school day with one minute of silence. Accordingly, it is important that each of us understands our rights and responsibilities under this law. The words of the law say in part:

In order that the right of every pupil to the free exercise of religion be guaranteed within the schools... (and) subject to the least possible pressure from the Commonwealth..., the school board of each school division shall establish the daily observance of one minute of silence in each classroom...

During... (the) one-minute period of silence...each pupil may, in the exercise of his or her individual choice, meditate, pray, or engage in any other silent activity that does not interfere with, distract or impede other pupils in the... exercise of (their) individual choice."

Superintendent's Equity Statement

"LCPS is committed to providing a safe, empathetic, respectful and supportive learning environment in order to empower every student to make meaningful contributions to the world. When students and staff experience racial insults, slurs, and/or other hate speech, we lack the positive culture and climate that supports students' growth.

LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of white supremacy, systemic racism, and hateful language and actions based on race, religion, country of origin, gender identity, sexual orientation, and/or ability. LCPS rejects racist and other hateful behavior and language, recognizing that it encourages discrimination, hatred, oppression, and violence.

Every individual is valued in Loudoun County Public Schools. Let's celebrate the diversity that helps define us as a school division."



Dave Shaffer, Principal

River Bend Middle School
46240 Algonkian Parkway, Sterling, VA 20165
Phone: (571) 434-3220
Web: www.lcps.org/rbms

|  @Shaffer_LCPS

Region IV Director

Virginia Middle School Association

CONFIDENTIALITY/PRIVACY NOTICE - The documents included in this transmission may contain information that is confidential and/or legally privileged. If you are not the intended recipient, or the employee or agent responsible for delivering the information to the intended recipient, you are hereby notified that any disclosure, copying, distribution or action taken in reliance on the contents of these documents is strictly prohibited. If you have received this document in error, please notify the sender immediately to arrange for return or destruction of these documents.

From: Loudoun County Public Schools Public Records
To: Scott Ziegler
Subject: [EXTERNAL] [GovQA] Activity Assignment on Request R000301-040121 - 764
Date: Monday, April 5, 2021 10:45:40 AM

An Activity has been assigned to you on Request Public Records Request / R000301-040121 - Activity 764

[CLICK HERE TO COMPLETE ACTIVITY ASSIGNMENT](#)

***Please check the box "No Files Found" if you don't have any responsive documents.

Activity Information

Activity Assigned Staff: Scott Ziegler

Activity Type: Simple Activity: Provide Records

Activity Due Date: 4/14/2021

Activity Details: Mr. McArthur, Please give me an estimate on how many emails would potentially be involved here and the estimated time to retrieve them. Dr. Ziegler and Dr. Ellis, I am copying you on this for awareness. I am requesting no action on your part.

Request Information

Assigned Staff: Wayde Byard

Status: In Progress

Create Date: 4/1/2021 6:30:44 PM

Record(s) Requested: Mr. Wayde Byard, Pursuant to the Virginia Freedom of Information Act (Code of Virginia, Title 2.2, Chapter 37), Judicial Watch requests access to the following records from Loudoun County Public Schools: 1. Communications, including emails and text messages, of Potomac Falls High School Principal and LCPS Superintendent concerning education consultant and former teacher Hilary Hultman-Lee. Date Range: September 2020 to Present. Key Words/Phrases: equity, diversity, anti-racist, Facebook, group, "Anti-Racist Parents of Loudoun County." 2. Communications, including emails and text messages, between Kiara Jennings of LCPS' Minority Student Achievement Advisory Council (MSAAC) and LCPS Superintendent, School Board Chair, Equity Committee, and the NAACP. Date Range: January 2021 to Present. Key Words/Phrases: diversity, training, equity, speech code. 3. Communications, including emails and text messages, of LCPS Superintendent concerning the initiative, "Advancing Equity Through Action." Date Range: January 2021 to Present. Key Words/Phrases: diversity, training, equity, speech code. 4. Communications, including emails and text messages, of LCPS Superintendent and the Loudoun Education Association concerning the proposed speech code prohibiting behavior that undermines "the views, positions, goals, policies, or public statements of the Loudoun County School Board or its superintendent." Date Range: January 2021 to Present. Key Words/Phrases: speech code,

policy, professional conduct, equity practices, racial equity. The VA Freedom of Information Act requires a response within five (5) business days. Judicial Watch is willing to accept records in electronic format, and when necessary, we will also accept the rolling production of responsive records. If access to the records I am requesting will take longer, please contact me with information about when I should expect copies or the ability to inspect the requested records. If any responsive record or portion thereof is claimed to be exempt from production, please provide sufficient identifying information with respect to each exempt record or portion thereof to allow us to assess the propriety of the claimed exemption. Judicial Watch is a 501(c)(3), not-for-profit, educational organization, and, by definition, it has no commercial purpose. Judicial Watch exists to educate the public about the operations and activities of the government, as well as to increase public understanding about the importance of ethics and the rule of law in government. If you do not understand this request or any portion thereof, or if you feel you require clarification, please do not hesitate to reach me. Sincerely, Kara Bell Paralegal
Judicial Watch 425 Third St., SW, Ste. 800 Washington, D.C. 20024 (920) 917-3981

This is an auto-generated email and has originated from an unmonitored email account. Please DO NOT REPLY



From: [Scott Ziegler](#)
To: [Brenda Sheridan](#)
Subject: Fwd: [EXTERNAL] Re: Asian Hate Crimes and "Hit lists" of residents
Date: Sunday, March 21, 2021 10:49:37 PM
Attachments: [image.png](#)
[image.png](#)
[image.png](#)

Sent from my Verizon, Samsung Galaxy smartphone
[Get Outlook for Android](#)

From: Michele Leffler <mherseyleffler@gmail.com>
Sent: Friday, March 19, 2021 4:23:12 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>
Subject: [EXTERNAL] Re: Asian Hate Crimes and "Hit lists" of residents

Thank you for the public comment.

I should also let you know that I am getting private messages by LCPS employees very upset at how I am being treated on Facebook. They encourage me to look out for myself and that they have lost faith in the area. I thought I should share that with you all also.

Good luck, everyone seems to be against everyone right now. I was simply grateful for my children to go to school 4 days a week. Didn't realize I would be a target for that.

Enjoy your weekend. I hope there is less animosity next week. Barts seems to feel that you are supporting her cause, so chances are she will double down again.

I really hope this vicious cycle of antagonism in the area stops. It definitely isn't helping the children, but it is encouraging uprisings. Is that the intent?

:-) Michele Leffler

"Wherever you have friends, that's your country, and wherever you receive love, that's your home."

*- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)*

On Fri, Mar 19, 2021 at 1:30 PM Michele Leffler <mherseyleffler@gmail.com> wrote:
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Durham, who posted under the name Jen Morse, works outside of education, for the American Society of Ophthalmic Administrators. But it was a former teacher, Hilary Hultman-Lee, who executed on the idea most prolifically.

“Regarding the anti-CRT movement, we’d like to compile a document of all known actors and supporters. Please comment below with legal names of these individuals, area of residence and or school board Rep known, known accounts on social media, and any other info that you feel is relevant,” wrote Hultman-Lee, who at one point taught Latin at Potomac Falls High School and who is listed as doing business with the school district as an education consultant.

They erred on the side of accusing the innocent. In response to one name Hultman-Lee added, another member asked, “Why is she on this list? I haven’t seen her support anti-CRT?”

Hultman-Lee responded, “I put a question mark next to her bc I’m curious about some of her comments re the Dr. Seuss nonsense and racial equity generally. Happy to remove if I’m off the mark.”

“No no, I wouldn’t go so far as to take her off. However, from what I’ve seen she is very carefully neutral,” the parent replied.

It was Loudoun County that first put Dr. Seuss in the news for deemphasizing him because of “strong racial undertones.” Hultman-Lee added a man whose evidence of guilt was a screenshot in which he said he had reviewed a Dr. Seuss book and “ask anyone to show me what is racist.”

Barts cheered them on. “Thank you for the response to my

posting this morning," she wrote. "Thank you for stepping up. Silence is complicity."

<https://www.dailywire.com/news/loudoun-teachers-target-parents-critical-race-theory-hacking>

I am very offended that she put me on that list. I was just notified. This seems to also explain the behavior that our PTA president has taken towards me and makes me deeply uncomfortable with how parents are being targeted by people intimately involved in LCPS. How can there be an "Inclusive, Welcoming, and Affirming" environment when there is a hate list. That LCPS employees are involved in. This is more proof of retaliation. Why does this keep happening? I help EL families and am a military advocate. This is off the charts offensive. I am told there is a class action in the works of those LCPS parents that are on the list. Facebook is getting REALLY ugly about it.

At one point I thought kindness was a virtue. Here in Loudoun, kindness is seen as a weakness to exploit. Please show me anywhere I have been "anti-CRT" when in fact I have been actively supporting Culturally Responsive Instruction and trying to help identify where the misinformation is coming from. There is WAY too much hate in LCPS. And I am tired of being a scapegoat.



James Lindsay, expert at bei...
@ConceptualJames

Wokies running scared in Loudoun County. Pushing back works. Don't give up. Courage begets courage! ✕





Hilary HL

March 12 at 11:22 AM

...

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It may also be useful to compile a list of allies who are not in this group.



Hilary HL

Are we including Michele Lefler?

Like · Reply · 1d

3



Jackie Schworm

Hilary HL - My vote is yes

Like · Reply · 1d

2



Hilary HL

Jackie Schworm Ok, IDK her details. She's in Ashburn? Who is her SB rep?

Like · Reply · 1d



Jackie Schworm

Hilary HL - I'll see what I can find out. She blocked me a while ago...

Like · Reply · 1d

1



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Hilary HL - Her SB Rep is Jeff Morse.

Like · Reply · 1d

2



Cortney Brooke

Hilary HL - she's Aldie. Morse.

Like · Reply · 1d

2

Is this how LCPS does "Equity" now? I hope not. But this needs to be addressed, people are getting death threats right now.

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There is also a lot of press happening with regards to the "hit list" of residents deemed as racist. Some of these names are being added by LCPS employees. Many don't know why they are being added to this list. Someone in LCPS goes by the nickname of "Hilary HL" is adding people to the list. At one point she told me she works for LCPS. I think you might want to investigate that. People are getting threatened and harrassed as part of the anti-racist group and part of the anti-CRT group. I am part of neither. But it alarms me how intertwined LCPS employees are with this endeavor of doxxing parents in the community. It would be helpful to find common ground, not common hate, to help this area evolve into a more harmonious location. People are being manipulated into vengeful purposes and people are too frazzled right now to be able to cope. 4 days a week is a relief, but right now people in Loudoun are being terrorized. I had to leave Facebook myself.

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Thank you.

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From: Michele Leffler
To: Scott Ziegler; Mark Smith; Lottie Spurlock
Subject: [EXTERNAL] Re: Asian Hate Crimes and "Hit lists" of residents
Date: Friday, March 19, 2021 4:23:54 PM
Attachments: [image.png](#)
[image.png](#)
[image.png](#)

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1 week



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Beth Barts · Anti-Racist Parents of Loudoun County

Jan 13 · This is my representative. I live in the town of Leesburg. I had to read this twice late last night to be sure I was seeing this with my eyes. Literally rub my eyes. I can't believe anyone...liberal, moderate or conservative would find this acceptable

Jan Morse · Anti-Racist Parents of Loudoun County

CALL FOR VOLUNTEERS
(Pulling this out of the last post's thread for attention)
This is a call for volunteers to combat the anti-CRT activities of P.A.C.T. folks, the stopcrtps website, and the like. Looking for folks who are interested in volunteering to organize, lead, and execute, and donate regarding the following points:
- Gather information (community mailing lists, lists of folks who are in charge of the anti-CRT movement, lists of local lawmakers/folks in charge)
- Infiltrate/create fake online profiles and join these groups to collect and communicate information, hackers who can either shut down their websites or request them to pro-CRT/anti-racist informational websites)
- Spread information (expose these people publicly, create online petitions, create counter-messaging)
- Find a way to gather donations for these efforts. Volunteering is great, but these activities can be costly and not everyone has extra funds readily available
Anyone who is interested in this, please feel free to comment here or PM me directly and indicate what you can help with. Then we can hold a kickoff call and start on action items.
Thanks in advance



Hilary HL

March 12 at 11:22 AM · 🌐

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Like · Reply · 1d



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Like · Reply · 1d



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Subject: [EXTERNAL] Re: Asian Hate Crimes and "Hit lists" of residents
Date: Friday, March 19, 2021 1:31:34 PM
Attachments: [image.png](#)
[image.png](#)
[image.png](#)

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Barts cheered them on. "Thank you for the response to my posting this morning," she wrote. "Thank you for stepping up. Silence is complicity."

<https://www.dailywire.com/news/loudoun-teachers-target-parents-critical-race-theory-hacking>

I am very offended that she put me on that list. I was just notified. This seems to also explain the behavior that our PTA president has taken towards me and makes me deeply uncomfortable with how parents are being targeted by people intimately involved in LCPS. How can there be an "Inclusive, Welcoming, and Affirming" environment when there is a hate list. That LCPS employees are involved in. This is more proof of retaliation. Why does this keep happening? I help EL families and am a military advocate. This is off the charts offensive. I am told there is a class action in the works of those LCPS parents that are on the list. Facebook is getting REALLY ugly about it.

At one point I thought kindness was a virtue. Here in Loudoun, kindness is seen as a weakness to exploit. Please show me anywhere I have been "anti-CRT" when in fact I have been actively supporting Culturally Responsive Instruction and trying to help identify where the misinformation is coming from. There is WAY too much hate in LCPS. And I am tired of being a scapegoat.



James Lindsay, expert at bei... ✓
@ConceptualJames

Wokies running scared in Loudoun County. Pushing back works. Don't give up. Courage begets courage! ✕



Hilary HL

👏 · March 12 at 11:22 AM · 🌐

Regarding the anti-CRT movement, we'd like to compile a document of all known actors and supporters.

Please comment below with legal names of these individuals, area of residence and or school board rep, known accounts on social media, and any other info that you feel is relevant.

It may also be useful to compile a list of allies who are not in this group.



Hilary HL 🖐️

Are we including Michele Lefler?

Like · Reply · 1d



3



Jackie Schworm

Hilary HL - My vote is yes

Like · Reply · 1d



2



Hilary HL 🖐️

Jackie Schworm Ok, IDK her details.
She's in Ashburn? Who is her SB rep?

Like · Reply · 1d



Jackie Schworm

Hilary HL - I'll see what I can find out. She blocked
me a while ago...

Like · Reply · 1d



1



Jackie Schworm

Hilary HL - Her SB Rep is Jeff Morse. ...

Like · Reply · 1d



2



Courtney Brooke

Hilary HL - she's Aldie. Morse.

Like · Reply · 1d



2

Is this how LCPS does "Equity" now? I hope not. But this needs to be addressed, people are getting death threats right now.

:-) Michele Leffler

"Wherever you have friends, that's your country, and wherever you receive love, that's your home."

***- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)***

On Fri, Mar 19, 2021 at 11:39 AM Michele Leffler <mherseyleffler@gmail.com> wrote:
Good morning,

I am seeing a LOT of discord in the area and a lot of cries for help. Facebook is off the charts right now. Will there be a public statement in support of the Asian Community in LCPS? We are getting at least one (or two) letters requesting this. And one member responded from our group. It would be nice to show him support.

There is also a lot of press happening with regards to the "hit list" of residents deemed as racist. Some of these names are being added by LCPS employees. Many don't know why they are being added to this list. Someone in LCPS goes by the nickname of "Hilary HL" is adding people to the list. At one point she told me she works for LCPS. I think you might want to investigate that. People are getting threatened and harrassed as part of the anti-racist group and part of the anti-CRT group. I am part of neither. But it alarms me how intertwined LCPS employees are with this endeavor of doxxing parents in the community. It would be helpful to find common ground, not common hate, to help this area evolve into a more harmonious location. People are being manipulated into vengeful purposes and people are too frazzled right now to be able to cope. 4 days a week is a relief, but right now people in Loudoun are being terrorized. I had to leave Facebook myself.

Can you please let me know how to respond? There seems to be much more anti work than positive work happening in the community. Can you please help them feel less excluded? And open the doors to school board meetings for all to attend? And show the welcoming, inclusive, and affirming environment you want to see practiced in the classrooms? Right now LCPS feels like an impenetrable fortress that so many are trying to attack. We need something kinder to withstand this animosity and bigotry.

Thank you.

;-) Michele Leffler

"Wherever you have friends, that's your country, and wherever you receive love, that's your home."

***- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)***

From: [Brandon Wolfe](#)
To: [Kirk Dolson](#); [Nereida Gonzalez-Sales](#)
Subject: Re: [EXTERNAL] Teacher threatening parents, encouraged by Barts
Date: Tuesday, March 16, 2021 10:07:44 AM
Attachments: [image002.png](#)
[image003.png](#)

I heard from Jarvis/RaeAnn that she was here a long time ago. If I hear any more from the parent I will follow up with you.

Thanks

Brandon Wolfe, Ed. D
Principal
Potomac Falls High School

From: Kirk Dolson <Kirk.Dolson@lcps.org>
Sent: Tuesday, March 16, 2021 9:16:00 AM
To: Brandon Wolfe <Brandon.Wolfe@lcps.org>; Nereida Gonzalez-Sales <Nereida.Gonzalez-Sales@lcps.org>
Subject: RE: [EXTERNAL] Teacher threatening parents, encouraged by Barts

Hilary Hultman-Lee was a Latin teacher at PFH in 10-11 while I was an AP there. Just an FYI, I shared the info with Doug Fulton.

Thank you,

Kirk Dolson, M.Ed
Supervisor of High School Education
Loudoun County Public Schools
571-252-1160

From: Brandon Wolfe <Brandon.Wolfe@lcps.org>
Sent: Saturday, March 13, 2021 10:45 AM
To: Nereida Gonzalez-Sales <Nereida.Gonzalez-Sales@lcps.org>; Kirk Dolson <Kirk.Dolson@lcps.org>
Subject: Fwd: [EXTERNAL] Teacher threatening parents, encouraged by Barts

She also sent this to the Board of Supervisors and Sheriff but I have no idea who the teacher she named is.

Brandon Wolfe, Ed. D
Principal
Potomac Falls High School

From: Elicia Leudemann <elicia.brand@me.com>
Sent: Friday, March 12, 2021 10:53:11 PM
To: Stephen DeVita <Stephen.DeVita@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; John Beatty <John.Beatty@lcps.org>; Jeff Morse

<Jeff.Morse@lcps.org>; Leslee King <Leslee.King@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>;
bos@loudoun.gov <bos@loudoun.gov>; Harris Mahedavi <Harris.Mahedavi@lcps.org>;
scott.zeigler@lcps.org <scott.zeigler@lcps.org>; superintendent@doe.virginia.gov
<superintendent@doe.virginia.gov>; Brandon Wolfe <Brandon.Wolfe@lcps.org>

Subject: [EXTERNAL] Teacher threatening parents, encouraged by Barts

It has been brought to my attention that Beth Barts, together with a teacher from Potomac Falls High Schools, Hilary Hutman-Lee (goes by Hilary HL), are making "lists" of, and gathering information on, individuals whom they believe are against Critical Racial Theory and seem to be preparing to doxx them, if not do worse. I see my name on that list, as well as many other people on that list whom have complained about Beth Barts.

These screen shots are taken from the Facebook Group, Anti-Racist Parents of Loudoun County.

Ms. Barts has been cross posting misinformation to several groups within Facebook, manipulating different audiences, lobbying for their support and inciting them to take action against the school board and now against individuals.

By making this type of comment in this type of group, Beth, who did not add the appropriate School Board disclaimers, by the way, knew she would illicit this very response. She instigated this threat against all of our safety.

Hilary Hutman Lee should be fired for targeting parents in this way and Beth Barts needs to be removed from the Board immediately.

10:11



Done

IMG_4812.PNG

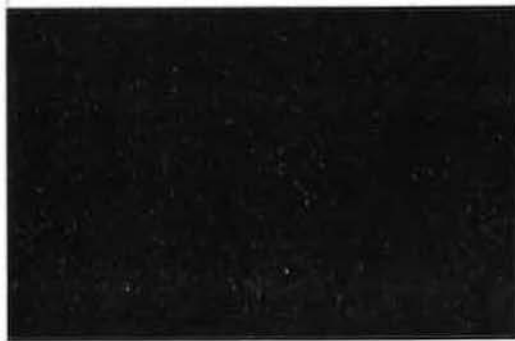


Beth Davis • Beth Davis, Sparks of Loudoun County

Thank you for the response to my post. My thinking: "It is about that they have now gone underground" after being forced out of their role and position.

I have been the subject of this hate all and on the internet. Many people have. Several two weeks ago when I posted about the 2014 Equity Resolution and my concerns with the statement about 100% a 5-minute video was created 14 hours later saying that I was among other things "the one who posted". I started seeing these social media pages posted on the 100% Facebook page in various groups and started receiving the info that this was not going away and only growing. I realized during this time for the right course of action and there are needed to fight back against the harassment and the harassment being done with the general public. Thank you for bringing it.

Thank you for bringing it.



10:12



< All Inboxes Teacher b... ^ v

putting it to a stop is shameful.

AT&T

9:18 PM

100%

Done

Edit



Hilary M.
Join

...

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5

11 comments

Like

Comment



Hilary M.
Scott Mingo leads the group and created the website, manages social media.

...

Fb at "Vito Mariani"

Like Reply

...



MJ Ray
lives in Ashburn

Like Reply



Hilary M.
Fb name "Karl MC"

...

Like Reply



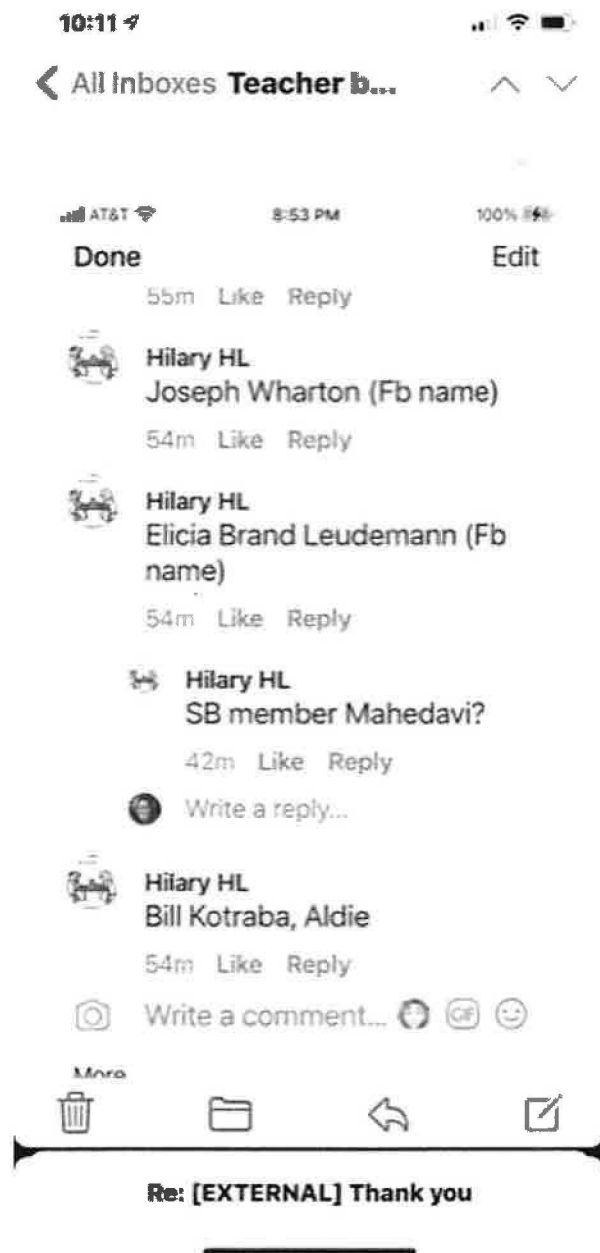
MJ Ray
Karl Copeland Harvey; Lives in South Riding.

...

More



Re: [EXTERNAL] Thank you



Sent from my iPhone

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To: [Brandon Wolfe](#); [Nereida Gonzalez-Sales](#)
Subject: RE: [EXTERNAL] Teacher threatening parents, encouraged by Barts
Date: Tuesday, March 16, 2021 9:16:03 AM
Attachments: [image002.png](#)
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Hilary H.

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11 Comments



Like



Comment



Hilary H.

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Fb at "Veto Matters"

Like Reply



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Like Reply



Hilary H.

Fb name "Kat HC"

Like Reply



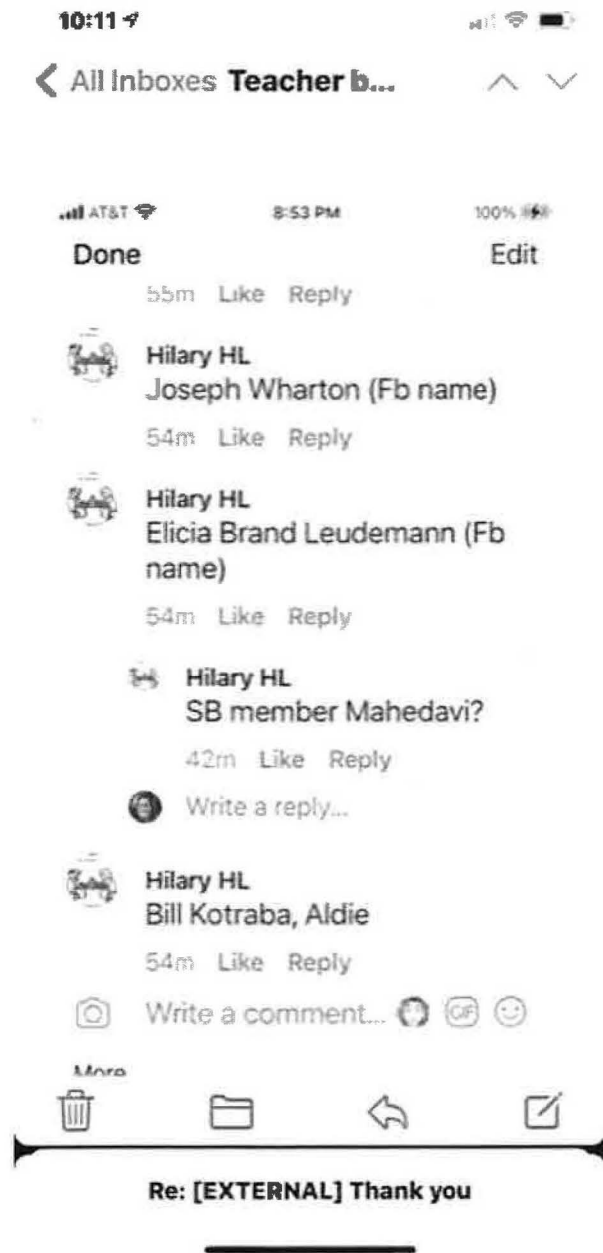
MJ Ray

Karlee Copeland Harvey. Lives in South Fading.

More



Re: [EXTERNAL] Thank you



Sent from my iPhone

Sent from my iPhone

From: Beth Barts
To: L Bay
Cc: Denise Corbo; Harris Mahedavi; Leslee King; John Beatty; Jeff Morse; Brenda Sheridan; Scott Ziegler
Subject: Re: [EXTERNAL] Elementary Hybrid Teacher Concerns About 4-Day Hybrid
Date: Monday, March 15, 2021 12:56:50 PM

This breaks my heart. I apologize that we have made you feel this way. I do have concerns that the changes to the master schedule once again at the elementary level will hurt the morale of staff and make it even more difficult to staff summer school. I am also concerned that the amount of work required to bring back all the desks, put on the plexiglass and redo lunch times will negate our action to give all staff spring break off.

Thank you for sharing your thoughts as an employee. It is discouraging that you have to worry about retribution from the community for doing so but I understand.

Beth Barts

Sent from my iPhone

On Mar 15, 2021, at 12:41 PM, L Bay <l1234b@yahoo.com> wrote:

To the Loudoun County Public Schools School Board,

This email is addressed to all the members of the Loudoun County Public Schools School Board. I am a hybrid kindergarten teacher writing in regard to the discussion surrounding the expansion of hybrid learning to 4 days per week. Out of fear of retribution and fear of parents running to the media, I have chosen not to send this email from my school address. These fears speak volumes about the climate that has been allowed to persist throughout the duration of the school year.

I understand that this school year is an unprecedented year. I understand that the public education system in the United States is overwhelmed and doing its best to meet the needs of all students. I understand that the Loudoun County School Board is under a lot of pressure to create learning models that appease all families within the county. What I don't understand is why elementary hybrid teachers are expected to jump when you say jump without any say whatsoever in what is being planned for us or for our students. We are the experts in our field. We are professionals who take our jobs very seriously. Every single teacher I know brings his or her job home with him or her each night. Looking back on the year, however, the opinions of teachers have been all but ignored by the school board.

In the spring, teachers were regarded as heroes because we were flexible in

our teaching, navigating brand new technology and a completely new way of reaching our students. Now, one year later, after we have all suffered our own mental health battles and issues caused by the global pandemic, after we have learned a completely new way to execute our jobs, after we have worked tirelessly to make sure our students are learning the curriculum they will need to be successful, we are being called lazy, selfish, and greedy. Let's not forget the fact that many parents in the county have taken to social media and many local media outlets to slander the teachers in LCPS. Everyone knows about the Facebook groups. Everyone knows about the plots by LCPS parents in the fall to get their healthy families tested to drive the 14-day average down so schools would stay open. And yet, through all of this, the LCPS school board has never addressed or challenged the parents who continue to throw our teachers under the bus. Rather, a select few members have continued to bend to parent and political pressure. These members continue to ignore research and science, offering "solutions" that are not safe for students and teachers.

In February, the school board stressed the mitigation strategies that were "ESSENTIAL" to return to Hybrid Learning. Plexiglass barriers, masks, and six feet of distance were regarded as imperative to anyone being in the building for in-person learning. Now, you want to send double the amount of students into the buildings without any sort of social distancing? While the CDC still recommends 6 feet of distance between students AND open windows? What happened to the mitigation strategies in February? What happened to the health monitors you swore were going to monitor how safe the schools are being? How can you broadcast this potential decision to the public and not feel hypocritical of the statements you made LESS THAN ONE MONTH AGO? It's baffling to the hybrid teachers who are the ones who actually have to live this reality .. while your board meetings are still taking place in a virtual setting. I will never forget the lack of empathy and respect many of the members of the school board showed for their own teachers. It is absolutely disheartening.

Loudoun County Public Schools has placed a significant emphasis on equity this year. There has been talk of allowing hybrid students to attend school all four days in the coming weeks, but not re-surveying parents and giving them the opportunity to switch their child's mode of learning. Many families chose Distance Learning solely for their child to receive four consecutive days of live instruction from their teacher, rather than two in-person days that the Hybrid model offers. Now, suddenly, Hybrid students are offered four days of IN PERSON learning while Distance Learning students are told what? Too bad? At least you get four days of VIRTUAL learning? How is this decision equitable? How can you decide that hybrid students get to come to school four days in a row but Distance Learning students are banished to their computers? If you are going to make a decision that affects a percentage of the student population, don't you think it would be equitable and fair to offer that to all of your students?

Primary education thrives when solid routines are established. Up to this point in the year, hybrid students and teachers have not had the opportunity to have one routine for more than two months. We have been flexible in beginning the year in DL, moving to hybrid, moving back to DL, then moving back to Hybrid for a second time. We have one quarter left in the school year and we are FINALLY getting into a groove for the first time all year. My students have FINALLY mastered the simple routine of taking their daily folder out of their backpack when they arrive in the morning. Hybrid elementary teachers are FINALLY getting to a point where we can come into our classroom and enjoy the presence of our students. We have settled into our routine because we expected to continue that routine for the remainder of the school year. There was peace in knowing that what we were doing was not going to change. But now, suddenly, with only 12 full instructional weeks left in the school year, the school board once again wants to change the way we are carrying out our instruction. Your teachers are EXHAUSTED and can not handle another drastic change like this. Why can't we place our focus and energy on creating solid plans to return to school in the fall for five days of in person learning?

For as long as I can remember, I have wanted to teach kindergarten. When I was hired my first year, I was over the moon with excitement and happiness. Throughout the 20-21 school year, my job and the way I am expected to execute my responsibilities has changed dramatically. With each new decision made by the school board, the expectations changed, my levels of stress increased, and my motivation and excitement for teaching kindergarten, the thing I have always wanted to do, dwindled. I can confidently say that this year, the only thing I enjoy about teaching is my students. The Loudoun County School Board has made me feel so invisible, dispensable, and silenced. I have never wanted to quit something so badly in my life, but I will not do that because my students deserve better. My students deserve to have a teacher that is excited about coming to school each day. That excitement and motivation to keep improving in my career comes from feeling supported and respected by upper administration, which is not happening right now. I have been made to feel replaceable, not by my principal or AP, but by the school board. Please, listen to what your teachers are saying just one time this year. Let us finish this marathon of a year without the additional stress of one more unnecessary change.

From: Valerie Baiser
To: Scott Ziegler; Jeff Morse; Denise Corbo; Brenda Sheridan
Cc: Schoolboardemail; Ashley Ellis; Asia Jones
Subject: [EXTERNAL] formal request for answers - equity concerns
Date: Monday, March 15, 2021 12:54:03 PM

Dr. Ziegler and Board,

Please see my comments and questions pertaining to secondary schools in regards to a push for 4 days in person instruction.

I am formally asking for a written response to my 8 questions below.

I would like to hear from you (Dr. Ziegler), Jeff Morse (Dulles Rep.), Denise Corbo (At-Large) and Brenda Sheridan (Chair).

- 1.) Can you please provide me the written documentation in which LCPS offered 4 days in person instruction to EVERY secondary student PRIOR to the binding decision being made?**
- 2.) How can LCPS offer 4 days to ANY student without offering it to EVERY student?**
- 3.) Is it legal to offer 4 days of in person school instruction to some but not all students in a PUBLIC school system? And, even if it is legal, how can it be possibly equitable?**

You cannot make decisions/changes based on simplicity. Decisions for students must be based on equity especially in a PUBLIC school system.

This new proposed model is a ***completely different*** model/alternative (different metrics, difference in numbers of days, possibly distancing changes) being considered.

What would even remain the same besides the “binding” portion?

I really feel for the many families who would have selected a 4 day in person option had it ever been made available to them and it has been made clear there were many. In addition, it is the precedence that this sets forth that is very concerning to me.

I know you know that many families made their decision based on consistency of the 4 days.
If you want to expand in person, allow more families the opportunity, vs the same families more opportunity.

I will lose faith in this Admin/Board if we are asked to make binding decisions based on criteria ABC and the Superintendent and Board take it upon themselves to change the criteria to XYZ and still enforces decisions to be binding.

- 4.) How will you justify a completely different plan coming into play, tell the families that you want to change the rules of play but they are bound to the plan of “once was” but “no longer is” ? How can this decision possibly still be binding? How is this ethical?**

5.) What will happen to the family who elected Hybrid with distancing in mind, student is thrilled to be back, but doesn't feel comfortable with the distancing changes/reductions? Now what? They are kicked out of their binding decision?

6.) Where is the formal outbound LCPS communication/advance notice on all of this? We are going to have so many families blindsided by this change if they are not on social media. Even though it is posted in Board Docs, if you think you made a binding decision, why would you keep checking back to see if what you agreed to is changing?

Throwing your inability to make proper plans onto the Principal to deal with is unacceptable as well. So, they get to upset the families further because of your inefficiencies to plan and contingency plan effectively?

If you thought for even one minute wanted that you wanted to make this change, 7.) **why didn't you offer it originally or get ahead of it now by properly planning and having the survey/logistics ready so it could be in place while you are awaiting your data?** 8.) **Who is the push coming from? Is the push coming from you or the vocal parents pushing for this? Who is driving this change?**

I have no problem with ALL students being afforded an opportunity to go 4 day in person, I have a problem with NOT ALL students being afforded the opportunity.

As representatives of a public school system, you are responsible for ensuring equity and should advocate for ALL your students and not a select few.

Oh, and please do not forget we ALL pay taxes not just the select few you are offering additional in person instruction to.

Thank you,

Valerie Balser

From: L Bay
To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Scott Ziegler
Subject: [EXTERNAL] Elementary Hybrid Teacher Concerns About 4-Day Hybrid
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Primary education thrives when solid routines are established. Up to this point in the year, hybrid students and teachers have not had the opportunity to have one routine for more than two months. We have been flexible in beginning the year in DL, moving to hybrid, moving back to DL, then moving back to Hybrid for a second time. We have one quarter left in the school year and we are **FINALLY** getting into a groove for the first time all year. My students have **FINALLY** mastered the simple routine of taking their daily folder out of their backpack when they arrive in the morning. Hybrid elementary teachers are **FINALLY** getting to a point where we can come into our classroom and enjoy the presence of our students. We have settled into our routine because we expected to continue that routine for the remainder of the school year. There was peace in knowing that what we were doing was not going to change. But now, suddenly, with only 12 full instructional weeks left in the school year, the school board once again wants to change the way we are carrying out our instruction. Your teachers are **EXHAUSTED** and can not handle another drastic change like this. Why can't we place our focus and energy on creating solid plans to return to school in the fall for five days of in person learning?

For as long as I can remember, I have wanted to teach kindergarten. When I was hired my first year, I was over the moon with excitement and happiness. Throughout the 20-21 school year, my job and the way I am expected to execute my responsibilities has changed dramatically. With each new decision made by the school board, the expectations changed, my levels of stress increased, and my motivation and excitement for teaching kindergarten, the thing I have always wanted to do, dwindled. I can confidently say that this year, the only thing I enjoy about teaching is my students. The Loudoun County School Board has made me feel so invisible, dispensable, and silenced. I have never wanted to quit something so

badly in my life, but I will not do that because my students deserve better. My students deserve to have a teacher that is excited about coming to school each day. That excitement and motivation to keep improving in my career comes from feeling supported and respected by upper administration, which is not happening right now. I have been made to feel replaceable, not by my principal or AP, but by the school board. Please, listen to what your teachers are saying just one time this year. Let us finish this marathon of a year without the additional stress of one more unnecessary change.

From: David & Jennifer Vernon
To: Scott Ziegler
Subject: [EXTERNAL] Disapprove of HL students being offered 4 days without all students/families being resurveyed
Date: Monday, March 15, 2021 11:38:09 AM

It is our understanding that the school board will be voting to allow hybrid students to return 4 days per week for the 4th quarter without re-surveying parents because there "isn't enough time".

If there isn't enough time to re-survey, then the option shouldn't be on the table.

- Many families, including our own, chose DL because the offered 2 days of instruction were not enough for some of our kids. Had we been given a 4-day option we certainly would have chosen that over staring at screens all day.
- For a county that is supposedly working on equity, this certainly doesn't sit well and shows an inequity of educational opportunities being offered to students. This strategy offers a higher level of educational opportunities to a subset of the student population. That is **NOT** how public education works.
- If hybrid changes to 4 days, will our DL get 4 full days as well? No more asynchronous specials for ES, etc. Will we have a live teacher, every time, full amount of session time used? Offering hybrid students 24 hours a week of live instruction and only offering 12 hours of live instruction to DL is a major equity issue.
- How is it OK for binding decisions to only apply to those who chose DL and not to those who chose HL, the school board, and LCPS admin?
- 4 days in school is **NOT** hybrid, let's be honest, this is basically full-time school
- just because we chose DL doesn't mean our kids aren't struggling or that our kids "deserve" the opportunity to be in school **less** than those who chose HL
- At the middle and high school level, DL will be **negatively** impacted, yet again, because more students in the classroom mean less attention given to those doing DL.
- What about the families who chose hybrid because they feel reasonably safe with having their students in the building with current distancing guidelines in place? Now, we're just changing those distancing parameters without parental survey?
- Doing this immediately following Spring Break? Have we already forgotten about the COVID spikes that followed Thanksgiving and Christmas?
- What about the teachers? Stop changing everything for them every couple of weeks. Isn't this all hard enough already?
- Why haven't parents received official LCPS communication on this issue? To keep it a secret so it can pass the school board without opposition?

ALL students should be afforded the opportunity to go 4 days in person. **ALL** students should be afforded the opportunity to make this choice. It is a real problem, and potentially a legal issue if **NOT ALL** students are being afforded the opportunity!

David and Jennifer Vernon

From: [Beth Barts](#)
To: [Scott Ziegler](#)
Subject: Fwd: [EXTERNAL] Disapprove of HL students being offered 4 days without all students/families being resurveyed
Date: Monday, March 15, 2021 10:49:32 AM

Just FYI.

Sent from my iPhone

Begin forwarded message:

From: David & Jennifer Vernon <VernonFamily@gmail.com>
Date: March 15, 2021 at 10:48:15 AM EDT
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Disapprove of HL students being offered 4 days without all students/families being resurveyed

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afforded the opportunity to make this choice. It is a real problem, and potentially a legal issue if **NOT ALL** students are being afforded the opportunity!

David and Jennifer Vernon

From: Scott Ziegler
To: Mark Scott
Subject: FW: [EXTERNAL] LCPS Board Member Inciting Hate and Possibly Violence
Date: Monday, March 15, 2021 10:33:00 AM
Attachments: IMG_6514.PNG
IMG_6515.PNG
IMG_6516.PNG
IMG_6517.PNG
IMG_6518.PNG
IMG_6519.PNG
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IMG_6523.PNG
IMG_6524.PNG
IMG_6525.PNG
IMG_6532.PNG
IMG_6538.PNG

FYI

Scott Ziegler

From: Karlee Copeland <karlee.copeland@yahoo.com>
Sent: Saturday, March 13, 2021 9:41 AM
To: mike.chapman@loudoun.gov; Jeff Morse <Jeff.Morse@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Leslee King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; bos@loudoun.gov; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: [EXTERNAL] LCPS Board Member Inciting Hate and Possibly Violence

Good Morning,

My name is Karlee Copeland and I'm writing you about a recent flurry of activity I was notified about involving **Beth Barts**, a high school teacher named **Hilary Hutman-Lee** (Potomac HS), **Jen Morse**, and others within a Facebook group called "**Anti-Racist Parents of Loudoun County**".

On 3/12/21 (time unknown), Beth Barts made a post in the group referenced above about her concern for the growing anti-CRT movement within Loudoun. She then continues to specifically mention her desire to bring this movement to the attention of the Equity Committee, further calling out the Catoctin District appointee for supposedly donating money to an organization called P.A.C.T. (Parents Against Critical Theory). I am unsure if this is true, but it appears as though she's gunning for this person, similar to how Mr. Beatty was the target of the Equity Committee for simply stating an alternative viewpoint that others found disagreeable. Instead of allowing Mr. Beatty to explain his comment and be heard, he was removed from the board at the urging of the NAACP. She then includes two posts from the stoplcpscr.com website that were written about her and her poor performance as a board member to the 4th largest school board in Virginia.

She goes on to post what I believe to be an image from the P.A.C.T. Go Fund Me showing a donation being made by "[her] representative"? But the screen shot it not clear and I'm only speculating. The only purpose of this post is to denounce support for the Catoctin District appointee.

Further, she submits another post thanking those members who responded to her original post. She states, "I realized ignoring this was not the right course of action and knew we needed to fight against the misinformation and falsehoods being shared with the general public. Thank you for stepping up. Silence IS complicity." This last post makes it clear that she's attempting to shut down an alternative viewpoint using militant members of this group.

From what I've gathered from the information shared, Jen Morse and Hilary HL (Hilary Hutman-Lee) are attempting to identify, gather information on, and do a full court press against anyone who doesn't prescribe to their ideology. I happen to be one of them and my real name, including my maiden name, was listed. I have been vocal at LCPS board meetings about my position on the subject of CRT and don't believe we should be viewing the world through a racial lens. That's not to say I'm against inclusion, diversity and opportunity, but the premise that whites are oppressors and should feel guilty because of the color of their skin goes beyond my teachings of inclusivity and diversity in the home. I have a right to that belief and strongly believe a school board member is attempting to silence and ruin me.

Swift and immediate action by local law enforcement, the school board, and Loudoun County government is paramount. Since when has diversity of THOUGHT been a bad thing? Since when did we become such rabid group-thinkers to the point of wanting to doxx and damage the livelihoods of those who see the world differently? Since when have we had an elected official call an army to action to STOP the spread of information or views counter to their own? These are unprecedented times and making a public example of all involved should be a priority. I have a lot of respect for the leaders of this community, even if I may disagree with them, but putting together a "hit list" has gone too far. I know the group is actively working to compile a list of names, addresses, occupations, etc. This is not okay.

The admins of the group are as follows:

Jamie Ann Neidig-Wheaton
Elle Wicke
Yesica Morales
Monica Belton
V.R. Maddox (Commissioner, Diversity Commission at Town of Leesburg, VA)

The primary players doing the research are as follows:

Heather Elise Barclay
Courtney Brooke
Brooke Josties
Carol Bebee Turpin
Aminda Elena
**Jen Morse (Mathematics Professor at UVA?)
Janann Schroeder Mercker
Jamie Ann Neidig-Wheaton
Kaytee Stern
Adam Dowling
Amanda Bean
Rebecca Johnson
**Hilary HL (Hilary Hutman Lee @ Potomac Falls)
MJ Ray
Amina Elena
Chris Lynn
Rasha Saad

I have contacted my attorney and will be meeting with him on Wednesday. More information is forthcoming but swift response to counter this harassment and racketeering must be made swiftly. I urge you to put an end to this militant style activity to prevent further being on the national platform and causing harm to our community. Beth needs to go. She's inciting violence and I'm a bit scared for what's to come. I've done nothing wrong, stand by my position on CRT, and am most certainly NOT a racist, which is the term du jour these days.

Thanks for your time and efforts to help combat violations of protected free speech and prevent further damage to our community. I will be making a separate report to various law enforcement agencies this afternoon to get my complaint on the record, per my attorney. All who are being named and targeted by members of the hateful "Anti-Racist Parents of Loudoun County" group have been advised to do the same.

Thank you for your time and I hope to receive a thorough response as soon as you're able to provide one.

Be Well,
Karlee Copeland

 Beth Barts ▸ Anti-Racist Parents of Loudoun County
1h

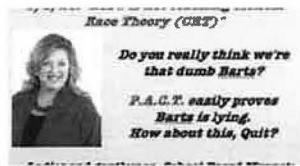
Good morning,

I wanted to share that I am very concerned that this CRT "movement" for lack of a better word is gaining support. It is difficult for me to bring attention to it without calling out specifics which may violate our code of conduct. I hope to use public comment time at the equity committee to make members aware and to push our board to call out statements and actions that undermine our stated plan to end systemic racism is LCPS. I do feel there are people in positions of power that are encouraging this movement. We approved the Catoctin District appointee to our equity committee who appears to have donated \$1000 to the group below. He decided to say no and wrote about it in the Loudoun Times Mirror. While everyone is welcome to their opinion, as a board we should be calling out falsehoods such as those below.

(This is just my opinion as one board member and does not reflect the opinion of the board as a whole.)

RACE THEORY. GOOD LORD, CAN'T WE DO BETTER THAN THESE PEOPLE? LIE, LIE, LIE IS WHAT THEY KNOW

Posted on March 2, 2021 | by The Dicky Truth
[Leave a comment](#)




3/2/21: BETH BARTS SAYS LCPS IS NOT TEACHING CRT. SHE'S FLAT OUT LYING AND NEEDS TO BE EXPOSED!!

Posted on March 2, 2021 | by The Dicky Truth
[Leave a comment](#)



 Heather Elise Barclay
My daughter has one of their awful postcards in her room as a joke, it horrifies me. Do we know the people behind this group?

Like · Reply · 1h


 Cortney Brooke
Heather Elise Barclay - yes, Well, at least some of them, Scott mineo, Geary Higgins, Aliscia Andrews and Patty Hidalgo (or whatever her name is).

Like · Reply · 7h

 Cortney Brooke
Heather Elise Barclay I'm sure Brian Davison is involved as well. But that is speculation on my part.

Like · Reply · 1h · Edited

[View more replies](#)


 Brooke Jostles
I think another necessary approach is to craft a public statement for publication in the local papers/online that call out and condemn PACT, the people that support it as well as those in positions of power that tacitly support it. Calling out the SB members for their tacit support would ramp up the pressure. (I would not call out anyone by name of course. But call out the overarching support and how that support is delivered) LCPS commissioned a study on racism and the findings were awful. I can't think of anything that has been done to implement the reports' recommendations. It took very vocal call from the public to get any response to Beatty's terrible comments. And now we see the implicit support in the form of Ms. Barts' censure. It is appalling. I guess what I am suggesting is don't just challenge these people, cut off the support structure.

Like · Reply · 17m


[Write a reply...](#)

 Carol Bebee Turpin
Thank you Beth Barts on behalf of all of Loudoun.

Like · Reply · 40m

 Amina Elena
I've emailed the board and superintendent. I'm disgusted by how they silenced you. Please let me know what else I can do.

Like · Reply · 35m

 Jen Morse
I think a good starting point would be getting volunteers to:

- Gather information (community mailing lists, lists of folks who are in charge of the anti-CRT movement, lists of local lawmakers/folks in charge)
- Infiltrate (create fake online profiles and join these groups to collect and communicate information)
- Spread information (expose these people publicly, create online petitions, create counter-mailings)
- Find a way to gather donations for these efforts. Volunteering is great, but these activities can be costly and not everyone has extra funds readily available

Like · Reply · 22m · Edited



Beth Barts ▸ Anti-Racist Parents of Loudoun County

Jan 13 · 🌐 · This is my representative. I live in the town of Leesburg. I had to read this twice late last night to be sure I was seeing this with my eyes. Literally rub my eyes, I can't believe anyone...liberal, moderate or conservative would find this acceptable.



Jen Morse ▸ Anti-Racist Parents of Loudoun County

10m · 🌐 · ***CALL FOR VOLUNTEERS***

(Pulling this out of the last post's thread for attention)

This is a call for volunteers to combat the anti-CRT activities of P.A.C.T folks, the stopcrtcps website, and the like. Looking for folks who are interested in volunteering to organize, lead, and execute, and donate regarding the following points:

- Gather information (community mailing lists, lists of folks who are in charge of the anti-CRT movement, lists of local lawmakers/folks in charge)
- Infiltrate (create fake online profiles and join these groups to collect and communicate information, hackers who can either shut down their websites or redirect them to pro-CRT/anti-racist informational webpages)
- Spread information (expose these people publicly, create online petitions, create counter-mailings)
- Find a way to gather donations for these efforts. Volunteering is great, but these activities can be costly and not everyone has extra funds readily available

Anyone who is interested in this, please feel free to comment here or PM me directly and indicate what you can help with. Then we can hold a kickoff call and start on action items.

Thanks in advance. ❤️

👍❤️ 2

1 Comment

👍 Like

💬 Comment



Amanda Bean

👍❤️ 1
Like · Reply · Share



Janann Schroeder Mercker shared a link.
March 10 at 8:24 PM · 🌐 ·

Interesting that our school board censured Beth Barts in part because she called out Beatty for *yet another* anti-equity vote... and yet they declined to censure Beatty for his racist remarks. They protect racists in the name of misplaced collegiality while slamming truth tellers.



LOUDOUNTIMES.COM

School Board censures Barts for controversial social media activity



Jamie Ann Neidig-Wheaton shared a link.
Admin · November 2, 2020 · 🌐 ·

So the racists have a Go Fund Me. Please check the names for who donated and then also report it to Go Fund me...



GOFUNDME.COM

PACT (Parents Against Critical Theory), organized by Vito Malara

Kaytee Stern
Rebecca Johnson - My apologies!! I did not read question three and definitely see where you're coming from and agree. It seems to place blame on the family's situation where so much systematic racism is at play in terms of education and opportunities.

Adam Dowling
 If someone reads this assignment and doesn't walk away with "America is broken" then they are the problem. No one should have to make the choices posed in this assignment in "the greatest country in the world" (though I understand millions currently do). I also have a huge problem with this assignment of choose which bare necessity you will forego like that is an acceptable status quo. It's poor shaming. Unless that's the point of the exercise, for students to self realize the circumstances some people face and that our country needs to make significant changes.

Rebecca Johnson
Liney Marks Yes my main problem was the "fixing" it. Is this generational poverty? What are the parents education opportunities? What jobs do they currently hold? Are county/state programs being taken into consideration? Did they just pay off a large medical bill and that's why they have 20.50 available to them?

Like · Reply · 2d
 View 4 more replies

Hilary HL
 Regarding the anti-CRT movement, we'd like to compile a document of all known actors and supporters.
 Please comment below with legal names of these individuals, area of residence and or school board rep, known accounts on social media, and any other info that you feel is relevant.
 It may also be useful to compile a list of allies who are not in this group.

5 11 Comments
 Like Comment

Hilary HL
 Scott Mineo heads the group and created the website, manages social media.
 Fb alt "Vito Malara"
 Like · Reply · 20m 1
MJ Ray
 lives in Ashburn
 Like · Reply · 20m
Hilary HL
 Fb name "Kat HC"
 Like · Reply · 34m
MJ Ray
 Karlee Copeland Harvey. Lives in South Riding.

Verizon

8:29 PM

26%



Anti-Racist Parents o...



New Activity

Sort



Hilary HL





9h · 

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Please comment below with legal names of these individuals, area of residence and or school board rep, known accounts on social media, and any other info that you feel is relevant.

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8

104 Comments



Like



Comment



Send



Hilary's Post



Amina Flena



7h

I'm blocked by all those fools.

7h Like Reply

1



Chris Lynn

I didn't listen to the guy at the school board meeting who was saying vulgar things about Beth Barts, but his name is Austin Levine. Don't know if he's specifically against CRT

7h Like Reply

1



Jen Morse

Chris Lynn I've seen that name spewing horrible shit before. Thanks for the reminder.



Write a comment...



Hilary's Post





Heather Dianne Parks

Hilary HL ugh. Most of these names are not a surprise since they regularly post in the LCPS Open group.

6m Like Reply



Write a reply...



Hilary HL

Erin Hoffmann Dunbar (Fb name)

59m Like Reply



Hilary HL

Linda Wood Heinze (Fb name)

59m Like Reply



Write a comment...





Hilary's Post



55m Like Reply



Hilary HL
Joseph Wharton (Fb name)

54m Like Reply



Hilary HL
Elicia Brand Leudemann (Fb name)

54m Like Reply



Hilary HL
SB member Mahedavi?

42m Like Reply



Write a reply...



Hilary HL
Bill Kotraba, Aldie

54m Like Reply



Write a comment...



Hilary's Post



shit before. Thanks for the reminder.

7h Like Reply



Write a reply...



Hilary HL
"Susie Lynn" on Fb

7h Like Reply



Hilary HL
Shelly Cohen Slebrch?

7h Like Reply

1



Rasha Saad
Hilary HL why is she on this list? I haven't seen her support anti-CRT?

5h Like Reply



Write a comment...



Hilary's Post



shit before. Thanks for the reminder.

7h Like Reply



Write a reply...



Hilary HL
"Susie Lynn" on Fb

7h Like Reply



Hilary HL
Shelly Cohen Slebrch?

7h Like Reply

1



Rasha Saad

Hilary HL why is she on

Finally IIL why is she on
this list? I haven't seen her
support anti-CRT?

5h Like Reply



Write a comment...



Beth Barts ▸ Anti-Racist Parents of Loudoun County

4m · 🌐

Thank you for the response to my post this morning. It is ironic that they have now gone "underground" after being called out for their hate and ignorance.

I have been the subject of their hate off and on for months. Many people have. However two weeks ago when I posted about the VSBA Equity Resolution and my concerns with the statement about CRT, a 5 minute video was created 24 hours later calling me a Pig among other things. Then the images posted. I started seeing their social media page posted on the LCPS Facebook page, in various groups and started connecting the dots that this was not going away and only growing. I realized ignoring this was not the right course of action and knew we needed to fight back against the misinformation and the falsehoods being shared with the general public. Thank you for stepping up.

Silence IS complicity.

👍 2



Beth Barts ▸ Anti-Racist Parents of Loudoun County

...

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Jen Morse ▸ Anti-Racist Parents of Loudoun County

10m

...

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Thanks in advance. ❤️



3

1 Comment



Like



Comment



Amanda Bean

Virginia Project

1h · 🌐

Looks like it's time to start arresting members... [See More](#)



8

2 Comments



Like



Comment



Share

8:52 ↵



Admins and Moderators



Jamie Ann Neidiq-Wheaton

...



Dartmouth College

Add Friend



Elle Wicke

Message



Yesica Morales

Administrative Office Assistant at
My House

Add Friend



Monica Belton

Add Friend



V.R. Maddox

Commissioner, Diversity
Commission at Town of Leesburg,
Virginia

Add Friend



< V.R. Maddox



V.R. Maddox

CEO. Recruiter. Community Leader. Think Tank
Runner. Sleep Monster and Ballet Dancer. 🦋

 Add Friend



Commissioner, Diversity Commission at Town
of Leesburg, Virginia



Founder at Black Wall Street Loudoun Think
Tank



From: Jan Mercker
To: Beth Barts
Cc: Scott Ziegler
Subject: Re: [EXTERNAL] 4-day instruction and equity issues
Date: Monday, March 15, 2021 5:07:52 PM

Thank you for your quick reply. I'm glad to see consideration is being given to our most vulnerable students, and I hope LCPS policy is developed with that at the forefront. My children currently qualify for FRM, but we will likely remain in DL for the rest of the year as I anticipate post-St. Patrick's Day and post-spring break surges. However, I want to make sure that all at-risk children have a chance to attend in person if their families believe that to be the best environment.
JM

On Mon, Mar 15, 2021 at 4:51 PM Beth Barts <Beth.Barts@lcps.org> wrote:

Thank you. My aide and I are doing some research into what other school systems are planning as far as offering additional in-person options this year to those that are most at risk and need to be in-person but picked DL back in the Fall for health and safety reasons. These include students with IEPs, EL students as well as students who are simply struggling in the DL environment. We have offered additional days to our Hybrid students since the beginning who are identified as at risk.

However, I am very uncomfortable not offering a choice to DL students who are at risk as well as all families as we move to 4 days a week.

FCPS seems to be handling this differently in a more equitable manner. (Still 2 days but allowing schools to offer hybrid to DL students who are struggling) Just my opinion of course. I will continue looking but I have yet to find a Virginia school system who is planning or has expanded to 4 days a week of in person this year but not allowing any struggling students in DL to benefit.

Hanover is an example of a school system that expanded in person opportunities by lowering social distancing but they opened it up to all when they did this.

Clarke County is lowering social distancing but all have the choice to come back.

See pics below.

Happy to chat about this via phone.

Kindly,
Beth Barts

4th Quarter - Supporting Students' End-of-Year Success

Additional in-person learning opportunities

- In-person students must be attending school by 3/26 or may be returned to virtual instruction
- Requests to switch from virtual to in-person instruction will not be considered after 3/26
- After 3/26, capacity permitting, schools will invite students for new/additional in-person opportunities based on demonstrated student learning needs as identified via the school-based MTSS process

Secondary Grading

Additional Policy Changes

- Use of NM (no mark) instead of F grade for all HS credit-bearing courses
- Final exams may only raise student grades
- Pass ("P") Option - students may choose P mark instead of letter grade in up to 2 classes



The Winchester Star

— all of whom are to be wearing masks — in classrooms and six feet in other places, such as cafeterias and buses.

Since mid-November, all CCPS students have been taught under a hybrid education model. They have physically been in classes two days a week — on different days to keep gatherings in schools as small as possible — and involved in online learning on other days. Students also have had an option to participate in all-virtual learning.

Parents whose children already are in classrooms twice weekly, yet who don't feel comfortable letting them be there more often, will be able to switch the students to all virtual learning. Likewise, students currently learning entirely online will be given the opportunity to return to classrooms. So will those who have left the school division amid the pandemic to be homeschooled or attend private schools, officials said.

Sent from my iPhone

On Mar 15, 2021, at 3:59 PM, Jan Mercker <petitschoux@gmail.com> wrote:

Dr. Ziegler and board members,

As LCPS considers expanding in-person learning, it's important to focus on the students who most need support. If LCPS puts in place a 4-day/week return to school plan, every family must be resurveyed and a new plan put in place.

As you all know, a 4-day option was not at all on the table when families were asked to choose their second semester option. Loudoun families chose distance learning for a number of reasons, including a need for consistency and 4-day instructional week for elementary students. As circumstances and offerings change, families must be able to make a new choice.

This is an equity issue as so many Loudoun families of color and low-income families chose distance learning for the second semester in November. In many cases, this was done because of health concerns but also out of a need for consistency in learning. In many cases, these are the students who would most benefit from 4 days in person given changes in circumstances. If a new survey indicates greater interest in in-person learning under a 4-day plan, the board should give priority to FRM, special ed and ELL families who wish to return and then allocate remaining slots by lottery. I know this is what the privileged open schools crowd who care so much

about our low income students would want!

Because of the equity implications, if LCPS puts in place 4-day in-person instruction allowing only current hybrid students (many of whom are white children of privilege) to access 4-day/week in-person learning, I will immediately file a complaint with the Virginia Attorney General's office along with other relevant state and federal agencies.

Jan Mercker

Lovettsville

From: Beth Barts
To: scott@schoolboard.net
Cc: Scott Ziesler: Schoolboard.net
Subject: Re: [EXTERNAL] 4-day instruction and equity issues
Date: Monday, March 15, 2021 4:51:11 PM

Thank you. My aide and I are doing some research into what other school systems are planning as far as offering additional in-person options this year to those that are most at risk and need to be in-person but picked DL back in the Fall for health and safety reasons. These include students with IEPs, EL students as well as students who are simply struggling in the DL environment. We have offered additional days to our Hybrid students since the beginning who are identified as at risk.

However, I am very uncomfortable not offering a choice to DL students who are at risk as well as all families as we move to 4 days a week.

FCPS seems to be handling this differently in a more equitable manner. (Still 2 days but allowing schools to offer hybrid to DL students who are struggling) Just my opinion of course. I will continue looking but I have yet to find a Virginia school system who is planning or has expanded to 4 days a week of in person this year but not allowing any struggling students in DL to benefit.

Hanover is an example of a school system that expanded in person opportunities by lowering social distancing but they opened it up to all when they did this.

Clarke County is lowering social distancing but all have the choice to come back.

See pics below.

Happy to chat about this via phone.

Kindly,
Beth Barts

4th Quarter - Supporting Students' End-of-Year Success

Additional in-person learning opportunities

- In-person students must be attending school by 3/26 or may be returned to virtual instruction
- Requests to switch from virtual to in-person instruction will not be considered after 3/26
- After 3/26, capacity permitting, schools will invite students for new/additional in-person opportunities based-on demonstrated student learning needs as identified via the school-based MTSS process

Secondary Grading

Additional Policy Changes

- Use of NM (no mark) instead of F grade for all HS credit-bearing courses
- Final exams may only raise student grades
- Pass ("P") Option - students may choose P mark instead of letter grade in up to 2 classes



The Winchester Star

— all of whom are to be wearing masks — in classrooms and six feet in other places, such as cafeterias and buses.

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Jan Mercker

Lovettsville

From: Karen Dawson
To: Aaron Smith; Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Donna Smith; Holland Yummit; Joan Sahlgren; John Lody; Kevin Lewis; Kimberly Goodlin; Lottie Spurlock; Lucia Sebastian; Mark Smith; Patricia Nelson; Scott Ziegler; Sharon Willoughby; Stephen DeVita; Superintendent's Cabinet - Executive Assistants
Subject: FW: [EXTERNAL] SUPT'S EMAILS: March 15, 2021
Date: Monday, March 15, 2021 4:38:17 PM

Please distribute to your department staff as appropriate. Thank you!

Karen M. Dawson
Executive Assistant
Superintendent's Office
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
571-252-1030

From: Virginia Department of Education <VDOE@public.govdelivery.com>
Sent: Monday, March 15, 2021 4:31 PM
To: Karen Dawson <Karen.Dawson@lcps.org>
Subject: [EXTERNAL] SUPT'S EMAILS: March 15, 2021

john banner



Below you will find a short synopsis of three Superintendent's Emails for Monday, March 15th with the separate files attached below.

1. Annual Virginia Association of Elementary School Principals Association Conference, June 27-29, 2021: Virginia's statewide conference for elementary school principals, assistant principals and aspiring administrators is the VAESP Annual Conference. Each year VAESP, in collaboration with the Virginia Department of Education, has created a professional development opportunity to enhance the leadership skills of school administrators and increase understanding of current educational issues across the Commonwealth. Registration, schedules and hotel accommodations information is available on the [VAESP website](#).

2. New Federal Pandemic Relief Act and ESSER Resources: The purpose of this email is to inform division superintendents of the new federal pandemic relief act and the availability of two Elementary and Secondary School Emergency Relief (ESSER) Fund resources. The American Rescue Plan Act (ARPA) was passed by Congress and signed by the President last week. Two new spending resources are available to assist school divisions in planning for and implementing programs and activities funded by ESSER I and II.

3. Functional Behavioral Assessment and Behavior Intervention Plans: Five Two-Day Virtual Training Sessions: The Virginia Department of Education, Office of Special Education Instructional Services, will offer five two-day training sessions on how to conduct a Functional Behavioral Assessment (FBA) and develop a positive Behavior Intervention Plan (BIP). The sessions will focus on the steps in conducting FBAs and developing effective, positive BIPs. Activities will be used to increase participants' interaction with their colleagues using a ten-step process outlined by the VDOE.

- [03-15-21 Functional Behavioral Assessment and Behavior Intervention Plans - Five Two-Day Virtual Training Sessions.pdf](#)
- [03-15-21 VAESP Annual Conference.pdf](#)
- [03-15-21 New Federal Pandemic Relief Act and ESSER Resources.pdf](#)

Stay Connected with the Virginia Department of Education



This service is provided to you at no charge by the [Virginia Department of Education Office of the Superintendent of Public Instruction](#). Contact John Hendron, Coordinator of Organizational Development & Advancement, at 804-225-2057 for assistance.

VDOE logo



From: [Virginia Department of Education](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] SUPT'S EMAILS: March 15, 2021
Date: Monday, March 15, 2021 4:33:08 PM

john banner



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VDOE logo



This email was sent to scott.ziegler@lcpa.org using GovDelivery Communications Cloud on behalf of: Virginia Department of Education • James Monroe Building • 101 N. 14th Street • Richmond, VA 23219



From: Jan Mercker
To: [Scott Ziegler](#); [Schoolboardemail](#)
Subject: [EXTERNAL] 4-day instruction and equity issues
Date: Monday, March 15, 2021 3:59:28 PM

Dr. Ziegler and board members,

As LCPS considers expanding in-person learning, it's important to focus on the students who most need support. If LCPS puts in place a 4-day/week return to school plan, every family must be resurveyed and a new plan put in place.

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Because of the equity implications, if LCPS puts in place 4-day in-person instruction allowing only current hybrid students (many of whom are white children of privilege) to access 4-day/week in-person learning, I will immediately file a complaint with the Virginia Attorney General's office along with other relevant state and federal agencies.

Jan Mercker
Lovettsville

From: Asia Jones
To: Scott Ziegler
Subject: FW: [EXTERNAL] Public comment
Date: Monday, March 15, 2021 2:55:48 PM

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1022

-----Original Message-----

From: Stephen DeVita <Stephen.DeVita@lcps.org>
Sent: Thursday, March 11, 2021 4:55 PM
To: Asia Jones <Asia.Jones@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>
Subject: FW: [EXTERNAL] Public comment

FYI

-----Original Message-----

From: Stephen DeVita
Sent: Thursday, March 11, 2021 4:55 PM
To: 'Beth Barts' <bethbarts@hotmail.com>
Subject: RE: [EXTERNAL] Public comment

Beth,

I'm not aware of any Board policy on this topic, but I don't have info on individual committee bylaws or practices. I would suggest consulting with the Chairs of those committees. Thanks. Steve

-----Original Message-----

From: Beth Barts <bethbarts@hotmail.com>
Sent: Thursday, March 11, 2021 3:57 PM
To: Stephen DeVita <Stephen.DeVita@lcps.org>
Subject: [EXTERNAL] Public comment

Good afternoon,

I want to make sure I am allowed to sign up to speak during public comment at SEAC, or committees such as the Equity Committee and also at regular board meetings. There is no policy prohibiting a board member from using public comment?

Thank you.

Beth

Sent from my iPhone

From: Zack Orchant
To: Beth Barts; Denise Corbo; John Beatty; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; Jeff Morse; Scott Ziegler
Cc: Jennifer Haggerty; Daniel Lani; Nicole Orchant
Subject: [EXTERNAL] 321 Days - Still No Clear Path Forward
Date: Wednesday, January 27, 2021 3:55:34 PM

Good Afternoon School Board Members and Dr. Ziegler,

I am writing you this morning representing a variety of roles within Loudoun County - first and foremost, I am a parent of a 1st grader at Evergreen Elementary School who greatly misses learning the way a first grader should be, he misses his friends, interacting with teachers and staff and experiencing the excitement and pride young students take in their school community. I'm also representing myself as a Community Leader, I am the president of the Ashburn Youth Basketball League, who this season supports an outlet for recreational sports in the community for nearly 1200 children, many of whom are LCPS students. Lastly, I am also a Varsity Assistant Basketball Coach here in Loudoun County at Briar Woods High School.

Let me start the with the easiest one - over the last 321 days I have said goodbye to high school players from a distance. Players that I supported, encouraged and watch grow into the adults they are today. Players that didn't get to experience a true graduation, a true recognition in front of their friends, their families and peers the way a hard working student in Loudoun County anticipates from the moment they enter their freshman year. The class of 2020 had a number of life events, ones you never get to experience again taken from them without their ability to control or influence. Yes, there was a risk that swept the country and our community by storm last Spring and hard decisions had to be made in that moment. This year's graduating class should not have to experience those same losses; graduating from high school, to me falls into the category of birthdays, weddings and the birth of a child. It is a life event that should be celebrated and recognized for the great achievement that it is through proper planning and reasonable approach to mitigate any risks that you have the ability to control and influence. The continued inability to make decisions, seek information, use science and fact from national organization and government agencies is not only putting this years senior class at risk of missing out on a life event that they have work tremendously hard to achieve; that same inability is going to deprive this years graduating class from ever experiencing what it feels like to walk the halls of their high school as a proud senior. It has been 321 days since our high school students have attended classes in person; we owe it to them to do better and give the education that deserve, that same education that I experienced as a graduate of Broad Run High School.

As the President of Ashburn Youth Basketball League, an organization that utilizes LCPS gyms allocated by our Parks and Rec organization. While we have certainly seen our share of occurrences and cases among those in the community that participate in our league where action needed to be taken; we have yet to see a player/coach hospitalized as a result fo them contracting the virus through league activities. We have yet to see a massive outbreak through community spread. What we have seen is that nearly all exposure is through their adult parents and their activities, employment and social gatherings - the players that have tested positive have been as a result of decisions they did not make and choices they did not make for themselves. Through reasonable approaches to mitigation, we have yet to see player to player transmission - all of our players wear a mask in practice and games, we social distance, we clean commonly used surfaces, use hand sanitizer — all of which are things that can be done

within our schools.

In a population of 1200 players, 350 coaches and many more when you account for a players family members there have been 48 cases of either (a) the player/coach testing positive, (b) someone in their home testing positive and (c) being exposed to a positive case outside of league activities. In a population of over 1500 players and coaches, there are 48 incidents that resulted in some action taken to mitigate further risk, 48 cases playing a contact sport.

Design a plan, take reasonable steps to mitigate risks that you can control and let's get these kids back in school! Be prepared to take action when necessary, not if necessary.

If kids can play sports at both the High School and Recreational level in our schools, kids can certainly learn within them safely!

Lastly, I'm want to speak to you as the parent of a 1st grader desperately wanting to experience things any normal first grader should. As we rapidly approach 365 days since ALL students were last in a "normal" learning environment I urge you not to let that date get any closer than it already is. The current "hybrid" environment is no longer sustainable, learning 1st grade from a computer is no longer acceptable based on the statistics and science related to this virus. Learning from home doesn't build good learning habits, teach accountability and provide an environment for students like my son to excel further than they already are. There is a high percentage of students who do not have the same support system as my son nor do they have parents who can work from home and assist with their school work.

For 321 days you have forced many families like mine to choose between our children's education. For 321 days you have forced my child to be isolated from his class peers, barred him from forming meaningful and long last relationships with his teachers and establishing habits that will prepare him for greater future success. For 321 days, you as elected officials focused on the greater good for our children have failed to do what is right for our kids. You have failed to focus on the real task at hand which is putting our kids back in the classroom safely - we've spent countless hours on combating racism, changing the mascot of Loudoun County HS, transportation needs, charter schools, operating budgets, black history month, equity committee statuses and other topics that while are important are not more important that developing and executing a plan to return students to their intended learning environment. For 321 days the adults in the room have failed to make adult decisions, decision you were hired and elected to do. For 321 days you have put the mental health of our children at risk. The 2019 Loudoun County Community Health Assessment by Inova cites the #1 Health Issue in our community are related to Mental Health - 3,475 responses were attributed to depression, anxiety, stress and suicide.

<https://www.loudoun.gov/DocumentCenter/View/117368/Loudoun-Community-Health-Assessment---2019?bidId=>

For 321 days you have focused on the fear of your teachers and staff and catering to the adults not the needs of the students you serve. For 321 days I have witnessed your teachers and staff cases rise to almost 450 cases since September 8th alone. Why is it that your teachers and staff can continue to make decisions outside of work that impact my child's ability to go to school without consequence? Why is it that a friend of mine who went to get her nails done witnessed 4 teachers in the waiting area not wearing a mask and bragging about their roles as LCPS employees? Actions have consequences - Ms. Corbo proposed teachers submitting a daily report about a students mask violations as a method to show its "unsafe;" does that proposal

also allow the public to do the same for your teachers and staff outside of school?

While a vaccine is a choice, so is continued employment - either teachers and staff (a) accept the risk of being in the classroom doing the job they were all hired to do, (b) get vaccinated to mitigate risk or (c) find new employment. Whatever each individual decides for their own situation - that solution cannot be at the expense of the student any longer. The conditions have certainly changed for teachers and staff, but we have been taught through our education to adapt to change. It is time for the adults in leadership positions to adapt and change so that our kids can return to the classroom; so that our kids get the great education LCPS is known for; so that our kids, my son, get to experience the same thing and be challenged in the same ways that I was many years prior as a student here in Loudoun.

321 days have passed and after last night's school board meeting, myself and a large population of LCPS parents fear that we will surpass 365 days since students at ALL LEVELS will be back in the classroom. I urge you to table any other agenda item, put everything else on the back burner, save for a later date....put everything else on the school board's agenda aside until all of our kids are back in the classroom receiving their education as they should be. 321 days is far too long, we cannot wait for someone to dictate the solution to us - schools in other states, including those in New York, Philadelphia and other major metropolitan areas are open with students in the classroom 5 days a week.

If the solution is the School Board and School Administration Leadership need outside resources or folks in the community to support the development of protocols and procedures to mitigate controllable risks just ask - myself and others in the community are willing to devote our time to help get kids back in the classroom.

It's time to take action, formulate a plan and implement it swiftly!! March 12th, 2021 will be here before you know it!!

Thank you,

Zack Orchant
703-928-8739
zackorchant@yahoo.com

From: Beth Barts
To: Scott Ziegler; Ashley Ellis
Subject: Fwd: Theatre Misrepresentation
Date: Wednesday, January 27, 2021 9:32:16 AM

Sent from my iPhone

Begin forwarded message:

From: Tim Willmot <Tim.Willmot@lcps.org>
Date: January 27, 2021 at 8:25:38 AM EST
To: Brenda Sheridan <Brenda.Sheridan@lcps.org>, Atoosa Reaser <Atoosa.Reaser@lcps.org>, Denise Corbo <Denise.Corbo@lcps.org>, Harris Mahedavi <Harris.Mahedavi@lcps.org>, Ian Serotkin <Ian.Serotkin@lcps.org>, Leslee King <Leslee.King@lcps.org>, John Beatty <John.Beatty@lcps.org>, Beth Barts <Beth.Barts@lcps.org>
Subject: Theatre Misrepresentation

Dear LCPS School Board Members:

I listened to the School Board Meeting last night and the vitriol that some of our stakeholders espoused against entire groups of people, individuals, and to the ethers in general. I was shocked and astounded at the definitely-not-the-better-angels that emerged for some.

Regardless, I also was INCREDIBLY dismayed by the mis-representation provided by HRTD regarding theatre teacher funding. Here are the FACTS:

FACT: On average theatre, teachers make \$5 an hour for their AFTER school responsibilities. This is extra-curricular. Students NOT enrolled in theatre participate in these activities.

FACT: We work, on average 1000+ hours in addition to the regular school day. Some teachers work 1800+ hours. This is equivalent to an additional full-time job.

FACT: We produce 3 seasons of activities. A Fall Play, Winter Show, Spring Musical. This is separate from the classes, class productions, class tech weeks, class performances.

FACT: Through stipends, Football is funded at \$400 per student and Theatre at \$0 per student for after school activities.

FACT: Our academic programs receive \$1400 per year. These funds are

reserved for in-school, classroom activities only. Our Fall Play, Spring Musical, Winter Show, and One Acts receive \$0 for funding - **ITEM #18 is a misrepresentation of funding by HRTD.**

FACT: Running Coaches are funded for 3 seasons

FACT: Physical education classes are different from Athletics. Why aren't theatre classes different from the after school theatre program where any student *not* enrolled in a class can participate?

FACT: Item 23/24 does not address the CURRENT inequities. Band teachers are compensated for their work in the following ways:

- Marching band Stipend (Fall)
- Indoor Drumline Stipend (Winter)
- Concert Band Stipend (For 2 concerts)
- Color Guard stipend - Extra staffing for Marching Band
- Winter Guard stipend - Extra staffing for Indoor Drumline Band
- 11-month contract for additional training off season
- AND they have music funding for additional staffing positions, including section leaders, choreographers, and composers

FACT: This is an EQUITY AND SAFETY issue that needs to be addressed NOW. Not with Band. The band program has had an advocate in Michael Pierson for years! It is now time to address the inequity of theatre.

These are the facts and they cannot be disputed. Only ignored. I urge you to contact the theatre teacher you represent and have a conversation with them about what they do. These inequities must be addressed immediately.

Dr. Timothy Willmot, Ed.D.
Theatre Director and Instructor
Briar Woods High School
22525 Belmont Ridge Road
Ashburn, VA 20148
703-957-4400 (Main Office)
703-957-4407 (Theatre Office)

Dr. Timothy Willmot, Ed.D.
Theatre Director and Instructor
Briar Woods High School
22525 Belmont Ridge Road
Ashburn, VA 20148
703-957-4400 (Main Office)
703-957-4407 (Theatre Office)

From: [Beth Barts](#)
To: [Ashley Ellis](#); [Scott Ziegler](#)
Subject: Fwd: [EXTERNAL] Equity concern: Please support the Arts and Theater Directors in the 2021-2022 budget process
Date: Tuesday, January 26, 2021 8:54:43 PM

Sent from my iPhone

Begin forwarded message:

From: Maria Hughston <maria.hughston@gmail.com>
Date: January 26, 2021 at 8:22:04 PM EST
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Equity concern: Please support the Arts and Theater Directors in the 2021-2022 budget process

Good Evening,

As a parent of a Loudoun County high school student, I would like to call your attention to the inequity of the stipend for Theatre Directors in the county. It's my understanding that Theatre Directors currently receive 1 stipend for the entire year. This stipend is now smaller than the football head coaches (who receive the stipend for 1 season or 3 months).

For the reasons set forth below, I believe that the stipend for Theatre Directors should be increased to reflect the extracurricular work they provide throughout the entire school year, all three seasons. A Fall, Winter, and Spring season, with the opportunity for an 11 month contract to be offered for the work the theatre teachers do throughout the summer. This same contract is currently offered to Band Teachers.

As you hopefully know by now, the theatre teacher's responsibilities go far beyond the classroom. They are responsible for the following duties throughout the entire year (not just academic).

1. Managing the Auditorium Space for facility use
2. Maintaining equipment in the auditorium. Including cleaning and

- repairing all of the equipment and spaces within the auditorium.
3. Providing support for any activities not affiliated with the theatre program who use the auditorium, including throughout the summer.
 4. Functioning as the Executive Director of a Booster Program.
 5. Fundraising for the entire program's needs. Currently, only \$1400 is given to the program. On average, a Musical costs between \$15,000 - \$80,000 to produce.
 6. Assisting with and managing the space for all fine arts related events, including concerts associated with music.
 7. Auditioning, Organizing, and Managing a cast and crew of students in musicals that can be as large as 75+ students, with NO additional stipend support for assistant directors, choreographers, or music directors.
 8. Facilitating and teaching technical theatre on Saturdays and Sundays outside of the scheduled contract time in order to complete all areas of design for the productions.
 9. Functioning as both the Director and Technical Director for the school.
 10. Supporting events in the auditorium including induction ceremonies, graduation ceremonies, talent shows, dance recitals, and more. . .
 11. Directing 3 - 5 Productions a year.
 12. Competing in VHSL.
 13. Traveling to Virginia Theatre Association, Virginia Thespian Festival, New York City, and the International Thespian Festival throughout each year.
 14. On average, a production takes 10 - 12 weeks to produce with an average of 250+ hours being put into planning, designing, implementing, and striking of that production.

In Texas, some school districts offer their theatre teachers a \$15,000 stipend for the work they do. As the richest county in the US it is abysmal that we offer just \$5,300 to the theatre teacher with no additional support. Meanwhile, a Football coach is offered close to \$8,000, and has several additional coaching stipends.

In order to keep experienced and dedicated Theatre Directors in Loudoun County, the School Board **must vote** to ensure they are appropriately compensated for their year-long extracurricular commitment.

Sincerely,

Maria Hughston

Cell 804-212-4031

From: Beth Barts
To: Scott Ziegler; Ashley Ellis
Subject: Fwd: Facts about Theatre URGENT
Date: Tuesday, January 26, 2021 7:24:08 PM

Thank you helping clarify all this.

Sent from my iPhone

Begin forwarded message:

From: Addie Schafer <Addie.Schafer@lcps.org>
Date: January 26, 2021 at 7:05:19 PM EST
To: Schoolboardemail <lcsb@lcps.org>
Subject: Facts about Theatre URGENT

Hi all,

Some documents posted misrepresented our jobs, stipends, details about our programs, etc. Please see some facts below to clarify. You may have seen a similar list from colleagues. This is urgent to read and understand our jobs.

We would love an opportunity to meet with you all if you can give us the chance before making this decision. This is an important equity issue.

FACT: On average theatre, teachers make \$5 an hour (or less) for their AFTER school responsibilities. This is extra-curricular. Students NOT enrolled in theatre participate in these activities too.

FACT: We work, on average 1000+ hours in addition to the regular school day. Some teachers work 1800+ hours. This is equivalent to an additional full-time job.

FACT: We produce 3 seasons of activities. A Fall Play, Winter Show, Spring Musical. This is separate from the classes, class productions, class tech weeks, class performances.

FACT: Through stipends, Football is funded at \$400 per student and Theatre at \$0 per student for after school activities.

FACT: Our academic programs receive \$1400 per year. These funds are reserved for in-school, classroom activities only. Our Fall Play, Spring Musical, Winter Show, and One Acts receive \$0 for funding - **ITEM #18 is a**

misrepresentation of funding by HRTD.

FACT: Running Coaches are funded for 3 seasons

FACT: Physical education classes are different from Athletics. Why aren't theatre classes different from the after school theatre program where any student *not* enrolled in a class can participate?

FACT: Item 23/24 does not address the CURRENT inequities. Band teachers are compensated for their work in the following ways:

- Marching band Stipend (Fall)
- Indoor Drumline Stipend (Winter)
- Concert Band Stipend (For 2 concerts)
- Color Guard stipend - Extra staffing for Marching Band
- Winter Guard stipend - Extra staffing for Indoor Drumline Band
- 11-month contract for additional training off season
- AND they have music funding for additional staffing positions, including section leaders, choreographers and composers

FACT: This is an EQUITY AND SAFETY issue that needs to be addressed NOW. Not with Band. The band program has had an advocate in Michael Pierson for years! It is now time to address the inequity of theatre.

FACT: We have to start from \$0 to build a program with license shows that cost \$1,000-+\$20,000 just for one weekend alone depending on the show (this only includes the rights for the show, not equipment.)

FACT: We have many facets of equipment that we have a \$0 budget for in order to produce a show in a given season (this includes but is not limited to set pieces, costume pieces, props, lighting, sound, and other equipment needed for an educational as well as quality production.)

FACT: Even from ticket sales, many programs barely break even because the licensing fees (which the companies are not willing to reduce or budge on even for school programs which is most calculated on auditorium size, not typical seats sold) are so expensive on top of the other equipment, and we do not want to charge our students an arm and a leg to participate in a given production per season.

Sincerely,
Addie Schafer Benko*

From: L Bay
To: Beth Barts
Cc: Denise Corbo; Harris Mahedavi; Leslee King; John Beatty; Jeff Morse; Brenda Sheridan; Scott Ziegler
Subject: Re: [EXTERNAL] Elementary Hybrid Teacher Concerns About 4-Day Hybrid
Date: Monday, March 15, 2021 7:04:38 PM

Beth,

Thank you so much for your response. It doesn't surprise me that you, the board member who always supports the teachers, were the one to respond. Thank you for all you have done and continue to do to advocate for the teachers.

The rest of the members can say what they want about you Beth, but you always have the teachers in mind and we all know it. We all appreciate you more than you know.

On Monday, March 15, 2021, 12:56:49 PM EDT, Beth Barts <beth.barts@lcps.org> wrote:

This breaks my heart. I apologize that we have made you feel this way. I do have concerns that the changes to the master schedule once again at the elementary level will hurt the morale of staff and make it even more difficult to staff summer school. I am also concerned that the amount of work required to bring back all the desks, put on the plexiglass and redo lunch times will negate our action to give all staff spring break off.

Thank you for sharing your thoughts as an employee. It is discouraging that you have to worry about retribution from the community for doing so but I understand.

Beth Barts

Sent from my iPhone

On Mar 15, 2021, at 12:41 PM, L Bay <l1234b@yahoo.com> wrote:

To the Loudoun County Public Schools School Board,

This email is addressed to all the members of the Loudoun County Public Schools School Board. I am a hybrid kindergarten teacher writing in regard to the discussion surrounding the expansion of hybrid learning to 4 days per week. Out of fear of retribution and fear of parents running to the media, I have chosen not to send this email from my school address. These fears speak volumes about the climate that has been allowed to persist throughout the duration of the school year.

I understand that this school year is an unprecedented year. I understand that the public education system in the United States is overwhelmed and doing its best to meet the needs of all students. I understand that the Loudoun County School Board is under a lot of pressure to create learning models that appease

all families within the county. What I don't understand is why elementary hybrid teachers are expected to jump when you say jump without any say whatsoever in what is being planned for us or for our students. We are the experts in our field. We are professionals who take our jobs very seriously. Every single teacher I know brings his or her job home with him or her each night. Looking back on the year, however, the opinions of teachers have been all but ignored by the school board.

In the spring, teachers were regarded as heroes because we were flexible in our teaching, navigating brand new technology and a completely new way of reaching our students. Now, one year later, after we have all suffered our own mental health battles and issues caused by the global pandemic, after we have learned a completely new way to execute our jobs, after we have worked tirelessly to make sure our students are learning the curriculum they will need to be successful, we are being called lazy, selfish, and greedy. Let's not forget the fact that many parents in the county have taken to social media and many local media outlets to slander the teachers in LCPS. Everyone knows about the Facebook groups. Everyone knows about the plots by LCPS parents in the fall to get their healthy families tested to drive the 14-day average down so schools would stay open. And yet, through all of this, the LCPS school board has never addressed or challenged the parents who continue to throw our teachers under the bus. Rather, a select few members have continued to bend to parent and political pressure. These members continue to ignore research and science, offering "solutions" that are not safe for students and teachers.

In February, the school board stressed the mitigation strategies that were "ESSENTIAL" to return to Hybrid Learning. Plexiglass barriers, masks, and six feet of distance were regarded as imperative to anyone being in the building for in-person learning. Now, you want to send double the amount of students into the buildings without any sort of social distancing? While the CDC still recommends 6 feet of distance between students AND open windows? What happened to the mitigation strategies in February? What happened to the health monitors you swore were going to monitor how safe the schools are being? How can you broadcast this potential decision to the public and not feel hypocritical of the statements you made LESS THAN ONE MONTH AGO? It's baffling to the hybrid teachers who are the ones who actually have to live this reality .. while your board meetings are still taking place in a virtual setting. I will never forget the lack of empathy and respect many of the members of the school board showed for their own teachers. It is absolutely disheartening.

Loudoun County Public Schools has placed a significant emphasis on equity this year. There has been talk of allowing hybrid students to attend school all four days in the coming weeks, but not re-surveying parents and giving them the opportunity to switch their child's mode of learning. Many families chose Distance Learning solely for their child to receive four consecutive days of live

instruction from their teacher, rather than two in-person days that the Hybrid model offers. Now, suddenly, Hybrid students are offered four days of IN PERSON learning while Distance Learning students are told what? Too bad? At least you get four days of VIRTUAL learning? How is this decision equitable? How can you decide that hybrid students get to come to school four days in a row but Distance Learning students are banished to their computers? If you are going to make a decision that affects a percentage of the student population, don't you think it would be equitable and fair to offer that to all of your students?

Primary education thrives when solid routines are established. Up to this point in the year, hybrid students and teachers have not had the opportunity to have one routine for more than two months. We have been flexible in beginning the year in DL, moving to hybrid, moving back to DL, then moving back to Hybrid for a second time. We have one quarter left in the school year and we are FINALLY getting into a groove for the first time all year. My students have FINALLY mastered the simple routine of taking their daily folder out of their backpack when they arrive in the morning. Hybrid elementary teachers are FINALLY getting to a point where we can come into our classroom and enjoy the presence of our students. We have settled into our routine because we expected to continue that routine for the remainder of the school year. There was peace in knowing that what we were doing was not going to change. But now, suddenly, with only 12 full instructional weeks left in the school year, the school board once again wants to change the way we are carrying out our instruction. Your teachers are EXHAUSTED and can not handle another drastic change like this. Why can't we place our focus and energy on creating solid plans to return to school in the fall for five days of in person learning?

For as long as I can remember, I have wanted to teach kindergarten. When I was hired my first year, I was over the moon with excitement and happiness. Throughout the 20-21 school year, my job and the way I am expected to execute my responsibilities has changed dramatically. With each new decision made by the school board, the expectations changed, my levels of stress increased, and my motivation and excitement for teaching kindergarten, the thing I have always wanted to do, dwindled. I can confidently say that this year, the only thing I enjoy about teaching is my students. The Loudoun County School Board has made me feel so invisible, dispensable, and silenced. I have never wanted to quit something so badly in my life, but I will not do that because my students deserve better. My students deserve to have a teacher that is excited about coming to school each day. That excitement and motivation to keep improving in my career comes from feeling supported and respected by upper administration, which is not happening right now. I have been made to feel replaceable, not by my principal or AP, but by the school board. Please, listen to what your teachers are saying just one time this year. Let us finish this marathon of a year without the additional stress of one more

unnecessary change.

From: [Beth Barts](#)
To: petitschoux@gmail.com
Cc: [Scott Ziegler](#); [Schoolboardemail](#)
Subject: Re: [EXTERNAL] letting the bullies win hurts low-income Loudouners!
Date: Monday, February 1, 2021 3:08:43 PM

I am not a member of that page.

We have made the decision as a board to offer concurrent. I don't think you give enough credit to our staff. Last spring DL was a disaster.... and now it is not.

If we were not going to bring secondary students back we should not have prioritized secondary staff for the vaccine.

I will be supporting the Hybrid for secondary starting March 3rd.

Always appreciate your advocacy Jan. We (the board) has to operate as a whole at times despite personal misgivings. This is one of those times.

Beth

Sent from my iPhone

On Feb 1, 2021, at 2:49 PM, Jan Mercker <petitschoux@gmail.com> wrote:

Thanks--I understand but no one is talking about the damage this will do to DL students at the secondary level. We are less vocal and our kids are getting bulldozed by bullies. Concurrent WILL be a disaster--I'm hearing this from local teachers who are not getting the support they need and from friends in other districts. The board is ignoring a majority who just want to get through the year with some kind of consistency in favor of vocal bullies and it's disgusting. You WILL be hurting low income kids (including mine) and children of color who are enrolled in DL with this ill-conceived hybrid plan. I am talking about regular ed secondary students here--not special needs or elementary. I hope you'll read the article I sent about the racism inherent in the open schools now movement--truly appalling and we see it every day here in Loudoun. Just take a look at the open schools Facebook page...

Jan Mercker

On Mon, Feb 1, 2021 at 2:30 PM Beth Barts <Beth.Barts@lcps.org> wrote:
Hi Jan,

Once staff is vaccinated - we don't have a choice. If we were not going to open up, those shots should and could have gone to others who are high risk. We have EL kids who have never showed up at the secondary level in DL. They did when we opened up in person for EL. I know.... I went to the schools and saw them with my own eyes.

I am fine with March 3rd. I won't be voting to bring everyone back this year 5 days a week but will support a full return in the Fall, with options for those who are high risk. Concurrent will be a bit chaotic at first, but it will work for 12 weeks.

Thanks for sharing.

Beth

Sent from my iPhone

On Feb 1, 2021, at 1:49 PM, Jan Mercker
<petitschoux@gmail.com> wrote:

Just a quick note before you guys mess up a distance learning program that's **working** for a significant majority of LCPS families at the secondary level. I've been reviewing some middle/high school hybrid numbers provided by teachers, and it boggles the mind why LCPS would go through the expense and enormous disruption of sending secondary students back--with just two kids in some classes--to get the same instruction they've been getting at home!

Two-thirds of Loudoun secondary students chose distance learning for S2. Loudouners of color **overwhelmingly** chose distance learning. Families in our lowest income schools **overwhelmingly** chose distance learning. Our focus should be on giving these children the education they need and deserve through a high-quality DL program. Instead, our school board has given preference to privileged white parents who bash teachers and demand a return to school in the nastiest possible terms. You have chosen the side of privileged bullies like Brandon Michon.

Here's a great piece about how the "open schools now" movement is rooted in racism. Hope you'll take a peek.

https://www.scarymommy.com/movement-reopen-schools-racist/?fbclid=IwAR1CZzFryWJAA3cpqEZgHmB-InYPAIrD8vvSV6Dhloivy5--d9AVNy_hw-4

"We see white and affluent parents leveraging the plight of historically underserved children as justification to reopen schools now, while actively excluding the communities they claim to be advocating for from the conversation."

Sounds familiar--doesn't it?

My rep, Mr. Beatty, is an acknowledged racist. But shame on the rest of you for going along with this for political reasons!

Lack of foresight by LCPS has created a situation where a return to hybrid at the secondary level comes at the direct expense of distance learning. Concurrent learning is a lose/lose/lose for teachers, for DL and for hybrid students-- as we'll soon find out. But no worries--you'll certainly let all the open-school people back out of their disruptive choice once they realize what a nightmare it is....

Let me give you a reminder about appeasing bullies. They're never satisfied-- and they always want more. When the open-schools crowd sees what hybrid actually looks like, they'll be back with further complaints. You'll have more Brandons, upset because their kids aren't getting the perfect in-school experience they desire. Selfish moms who are so very sad because their kids can't dress up for assemblies (during a deadly pandemic!) will be back with threats when two days a week in an empty classroom doesn't meet their expectations.

Will you cave again? Will you keep going until you *fully* destroy a successfully functioning secondary DL program? Will you continue to hurt low income families like mine and families of color who are working so hard to make DL work, opting instead to cater to privileged open-schoolers?

You are about to let the bullies win. And they'll be back with a

vengeance. You can count on it.

Jan Mercker
Lovettsville

From: Ellen Milligan
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; president@loudounnea.org
Subject: [EXTERNAL] Seriously... SAFE
Date: Tuesday, February 2, 2021 12:33:22 PM

I am devastated that our return to the building will be decided by political pressures and angry community members with the loudest voices. Where is the equity for the majority of students in this who chose DL? School staff will be the ones dealing with the fallout, as always.

This is truly disheartening. I struggle with staying in the teaching profession when it seems our leadership can cave under political pressure and loud, angry community members. Without knowing we have support from leadership, we are vulnerable. Without at least the full vaccine and wait time, we are vulnerable. Without asking the community to be our responsible partners with the expectation of keeping their numbers down, we are vulnerable. It's not OK. We should not feel like we are in this alone. It is not OK. We need the support of our leadership always. Every single day. Today we need the support of our leadership even more. We need the support of our leadership so that we can support our students. Every single day. Today we need the support of our leadership even more so that we can support our students safely and consistently.

From: Shari
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; president@loudounnea.org
Subject: [EXTERNAL] Equity and consistency
Date: Tuesday, February 2, 2021 1:33:39 PM

Good afternoon.

My name is Shari Adwers, and I teach journalism at Loudoun Valley High School.

I am writing to plead with you to stay the course on distance learning at least until we meet the metrics that were voted upon in November. While the percent positive is dropping, case numbers are still sky-high.

Consider, above all, that the **majority of LCPS families chose Distance Learning for their children**. They were not then, nor are they now, comfortable with sending their most precious and valuable gifts back into our buildings. It was not an easy choice for them, and a concurrent hybrid model is not the solution you seem to think it is.

Parents made their decisions for semester two. They based those decisions on metrics the board decided upon. To switch those now is to let parents and the kids know their decisions, their safety, their day-to-day consistency do not matter -- only that of the vocal minority and the politicians on the board do.

My greatest concerns are **EQUITY and CONSISTENCY** for our kids and their families. You have been so good about keeping that as a focus until now. The inequities that will exist with hybrid instruction are not just school-wide. There will certainly be plenty of those with connectivity and technology issues across the county.

What concerns me most is what the proposed third metric will bring district wide. One school or cluster closing while others remain open screams inequity—racial and socioeconomic, yes. But what hasn't been considered is that

achievement, earnings, health status and political participation play into these inequities as well.

We have moved into yet another area of political pressure to put these inequities and inconsistencies aside to cater to a tiny minority who are good at being loud and getting attention for it. Catering to that type of behavior is sending the worst possible message to our students.

Teachers, students and their families have made the most of this situation for nearly a year. They've adjusted, grown, developed resiliency and even thrived, trying things they may never have otherwise. To throw caution to the wind now shows no regard for those who made difficult decisions for themselves and those they love.

We know some students need increased support from us as educators, mental health staff, caregivers. We are providing that. It's what we do.

The focus should be on maintaining consistency as we ride the waves of this crisis and to now plan well beyond the next few months for what next year will look like. What have we learned? Consistency is key. Support is key. Safety is key. Let's stay the course and instead focus on a strong, proactive, successful year back in person.

Thank you for the work you are doing. Please keep that quieter, less volatile majority and their wishes your priority as you move forward.

Sincerely,

--

Shari Adwers, MJE

Journalism teacher, adviser
Loudoun Valley High School
Purcellville, VA

Director, Educational Initiatives,
Journalism Education Association

VAJTA Board of Directors

sadwers@gmail.com | @sadwers

From: [Jan Mercker](#)
To: [Beth Barts](#)
Cc: [Scott Ziegler](#); [Schoolboardemail](#)
Subject: Re: [EXTERNAL] letting the bullies win hurts low-income Loudouners!
Date: Monday, February 1, 2021 2:49:01 PM

Thanks--I understand but no one is talking about the damage this will do to DL students at the secondary level. We are less vocal and our kids are getting bulldozed by bullies. Concurrent WILL be a disaster--I'm hearing this from local teachers who are not getting the support they need and from friends in other districts. The board is ignoring a majority who just want to get through the year with some kind of consistency in favor of vocal bullies and it's disgusting. You WILL be hurting low income kids (including mine) and children of color who are enrolled in DL with this ill-conceived hybrid plan. I am talking about regular ed secondary students here--not special needs or elementary. I hope you'll read the article I sent about the racism inherent in the open schools now movement--truly appalling and we see it every day here in Loudoun. Just take a look at the open schools Facebook page...
Jan Mercker

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Thanks for sharing.

Beth

Sent from my iPhone

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Jan Mercker
Lovettsville

From: SEAC Chair
To: Brenda Sheridan; Atoosa Reaser; Beth Barts; Leslee King; Jeff Morse; Harris Mahedavi; John Beatty; Ian Serotkin; Denise Corbo; Scott Ziegler; Asia Jones; Patricia Nelson
Cc: SEAC ViceChairPlanning; SEAC ViceChairMembership; SEAC Secretary; SEAC ViceChairCommunications
Subject: FY 22 Budget
Date: Saturday, January 30, 2021 7:17:06 PM
Attachments: FY 2022 SEAC Budget Concerns and Recommendations.pdf

Dear Members of the Loudoun County School Board and Administration,

I am writing to you today as Chair of the Loudoun Special Education Advisory Committee ("SEAC") to share FY 2022 budget concerns (attached). The budget process is a daunting process, especially during unprecedented times.

Special education is founded in the principle of a Free Appropriate Public Education ("FAPE"), every decision made with regard to IEP development (goals, services, and placement – including least restrictive environment ("LRE")) hinges on FAPE for the individual student considering their unique circumstances. Special education is complex and requires equity, this is seen in providing equal access to programming, buildings, etc. Where equity is required, there comes bias, LCPS experiences this not only with students with disabilities but also our minority students.

The SEAC Annual Report https://static.miraheze.org/loudounseacwiki/b/bf/2019-2020_SEAC_Annual_Report.pdf is a comprehensive document that is based on community feedback and research. As SEAC Chair, I am proud to say that all SEAC recommendations are deeply rooted in educational research; I implore the School Board to make informed decisions based on evidence-based, peer-reviewed research and move from the current reactive approach to a proactive and supportive approach that will benefit **all** students. With that said, SEAC fully supports teaching all LCPS students to read utilizing the science of reading providing an equitable foundation for learning.

Thank you for your consideration during these challenging times.

Sharon

Sharon Tropsf, Chair

LCPS Special Education Advisory Committee (SEAC)

Follow Us on Facebook: LCPS Special Education Advisory Committee

Please note that emails and other written communications sent to or from me concerning the Special Education Advisory Committee (SEAC) may be considered as a public record under the Virginia Freedom of Information Act (FOIA) and subject to disclosure.

From: Michelle Walker
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Cc: Superintendent's Cabinet
Subject: On Behalf of Dr. Ziegler - School Board Update
Date: Thursday, January 28, 2021 5:39:10 PM
Attachments: School Board Update 012821.pdf

Good evening,

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Attended VSBA Capital Conference
3. Supts Call with Dr. Lane
4. Attended the Loudoun Chamber of Commerce Board of Directors meeting
5. Attended the Loudoun County Delegation Virtual Open House
6. Joined in on the VASS legislative update conference call.
7. Introduced myself and Presented the FY22 Budget to Hunt District PTA at their Annual winter Leadership Meeting.
8. FY22 Budget Presentation to Board of Supervisors' Aides
9. Interviewed by Loudoun Times-Mirror
10. Met with Asia Jones regarding SPEDS' Admin System

Information from the Office of Equity, Newsletter and Updates. (p. 1)

Business and Finance

1. Information from Sharon Willoughby regarding Meal Service Update. (p. 2)

Department of Instruction

1. Ashley Ellis sharing information regarding VDOE Primer on Grading Practices. (p. 3)
2. Ashley Ellis response to Beth Barts regarding WIDA testing. (p. 4-5)
3. Email from Michelle Luttrell to the Loudoun County High School Community (p. 6)
4. Email from Tim Flynn to the Stone Bridge High School Community (p. 7)

Department of Pupil Services

1. Response from Asia Jones regarding Volunteer Coaches are not eligible within the VDH 1b Priority Vaccination. (p. 8)

Department of Support Services

1. Support Services update from Kevin Lewis which includes: SSO and SRO Training to Recognize Students in Mental Distress, Turkey Vulture Damage Management - Hillside ES, Dulles South Elementary School Attendance Zone Changes - 'Grandfathering' Survey Process, Residential Development Referrals, Flashing School Zone Lights in Operation and Transportation Concern Registry Update. (pp. 9-11)

Optional Reading: Articles

Article on upcoming School Board vote on re-opening schools, Loudoun Now, January 28

Article on upcoming School Board vote on re-opening schools, WTOP, January 27

Article on upcoming School Board vote on re-opening schools, Loudoun Times-Mirror, January 27

WTTG-TV report on parents addressing School Board, January 27

Fox News report on parent addressing School Board, January 27

Video of parent addressing School Board, One America News, January 27

Loudoun School Division Lands \$30K Google Training Grant, Loudoun Now, January 27

Article on parent addressing School Board, Twitchy, January 27

Article on parent addressing School Board, Restoring Liberty, January 27

Internet Outage Affects Virtual Learning, Inside NOVA, January 26

Loudoun School Board Eyes New Plan to Reopen Classrooms, Loudoun Now, January 25, 2021

Loudoun County adds Juneteenth, replaces Columbus Day with Indigenous People's Day on Calendar, WDVM-TV, January 22

Do What You Love: Ashburn Eighth Grader Is Youngest Ever Community Leadership Nominee, Loudoun Now, January 21

Scott A. Ziegler, Ed. D.
Interim Superintendent
Loudoun County Public Schools

From: Beth Barts
To: Scott Ziegler
Cc: School Board Confidential
Subject: Fwd: COVID-19 Vaccination Update
Date: Thursday, January 28, 2021 1:57:53 PM

My district's newsletter. Lots of good stuff in here. I appreciate Supervisor Umstattd giving me space each month. It gets sent to many residents in and outside the town. Just sharing for outreach!

Sent from my iPhone

Begin forwarded message:

From: Leesburg District <kristen.umstattd@loudoun.gov>
Date: January 28, 2021 at 1:51:40 PM EST
To: Beth Barts <Beth.Barts@lcps.org>
Subject: COVID-19 Vaccination Update
Reply-To: valerie.suzdak@loudoun.gov



Dear Leesburg Resident,

Happy New Year! At our first Board business meeting of the year, we set our meeting schedule for 2021 and reelected Sterling District Supervisor Koran Saines as Vice Chairman. Our monthly schedule of business meetings and public hearings will remain the same as last year:

- Business meetings on the first and third Tuesday of the month at 5:00 pm.
- Public hearing on the Wednesday of the week following the first business meeting of the month at 6:00 pm.
- Details about the Board's meeting dates are posted on our [online calendar](#).

Members of the public may provide input to the Board during business meetings and public hearings by [signing up in advance](#) at 703-777-0200 by noon on the day of the meeting.

- Public input at the Board's business meetings will begin as early as 6:00 pm.
- At the second business meeting of the month, an additional time of public input will be included at the beginning of the agenda at 5:00 pm. The number of speakers is limited and speakers must sign up in advance.
- Comments at public hearings are limited to the items on the agenda.

Members of the public who would like to provide comments to the Board of Supervisors are encouraged to do so remotely until further notice to help prevent the spread of COVID-19. Details on how to provide comments remotely are available [here](#).

In 2021, I will continue to serve as the Co-Chair for the Joint Board and School Board Committee. At the regional level, I will serve on the Chesapeake Bay and Water Resources Policy Committee and the National Capital Region Transportation Planning Board.

Board's Strategic Workplan

At the January 19th Board business meeting, we approved the vision statement and directed staff to develop a workplan to achieve our desired outcomes by December 31, 2023, which is the end of this Board's term. We will receive biannual updates on the initiatives to select projects to be prioritized and implemented. An overview of our workplan can be found in the [item](#). Our approved vision statement is the following:

While appreciating and acknowledging our rich history, Loudoun County strives to be a prosperous, inclusive, equitable and sustainable community where residents feel free to live, work, learn and play.

FY 2022 Budget

At the January 5th Board business meeting, we provided [final budget guidance](#) to the County Administrator to prepare the FY 2022 proposed budget at one cent above the overall equalized tax rate and provide options to either increase 1 cent or decrease 1 cent from the proposed budget (please see table below). The current real property tax rate is \$1.035 and the overall equalized tax rate is \$1.015.

Tim Hemstreet, County Administrator, will present the proposed FY 2022 budget to the Board on Wednesday, February 10th at 5:00 pm. Two budget public hearings have been scheduled on Tuesday, February 23rd at 3:00 pm and 6:00 pm and Saturday, February 27th at 9:00 am. Members of the public who would like to provide comments to the Board are encouraged to do so remotely. In-person comments are permitted and you can sign-up in advance at 703-777-0200 or at the meeting.

Online Community Survey

An online version of the Loudoun County 2021 Community Survey is now open to all Loudoun County residents through February 1st. Loudoun County surveys its residents periodically to get their feedback on government services, the county's quality of life and priorities for government initiatives. Responses are anonymous and will be analyzed to provide a full picture of the Loudoun County community.

Loudoun is one of many communities across the United States that use this tool to help improve governmental performance, guide policy decisions, strengthen communications with community stakeholders and identify clear priorities for use in goal and budget setting. Results of the survey are expected to be presented to the Board later this year. For more information on the 2021 Loudoun County survey, call 703-777-0539 or e-mail budget@loudoun.gov. Thank you for your feedback.

Tax Relief for the Elderly & Disabled

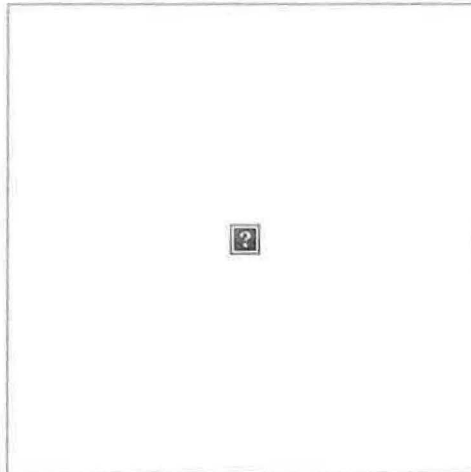
2021 tax relief forms will be available by March 1st. Please click [here](#) to e-mail and request a form be mailed to you when they are available. Please include your full name and address in the e-mail.

Based on constituent feedback, Supervisor Turner and I sponsored an initiative on December 15th to review the household income criteria for the Tax Relief Program for the Elderly and Disabled for Real Property. Any change would require an ordinance amendment and would not become effective until tax year 2022. We expect an update from staff in March.

Loudoun Restaurant Campaign

I support Loudoun restaurants and know that you do, too. Show your favorite Loudoun restaurant some love by participating in the #LoveLoudounFood campaign—dine in or carryout, it's up to you. Simply post a picture of your meal on Instagram or Facebook, tag the restaurant and use the hashtag #LoveLoudounFood. Every post enters you to win a dinner for 6 for Super Bowl Sunday, a dinner for 2 for Valentine's Day or a St. Patrick's Day dinner for 6.

Complete campaign information can be found on the [Loudoun Is Ready Restaurant campaign](#) website.



COVID-19 Vaccination Registration Update

The Loudoun County Health Department has received more than 50,000 inquiries regarding appointments for vaccination. At this time, all currently available vaccine doses in Loudoun are allocated to individuals who are included in the Phase 1a or Phase 1b priority groups, and vaccination continues on a daily basis. As a result, there will be a delay in making additional appointments for those who have completed the [online pre-screening survey](#) until more vaccine arrives in Loudoun.

At today's Virginia Association of Counties and Virginia Municipal League conference, Dr. Danny Avula, an expert in local public health, gave an overview of vaccine availability in Virginia: The federal government is currently delivering only 105,000 doses per week to the state. The state's total population in the 1a and 1b groups, which include individuals 65 and over, is about 4.3 million - about 50% of the state's total population. At the rate of 105,000 doses/week, it will take about 38 weeks or over 9 months, to vaccinate everyone

in the 1a and 1b groups. I am hopeful that, with more vaccine purchases announced by the federal government, Virginia will be able to vaccinate more individuals than current projections would suggest. Dr. Avula also made the point that all localities throughout the state are ramped up to increase vaccinations as more doses become available.

If you are eligible to be vaccinated and your employer has not made arrangements for vaccination, you are encouraged to submit an [online pre-screening survey](#) to the Health Department. Employers can sign up using this same survey by selecting "organization" when prompted.

What You Need to Know if You Already Submitted Your Information

If you have already submitted your pre-screening survey, you do not need to contact the Health Department again to verify whether you are on our list. The survey does not provide a confirmation e-mail indicating you are registered; however, submitting your contact information online or by phone completes the first step for getting a vaccination appointment.

After submitting your information to the Health Department, please be patient. I know how difficult this is for everyone. Like many of my colleagues, I, personally, will eventually get vaccinated, but I am going to wait until vaccines are widely available to everyone in Leesburg who wants one before I sign up, probably in June.

Time for Your Second Dose?

If you already received your first dose of COVID-19 vaccine and you are approaching the time for your second dose, you should seek vaccine appointments from the same source of your first dose. If you made your own appointment through the Vaccine Administration Management System (VAMS), you should log in to VAMS and make your second appointment. You do not need to submit additional information to the Health Department. If you made an appointment by phone, the Health Department will contact you regarding an appointment for your second dose.

VDH Vaccination Dashboard

Loudoun County's vaccine supply comes from the Virginia Department of Health (VDH), which allocates doses to local health districts, such as Loudoun, based on each district's population. Virginia, like all states, gets vaccine doses from the federal government. You can keep track of doses administered to Loudoun residents through the [VDH COVID-19 Vaccine Summary Dashboard](#), which is updated daily.

New Vaccination Site

At the January 19th Board business meeting, we voted to [execute a lease](#) for a Loudoun County full scale vaccination point of dispensing (POD) at the Dulles Town Center.

Currently, the County operates a COVID-19 vaccination POD out of a warehouse on Relocation Drive in Sterling. This POD location was ideal for the initial start-up of the vaccination process; however, it is not scalable and limits vaccinations to approximately 550-600 per day. In order to accelerate the vaccination rate for the Loudoun County population, a new facility needs to be secured with sufficient space to accommodate multiple POD functions and operations. As of today, this site is not open to the public. Appointments will still be required via the online pre-screening survey. The site will have the capacity to facilitate approximately 4,800 doses a day; however, the Health Department's ability to administer vaccine will still be dependent on doses received.

COVID-19 Testing

The County will hold twice-weekly, free drive-thru **COVID-19 testing events** at multiple locations beginning in February. Please note, these are not mass testing events; a limited number of tests will be available based on the capacity of each location. To help reduce wait times, people who plan to attend the testing event are strongly encouraged to complete a [registration form](#) for each person who will be receiving a test prior to arriving at the testing site. No COVID-19 vaccine will be available at these events.

The events will be on Tuesdays and Thursdays from 10:00 am – 2:00 pm.

- February 2 and 4: Franklin Park, 17501 Franklin Park Drive, Purcellville
- February 9 and 11: Philip A. Bolen Memorial Park, 42405 Claudia Drive, Leesburg (Enter the park on Crosstrail Boulevard from Sycolin Road)
- February 16 and 18: Cascades Library, 21030 Whitfield Place, Potomac Falls (Access the testing location in the back parking lot, near the senior center)
- February 23 and 25: Dulles South Recreation & Community Center, 24950 Riding Center Drive, South Riding



Warm Regards,

Kristen C. Umstattd
Leesburg District
Loudoun County Board of Supervisors

kristen.umstattd@loudoun.gov
703-777-0203

Valerie Suzdak
Chief Legislative Aide
Supervisor Kristen Umstattd, Leesburg District
valerie.suzdak@loudoun.gov

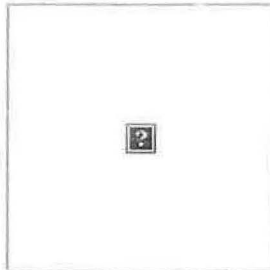
Laura TeKrony
Legislative Aide
Supervisor Kristen Umstattd
laura.tekrony@loudoun.gov

Business of the Month

Five Stones Healing & Wellness Center

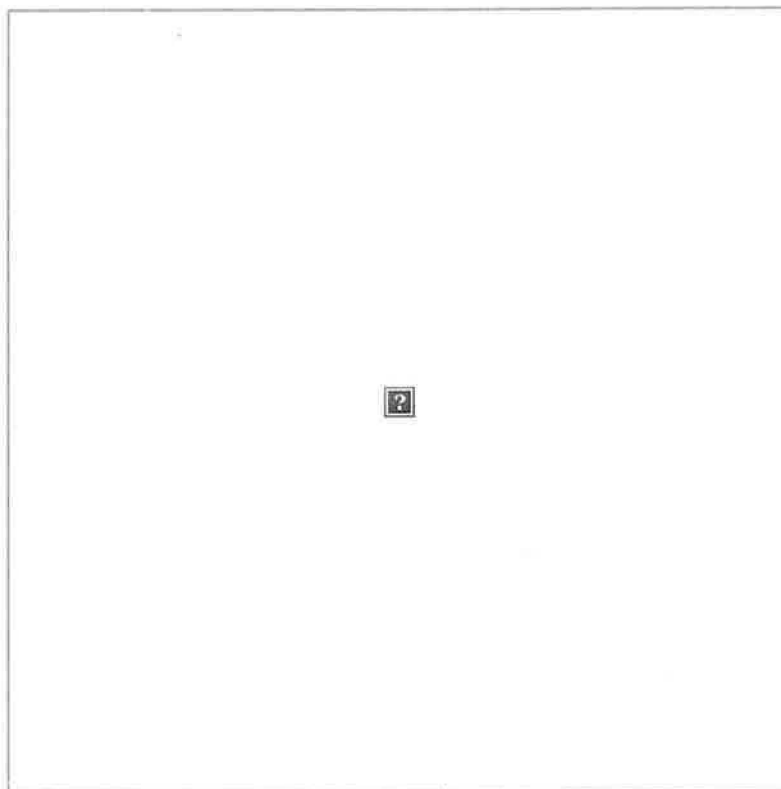
Is stress affecting your health? Take our [Quiz](#) to find out.

Located in Leesburg, this practice centers on the Five Stones of optimal health: Healthful Eating, Balanced Movement, Integrative and Functional Medicine, Mindful Stress Management, and Interconnected Living. The physicians and the medical team help patients achieve the essential balance of healing and lifestyle in mind, body, and spirit. We are open and able to see patients in the office or remotely during this difficult time.

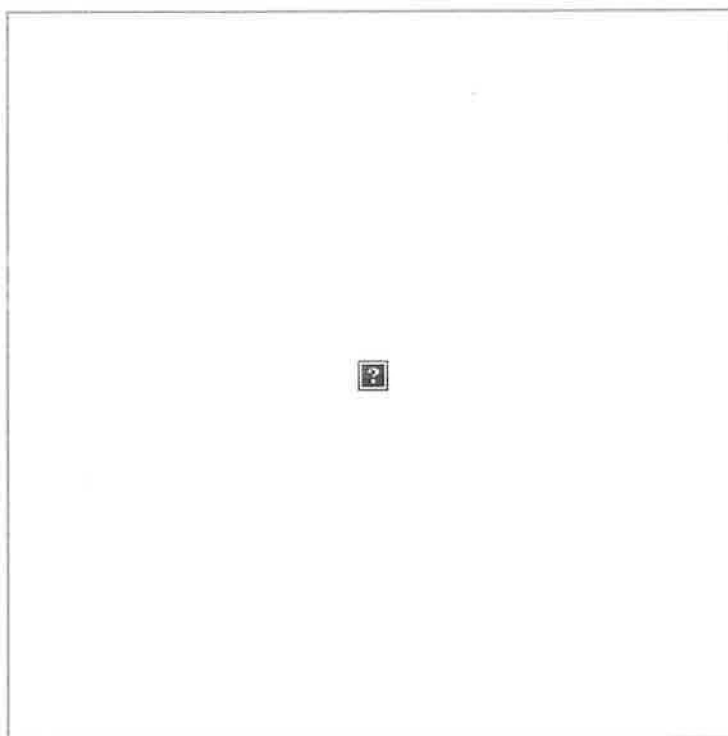


Mayor Kelly Burk's Corner

Business News: On Saturday, January 23rd, downtown Leesburg experienced a devastating fire on Market Street. Presently, it appears there was a kitchen fire in one of the establishments that impacted both the Yummy Pig BBQ and the Wild Geese Irish Pub. Both business will be closed at that location while major repairs are undertaken. Thanks to the Leesburg Fire Company for their quick response and to all the additional fire companies that join in for support. This is a terrible blow to Leesburg's downtown economic recovery. Both of these businesses were integral to the diversity of dining options downtown and their departure from the dining scene will be strongly missed.



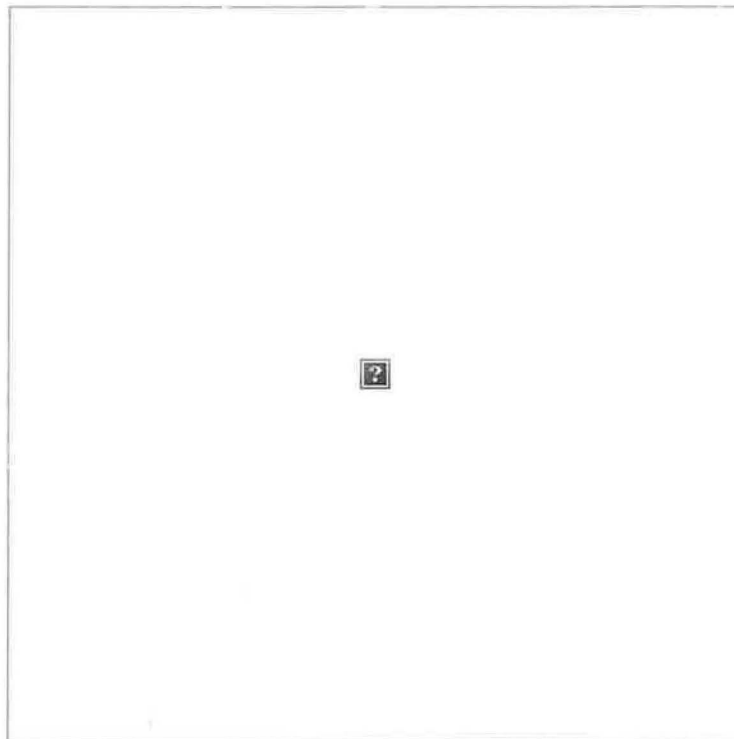
Council News: Newly-elected Council Members Ara Bagdasarian, Zack Cummings, and Kari Nancy officially took their seats on the Leesburg Town Council on January 1st. All three bring a wealth of experience and knowledge to the Council and I look forward to working with them.



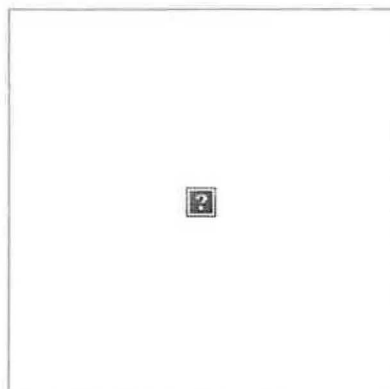
Development News: A number of development projects continue to make progress including the Route 7/Battlefield Parkway Interchange. In early December, bridge beam

installation began and utility relocation work continues. Daily lane closures will continue as needed and speed limits have been reduced from 55 MPH to 45 MPH between River Creek Pkwy and Cardinal Park. The entire project is on schedule to be completed by this fall. You can find updates [here](#).

A little closer to home, a new 2,500 square-foot Starbucks, located in the Leesburg Plaza Shopping Center, off East Market Street, is open! The café replaces the old M&T Bank building and presents a significant redevelopment opportunity as a catalyst for future redevelopment of the Leesburg Plaza site. The new location offers a drive-thru and outdoor seating for customers. The Bellewood Commons location has closed. To see a full list of development projects, visit the town's [website](#).



Town Plan: Legacy Leesburg provides important policy guidance for growth and development in Leesburg. It is also required by state code. Town staff is working on a series of videos that outline the process and content of the Legacy Leesburg document so that anyone can get up to speed from the comfort of their home. You can view these videos on the [Town's YouTube Channel](#), or by visiting the [Legacy Leesburg website](#).



Update from Beth Barts

We are fortunate in Loudoun to be well on the way to vaccinating our staff. I cannot express how grateful I am that we have this opportunity to provide protection to our frontline workers. Our vaccination point of dispensing (POD) at Brambleton Middle School has given out 6,178 first doses of the Moderna vaccine.

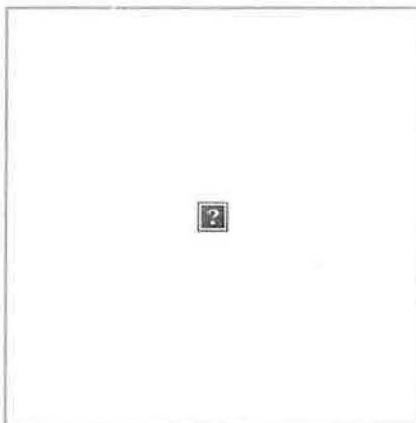
Safety First: We have created a "tipline" for staff to share concerns about safety protocols being followed as we transition back into hybrid. We received many e-mails from staff sharing gaps in safety and mitigation strategies from our prior hybrid modality in the fall. To address some of these concerns, we are installing plexiglass in classrooms as well as thermal imaging scanners for temperature checks. We have approved additional leave for staff who may have symptoms of COVID-19, but end up with negative results. We are also providing stipends for all full-time staff who must work in-person.

Community Care: Beginning Monday, January 25th, the secondary schools' walk-up meal service time will be extended to 2:30 pm. Beginning Monday, February 1st, meals for the week will be delivered to the designated bus stops on Mondays. Breakfast, lunch, snack, and supper for Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday will be distributed only on Mondays. Families may find their nearest bus stop and associated time for delivery via the [interactive map](#) on the LCPS website. Schools will continue to offer daily walk up meal service Monday through Friday. These meals are free and available for all students.

Returning to In-Person Instruction: VDOE has issued new guiding principles for returning to in-person instruction (please see guidelines below). The decision to go back into the hybrid modality will be based on these indicators at the School Board meeting on February 2nd.



Community Information



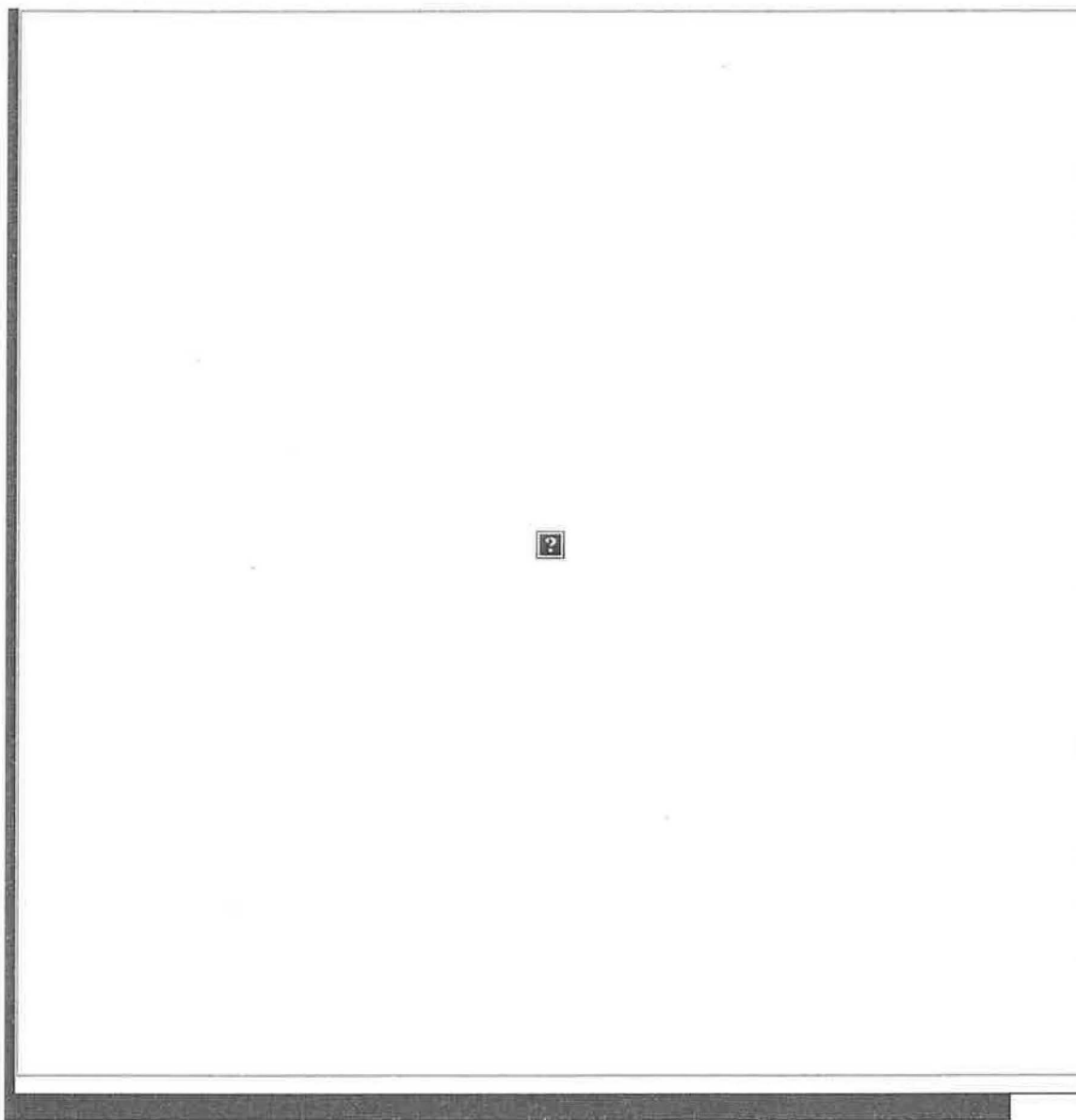
Academic Paper Competition: The Metropolitan Washington Council of Government's (COG) Chesapeake Bay and Water Resources Policy Committee is seeking to learn from high school, college and graduate students about emerging best practices and policies to address real-world sustainability and water resources issues. Below is a list of topics that would be most relevant to COG's elected officials.

- Diversity, equity, and inclusion in water quality decision-making, outreach, and recreation.
- Tree canopy and forest conservation.
- Mitigating and adapting to climate change, including flood resiliency.
- Agricultural Best Management Practices protective of water quality.
- Tackling fresh-water salinization (winter salts).
- Stream restoration projects.
- Water reuse.

To apply students should send an e-mail expressing interest to: Heidi Bonnaffon at hbonnaffon@mwkog.org by February 28th. The e-mail should include the following:

- Student's name, contact information, school, department, teacher/professor, and course.
- 2 to 4 sentence description of their chosen research topic.

The 2021 research competition is capped at the first twenty submissions. Students are asked to submit completed papers to COG by April 16th. The top submission will receive a \$500 award.

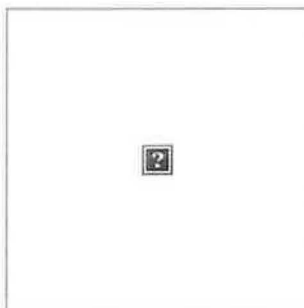


Leesburg District | 1 Harrison St, S.E., 5th Floor, Leesburg, VA 20175

[Unsubscribe beth.barts@lcps.org](mailto:beth.barts@lcps.org)

[Update Profile](#) | [About our service provider](#)

Sent by kristen.umstattd@loudoun.gov powered by



Try email marketing for free today!

From: [Michelle Walker](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Superintendent's Cabinet](#); [Stephen DeVita](#)
Subject: On Behalf of Dr. Ziegler - School Board Update
Date: Friday, February 12, 2021 8:13:55 AM
Attachments: [School Board Update 021121.pdf](#)

Good evening,

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Opening remarks principals meeting, discussed FY22 Budget Update, Superintendent's Advisory Panel and Resuming Hybrid Instruction
3. VASS Legislative Updates - Conference Call
4. Met with Ashley Ellis, Derek Farrey and Mark Smith to discuss Cheerleading and Spectators
5. Phone conversation with LEA President Sandy Sullivan to discuss the budget, mitigation measures, and return to hybrid
6. Follow up Interviews for: Director, Communications & Community Engagement

Please contact Wayde Byard, Public Information Officer, if you would like to update any information on the LCPS website. Please use this as an opportunity to review and update your biography, include your office hours, add the contact information for your assistants, and any other information that would like posted on the website. If you have any questions, please direct them to Mr. Byard (Wayde.Byard@lcps.org).

This week I announced the formation of the teacher and student superintendent's advisory panels. The purpose of these panels is to provide for greater transparency while giving each group an opportunity to share their unique perspectives with division leadership. Meetings with the interim superintendent and division leadership will start in February.

Each principal was asked to send the name of a teacher who would represent their school on the panel; the LEA was asked to provide the names of three teachers - one from each level to represent the LEA. Each high school principal was asked to provide the name of a member of the junior class to represent their school.

Department of Instruction

1. February 2021 LCPS Business Partnership Network Newsletter. (pp.1-15)
2. Information from Ashley Ellis regarding Season 2 Competition Cheerleading. (P. 16)

Department of Pupil Services

1. Information from Asia Jones regarding BOS Question: Student Suicide and Federal Law (P.17)

Department of Business and Finance

1. Information regarding Meal Delivery update from Sharon Willoughby. (P.18)

Department of Support Services

1. Support Services update from Kevin Lewis which includes: LCPS Staff Attendance at February 10 Board of Supervisors Meeting/Public Hearing, Requests for Allocation of Space at Douglas High School, Update Regarding the School Board Resolution on Climate Action, Regulation 6510 in Support of Policy 6510 Naming School Facilities, Request for US Army Golden Knights/Tandem Jump at PFHS and Transportation Concern Registry Update. (pp.19-35)

Optional Reading: Articles

WTOP article on February 9 School Board meeting, February 10

WTOP article on February 9 School Board meeting, February 10

Fox-5 story on February 9 School Board meeting, February 10, 2021

WTOP article on February 9 School Board meeting, February 10

Loudoun Patch story about Monday's protest at Government Center, February 9

Loudoun Times-Mirror article on joint Board of Supervisors-School Board meeting, February 9

Loudoun Patch article on 100 Percent Back-to-School Protest, February 8

Channel 4 story on 100 Percent Back-to-School Protest, February 8

WDVM story on 100 Percent Back-to School Protest, February 8

WTOP Story on Staff Vaccinations, February 8

WTOP Story on Staff Vaccinations, February 8

Scott A. Ziegler, Ed. D.
Interim Superintendent
Loudoun County Public Schools

From: Beth Barts
To: Michelle H. Leffler
Cc: Mark Smith; Scott Ziegler; Jennifer Wall; Asia Jones; Lottie Spurlock; Wayde Byard; Schoolboardemail; bos@loudoun.gov; Paul Thiessen; Stephen DeVita
Subject: Re: [EXTERNAL] LCPS policy about PTA meetings same time as school board meetings
Date: Tuesday, February 9, 2021 2:43:34 PM

Our meetings are recorded. I encourage you to participate with your school based groups.

Thank you.

Sent from my iPhone

On Feb 9, 2021, at 2:40 PM, mherseyleffler <mherseyleffler@gmail.com> wrote:

Good afternoon,

Unfortunately Pinebrook Elementary has changed their PTA meetings from their usual times on Mondays to the second Tuesday of the month, which is the same time as the school board meetings.

When I mentioned that was an inconvenience to staff and parents, it was still not changed in the 2021 school year.

What is more important to LCPS staff? PTA or school board? Why should parents have to choose what is more important? Their children's school or the entire school district?

Please come up with a policy to protect the school administration staff from being placed with parents and parent group power struggles. PTA meetings should NOT be held the same time as school board meetings. It is very rude. And the PTA should show respect to LCPS by not requesting their meetings to be considered more important than school board meetings. We know they want our money, but there needs to be boundaries.

Please show clear boundaries with what parent groups that fund LCPS get away with. Because many are considering LCPS as a lost cause. That makes me sad.

There has to be collaboration in LCPS, not just dictatorship. It is an unhealthy and toxic environment for our children if they can't see adults working together. And isn't Education supposed to be about the kids? Not their entitled parents?

Please look out for our children of Veterans. We sacrificed a lot for our country, it would be nice for LCPS to look out for our kids as well. I'd like to think we earned that right and respect. This year has been an incredibly divisive and disappointing year with very little compromise. How can kids get along if their

parents are all fighting each other?

Please remember the priorities. And communicate them. Because the community genuinely does not understand the LCPS priorities. And we need to.

Thank you for your time. Please practice Equity and not preferential treatment. Our kids matter too.

Sent from my Verizon, Samsung Galaxy smartphone

From: Leslee King
To: Lottie Spurlock
Cc: Alexis James; Kimberly Van Acker; Michael Kruczkowski; Wezi Thindwa; Sophia Ra; Krishawna Goins; Scott Ziegler; Traci Townsend
Subject: RE: Brilliant having equity leads speak!
Date: Thursday, February 18, 2021 2:00:38 PM

Lottie,

Yes, I'm glad we voted for a Supervisor of Equity and I remember saying in budget hearing that it was important when you launch a big project to have a manager/supervisor for this—to me common sense. Welcome Dr. Townsend!

Leslee

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Wednesday, February 17, 2021 10:03 PM
To: Leslee King <Leslee.King@lcps.org>
Cc: Alexis James <Alexis.James@lcps.org>; Kimberly Van Acker <Kimberly.VanAcker@lcps.org>; Michael Kruczkowski <Michael.Kruczkowski@lcps.org>; Wezi Thindwa <Wezi.Thindwa@lcps.org>; Sophia Ra <Sophia.Ra@lcps.org>; Krishawna Goins <Krishawna.Goins@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Traci Townsend <Traci.Townsend@lcps.org>
Subject: RE: Brilliant having equity leads speak!

Thank you, so very much, Ms. King. Your words of affirmation and support are greatly appreciated.

Yes, tonight's panel discussion was phenomenal, indeed. Our Equity leads did *LCPS* proud! I am personally grateful for each person's authentic and passionate sharing tonight. Excellent work!!

Additionally, it is wonderful to witness the impact of both the Equity Leads at every school *and* the addition of the Office of Equity by hiring a Supervisor of Equity this year (Dr. Townsend has been added in this email) within the office, to oversee the launch of the Equity Leads Network.

This journey of excellence in equity may not be the easiest, yet with such reflective and action-oriented teacher leaders as Equity Leads, LCPS is ready for both the obstacles and the opportunities which lie ahead.

Thank you all!

Grateful,

Lottie M. Spurlock
Director of Equity

Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

“As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed.” ~Margaret Wheatley

From: Leslee King <Leslee.King@lcps.org>
Sent: Wednesday, February 17, 2021 9:47 PM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Cc: Alexis James <Alexis.James@lcps.org>; Kimberly Van Acker <Kimberly.VanAcker@lcps.org>; Michael Kruczkowski <Michael.Kruczkowski@lcps.org>; Wezi Thindwa <Wezi.Thindwa@lcps.org>; Sophia Ra <Sophia.Ra@lcps.org>; Krishawna Goins <Krishawna.Goins@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: Brilliant having equity leads speak!

Lottie,

It was so good hearing from some of our equity leads. Having them answer questions was very smart and they did such a great job.

You have worked so hard on establishing an equity teacher group and having more equity in the classroom. “They did you proud!”

Their passion is so great Their speaking made it so very personal and meaningful! Equity came to life These teachers are another example of how great our LCPS teachers are.

I can’t say enough about how fantastic this was I saw Dr. Ziegler was in the meeting and I’m sure he is proud of how well this went also.

I have cc’d them on this also. Thank you and to them also for all they do!

Leslee

P.S. Is it a requirement that Equity Leads be animated and use a lot of hand gestures! LOL

Leslee King | Loudoun County School Board
Broad Run District Representative

email: leslee.king@lcps.org 571-439-5570 -- cell

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws.

From: [Leslee King](#)
To: [Lottie Spurlock](#)
Cc: [Alexis James](#); [Kimberly Van Acker](#); [Michael Kruczkowski](#); [Wezi Thindwa](#); [Sophia Ra](#); [Krishawna Goins](#); [Scott Ziegler](#)
Subject: Brilliant having equity leads speak!
Date: Wednesday, February 17, 2021 9:47:00 PM

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**Leslee King | Loudoun County School Board
Broad Run District Representative**

email: leslee.king@lcps.org 571-439-5570 -- cell

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws.

From: Lottie Spurlock
To: Leslee King
Cc: Alexis James; Kimberly Van Acker; Michael Kruczkowski; Wezi Thindwa; Sophia Ra; Krishawna Goins; Scott Ziegler; Traci Townsend
Subject: RE: Brilliant having equity leads speak!
Date: Wednesday, February 17, 2021 10:02:47 PM

Thank you, so very much, Ms. King. Your words of affirmation and support are greatly appreciated.

Yes, tonight's panel discussion was phenomenal, indeed. Our Equity leads did *LCPS* proud! I am personally grateful for each person's authentic and passionate sharing tonight. Excellent work!!

Additionally, it is wonderful to witness the impact of both the Equity Leads at every school *and* the addition of the Office of Equity by hiring a Supervisor of Equity this year (Dr. Townsend has been added in this email) within the office, to oversee the launch of the Equity Leads Network.

This journey of excellence in equity may not be the easiest, yet with such reflective and action-oriented teacher leaders as Equity Leads, LCPS is ready for both the obstacles and the opportunities which lie ahead.

Thank you all!

Grateful,

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

571.252.1210

Twitter: @LottieSpurlock

"As we work together to restore hope for the future, we need to include a new and strange ally — our willingness to be disturbed." ~Margaret Wheatley

From: Leslee King <Leslee.King@lcps.org>

Sent: Wednesday, February 17, 2021 9:47 PM

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>

Cc: Alexis James <Alexis.James@lcps.org>; Kimberly Van Acker <Kimberly.VanAcker@lcps.org>; Michael Kruczkowski <Michael.Kruczkowski@lcps.org>; Wezi Thindwa <Wezi.Thindwa@lcps.org>; Sophia Ra <Sophia.Ra@lcps.org>; Krishawna Goins <Krishawna.Goins@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: Brilliant having equity leads speak!

Lottie,

It was so good hearing from some of our equity leads. Having them answer questions was very smart and they did such a great job.

You have worked so hard on establishing an equity teacher group and having more equity in the classroom. "They did you proud!"

Their passion is so great Their speaking made it so very personal and meaningful! Equity came to life These teachers are another example of how great our LCPS teachers are.

I can't say enough about how fantastic this was I saw Dr. Ziegler was in the meeting and I'm sure he is proud of how well this went also.

I have cc'd them on this also. Thank you and to them also for all they do!

Leslee

P.S. Is it a requirement that Equity Leads be animated and use a lot of hand gestures! LOL



Leslee King | **Loudoun County School Board**
Broad Run District Representative

email: leslee.king@lcps.org 571-439-5570 -- cell

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws.

From: [Ian Serotkin](#)
To: [Sharon Willoughby](#)
Cc: [Scott Ziegler](#); [Mark Smith](#); [Kimberly Klees](#)
Subject: Re: BOS Budget Questions
Date: Friday, February 19, 2021 10:34:22 AM
Attachments: [Outlook-4m4wgfv.png](#)

Sharon,

Here are my comments/notes:

2 - My read of the question is that it's asking for ALL resources in the budget for equity and/or equity training, but the response only lists the new/additional expenses.

3 - There's a more complete answer to this in question 11 that I would recommend be included here as well, as "COVID money" could refer to several funds and not just the CARES funding. Also would be more direct in answering the question by saying "All of the \$12M of CARES Act funding has been spent and none will be sent back to the county."

6 - I recommend just responding with the 2nd paragraph.

8 - A part missing from this answer is that VV only has 200 seats statewide for full-time enrollment in its Full Time Program - aside from those 200 seats, it doesn't do what the new branch of VL is intended to do.

10 - Additional detail regarding the SB enrollment motion:

In adopting the FY22 operating budget on February 2, 2021, the School Board approved a 2% reduction (overall 1,752 less projected students) from the FY22 CIP projected enrollment. This resulted in a revised projected enrollment of 85,867, removing 65.8 positions, and saving \$6,384,758.

Methodology:

Projected FY21 enrollment: 85,755 students

Actual FY21 enrollment: 81,504 students - 4,251 less than projected

Superintendent's proposed FY22 enrollment: 87,619

School Board approved FY22 enrollment: 85,867 (2% reduction from Superintendent's Proposed Budget)

There are two enrollment growth vectors in FY22:

(1) Some percentage of the 4,251 "lost" students will return to LCPS. These students break

out into three cohorts of roughly equal size - Kindergarten, Grades 1-5 plus PreK, and Secondary.

(2) Some percentage of the "organic growth" based on population increase of 1,864 students (FY22 CIP projected of 87,619 minus FY21 CIP projected of 85,755) will enroll in LCPS.

The School Board estimated that for FY22, 70-80% of each of those growth vectors will occur - 80% for the kindergarten cohort returning and for the organic growth vector, and 70% for the other two lost cohorts returning. This methodology results in effectively flat enrollment compared to FY21 projected. That equates to a 2% decrease from the 87,619 enrollment number, which is the decrease the School Board approved.

Additionally, the School Board considered the enrollment projections from the nine nearby school districts that had published their FY22 enrollment projections as of February 2nd. After the 2% cut, our projected enrollment was in line with what our closest comparators, Fairfax and Prince William Counties, were estimating for FY22 enrollment.

14 - The "Please provide a budget for how much virtual learning costs" part of the question was not addressed - reference or duplicate answer to #36/#37/#39 where this answer is given.

32 - Consider changing to, "No, unless mandated by the state or federal government."

33 - Consider changing answer to, "The School Board has a statutory obligation to submit a needs-based budget to the Board of Supervisors: 'It shall be the duty of each division superintendent to prepare, with the approval of the school board, and submit to the governing body or bodies appropriating funds for the school division, by the date specified in §15.2-2503, the estimate of the amount of money deemed to be needed during the next fiscal year for the support of the public schools of the school division.' We do not utilize a priority or ranking system, as they are all needs based on the judgment of the Superintendent and School Board. Should the Board of Supervisors provide less or additional funding, the School Board will make the necessary adjustments to the FY22 budget."

35 - Add estimated completion date for 2nd dose round.

43 - VV only has 200 seats statewide for full-time enrollment in its Full Time Program - aside from those 200 seats, it doesn't do what the new branch of VL is intended to do.

45 - Consider changing answer to:

"There are some Virginia school divisions, typically in rural areas, where most or all of the

funding is provided by the state - in those localities, teacher pay is directly and in some cases solely tied to the state authorizing and funding a raise.

In LCPS, more than two-thirds of funding is received locally from Loudoun County. The FY22 School Board Adopted Budget is balanced and supported by revenues received from Loudoun County, the State, and other charges/fees. The State revenue stream includes compensation funding and this partially supports the pay increases programmed in the FY22 School Board Adopted Budget."

Thanks,



**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Curriculum & Instruction Committee**

email: ian.serotkin@lcps.org
mobile: (571) 420-1628
he/him/his

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws.

From: Sharon Willoughby <Sharon.Willoughby@lcps.org>

Sent: Thursday, February 18, 2021 4:45 PM

To: Schoolboardemail <lcsb@lcps.org>

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Kimberly Klees <Kimberly.Klees@lcps.org>

Subject: BOS Budget Questions

Good afternoon,

Attached are the budget questions we have received from the Board of Supervisors, along with our responses. It has been requested that School Board members have an opportunity to review the packet before it is sent to the County for awareness of the types of questions being asked and our answers.

I would ask Mr. Serotkin to review question 10 regarding enrollment specifically. As the maker of the motion that reduced the enrollment by 2%, additional information could be provided for the 2nd paragraph supporting why this reduction was made.

Please let me know by **noon on Monday, February 22**, if there are any concerns. County staff needs

our packet by February 24 for inclusion in their materials to the BOS.

Thank you.

Sharon Willoughby

Assistant Superintendent of Business and Financial Services

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Telephone: 571-252-1400

From: [Monica O'Meara](#)
To: [Beth Barts](#); [Ian Serotkin](#); [John Beatty](#); [Jeff Morse](#); [Atoosa Reaser](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Leslee King](#); [Schoolboardemail](#); [Scott Ziegler](#); [bos@loudoun.gov](#)
Subject: Re: [EXTERNAL] Social media
Date: Wednesday, February 24, 2021 11:46:00 AM

I don't follow you. Your original post which you decided for obvious reasons to edit did have false information in it. Spin things however you would like. Also my email was to have my opinion of your performance on record. Remember when you asked people to email you that? Have a nice day.

Sent from my iPhone

> On Feb 24, 2021, at 11:42 AM, Beth Barts <Beth.Barts@lcps.org> wrote:

>

> Thank you for sharing,

>

> My post is accurate. He did not vote for the resolution. His reason- Critical Race Theory. I am under no obligation to support his rationale or agree with it. We share schools so it valid information sharing for my community.

>

> If residents outside the Leesburg district (such as yourself) have an issue with my Social Media they are welcome to follow their own elected representatives.

>

> Kindly,

>

> Beth Barts

>

>

>

>

>

>

>

> Sent from my iPhone

>

>> On Feb 24, 2021, at 11:28 AM, Monica O'Meara <monicalynnomeara@gmail.com> wrote:

>>

>> I would like you all to have a record of my intense disappointment with Ms. Barts Social media behavior. She has shown time and time again that she is unfit to have an "official" social media account representing LCSB. Her latest post regarding Mr. Beatty is not only unprofessional but also completely false. She is still trying to push a narrative of Mr. Beatty not having the best interest of EVERY Loudoun county student on his mind when making decisions. If you can't listen to truly hear someone's message but only to get nit picky about the word choice I don't believe you are the right fit for a leadership position. Mr. Beatty your constituents and all the Loudoun county families thank you for speaking up for us!

>>

>> Sent from my iPhone

From: [Sharon Willoughby](#)
To: [Ian Serotkin](#)
Cc: [Scott Ziegler](#); [Mark Smith](#); [Kimberly Klees](#)
Subject: RE: BOS Budget Questions
Date: Monday, February 22, 2021 10:24:57 AM
Attachments: [image002.png](#)

Good morning,

Thank you for the feedback and I will focus on incorporating your response to question 10 into our packet. Since this is the SB Adopted Budget, I will share the draft response to question 10 with the full SB and request that feedback be provided by tomorrow morning.

Thank you.

Sharon Willoughby

Assistant Superintendent of Business and Financial Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1400

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Friday, February 19, 2021 10:34 AM
To: Sharon Willoughby <Sharon.Willoughby@lcps.org>
Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Kimberly Klees <Kimberly.Klees@lcps.org>
Subject: Re: BOS Budget Questions

Sharon,

Here are my comments/notes:

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"There are some Virginia school divisions, typically in rural areas, where most or all of the funding is provided by the state - in those localities, teacher pay is directly and in some cases solely tied to the state authorizing and funding a raise.

In LCPS, more than two-thirds of funding is received locally from Loudoun County. The FY22 School Board Adopted Budget is balanced and supported by revenues received from Loudoun County, the State, and other charges/fees. The State revenue stream includes compensation funding and this partially supports the pay increases programmed in the FY22 School Board Adopted Budget."

Thanks,



Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Curriculum & Instruction Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

he/him/his

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws.

From: Ashley Ellis
To: Ian Serotkin
Cc: Mark Smith; Scott Ziegler
Subject: RE: Seuss
Date: Saturday, February 27, 2021 10:41:29 AM

Good morning, Ian,

Dr. Seuss books have not been banned in LCPS. I believe that rumor started because March 2 is "Read Across America" day, and schools in LCPS and across the country have historically connected Read Across America Day with Dr. Seuss' birthday. Research in recent years has revealed strong racial undertones in many books written/illustrated by Dr. Seuss. Given this research and LCPS focus on equity and culturally responsive instruction, LCPS has provided guidance to schools in the past couple of years to not Read Across America Day with Dr. Seuss' birthday exclusively. We want to encourage our young readers to read all types of books that are inclusive and diverse and reflective of our student community, not simply celebrate Dr. Seuss. Dr. Seuss and his books are no longer the emphasis of Read Across America Day. That being said, Dr. Seuss books have not been banned; they are still available to students in our libraries, classrooms, etc.

I'll share this information with PIO so they can respond to media.

Here are some articles on the topic: -

- <https://www.slj.com/?detailStory=nea-focuses-read-across-america-diversity-not-dr-seuss>
- <https://www.nea.org/professional-excellence/student-engagement/read-across-america>
- <https://www.learningforjustice.org/magazine/its-time-to-talk-about-dr-seuss>

SB blind copied for awareness and in response to other emails from this morning.

I hope this helps,

Ashley

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Saturday, February 27, 2021 10:19 AM
To: Ashley Ellis <Ashley.Ellis@lcps.org>
Cc: Mark Smith <Mark.Smith@lcps.org>
Subject: Seuss

(Sorry - sent from wrong email address originally)

Is there any truth to the Fox News/Daily Wire articles? I noted that they didn't actually cite any LCPS documents or sources.

Thx,
Ian

From: Shima Andreassen
To: Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Scott Ziegler
Subject: [EXTERNAL] Students need 5 days in-person learning
Date: Thursday, February 25, 2021 1:20:39 PM

Good afternoon,

It's been a year and I cannot believe I am still writing you begging to let our kids back to school, 5 days a week. This has taken advantage of the disadvantaged as all of you are well aware.

There is no equity and no equality in public schools until all students have access to 5 days a week in person learning.

Let's not bully our colleagues on social media and work together for the benefit of children and not teachers union aka LEA.

We elected you to fight for all children. We've been greatly disappointed by your decision so far. But enough is enough! Please come together, now is the time to let them back 4 days a week and commit to 5 days a week in person starting August.

Thank you

From: Suzanne Satterfield
To: John Beatty; Jeff Morse; Atoosa Reaser; Harris Mahedavi; Leslee King; Brenda Sheridan; Ian Serotkin; Scott Ziegler; Denise Corbo
Cc: Stephen DeVita; Scott Ziegler
Subject: [EXTERNAL] LCPS and School Board - Critical Race Theory
Date: Thursday, February 25, 2021 3:36:58 AM

I am thankful that Mr. Beatty was courageous enough to speak up for ALL of the LCPS children and against Critical Race Theory in LCPS. His words were well-spoken and appreciated by many others in our community. I am continually dumbfounded that LCPS and other members of the School Board insist that LCPS is an inclusive place for all students yet they embrace and have implemented a baseless radical theory that is racist, divisive, and opens the door to bullying by other students and staff towards the children that are targeted in the CRT. CRT does not belong in our schools.

Parents entrust LCPS with their children more hours of their lives outside of the home than with anyone else during their K-12 school years. The children should feel safe, respected, and accepted by their teachers and other staff regardless of their gender, race, religion, abilities or socioeconomic status. LCPS is responsible for the impact they have on the children's mental health through their curriculum, actions, and inactions long after the last bell rings.

Families in other school districts across the USA are fighting to keep CRT out of their schools. One example is Clear Creek ISD in Texas where former Superintendent Williams is now employed. The following article gives some details of the event.

<https://communityimpact.com/houston/bay-area/education/2021/02/04/clear-creek-isd-modifies-policy-to-address-concerns-surrounding-critical-race-theory/> Another school in California agreed to suspend CRT.

<https://www.nationandstate.com/2021/01/15/woke-elementary-critical-race-theory-californias-inconvenient-minority/>

Additionally, every LCPS employee and School Board Member has an obligation to act professionally, treat everyone equally, and forego corrosive bullying behavior. Baiting and/or shaming people through the use of social media and other methods of communication is toxic and needs to cease immediately. A perfect example is Mrs. Bart's Facebook post where she slammed Mr. Beatty publicly for not

supporting CRT.

Another example would be Mr. Ziegler's e-mail on January 28th of this year where he asked parents to consider Patience, Flexibility, Comfort with the Not-Yet-Known, and Grace after they had been waiting deep into the school year for plan to get our schools open. Let's not forget the suspicious and timely posts on the LCPS Facebook page by the ghost writer Timothy Smith.

Sincerely,

Suzanne Satterfield
Parent
Cotoctin District Constituent

From: Emily Whitehead Emshwiller
To: Jeff Morse; John Beatty; Ian Serotkin; Leslee King; Denise Corbo; Brenda Sheridan; Atoosa Reaser; Schoolboardemail; Harris Mahedavi; Scott Ziegler
Subject: [EXTERNAL] Focus on 5 days a week, not Mr. Beatty
Date: Wednesday, February 24, 2021 5:16:35 PM

Hello,

It's me... again.

After watching the school board meeting last night, I'm genuinely flabbergasted.

I'm not sure why the majority of you feel as if it is your responsibility to parent other people's children or tell people how to parent their children. WHY on earth are we even spending an ounce of our time talking about library books? Let parents decide if a book is appropriate for their child. Why is that any of your say or any of your concern. Why are we wasting time talking about books in a library that children don't even have access to because school isn't open?!

Also, WHY are we not pushing forward with FIVE DAYS a week in person learning? Why? Because of 6 feet? Why is Loudoun County in a Covid bubble where we cannot have school unless 6feet is followed? There's plenty of other areas with higher numbers than we have, who are functioning just fine without following a 6 ft guideline. We have to stop this. If parents don't feel it's safe to send kids to school, then they can find alternate schooling, like the rest of us have for the past year who wanted our kids in school. Is absurd to me we are catering to the fear mongering group over the simple fact that schools are there to serve kids. Stop telling parents it's not safe to send kids to school and that we have to follow arbitrary guidelines for 6 feet. Why is it that so many other schools are open fully and HAVE BEEN, yet here we sit, unable to figure out something? WHY?

Why is your colleague allowed to publicly base another Board member over words taken out of context? Why is that allowed? Why are none of you removing her or disciplining her? If anyone is being racist as Beth is implying that Mr. Beatty is, it's the half of you who refuse to open schools. You're aware that you're single handedly discriminating against minority families by not opening schools? But yet we can post CRT comments on FB and try to stir the racial pot.

You all need to get a grip. Let parents parent their own children. You don't need to teach them about racism, if it's safe to go to school, or if a book is appropriate or not. No one needs your opinions on this. Focus on getting kids back in school.

And Mr. Beatty, Mr. Morse, and Mr. Serotkin, you all have enormous support for your common sense approach and unwavering stance on putting our children first. And for what it's worth, Beth's recall efforts are very much happening and very much near the finish line, contrary to what her "attorney" is telling you.

This disgusting behavior online needs to stop. This is toxic and an embarrassment to our entire district.


Thanks,
Emily

AT&T

12:15 PM

98%



 Like

 Comment



Beth Barts

...

1h · 

Board update 2/23

☒ The board approved the Virginia School Boards resolution recognizing March as Equity In Education Month. All members except Mr. Beatty supported. He shared that his objection is Critical Race Theory.

As you may remember Mr. Beatty came under fire for his remarks regarding masters and slaves a year ago.

Mr. Beatty and I share many schools so I hope to reach out to better understand what he does support when it comes to equity. His vote genuinely troubled me, however I do respect that he feels that his vote is the wishes of the Catoctin district.

 Like

 Comment

From: crealfrench@yahoo.com
To: [Harris Mahedavi](#); [Ian Serotkin](#); [Atoosa Reaser](#); [Brenda Sheridan](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#); [Scott Ziegler](#)
Subject: [EXTERNAL] Leesburg District Representative - Concerns about inappropriate on-line behavior
Date: Wednesday, February 24, 2021 1:40:03 PM
Attachments: [Beth Barts Leesburg Outreach Public Group 02.23.21 1 of 2.png](#)

Dear School Board Members and Dr. Ziegler,

I am writing to you once again regarding the unprofessional and inappropriate on-line behavior from the Leesburg District School Board representative.

I am a resident of the Leesburg District and am the parent of a child who attends a school represented by both the Leesburg District and Catoctin District representatives on the School Board.

Ms. Barts continues to patronize, insult, belittle, mock, intimidate, and attempt to manipulate Leesburg parents (and now her colleagues).

THIS. MUST. END.

I've attached screen shots of her 2 most recent posts on her Beth Barts-Leesburg Outreach public group.

<!--[if !supportLists]-->• <!--[endif]-->In the first one dated 02/23/21 she doubles down on past inappropriate posts that she's already been called out on.

• <!--[endif]-->In the second one dated 02/24/21 she openly criticizes her colleague, Mr. Beatty because he has a different opinion from her. She also stops just short of criticizing Mr. Beatty and Mr. Morse regarding their advocacy for parents.

Perhaps Ms. Barts should learn the true definition of "Equity" and "Diversity" as it appears that she is not welcoming to diversity of thought (from her constituents or from her colleagues). Mr. Beatty is representing the people who elected him. The best run boards, commissions, and committees include diversity of thought. It's how people learn from each other and achieve solutions that are amenable. Her attempt to "bully" Mr. Beatty is unprofessional. I guarantee that Mr. Beatty never publicly speaks negatively about his colleagues who have a different opinion from him.

Sure, you'll look at Ms. Barts' posts and see that she stops just short of negative comments. We are not stupid. We recognize passive-aggressive behavior when we see it. If Ms. Barts is so "curious" about Mr. Beatty's position (or any board member who has a different opinion from her), then she should schedule a meeting with him and have a conversation with him about it, rather than posting passive aggressively on Facebook in an attempt to belittle Mr. Beatty and make herself feel better. I guarantee that if she had an open and honest conversation with Mr. Beatty, she'd learn more than she ever imagined. This is what adults do. We have conversations with people – we don't post our grievances on Facebook for all the world to see in order to make ourselves feel good. Her attention seeking behavior is beyond unprofessional - it is destructive and it is turning Loudoun County into a laughing stock.

Ms. Barts chairs the Pupil Services Committee and serves on the Equity Committee, Human Resources & Talent Development Committee and the Joint Committee with the Board of Supervisors and is the liaison to SEAC. I strongly request that Ms Barts is **removed from committee assignments**. A person who has such little regard for her constituents and peers; who has **demonstrated that she does not know how to treat people with dignity and respect - has no business serving on the Equity Committee or the Human Resources committee.**

I've lived in Leesburg for 20 years. There are some years where I probably couldn't tell you the name of our School Board representative – because there were no issues. There have been years where I've strongly agreed and strongly disagreed with our representative on various topics (the same person!) and that was okay too. But in 20 years, I've never once written to the school board with a complaint about a

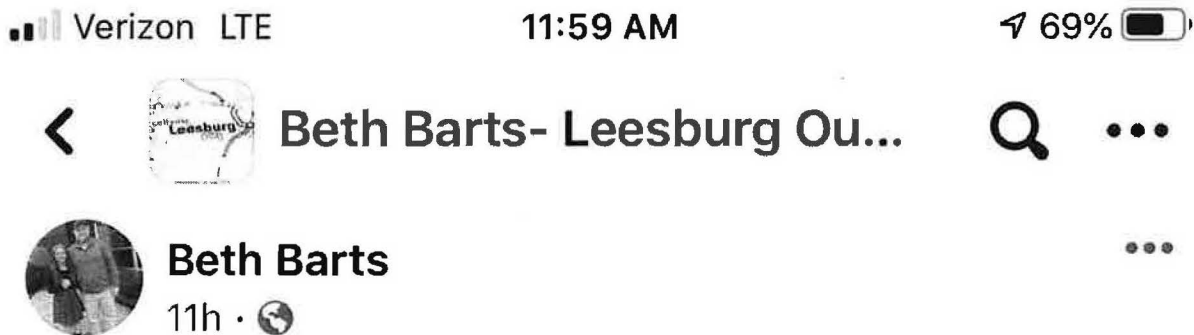
school board member – until now – and this is my 3 email regarding the behavior of our representative.

I thank you in advance for addressing this. Leesburg deserves better. Much better. THIS MUST END NOW.

With regards,

Creal French

Leesburg District



Tonight during public comment my social media was referenced repeatedly by a group of residents. (At least 5 speakers) These old posts in particular were brought up. See below.

The first post - Mr. Michon did not appreciate me sharing his conversation with Mr. Youngkin who is running for Governor from my understanding based on his public comments tonight. I find this confusing because he retweeted it himself and all I did was share it and say who he was. 🙄

The second post- No one was singled out. Instead it was just a reminder that attacking emails are rarely productive. Most people would agree. 😊

So.... my social media outreach will continue. I do hope to move beyond the pandemic and start focusing on

to move beyond the pandemic and start focusing on recovery services and other areas of interest such as literacy and our search for a Superintendent.

Also ... the recall effort against me is seeking volunteers to collect signatures and your money. That was also shared. 👍

Join Group



productive. Most people would agree. 😊

So.... my social media outreach will continue. I do hope to move beyond the pandemic and start focusing on recovery services and other areas of interest such as literacy and our search for a Superintendent.

Also ... the recall effort against me is seeking volunteers to collect signatures and your money. That was also shared. 👍

Have a good night!

return to school plans and has since gained notoriety. Not an endorsement just sharing for transparency.

Beth Barts

Mhttps://twitter.com/glennyoungkin/status/1358981981720219648?s=21



TWITTER.COM
Glenn Youngkin on Twitter

39

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Beth Barts- Leesburg Ou...



New Activity



Beth Barts

1h ·

Board update 2/23

MAIN UPDATE- Plan is for 5 days a week return in the

Fall.

✓ The board approved the Virginia School Boards resolution recognizing March as Equity In Education Month. All members except Mr. Beatty supported. He shared that his objection is Critical Race Theory. As you may remember Mr. Beatty came under fire for his remarks regarding masters and slaves a year ago. We share schools so I do want to understand his concerns

✓ Update on hybrid. Lots of frustration with the new CDC guidance as it appears to make it harder to bring back more students than prior guidance. The Interim Superintendent recommends no changes to our current modality at this time.

I shared that it is critical we let parents know what the

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Beth Barts- Leesburg Ou...



👉 I shared that it is critical we let parents know what the 5 day a week fall plan will look like BEFORE we survey them I also clarified that we WILL be offering a DI

them. I also stated that we will be offering a DE option by choice K-12 for those families who are not comfortable with that scenario (pending budget approval by BOS).

👉 I was clear that I understood a 5 day a week plan this would mean a lack of physical distancing. This is the elephant in the room and the sooner we address it, the better. I also said that we need to have a backup plan if we enter school 5 days a week in August and for some reason we see significant transmission. However we need to focus on preparing for 5 days in person for the majority of students this Fall.

✅ I moved for a suspension of the rules in order to send a board resolution to the Governor's office that would recognize our band, dance teams and cheerleaders as participants as well as expand the number of spectators who can be present in our large outside venues such as our stadiums. This motion was successful and approved by a vote of 9-0. Should be received by the Governor's office today. The current executive order expires Sunday.

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Beth Barts- Leesburg Ou...



✓ policy 5045 was discussed at length. This was previous policy 5-7 "Selection and Review of Instructional Materials". There was some discussion about an "opt-out" for books on certain topics.

Ms. Reaser inquired about parents "opting out" of entire classroom libraries and requiring parents to provide their own reading materials. She withdrew this after staff shared that such a proposal would be a burden on teachers.

Mr. Morse and Mr. Beatty continued to advocate for parents to be able to opt-out of books on certain topics but in the end the majority of the board was not in favor of staff exploring this option.

I reminded the board that many books are also available on the students chrome books through e-books on MackinVia (large online library that all students have access to). Trying to prevent a student from accessing reading material in print or digital form on certain topics is not practical or enforceable at the school level. In addition some books may have a topic in them that a family finds objectionable but the entire book is not on that topic so that book would also slip by any banned list for that student.

From: Shelly Slebrch
To: Brenda Sheridan; Atoosa Reaser; Ian Serotkin; Jeff Morse; Leslee King; John Beatty; Harris Mahedavi
Cc: Stephen DeVita; Scott Ziegler
Subject: [EXTERNAL] Beth's Press Release
Date: Friday, March 5, 2021 9:08:01 PM

I have no doubt by now you have read Ms. Barts' Press Release posted on her Facebook page. In my opinion, please take note of the fact that Ms. Barts is paying out-of-pocket for her own attorney; to keep a part-time, \$20K job, makes me think that she has something else up her sleeve against LCPS. My opinion.

I would hope that your discussions soon include Ms. Corbo as well. To not attend this important closed-door session appears as she does not want to participate in a meeting against her friend. Not attending is worse than abstaining. Whatever her reasoning, the perception is that she did not want to say anything against or be put in a position to vote against her friend. While part of the discussion regarding Ms. Barts was in regards to the "sub-par" education she thinks our students are receiving (per her attorney), Ms. Corbo has not done much to support the students either. It is apparent that her posts and comments support the teachers and LEA. When will she be held accountable for supporting the students?

While you made a public censure of Ms. Barts, in reality, it really isn't much more than a slap on the hand to the official, to call them out publicly. Based on this vote and this censure, I hope consideration will be given into removing her from board committees as well. Unfortunately, Mr. Beatty was removed from the Equity Committee in which he actually stated a fact, not a comment. In comparison, the ongoing actions of Ms. Barts, should remove her from all Committees as well, in the best interest of the students.

All this said, back to the press release posted today by Ms. Barts in response to her censure. My analysis:

Who posts a "statement" on FB? Her post Monday evening sounded like she knew she is in trouble. She removed her post from Tuesday that said she would not be attending the closed session Thursday and she would issue a statement regarding allegations from Debbie Rose (I have a screen shot).

Regarding the press release....like I said, who posts a press release on Facebook but nowhere else?

Paragraph 2) The pandemic isn't raging; Ms. Barts even posted numbers are going down. When do board members scold each other? I have never seen this (except when Ms. Barts commented on CRT and Mr. Beatty). How does Ms. Barts know what board members are worrying about?

Paragraph 3) I hope we can see this email from Mr. Devita and the response from Mr. King. Ms. Sheridan stated each date the board has met in regards to Ms. Barts. It sounded as if there was a possibility the minutes of these meetings will become public. Will they be posted in BoardDocs?

Paragraph 4) How was Ms. Barts told of the allegations during the meeting, that she didn't attend? We Ms. Barts and Mr. King specifically told they could not attend the meeting? Per paragraph 3, Mr. King stated that he received an email with the allegations and exhibits from Mr. Devita; thus they were already received. Were new allegations brought up during this meeting? How was Ms. Barts made aware of these new allegations?

Paragraph 5) If they are going to quote something, they should make sure it is quoted from the actual source; in this instance, it's close, but specifically it is Alice's Adventure in Wonderland. We all know, that Ms. Barts and LCPS posted that the Board did not cancel Dr. Seuss. This paragraph states otherwise. Did the Board cancel Dr. Seuss? Or did they not?

Paragraph 6) Who was made this quoted statement in this paragraph? It is just a quote with no mention of who made that comment. Was it Ms. Barts or Mr. King?

Paragraph 7) That is how they ended this press release? Poof, whallah, nothing else? In light of the seriousness of the situation, you would think to post a press release, they would want to check their facts and show some professionalism. Clearly IMO.

The posting of this press release by Ms. Barts, mocking the board, laughing at situations with school closings is just a continuation of her lack of professionalism and immature nature in respect to her colleagues and community. She should be embarrassed. She doesn't care. I hope this press release will push the board to also remove Ms. Barts from all board committees, and possibly a forced resignation. She is a laughing stock in Loudoun County and needs to be released from her duties. She is doing more harm than good. Three more years with Ms. Barts is too much.

All IMO. I am only one person in the community (not hers, but her actions do affect LCPS as a whole).

-Shelly

From: [Beth Barta](#)
To: [Scott Zwick](#)
Cc: [School Board Confidential](#)
Subject: CRT
Date: Monday, March 1, 2021 10:18:01 PM
Attachments: [image2.png](#)

We have a growing group of community members who believe that our equity resolutions foundation is CRT. Wonder why?

See attached.

Message:

I'm sorry but, if you folks can not figure out Dr. Seuss, why are we trusting you with one of the biggest budgets in the nation and the education of any child? Seriously? What a clown show. Your priority is the proper well rounded education of children. Not indoctrination in to CRT or gender studies, or One Fish, Two Fish, Red Fish, Blue Fish. Drop the silliness, focus on one single priority and do only that. By not providing a quality education for this past year and not providing all of the other services, I think about all of the money you have saved through cost avoidance during the past year. Now you can start applying your efforts to quality education! Figure it out! Richard Corns

Hi

 [Permalink](#)

Thank you, Mr. Beatty, my Catoctin school board member. He alone has the courage to tell the truth.

★ Like

Log in to Reply

10:06



loudounnow.com



John Beatty is absolutely right: Critical Race Theory does underpin this resolution, evidenced by use of the term “anti-racist” and lack of the term “equality.”

No longer will students and staff be treated based on merit regardless of race. Instead, people will be racially categorized and then treated based on what the categories mean according to Critical Race Theory (oppressor vs oppressed, privileged vs victim, etc.) The goal is for racial groups to have “equitable” outcomes. Inevitably, Asian applicants to the Academies of Loudoun and Thomas Jefferson in Fairfax will be discriminated against in order to reduce their current overrepresentation at those schools.

Children categorized as white will be taught

children categorized as white will be taught that they have inherent racial privilege and power and that they must work to undo that privilege and give up that power. Children categorized as other races will be taught that they are oppressed, powerless, and less capable of success without white people "doing the work" to fix things. It truly is neurotic and cringe-worthy stuff.

Get the book *Cynical Theories: How Activist Scholarshin Made Everything About Race

11:13



Sharon Supp

Friday

To: Sharon Cc: Schoolboardemail >

[EXTERNAL] Thank you, Mr. Beatty.

Mr. Beatty,

I wanted to send a personal note of thanks and encouragement for the wisdom, discernment and courage you recently displayed in being the lone voice of reason in opposition to LCPS' attempt to continue to divide and categorize students according to the color of their skin and other identifiers.

I agree that we are ONE race. HUMAN! And by

I agree that we are ONE RACE...HUMAN! And, by God's glorious design, we humans are covered with different skins which are all equally unique and equally beautiful. And they are all an expression of God's majesty and creativity. The Proclamation which recently passed will indeed ensure that our students will remain divided and categorized by identities, rather than united and aligned with a common goal of making this world a better place for ALL humans.

You are being ridiculed and scorned for standing for what is true and just, and for exercising your right to freely express your

~~personal convictions and beliefs. Please know~~



Sent from my iPhone

From: Beth Barts
To: School Board Confidential; Scott Ziegler
Subject: Fwd: [EXTERNAL] Enough!
Date: Monday, March 1, 2021 10:10:32 PM

Good grief. Can we please issue a statement that the resolution is not filled with CRT? Madness.

Sent from my iPhone

Begin forwarded message:

From: Patricia Henricks <pattihenricks@hotmail.com>
Date: March 1, 2021 at 9:49:10 PM EST
To: Schoolboardemail <lcsb@lcps.org>
Subject: [EXTERNAL] Enough!

All,

LCPS has become one disappointment after another this past year. Tell me how you can be so focused on issues that are not helping to address getting our students who need help back on track, and addressing the mental health of students as we just experienced another student suicide in our community.

What do you choose to address instead, calling Dr. Seuss a racist for work he produced during WWII (mind you our Governor dressed in blackface when he was younger and apologized and all was forgiven). And now you are pushing CRT and hiding it under the title of Equity on Education Month. Call it what you will but CRT is racism and many minority groups do not back it. They want equality not equity. If you spent the time to research this and read through things in great detail you will understand what that means.

My children will not participate in any lessons or assignments having to do with CRT hidden under your title of Equity. Can you please advise me how I can opt them out of these lessons?

Thank you,
Patti Henricks

Sent from my iPhone

From: Beth Barts
To: Brenda Sheridan
Cc: Scott Ziegler; Lottie Spurlock
Subject: Re: Update on CRT
Date: Monday, March 1, 2021 11:33:01 AM

Yes. Mr. Beatty has not helped this false movement by saying we are— Publicly.

<https://loudounnow.com/2021/02/25/school-board-joins-equity-in-education-month/>

Sent from my iPhone

On Feb 28, 2021, at 10:17 PM, Brenda Sheridan <Brenda.Sheridan@lcps.org> wrote:

I am not opposed to putting out a statement in regard to CRT. There is a movement out there making false statements.

Thank you

Brenda L. Sheridan
Loudoun County School Board
Board Chair & Sterling District Representative

Please note that correspondence with an elected official in the Commonwealth of Virginia is subject to FOIA laws.

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Sunday, February 28, 2021 6:02 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Subject: Update on CRT

Good evening Brenda and Scott,

I have been following along rather closely with my daughters 6th grade classes this year. I was also fairly involved in her K-5 years as well as far as an awareness of the resources used for instruction. I was “that mom” that looked up the FLE curriculum each year and always checked her projects and reading assignments. Still do. I have yet to hear or see anything that references “Learning for Justice” or formerly “Teaching Tolerance”.

What exactly are we using that might lead families to think we are teaching CRT? We are getting slammed with this question. While I know that the Dr. Suess rumor was not truly accurate, it is being used to say that moving away from the birthday celebration is part of the CRT agenda. That Suess books have racial undertones so if kids like them they must be racist and teachers will call them out. While this is not true, the timing of these things are very unfortunate. When letters go out to staff/principals that may create negative feedback, including the board would be helpful. I know last year we also focused less on Suess. However, as we know everything is being looked at very closely this year and attempts are being made to link us to this CRT agenda.

My only agenda at this point is working towards a better literacy program and getting kids back to school. I would appreciate the possibility of a statement to address the whole CRT thing. We have a new communications director. I can't speak for the rest of the board, but it seems each week something happens that allows this concern to perpetuate and grow. Perhaps the board leadership could discuss this at their next meeting with the communication director and interim superintendent.

Even if the rest of the board is not interested, I absolutely want some help in creating a response for my community.

Entire board on BCC.

Thank you.

Beth

Sent from my iPhone

From: [Ian Serotkin](#)
To: [Ashley Ellis](#)
Cc: [Mark Smith](#); [Scott Ziegler](#)
Subject: RE: Seuss
Date: Saturday, February 27, 2021 11:29:16 AM

Thanks - appreciate the quick response on a Saturday morning!

On Feb 27, 2021 10:41 AM, Ashley Ellis <Ashley.Ellis@lcps.org> wrote:
Good morning, Ian,

Dr. Seuss books have not been banned in LCPS. I believe that rumor started because March 2 is "Read Across America" day, and schools in LCPS and across the country have historically connected Read Across America Day with Dr. Seuss' birthday. Research in recent years has revealed strong racial undertones in many books written/illustrated by Dr. Seuss. Given this research and LCPS focus on equity and culturally responsive instruction, LCPS has provided guidance to schools in the past couple of years to not Read Across America Day with Dr. Seuss' birthday exclusively. We want to encourage our young readers to read all types of books that are inclusive and diverse and reflective of our student community, not simply celebrate Dr. Seuss. Dr. Seuss and his books are no longer the emphasis of Read Across America Day. That being said, Dr. Seuss books have not been banned; they are still available to students in our libraries, classrooms, etc.

I'll share this information with PIO so they can respond to media.

Here are some articles on the topic:

- <https://www.slj.com/?detailStory=nea-focuses-read-across-america-diversity-not-dr-seuss>
- <https://www.nea.org/professional-excellence/student-engagement/read-across-america>
- <https://www.learningforjustice.org/magazine/its-time-to-talk-about-dr-seuss>

SB blind copied for awareness and in response to other emails from this morning.
I hope this helps,

Ashley

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Saturday, February 27, 2021 10:19 AM
To: Ashley Ellis <Ashley.Ellis@lcps.org>
Cc: Mark Smith <Mark.Smith@lcps.org>
Subject: Seuss

(Sorry - sent from wrong email address originally)

Is there any truth to the Fox News/Daily Wire articles? I noted that they didn't actually cite any LCPS documents or sources.

Thx,
Ian

From: [Michelle Walker](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Superintendent's Cabinet](#); [Joan Sahlgren](#); [Stephen DeVita](#)
Subject: On Behalf of Dr. Ziegler - School Board Update
Date: Thursday, March 11, 2021 5:08:13 PM
Attachments: [School Board Update 03.11.21.pdf](#)

Good evening,

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. Met with Cabinet to collaborate on operations and administration.
2. Site Visits with Kevin Lewis:

Dr. Ziegler Support Services Tour - March 5, 2021	
9:00 AM	Meet / Depart ADM
9:15 AM	Staff Training Center (Drive by)
9:30 AM	Hartland Property (home to MS 14, HS 14, etc)
9:45 AM	Safety and Security (office and SOC)
10:00 AM	Transportation
10:30 AM	Central Vehicle Maintenance
11:00 AM	Facilities Services
11:30 AM	Distribution Center (Division of Management and Coordination)
11:45 AM	Lease space (Drive By) 960 Sycolin & Miller Dr
12:00 PM	Douglass High School
1:00 PM	The North Star School (Construction Site)
2:00PM	Valley Service Center - VRT site (Drive by)
3:00 PM	Return to ADM

3. Met with the Middle School Teacher Advisory Panel
4. Met with the High School Teacher Advisory Panel

5. Principals Meeting
6. 1:1 Meeting with Denise Corbo
7. 1:1 Meeting with Atoosa Reaser
8. Met with Cabinet, Rae Mitchell, Tisha Austin, Scott Davies, Gus Martinez, Nereida Gonzalez-Sales and Kirk Dolson to discuss in person learning for 2nd semester.
9. Senior Staff Meeting - "What's Race Got to Do With It" with VCU
10. Met with Cabinet and Directors regarding SOL Testing and Expedited Retakes
11. Met with Sharon Willoughby to discuss year end funds, reserve and etc.
12. Weekly Meeting with Joan Sahlgren
13. Met with the Student Advisory Panel

If interested in scheduling a 2x2 meeting to discuss collective bargaining with myself and Mark, please contact Michelle, Michelle.Walker@lcps.org, before March 23rd.

If there are no objections, Aaron Smith will assume the role of Interim Assistant Superintendent, Department of Digital Innovation (resume attached pp. 1-2) effective March 15, 2021.

At her request, Atoosa Reaser has a scheduled a school on site visit with myself included, if anyone else is interested in the same for their district please contact Michelle to schedule - Michelle.Walker@lcps.org

Department of Business and Finance

1. Information from Sharon Willoughby regarding Annual Leave Carryover Cap Increase (p.3)
2. Update from Sharon Willoughby on Reserve Funds Allocation (p.4)

Department of Instruction

1. DOI update from Ashley Ellis which includes: March Newsletter - LCPS Business Partnership Network and Blackboard Connect Message to Families Regarding 2023 VDOE Mathematics Standards and Implementation of the Virginia Mathematics Pathways Initiative, (pp. 5-6)

Department of Human Resources and Talent Development

1. Information from Lucia Sebastian regarding Substitute Interest Night on March 4 (pp. 7-8)

Department of Pupil Services

1. Information from Asia Jones regarding AP Exam Administration Schedule for Spring 2021 (p.9)

Department of Support Services

1. Support Services update from Kevin Lewis which includes: FY2022 Capital Facility Renewal And Alterations - Temporary Lease Space, March 10, 2021 Board of Supervisors Meeting/Public Hearing - Kincora Village Center and Transportation Concern Registry Update. (pp. 10-11)

Optional Reading: Articles

Loudoun Now article on extension of Spring Break to employees, March 10

Loudoun Times-Mirror update on one year of COVID-19 pandemic, March 11

Washington Post article on Thomas Jefferson High School admissions protest, March 10

Washington Post article about LCPS plans for 2021-2022 school year, March 11

Washington Post article on March 9 School Board meeting, March 10

Loudoun Times-Mirror article about censure of a School Board member, March 8

ABC-TV Richmond report on funeral for former Potomac Falls student, March 8

Loudoun Now article on censure of Beth Barts, March 5

Bull Elephant article on LCPS and Dr. Seuss, March 5

-
Scott A. Ziegler, Ed. D.
Interim Superintendent
Loudoun County Public Schools

From: Sherry Zamora
To: Scott Ziegler
Cc: Denise Corbo; Brenda Sheridan; Jeff Morse; Ian Serotkin; Leslee King; John Beatty; Atoosa Reaser; Harris Mahedavi; Beth Barts
Subject: [EXTERNAL] Hybrid Scheduling
Date: Thursday, March 11, 2021 9:34:02 AM

I am writing to encourage you to approve the attendance of hybrid students for four days per week starting in the fourth quarter. I recognize that families who elected distance learning (DL) are now requesting another survey to allow their children to return four days a week but it seems unlikely there would be adequate social distancing and other protections if a massive number of DL students now elect to attend via hybrid four days a week. While they are demanding "equity" and that everyone be allowed another chance to elect hybrid, the students who elected to return two days a week were the "guinea pigs" or "trailblazers" and opted to return despite all of the unknowns and having few or no other students in their class, eating lunch alone, etc. These students elected hybrid in the first place and it is only because so few of them agreed to try it that the option now exists to allow them to attend four days a week. They should not be denied that opportunity. Thank you for your consideration.

Sherry Zamora
Parent to two students at Freedom High School

From: Alissa Hall
To: Scott Ziegler
Cc: Ian Serotkin; Denise Corbo
Subject: [EXTERNAL] Hybrid 4 days
Date: Wednesday, March 10, 2021 5:15:05 PM

Dear Mr. Ziegler,

I can't fathom how a school board and Super can talk about equity in one breath and then change the rules to the families that made "binding" decisions in the next. I have seen many families elect to go from Hybrid to DL when it wasn't what they thought it would be - even though what school would look like with mitigation strategies in place was made perfectly clear at our school. The same luxury is not afforded to families who chose DL but now wish to switch to Hybrid if 4 days a week in the 4th quarter is an option.

There is no reason for a resurvey to take as long as suggested last night. Other districts manage to offer the choice each quarter!

If you decide to offer hybrid four days a week, the only equitable choice is to resurvey. Any other option wipes out any remaining trust in the school board and your office.

Please do the right thing.

Sincerely,
Alissa Hall

From: Shima Andreassen
To: Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Scott Ziegler
Subject: [EXTERNAL] 4 days in-person learning
Date: Wednesday, March 10, 2021 1:19:05 PM

Good afternoon,

Please vote YES to bring the Hybrid students back 4 days a week starting April!!!!

We elected you to be the voices for our children. Please please please vote 'YES' to 4 days a week.

It's been a year and they have lost a year!!! Let it set in. An entire YEAR. They deserve better. They need better. 2 days school per week is far from enough. They need to go back 5 days as they should but I understand this is way too much for you.

Please vote 'YES' to Hybrid 4 days a week.

Thank you

> On Mar 7, 2021, at 1:47 PM, Shima Andreassen <shimabehnamian@yahoo.com> wrote:

>

> Good afternoon,

> Based on Ms Bart's request, we wanted to share that we strongly support and seek 4 days in-person learning regardless of the distancing of the students.

>

> My children currently are in hybrid with 2 days in school which is a very small amount of education. The other three asynchronous days are useless. They're done within 35 minutes and that's it. This is not education and NOT enough instructional learning.

>

> They need at least 4 days in person as soon as possible!!! Every day lost is too many. It's been a year and way overdue. 4/5 days in person NOW.

>

> Thank you

>

> Sent from my iPhone

>

>> On Feb 25, 2021, at 1:20 PM, Shima Andreassen <shimabehnamian@yahoo.com> wrote:

>>

>> Good afternoon,

>>

>> It's been a year and I cannot believe I am still writing you begging to let our kids back to school, 5 days a week. This has taken advantage of the disadvantaged as all of you are well aware.

>>

>> There is no equity and no equality in public schools until all students have access to 5 days a week in person learning.

>>

>> Let's not bully our colleagues on social media and work together for the benefit of children and not teachers union aka LEA.

>>

>> We elected you to fight for all children. We've been greatly disappointed by your decision so far. But enough is enough! Please come together, now is the time to let them back 4 days a week and commit to 5 days a week in person starting August.

>>

>> Thank you

>>

From: [Valerie Balser](#)
To: [Schoolboardemail](#)
Cc: [Jeff Morse](#); [Denise Corbo](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Subject: [EXTERNAL] specific questions - no equity without a resurvey
Date: Wednesday, March 10, 2021 12:45:16 PM

Hello,

This email is focused on secondary schools.

These are my concerns and below are my questions:

There was not any discussion of increased in person days until AFTER the decisions were made and low Hybrid enrollment numbers were shared. In fact, it was quite the opposite.

Many families specifically did not select hybrid because it wasn't offered 4 days and they wanted consistency.

This is exactly what was offered in November....

Families must choose one of these options:

A hybrid model of learning for students, which means a child will attend school in person for 2 days each week and will engage in distance learning the other 3 days of the week as long as community health conditions allow.

100% distance learning, in which a child will not attend school in person.

Where is any reference to 4 days made? It wasn't.

What now may be offered, if a change is made, is 4 days of in person (being referred to as hybrid) to SOME students but not ALL and 4 100% DL days.

There were many families who would have selected differently had 4 days been on the table but the bigger concern to me is that this education decision is being based on simplicity vs equity.

That should never be acceptable in a public education system. Are you really going to offer 4 days in person learning to some but not all your students?

I have concern that the SB thinks it is okay to change most, if not all, criteria of a binding decision (metrics, days and possibly distance) except for the "binding" portion.

You are losing all credibility with regards to binding decisions and this sends a loud message and sets a precedence that decisions in the future could remain binding yet all criteria a decision may be based on could change AFTER a decision is made.

I understand we need to get data on more students and more days. I have no issue with that. I want that so we can get back 5 full days next year but I have a big problem with simplicity over equity and holding families accountable to selections that are no longer valid when it fits your agenda of simplicity.

And, on a side note.....if a survey will hold you back 8-10 weeks, you have the wrong people doing your surveys and implementing plans. It is the easy way out not the equitable way out.

Below are my questions that I would like to get straight forward answers from each of you but especially Jeff (Rep), Brenda (Chair), Denise (At Large) and Dr. Ziegler:

- Where is the written information that was shared with all families prior to selections/binding decisions being made that states that 4 days in person learning would possibly be offered to those who selected hybrid? Please provide.

Will you offer 4 days in person instruction to all your secondary students?

If not, is it legal to offer 4 days in person instruction to some select students without ever offering it to all students in a public school system?

If it is legal, do you believe it is equitable to offer 4 days in person instruction to select students without offering it to all students?

Thank you!

Valerie

From: Kate and Ty Warren
To: Scott Ziegler; Leigh Bennett
Cc: Beth Barts; Denise Corbo; Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Subject: [EXTERNAL] Distancing in the schools and end of year testing, especially in high schools
Date: Tuesday, March 9, 2021 1:04:16 PM

To Whom It May Concern,

Last night, we received an email informing us that a student had tested positive to Covid-19 who had last been at the school on 3/5. This means in the three days high schoolers have been at our child's high school, one has already tested positive. At this point, with 6'+ distance between students and staff, no close contacts are reported. If that student had been at school with a 3' distance, assuming that student had been in 4 classes and at lunch, 20 people would now be quarantining. With multiple new variants found in this county and with most parents NOT vaccinated at this point, it is irresponsible for the superintendent, school staff and the school board to consider reducing the space between students.

In addition to the risk to families, there is an equity issue coming forward as we enter testing season. Families who are planning to send their distance learning students to school for mandatory end of year testing which cannot be done in person (especially those needing SOLs to graduate) should not be forced to take a higher risk in order to complete their education. Additionally, there are high school students planning to take APs which again must be done in person and which have huge financial implications. If the school system is interested in compensating students whose aren't capable of taking the risk of going to school with proper distancing, they should expect each AP exam to be worth \$900-\$2700* per course, depending on the student's college of choice. I believe that would be prohibitive expensive to the county.

Clearly, plans must be made for end of year testing BEFORE the number of hybrid students are increased. In addition, we should see what the in school covid cases at the middle and high school level actually are before we consider shrinking the distancing between students and staff. The consequences in terms of the community, time in quarantine, graduation requirements and the financial aspect are all very very real.

Thank you for your consideration,
Kate and Ty Warren

*This is number arrived at by looking at a variety of colleges in Virginia and multiplying the per hour class fee for part time students times 3 as most "survey" and "introduction" level colleges are 3 credit hours.

From: Sharon Willoughby
To: Beth Barts
Cc: Scott Ziegler; Ashley Ellis
Subject: RE: [EXTERNAL] Winter Track Funding Question
Date: Tuesday, March 9, 2021 10:00:08 AM

Yes, I will make sure budget coordinates with Derek. Thanks!

Sharon Willoughby
Assistant Superintendent of Business and Financial Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1400

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Tuesday, March 09, 2021 9:31 AM
To: Sharon Willoughby <Sharon.Willoughby@lcps.org>
Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>
Subject: Re: [EXTERNAL] Winter Track Funding Question

Thank you.

So this coming winter (2021) funds should be available for each school to have a program? Can Derek Farrey let the athletic community know?

I appreciate it.

Beth

Sent from my iPhone

On Mar 9, 2021, at 9:02 AM, Sharon Willoughby <Sharon.Willoughby@lcps.org> wrote:

Good morning,
Funds are available and in the budget to support Indoor Winter Track this year.
Thank you.

Sharon Willoughby
Assistant Superintendent of Business and Financial Services
Loudoun County Public Schools
21000 Education Court

Ashburn, VA 20148
Telephone: 571-252-1400

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Monday, March 08, 2021 11:01 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>
Subject: Fwd: [EXTERNAL] Winter Track Funding Question

Good evening,

Can you remind me if we completely cut this last year or was it part of the reserve?

Thank you.

Beth

Sent from my iPhone

Begin forwarded message:

From: Beth Barts <Beth.Barts@lcps.org>
Date: March 8, 2021 at 10:58:32 PM EST
To: becky.hoey@gmail.com
Subject: Re: [EXTERNAL] Winter Track Funding Question

Thank you. I will ask about this. I appreciate the reminder.

Beth

Sent from my iPhone

On Mar 8, 2021, at 9:25 PM, Rebecca Hoey
<becky.hoey@gmail.com> wrote:

Hi Beth,

I am reaching out to inquire whether there are any plans or discussion to reignite the debate here in Loudoun to fund Winter/Indoor Track as a Tier 1 sport? I am the Team Parent

Liaison at Heritage High School for the Cross Country & Track & Field programs. I have two kids (freshman & sophomore) who participated in Winter track (and Cross Country & Spring Track) the past two years. I know last year the school board had approved funding for Winter track to be recognized as a Varsity sport but that got reallocated with the pandemic.

I would love any insight you may be able to provide or any support you may be able to provide to get Winter track funded or at least to get the discussion started.

This program is vital to our kids here in Loudoun. Heritage sent multiple athletes to the state meet this year and a few athletes won their events & placed in the top tiers among all athletes in Virginia. Our athletes were only able to compete because of prior fundraising efforts within our Heritage community & because of donations from generous parents. This presents an equity issue - what about our schools that aren't able rely on donations from the community- their athletes don't get to compete?

On a more personal note, during Covid the winter track program at Heritage has been invaluable as an outlet for my teenagers to interact with their peers, learn about being part of a team & personal growth and improvement, in a safe constructive manner. Our coaches have been incredible in going above & beyond for our runners. The efforts of the coaches & student athletes deserve to be recognized & funded at the same level as the other varsity sports here in Loudoun.

Your field hockey post tonight helped motivate me to send this email to ask. Thank you for all of your efforts on behalf of our kids! They are appreciated. Any insight you can provide is appreciated.

Thanks,
Becky Hoey

From: Beth Barts
To: Sharon Willoughby
Cc: Scott Ziegler; Ashley Ellis
Subject: Re: [EXTERNAL] Winter Track Funding Question
Date: Tuesday, March 9, 2021 9:31:19 AM

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So this coming winter (2021) funds should be available for each school to have a program?
Can Derek Farrey let the athletic community know?

I appreciate it.

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Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1400

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Monday, March 08, 2021 11:01 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby
<Sharon.Willoughby@lcps.org>
Subject: Fwd: [EXTERNAL] Winter Track Funding Question

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Sent from my iPhone

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From: Beth Barts <Beth.Barts@lcps.org>

Date: March 8, 2021 at 10:58:32 PM EST

To: becky.hoey@gmail.com

Subject: Re: [EXTERNAL] Winter Track Funding Question

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Thanks,
Becky Hoey

From: Sharon Willoughby
To: Beth Barts; Scott Ziegler
Subject: RE: [EXTERNAL] Winter Track Funding Question
Date: Tuesday, March 9, 2021 9:02:12 AM

Good morning,
Funds are available and in the budget to support Indoor Winter Track this year.
Thank you.

Sharon Willoughby
Assistant Superintendent of Business and Financial Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1400

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Monday, March 08, 2021 11:01 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>
Subject: Fwd: [EXTERNAL] Winter Track Funding Question

Good evening,

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Sent from my iPhone

Begin forwarded message:

From: Beth Barts <Beth.Barts@lcps.org>
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Thanks,

Becky Hoey

From: Shelly Slebrch
To: Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Jeff Morse; Ian Serotkin; Leslee King; John Beatty
Cc: Scott Ziegler; Stephen DeVita
Subject: [EXTERNAL] Fwd: [New post] 3/8/21: LCPS Working on "Equity" Math Replacement of Current Math Curriculum? Does This Anger Anyone?
Date: Monday, March 8, 2021 11:59:52 PM

I am sharing this email below That received tonight from the Parents Against Critical Race group. Sadly, I have found their daily emails to be on top of issues in the community, and for the most part, very accurate (such as my email back in November asking why LCPS was not sharing the outcome from the AG on the NAACP lawsuit against LCPS).

Dr. Ziegler asks us to find comfort with the not-yet-known. With all that has happened over this past year, including the new lack of testing requirements and a C average, for equity, to get into AOS, I absolutely see some concerning truth of the "not-yet-known" in LCPS.

The idea below of any possibility of lowering the standards and education opportunities is scary. AOS will no longer be a magnet school. You will be dumbing down the learn opportunities in the name of "equity".

The reality is, Covid was just the practice year of what is yet to come. A year to get to know our elected officials. A year to learn the politics of this county. A year to figure out how this county is led and directed. A year to see what is really going on in our children's education and classrooms. A year to see what other schools offer for increased education.

Dumbing down Loudoun is not the answer to equity. Your Timothy Smith posting today that things can only be completed by a woman is not equity. Saying for a year DL is not equitable but then focusing on that as a modality for the new school year is unequitable. Stop hurting our children. Please do not even consider removing higher math options for middle school students. You should be encouraging education, pushing to learn more. Look at your mission statement. If you think below is an option, you are not in the right position and will completely fail our children.

Covid sucked. The thought behind what LCPS is doing in the name of equity, is

I don't even know how to complete that statement. Do you?

-Shelly's iPhone

Begin forwarded message:

From: Helping to Stop and Expose Critical Race Theory In LCPS and Around The Country <donotreply@wordpress.com>
Date: March 8, 2021 at 10:47:25 PM EST
To: sslebrch@hotmail.com
Subject: [New post] 3/8/21: LCPS Working on "Equity" Math Replacement of Current Math Curriculum? Does This Anger Anyone?

New post on **Helping to Stop and Expose Critical Race Theory In LCPS and Around The Country**



3/8/21: LCPS Working on "Equity" Math Replacement of Current Math Curriculum? Does This Anger Anyone?

by [The Dirty Truth](#)

This is an active demand by the NAACP & MSAAC and a discussion within LCPS: Change LCPS Math Curriculum and Instruction standards to be in line with CRT. LCPS is going to rewrite and BRING DOWN ALL the standards, including GETTING RID OF MIDDLE SCHOOL ALGEBRA

Ready to Get Involved Yet?

You know who we can thank for this right? NAACP and MSAAC, they really they are one and the same. I don't believe all LCPS board members support this but enough do in order for it to pass. Chairman, Brenda Sheridan most certainly does as does Beth Barts. Parents? Does this get you fired up? If not what does? Because LCPS educational system is quickly dissolving. Do NOT allow ANYONE, especially Beth Barts, that LCPS is NOT teaching CRT. We've already proved her wrong. Critical Race Theory and this "Equity" education as the EXACT same thing.

The doc below is NOT from LCPS, however, some radical with too much time wrote a paper about "A Pathway to Equitable Math Instruction" that will give you great perspective on what to expect IF you don't get involved. Underneath this Math is Racist doc is the [LCPS School Board Meeting Schedule](#) and ["Citizen Participation"](#) link.

[view document](#)

LCPS School Board Meeting Schedule



The Dirty Truth | March 8, 2021 at 10:47 pm | Categories: [CRT 101: For Dummies!](#), [CRT: Around the US](#), [CRT: Historical References](#), [CRT: LCPS and CRT](#), [CRT: LCPS Equity Partner](#), [LCPS, NAACP and MSAAC](#), [LCPS, NAACP and MSAAC](#), [Understanding CRT](#) | URL: <https://wp.me/penZOD-1PP>

Comment

[See all comments](#)

[Unsubscribe](#) to no longer receive posts from Helping to Stop and Expose Critical Race Theory In LCPS and Around The Country.
Change your email settings at [Manage Subscriptions](#).

Trouble clicking? Copy and paste this URL into your browser:

<https://stoplcpscr.com/2021/03/08/3-8-21-lcps-working-on-equity-math-replacement-of-current-math-curriculum-does-this-anger-anyone/>

From: Beth Barts
To: Scott Ziegler; Sharon Willoughby
Subject: Fwd: [EXTERNAL] Winter Track Funding Question
Date: Monday, March 8, 2021 11:00:39 PM

Good evening,

Can you remind me if we completely cut this last year or was it part of the reserve?

Thank you.

Beth

Sent from my iPhone

Begin forwarded message:

From: Beth Barts <Beth.Barts@lcps.org>
Date: March 8, 2021 at 10:58:32 PM EST
To: becky.hoey@gmail.com
Subject: Re: [EXTERNAL] Winter Track Funding Question

Thank you. I will ask about this. I appreciate the reminder.

Beth

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Your field hockey post tonight helped motivate me to send this email to ask. Thank you for all of your efforts on behalf of our kids! They are appreciated. Any insight you can provide is appreciated.

Thanks,

Becky Hoey

From: Kay Greenwell
To: Brenda Sheridan; Atoosa Reaser; Jeff Morse; John Beatty; Harris Mahedavi; Ian Serotkin; Leslee King; Scott Ziegler
Cc: Stephen DeVita; Loudoun County Virginia
Subject: [EXTERNAL] 2 Things
Date: Monday, March 8, 2021 10:37:08 PM

Dear Board:

The vaccination talk below is simply a way to start trouble within the community. Ridiculous.

Any change from DL to hybrid should be based on the numbers at a particular school. This should not be something that is mandated or allowed by the Board, districtwide, because availability will vary by school. Let the principals have a say in this. Otherwise it will be some long survey process which won't be finalized till mid-April and then it will take even longer to implement. Let the hybrid kids who are showing up day after day get a crack at 4 days, then worry about expansion. This is not an equity issue--it is adding a day or two, depending on space. The choice was supposed to be for the semester after all, so no one is in any worse position. Her plan is to probably delay and prolong and generate ill-will in the community while revelling in the unrest. Disturbing, really, but not surprising.

Good luck tomorrow night.

Sincerely,

Kay Greenwell
Ashburn



Beth Barts

7h · 🌐



Some questions I will be asking as we move forward with offering DL next year to those who want it.

👉 Would DL at the secondary level be limited in Virtual Loudoun? We can't offer every elective. Being realistic.

👉 Would students who picked DL be able to still participate in extracurriculars?

👉 Once vaccinated would students be able to chose to change back to their traditional school model? Or if they simply changed their minds?

While many families are ready to go back 5 days a week in a traditional modality, some families like that DL can be done while traveling. Some of our older students work 25-30 hours a week and so DL may be appealing since there is less travel time. We also have families who have members who are medically compromised and absolutely need this option. Some middle and high school students prefer DL as they have anxiety when in physical school. (I can't speak to elementary but I have heard this for middle and high.)

I look forward to sharing the answers as we plan for next year.



Beth Barts

13h · 🌐

...

Seeking feedback -

There is significant interest from those who selected hybrid to return to school four days a week vs just two this school year. We receive many emails on this. Dr. Ziegler has shared that a potential expansion of in person learning will be discussed on March 23rd.

I am looking to see if those who selected DL would want the option at the secondary level in particular (where we teach concurrent) to switch to hybrid if we are offering 4 in person days.

At the elementary level I can assume any change would only allow the hybrid classes to come 4 days a week as the DL classes are completely separate.

👉 If we lower physical distancing the number one barrier to bringing back more students eases.

👉 If we keep our physical distancing regulations bringing back even our current hybrid students more than 2 days a week would be difficult in many classes.

👉 Families would need to understand that the possibility of being a close contact would increase with less distancing and may result in potential quarantines. I think most parents recognize this and would still appreciate more days in person.

Please let me know your thoughts at

Beth.barts@lcps.org

From: Shima Andreassen
To: Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Scott Ziegler
Subject: [EXTERNAL] Re: Students need 5 days in-person learning
Date: Sunday, March 7, 2021 1:47:20 PM

Good afternoon,

Based on Ms Bart's request, we wanted to share that we strongly support and seek 4 days in-person learning regardless of the distancing of the students.

My children currently are in hybrid with 2 days in school which is a very small amount of education. The other three asynchronous days are useless. They're done within 35 minutes and that's it. This is not education and NOT enough instructional learning.

They need at least 4 days in person as soon as possible!!! Every day lost is too many. It's been a year and way overdue. 4/5 days in person NOW.

Thank you

Sent from my iPhone

> On Feb 25, 2021, at 1:20 PM, Shima Andreassen <shimabehnamian@yahoo.com> wrote:

>

> Good afternoon,

>

> It's been a year and I cannot believe I am still writing you begging to let our kids back to school, 5 days a week. This has taken advantage of the disadvantaged as all of you are well aware.

>

> There is no equity and no equality in public schools until all students have access to 5 days a week in person learning.

>

> Let's not bully our colleagues on social media and work together for the benefit of children and not teachers union aka LEA.

>

> We elected you to fight for all children. We've been greatly disappointed by your decision so far. But enough is enough! Please come together, now is the time to let them back 4 days a week and commit to 5 days a week in person starting August.

>

> Thank you

>

From: [Sandy Sullivan](#)
To: [Scott Ziegler](#); [Brenda Sheridan](#); [Atoosa Reaser](#); [Beth Barts](#); [Leslee King](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Denise Corbo](#)
Cc: [Christy Sullivan](#); [Kelly Byrd](#); [Debbie Harris](#); [Hannah Cariker](#)
Subject: [EXTERNAL] LEA survey results
Date: Tuesday, February 2, 2021 1:11:14 PM
Attachments: [1479483633389_1.png](#)
[Return to School Survey Results 1.31.21.mp4](#)

School Board members and Dr. Ziegler,

Before you make decisions this evening about returning your employees and students to hybrid learning, LEA urges you to review both the attached document with results from LEA's member survey conducted at the end of last month and the statements regarding the survey results below.

I remind you again, your employees want to be back in their worksites meeting the needs of our students where it can be done best, but not until it is safe.

The School Board is considering returning to hybrid learning in February. Would you feel safe returning to in-person learning prior to receiving both vaccinations?

The majority (87%) of respondents do not feel safe returning prior to receiving both vaccinations.

If the School Board requires in-person learning prior to full vaccination, will you apply to take leave, retire, or resign?

The majority of respondents (47%) will not apply to take leave, retire, or resign.

However, 40% of respondents indicate they are undecided.

The results reflect that 13% will apply to take leave, retire, or resign.

This demonstrates that potentially 53% of respondents would not return to in-person instruction prior to full vaccination.

Are you currently on leave?

The majority of respondents (99%) are not currently on leave.

Would you commit to completing a daily yes/no checklist regarding mitigation implementation in your worksite?

The majority of respondents (81%) would commit to completing a daily yes/no checklist regarding mitigation implementation in their worksite.

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

Website: LoudounEA.org | Follow us on Facebook
LEA Enrollment Form

MEMBERSHIP MATTERS

From: [suzanne Martin](#)
To: [Scott Ziegler](#); [Jeff Morse](#); [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Beth Barts](#); [Brenda Sheridan](#); [David Palanzi, LEA President](#)
Subject: [EXTERNAL] Honk Honk Not Till It's Safe
Date: Tuesday, February 2, 2021 11:18:24 AM

"Good morning,

My name is Suzanne Martin and I am a Loudoun resident, parent to 3 LCPS students, and a special education teacher in LCPS. I am writing to you today to plead with you to stay the course on distance learning, until such time as LCPS staff can be fully vaccinated and/or we meet the metrics that were voted upon in November.

Last March, Loudoun led the way in putting student and staff safety above all else. We as teachers immediately swung into action and revamped how we taught our students. We were hailed as heroes, essential workers, and for once, felt that the community truly appreciated us as professionals. Since that time we have been made the enemy and called lazy as not wanting to be back in the building until we feel it's safe.

We are so close to having the staff vaccinated... I for one have been so grateful to have received my first vaccine, and am due for the second on February 17th. Many of my colleagues were not able to get their vaccine until just last week, and so will not be eligible for the second one until the end of February. Would it be so harmful to wait just another 2-3 weeks? I get that people are worried about their children's mental health - I really do. I'm worried about the students and my own 3 children as well. But I wonder how these students will respond if their teachers gets sick, or God forbid, dies from this crazy virus!

You came up with metrics after several hours of debate and yet you want to just dismiss them. I am amazingly grateful for the vaccine distribution system that you have in place. It is such a well run operation. I just ask that we have a few more weeks so that we all have a chance to get our second dose before returning back to the classrooms. I ask that you continue to place your employees' lives as a priority by delaying the reopening of schools until all staff can be vaccinated and or meet the metrics set back in November.

Thank you,"

Get [Outlook for iOS](#)

From: Tim Brown
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; president@loudounnea.org
Subject: Safety First in the Return to School
Date: Tuesday, February 2, 2021 11:06:40 AM

My name is Timothy Brown and I want you to not be too hasty in a return to school using the concurrent model. Safety is number 1 in this regard to our students, their families, our community, and least of all, the entire LCPS staff.

I teach at Woodgrove High School where all educators want to see our students smiling faces in the desks and hallways. The safety I refer to is for all staff to have both injections of the vaccine and safety protocols in place including PPEs for all. This also concerns proper cleaning of classrooms between classes and barriers in place for all involved.

Even with numbers for hospitals and new cases diminishing in a majority of states nationally, this is not a time to let down our guard with variations to the Covid 19 strain. Overall numbers of cases and deaths nationally continue to soar. This is a difficult time for all involved and I urge you not to feel the pressure for a hasty decision.

Thank you for taking the time to read my thoughts and to you for your dedicated service to our county.

Respectfully,

Tim Brown

Spanish Teacher
Woodgrove High School
Loudoun Education Association
Association Rep | Treasurer
Tim.Brown@lcps.org

From: Heather Salberg
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; harris.mahhedavi@lcps.org; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; David Palanzi
Subject: [EXTERNAL] Return to School Plans
Date: Tuesday, February 2, 2021 10:17:51 AM

Hello LCPS School Board Members and LCPS Administrative Team,

I am writing to share with you my concerns about the county's plan to return to in person instruction. In the summer I was initially on board to return to school and teach in the hybrid model. When I think about the young learners I teach I know that in person instruction is best. However, when I attended the teacher town hall I was appalled by what I was hearing. The lack of planning for the safety of students and staff was astounding. My husband works in the field of building facilities and I knew what companies were doing to ensure the safety of the workers that were being asked to return to work. It angered me to know that the companies were doing more to clean, sanitize, and protect it's employees than LCPS was willing to do. I mean, I can go to Wegmans and see better protection for employees than what LCPS was/is proposing. I am sad to say that although some adjustments have been made (very few) since that initial teacher town hall the planning is still insufficient. Teachers went back into the building last October without metrics set! Completely irresponsible. Many of the teachers that were in buildings were providing their own protective equipment, gear, and cleaning supplies. Has that changed? From what I can tell I would have to answer no. Adding to that is the fact that those metrics are being pushed to the side. I was stunned when the highest metrics for spread were implemented, I am even more stunned that now even those metrics are being changed and ignored. The data and information being shared at the school board meetings as far as what is going to be used to address safety in schools going forward is disheartening. These metrics for whether spread is happening in schools are from where? Developed by who? Based on what RELIABLE data? These are all questions that need to be answered. When I hear that the county is going to hire a contact tracer, how do you have data and transmission without a contact tracer? The metrics that I would like to see is what safety plans have been met. Increased custodial staff? Increased cleaning? Plexiglas for protection? Daily temperature checks for all students before entering buildings? Regular testing? Teachers fully vaccinated? Better ventilation? Those metrics might convince teachers and parents that schools are safe. I get there is a lot of pressure from the loud few in the community (I believe most parents and teachers have requested DL) but SAFETY must come first. I would love to see the data on what safety requests from LEA have been met. Without that data you are sending students and staff back into an unsafe workplace. Along with changing my own teaching preference to DL from hybrid this past summer I also changed my own childrens status. My family's safety comes first! Teachers and staff are asking for their most basic needs to be met, SAFETY! This is a unique time in history let's see it for what it is, let's settle into a good plan for DL and use all staff to meet the needs of students in that teaching

model, rather than wasting time going back and forth. The energy and planning being used to try and force in person instruction could be used to make DL the best it can be. Then when it is SAFE we can get back into school. Thank you for listening to my thoughts and I hope that you can consider the things I have shared when making decisions.

I can do all things through CHRIST WHO STRENGTHENS me. Philippians 4:13

From: Tim Brown
To: Scott Ziegler
Cc: David Palanzi
Subject: [EXTERNAL] A Safe Return to In-Person Learning
Date: Monday, January 25, 2021 8:58:09 PM

My name is Tim Brown and I'm a graduate of Loudoun schools, a resident of Loudoun, a teacher of Spanish at Woodgrove High School, and the treasurer for LEA.

First of all I would like to congratulate you on your new position and applaud you for all the moves you have made in regard to the ongoing crisis we face with Covid 19.

With the vaccination roll-out in progress, I think it prudent to wait until all staff, including educators and support staff (ESP) are successfully inoculated. The safety of our students, families, and community should be assured.

Thank you for reading my thoughts on this matter.

Regards,

Sent from my iPhone

From: [Sandy Sullivan](#)
To: [Scott Ziegler](#); [Asia Jones](#); [Mark Smith](#); [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Beth Barts](#); [Leslee King](#); [Ian Serotkin](#); [Jeff Morse](#); [Harris Mahedavi](#); [John Beatty](#)
Subject: [EXTERNAL] vaccination rollout and priority
Date: Friday, January 15, 2021 10:08:31 AM
Attachments: [1479483633389_1.png](#)

Dear School Board members, Dr. Ziegler, Dr. Jones, and Dr. Smith,

While LEA is glad vaccinations are now available for school employees, we are disappointed and concerned, to say the least, employees had difficulty getting appointments for receiving vaccinations due to an overload on the appointment system and only two scheduled days being available for appointments.

LEA demands the following:

- LCPS Administration immediately adds additional vaccination appointment times, so employees may get vaccinations *before* returning to in-person instruction.
- A specific message be sent to all employees who completed the survey stating they wish to receive the vaccination. This message must explain the detailed rollout of vaccinations from this point forward. *This is crucial in order to lower frustrations and distress which occurred due to the overloading of the appointment system and frighteningly limited numbers of available appointments.*
- Future appointments will be prioritized for employees in the order it is anticipated that they would return to in-person learning, as well as employees with a recognized P(T)1 or P(T)2 status.
- The School Board should strategically plan the return to in-person instruction while making sure all employees have access to vaccinations prior to their return.

LEA understands the challenge and short timelines; we urge LCPS to do all it can to move forward in a more strategic manner.

Sincerely,

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

[Website: LoudounEA.org](#) | [Follow us on Facebook](#)
[LEA Enrollment Form](#)

MEMBERSHIP MATTERS

From: Byrd, Kelly [VA]
To: Scott Ziegler
Cc: Sandy Sullivan; Sullivan, Christy [VA]
Subject: [EXTERNAL] Proctors/Teaching Assistants
Date: Monday, January 11, 2021 9:43:39 AM

Good morning Scott,

We hope you had a good weekend. It has come to our attention that LCPS is offering individuals willing to serve as proctors for those who are designated P1 and delivering instruction remotely due to COVID a \$22.00 an hour rate of pay. However, LCPS teaching assistants are currently being compensated at \$15.00 an hour. Can you share the rationale supporting this discrepancy in pay? Can current TA's apply to serve as proctors and be given preference as a current LCPS employee?

We appreciate your attention to this matter and look forward to your response.
Take care,

Kelly A. Byrd, M.Ed., UniServ Director
Virginia Education Association
Loudoun Education Association
19465 Deerfield Ave, Suite 206
Lansdowne, VA 20170
703-858-7700
kbyrd@veanea.org

From: [rosemary_malayil](#)
To: [Scott Ziegler](#)
Cc: LEAOffice@LoudounEA.org; [David Palanzi](#)
Subject: [EXTERNAL] Metric options
Date: Sunday, January 10, 2021 9:48:56 PM

Dr. Ziegler and the LEA team,

I sent the following message to the school board members using the new form on the LCPS website and wanted to make sure you were aware of my input as well. Below is my email to the board about option 3:

As a first grade teacher, I ask that if you do choose option 3 for the metrics, that you please have honest contact tracing in the schools (not the theory mentioned by one board member that no one can be a close contact since everyone is remaining 6 ft apart). Early elementary and special education teachers spend more than 15 min in each child's bubble every day and it's not due to our negligence- it's to do the duty we've been tasked- to teach and care for the children in front of us each day. If you think it is possible to teach first graders and stay 6 feet away from them all day, I invite you to come show me how. You are absolutely welcome into my classroom to see the constraints we're under.

I also believe we should have random testing for students and staff since so many families just won't test even if their kids are sick and so many kids are asymptomatic anyway. Without random testing we really have no idea of what percentage of Covid is actually in the schools or where/how it's being spread. My nephews' schools are doing this and the families are understanding.

Finally, there should be free Covid testing for staff members as well. I am thankful that we offer free testing to the students, but I've taken 2 Covid tests to keep my family safe and have had to pay for the tele-visits with my doctor out of pocket. I ask that you please consider this as well.

Thank you for considering my input,
Rosemary Malayil

From: WanLin Yuan
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; David Palanzi, LEA President
Subject: Honk! Honk! Not Until It's Safe!
Date: Tuesday, February 2, 2021 3:59:50 PM

Don't decide other families' safety by sitting in your ivory tower. You should bring your kids and families come to school for a month and see what happens. Since you think school is safe for you and your families, you and your families should not take any vaccine and save the vaccines to other people.

From: Victoria Meyding
To: Denise Corbo; Brenda Sheridan; Atoosa Reaser; Scott Ziegler; Harris Mahedavi; Leslee King; Beth Barts; Sandy Sullivan (LEA)
Subject: HONK! HONK! Not until it's Safe!
Date: Tuesday, February 2, 2021 3:34:58 PM

Hello,

I am reaching out again to express my concern over the upcoming vote for returning to the classroom before LCPS teachers and staff have received both doses of the vaccination and had the time to build the necessary immunity. The return to school date should be based on a calculus of these factors rather than emotional rhetoric and political posturing.

Thank you,

Ms. Victoria Curtis- Meyding
Simpson Middle School
Art 6

From: Leslie Patton Tracy
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; president@loudounnea.org
Subject: [EXTERNAL] As you Consider a COVID Return--5 concerns
Date: Tuesday, February 2, 2021 3:16:53 PM

February 2, 2021

Dear Superintendent Zeigler, Members of the School Board, and LEA President Sullivan,

As a Loudoun County Public Schools employee in a secondary school, I do not believe bringing secondary students back to classrooms is going to benefit a majority of our students. The concerns that remain are significant and inequitable for students, teachers, staff and administration.

I understand the drive of parents to return their children, our students, to schools. I understand many of the protocols LCPS has worked diligently to put into place to protect staff and students. I appreciate the effort being put into making sure every staff member has an opportunity for both doses of the vaccine. Significant resources, administration work load, and financial resources have been spent to implement these mitigation strategies.

However, there are additional concerns that remain. Please consider five things detailed below.

1. In this period of significant effort by teachers please consider that they are already teaching and adjusting to the following list of changes in this academic year, 2020-2021.

- 1) implementation in the gradebook of district mandated categories: formal formative, minor summative and major summative, (because of the difficulty of implementing these in the current learning environment, these have already been adjusted once this year)
- 2) adapting to unexpected bugs in the grade book-Phoenix/Synergy,
- 3) adapting to using Schoology as a learning management system,
- 4) continuing to use the inconsistent Google Meet as a primary means of communicating with students.

The changes within Google Meet at the beginning of this academic year were significant, and unfortunately the interface keeps changing adding to the instability of teachers ability to connect with students for instruction. This is not to say that Google Meet is not a good option for LCPS. At times these changes are beyond the control of our Department of Digital Integration. As an Instructional Facilitator, Technology, my school based position works with teachers daily on implementation, and figuring out strategies to improve teacher

integration with technology, requirements and student engagement.

These are significant changes. Teachers want to do a good job. Adding a return to the classroom environment and its requirements would be significant adjustment number five.

2. The students that are returning to the building are a low percentage compared to the students that will remain at home. Disrupting all students for the less than 5%, in my school, who wish to return to our school is not equitable.

3. Students who will be in the classroom are not guaranteed 'better' instruction than what they are already receiving. What is the impetus of putting these kids in the very restrictive COVID mitigated classroom situation? Few students have the self-discipline to adhere to these requirements. They cannot move from their seats. Any social activity must be through a mask, and at six feet apart. What benefit will teachers be able to provide when they cannot approach a student's desk? The 'normal' communication of walking by to see a student's work, and commenting can't happen due to social distancing requirements. Unless teachers 'walk by anyway' - breaking social distancing protocol, putting themselves and that student in potential COVID risk.

4. How are secondary teachers to navigate this new proposed concurrent learning? Yes, they have received training. Training and execution are two different things. Are you planning on providing time to work with the technology that you have provided? A majority of them have not been in the school building since 3/13/2020. Currently they are providing instruction which is effective, although not ideal and students are accustomed to this process.

5.. What are the stress level changes for teachers for them to move their online teaching into the building? Many of them are still emotionally strained trying to provide instruction for their students with the current expectations listed above, and maintain safety for themselves and their family members.

Everyone is working through this together. Disrupting the status quo could prompt another disengagement for students. Please consider whether that risk is appropriate. I do not believe it will result in a benefit for most students.

Keep the teachers and students at home for the year. If you require a return, there will be a downturn in instruction for several weeks as everyone will be on a challenging learning curve to work within the latest new strategies for education.

It is incredulous that teachers are being held accountable for 100% instruction by parents, when most students are not able to give close to whatever their 100% educational effort

would be in person.

COVID is not the teachers fault. It is not the school systems fault. We are all doing the best we can.

Let us continue to do so.

Thank you honored representatives, for reading and considering these concerns.

Sincerely,

Leslie Patton Tracy
LCPS Instructional Facilitator, Technology

--

Leslie Patton Tracy
lesliepattontracy@gmail.com

Act as if what you do makes a difference. It does.
William James

From: Kelly Coleman
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan; Sandy Sullivan
Subject: [EXTERNAL] Honk! Honk! Not Until It's Safe!
Date: Tuesday, February 2, 2021 2:36:20 PM

To the Members of the School Board,

I truly hope you don't listen to the screaming voices of the minority. The vast majority of teachers, parents, and students know that we're not in "normal" times and adjustments have to be made. We're not the most vocal group because it's impossible to reason with people who just want to scream.

How do I know we're in the majority? LEA Surveys. The number of parents and students who actually agreed to switch back to hybrid. My largest number of hybrid students I have in one class is three students in a class of 24 which is 1/8. Every other class has one student, if that, who would like to return to hybrid.

I was in high school during Columbine. I entered the profession knowing that I might have to be a student's shield one day because it's never your school until it is, and I'm okay with the knowledge that I would give my life for the lives of my students. With that said, you can't control gun laws. I don't expect you to control gun laws.

You do have the decision to keep thousands of teachers and their families safe. The majority of teachers at Loudoun County will receive the second vaccine by the first of March. For the vaccine to be at its most effective, you would need two weeks after that. There is an end date in sight at this point. If you rush this process and things go awry, you are taking unnecessary risks with the lives of teachers, their spouses, older parents in the household, students, their families, You are almost guaranteeing an outbreak that will set everything else back.

I've never asked for money to pay for things in my classroom, including books I've paid for out of pocket so my students don't have to be embarrassed in front of classmates. I've never asked for an extension on grading when I'm until 3 in the morning grading essays because good feedback is more than a number. I've never asked for a raise for playing teacher, coach, support system, big sister, and advocate for my students, and I assure you that you want me in those roles despite the fact that I'm technically only getting paid for one of them.

I can and am asking you to let teachers get vaccinated before returning us to what is already a petri dish. I'm not going to scream or cause a scene because I don't behave like that in the classroom nor do my students actually. Please don't confuse teachers' unwillingness to throw temper tantrums as the same thing as being apathetic. We're not apathetic. We're afraid of what happens if we speak.

Warm Regards,
Kelly

From: Julie Cooper
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda.Sheridan@lcps.org; David Palanzi, LEA President
Subject: [EXTERNAL] Honk! Honk! Not Until It's Safe!
Date: Tuesday, February 2, 2021 2:10:47 PM

Dear School Board,

I respectfully request that you do not return our children and staff to the school buildings until it is safe. Having teachers fully vaccinated is one of the first steps. The majority of parents have chosen to stay in distance learning once we go to hybrid which speaks volumes for their concerns as well. Give our medical personnel time to vaccinate and the metrics to calm down before making matters worse by returning too soon.

Please keep our children, their families, and our communities SAFE!

Kind regards,
Julie Cooper

Sent from Mail for Windows 10

From: Julie Cooper
To: Scott Ziegler; Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda.Sheridan@lcps.or; David Palanzi, LEA President
Subject: [EXTERNAL] Honk! Honk! Not Until It's Safe!
Date: Tuesday, February 2, 2021 2:09:09 PM

Dear board,

I respectfully request that you do not return our children and staff to the school buildings until it is safe. Having teachers fully vaccinated is one of the first steps. The majority of parents have chosen to stay in distance learning once we go to hybrid which speaks volumes for their concerns as well. Give our medical personnel time to vaccinate and the metrics to calm down before making matters worse by returning too soon.

Please keep our children, their families, and our communities SAFE!

Kind regards,
Julie Cooper

Sent from Mail for Windows 10

From: [Colin Bowie](#)
To: [Scott Ziegler](#); [Jeff Morse](#); [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Beth Barts](#); [Brenda Sheridan](#); [president@loudounnea.org](#)
Subject: Opposition to Prematurely Reopening Schools (Honk! Honk! Not Until It's Safe!)
Date: Tuesday, February 2, 2021 2:00:55 PM

Interim Superintendent Mr. Ziegler, Distinguished Members of the Loudoun County School Board,

Good afternoon. Thank you for the work you do on our behalf and thank you in advance for taking the time to read my correspondence. My name is Colin Bowie - I'm a Special Education Teacher and Case Manager at Meadowland Elementary School in Sterling. I enjoy my profession and consider it a privilege to teach my students and help them meet their goals. I also am grateful for my colleagues. Further, I am grateful and lucky to be under the tutelage of many members of the faculty and the administration at Meadowland. Finally, the support we receive from families of Meadowland Mustangs has been extraordinary. All of us take our roles earnestly and with professionalism. I - and I am sure they also - intend to continue to do so, and will. Our goals are to successfully educate and serve our area.

However, these undertakings and goals can only be achieved so long as practical policies are in place during the worst pandemic to affect the United States since the Spanish Influenza. I'll get to the point that you likely know I've been leading up to - as you know, there is a controversy surrounding the notion of reopening school buildings for in-person/hybrid teaching, particularly at a moment when we have exceedingly high infection rates among the Loudoun County population, mutations of the Covid-19 virus are now being discovered internationally on almost a weekly basis (including a [new variant](#) this afternoon - BBC News), and we know that public healthcare systems are struggling to cope. Further, vaccinations have been in short supply and not proceeded as efficiently as hoped, as is well documented by many objective media outlets and the figures themselves.

We all know the statistics, and arguments, and for the sake of emphasis I'm going to repeat them below:

1. LCPS's initial standard for an automatic return to distance learning based on per capita infection rates was **200 cases** per 100,000 people on a 14-day average, as evidenced on the [LCPS Covid-19 Metrics](#). Per the site's information this afternoon, that figure is currently **993.5 cases - over four times the standard for meeting "highest risk" categorization** - per 100,000 people.
2. LCPS's initial standard for an automatic return to distance learning based on positive test RT-PCR tests was **10% and above**. Per the site's information this afternoon, that figure is currently **14.7%**.
3. The majority of LCPS staff chose Distance Learning before the conditions - before the

circumstances became as dire as they are now.

4. The majority of LCPS families chose Distance Learning for their children - before the circumstances became as dire as they are now.
5. We know that the Covid-19 virus's effects can be symptomatic or asymptomatic, therefore causing a very difficult situation wherein it becomes impossible for us to know who's carrying the virus unless they are tested. We do not have mandatory testing in place to discover asymptomatic carriers of the virus, nor is it practical to do so on a short to medium term basis.
6. It is clear to everyone that this virus is serious, can result in long-term symptoms, damage, and death, and its effects on children are still not fully understood.
7. **Covid-19's prevalence has never been higher in the area that LCPS and its staff serve than it is now.**

Now: I am too aware of the opposition to these facts and arguments, and we are all too aware of the confrontations and abuse you have suffered after instituting reasonable and scientifically based policies to protect the students and staff from Covid-19, and of the outbursts and abuse that have been hurled from members of the public towards your body and regarding LCPS staff in general because of these measures. I agree that some of their concerns may be valid. Daycares are expensive. Distance learning is not the same as in-person learning by definition and practice. Students - and staff - miss seeing each other daily and are lonelier than they might otherwise have been. Not all families enjoy access to high-speed internet services.

However, I ask you to consider the following: do we agree that this virus is deadly? Do we agree with the science and data that shows our service area is at an unprecedented level of infection, not just of the original Covid-19 variant but also of new variants resulting from mutations? Do we want to put staff - some of them middle aged and older, and therefore particularly vulnerable - at risk? Do we want to put students at risk? Do we want to put the families and anyone that a person that contracts the virus as a result of a premature return to in-person instruction at risk? Is it best to exercise caution, or act contrary to all the information available to us?

Do you believe that a majority of LCPS Staff and Families are right and cognizant of the dangers that Covid-19 poses, and justifiably support distance learning? If you do, do you think that they would react favorably if you voted to return to in-person instruction prematurely, before all staff have been verifiably vaccinated with their first and second shots, before the data of infection rates and positive tests fall to a safe level, before it is justifiably safe to do so? If students or staff members - and their families, and anyone they encounter - are infected with the virus as a direct result of a premature return to in-person instruction, would you be able to look them in the eye and tell them that the decision you made was correct? Would you be able to tell grieving families that the death of a loved one was unavoidable?

I know you know the answers to the propositions I've admittedly briefly rehearsed to you. We are all too familiar with the scope of the pandemic and the effects it has had on our society. It is our duty to trust the science, protect our staff and students, and protect the population itself through all means available to us. It is not our job to cater to the abuse and irrational arguments that do not hold water when compared to the cost they would entail if they were listened to and enacted. It is not our job to put our people at risk. It is not our job to take risks when all the data available tells us that this is an extremely dangerous period in the pandemic.

Therefore, I and many other members of the LEA encourage you to vote to continue Distance Learning until we can safely return to school. Believe me when I tell you that Distance Learning is not a walk in the park. We are working harder than we ever have, and we will continue to do so. Do also believe me when I tell you that we will support you and justify the all-to-easy reasons you should vote to continue Distance Learning to anyone in opposition to it or who continue to harass and abuse School Board Members.

I trust you will arrive at the inevitable and correct conclusion, and vote to continue the Distance Learning model until we can safely ensure that students, staff, and their families are not exposed to additional risks as the result of a premature return to in-person instruction. I urge you to vote for safety and a *final* return to school rather than a premature one that results in yet another difficult and chaotic reversal to Distance Learning. I ask for your support and backing for my personal safety and the safety of my loved ones. Only your reason and vote can decide what happens this evening.

Yours very sincerely and respectfully,

Colin Bowie
5th Grade Special Education Teacher and Case Manager
Meadowland Elementary School

From: [Sandy Sullivan](#)
To: [Scott Ziegler](#)
Cc: [Christy Sullivan](#); [Kelly Byrd](#)
Subject: RE: [EXTERNAL] Re: Call
Date: Tuesday, February 9, 2021 11:44:58 AM
Attachments: [1479483633389_1.png](#)
[1.png](#)

OK, please call me when you are able around 2pm--703.858.7700.
Sandy

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

[Website: LoudounEA.org](#) | [Follow us on Facebook](#)
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MEMBERSHIP MATTERS

---- On Tue, 09 Feb 2021 11:41:23 -0500 **Scott Ziegler** <Scott.Ziegler@lcps.org> wrote

Thanks. Yes, Closer to 2 works better for me – a couple of topics, but nothing contentious – budget and an opportunity for members.

Scott Ziegler

From: Sandy Sullivan <president@loudounea.org>
Sent: Tuesday, February 9, 2021 11:39 AM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: [EXTERNAL] Re: Call

Hi, Dr. Ziegler,
I am available between 2-3pm. Please let me know what you would like to discuss. Would that timeframe work for you?
Thanks,
Sandy

Sandy Sullivan
President

Loudoun Education Association

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LEA Enrollment Form

MEMBERSHIP MATTERS

----- On Tue, 09 Feb 2021 10:44:54 -0500 **Scott Ziegler** <Scott.Ziegler@lcps.org> wrote

GM – please give me a call when you are able – 571-509-8618

Scott A. Ziegler, Ed.D.
Interim Superintendent of Schools
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Scott.Ziegler@lcps.org

From: [Scott Ziegler](#)
To: [Sandy Sullivan](#)
Subject: RE: [EXTERNAL] Re: Call
Date: Tuesday, February 9, 2021 11:41:00 AM
Attachments: [image001.png](#)

Thanks. Yes, Closer to 2 works better for me – a couple of topics, but nothing contentious – budget and an opportunity for members.

Scott Ziegler

From: Sandy Sullivan <president@loudounnea.org>
Sent: Tuesday, February 9, 2021 11:39 AM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: [EXTERNAL] Re: Call

Hi, Dr. Ziegler,
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Thanks,
Sandy

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

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MEMBERSHIP MATTERS

----- On Tue, 09 Feb 2021 10:44:54 -0500 **Scott Ziegler** <Scott.Ziegler@lcps.org> wrote

GM – please give me a call when you are able – 571-509-8618

Scott A. Ziegler, Ed.D.
Interim Superintendent of Schools
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Scott.Ziegler@lcps.org

From: [Sandy Sullivan](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] Re: Call
Date: Tuesday, February 9, 2021 11:39:10 AM
Attachments: [1479483633389_1.png](#)

Hi, Dr. Ziegler,
I am available between 2-3pm. Please let me know what you would like to discuss. Would that timeframe work for you?
Thanks,
Sandy

Sandy Sullivan
President

Loudoun Education Association

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MEMBERSHIP MATTERS

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GM - please give me a call when you are able - 571-509-8618

Scott A. Ziegler, Ed.D.
Interim Superintendent of Schools
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Scott.Ziegler@lcps.org

From: Breana Smart
To: Scott Ziegler; Sandy Sullivan
Cc: Jeff Morse; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan
Subject: Returning to Hybrid Concerns
Date: Thursday, February 4, 2021 2:24:08 PM

To whom it may concern,

My name is Breana Smart. I am a behavioral assistant for Loudoun County Public Schools at the high school level. This is the second time I have voiced my concerns to the school board and LEA about returning to hybrid learning.

I would start by saying, intensive program students and behavioral assistants are without a voice in the school board. Meeting after meeting goes by and not once have, I heard mention of our struggles moving back into hybrid learning. I would like to bring light to those struggles and concerns.

As a behavioral assistant, I am working with a wide range of students, many require hand-over-hand and toileting support. These supports are necessary for learning and the health of students. This makes it impossible for staff to maintain six feet distance. With this in mind, I want to set the scene of the intensive program classroom.

Students are unable to wear face masks effectively. As educators, we work with our students to learn how to properly wear face covering. Often the students come in without mask, have mask but refuse to wear them, will not keep their nose covered, etc. This is constantly putting us at risk. Many of the students in the intensive programs have difficulties with personal hygiene, may not be able to express their own illnesses and ailments, have aggressive behaviors and are easily triggered. In our classroom specifically there are 4 students returning to hybrid learning on February 16th. We have five staff members, when behaviors occur there will need to be support for that specific student. To support and aid in the de-escalation process, staff will have to come in close proximity of the student as well as each other. For safety purposes, many of our students require at least two staff while in a behavior and three to track precise behavior data.

After the previously mentioned behavior occurs, support staff must return to their assigned students. If the student who displayed behavior has any Covid-19 symptoms that day or in the following days, staff and their assigned students would all have been exposed to Covid-19. In summary intensive programs are a petri dish for spreading Covid-19.

If we add in our lack of sufficient PPE (easily ripped and too small gowns, inability to wear goggles and N-95 face masks, and too small gloves), there is no possible way to safely protect students or staff during this time.

So, what happens next? If staff and students contract the virus, the school board has not set procedures in place for the classroom, yet they require us to be there. If there are more students sick than staff, do we have subs? Also, where would these subs come from since it has been impossible to obtain subs for IP classrooms in the past due to the specialized training required of staff in these classrooms. If we don't, do we move back into hybrid learning? These procedures need to be implemented before you put your staff, their families and student's lives at risk.

The fact of the matter is Covid-19 numbers across the globe are continuing to rise and people are dying! People can be asymptomatic and there are new variants that the vaccine may not protect us from and yet

this county is rushing the process of bringing students back into the building. God forbid, but is it going to take the deaths of students and staff for the school board to stop hybrid learning, or will you all put the safety of your staff, their families, and students before politics?

Praying for your health,

Bre Smart

Behavioral Assistant

Independence High School

P: 703.957.4420 F: 571.223.0585

Know your worth & inspire others to embrace their own.

From: [Beth Barts](#)
To: [Scott Ziegler](#)
Subject: Fwd: [EXTERNAL] Thoughts to consider...
Date: Saturday, January 2, 2021 7:50:33 AM
Attachments: [IMG_1739 \(1\).PNG](#)
[IMG_1740.PNG](#)
[IMG_1741.PNG](#)
[IMG_1742.PNG](#)
[IMG_1743.PNG](#)
[IMG_1744.PNG](#)
[IMG_1745.PNG](#)

FYI.

Sent from my iPhone

Begin forwarded message:

From: Nick McBride <samsmithloco2020@gmail.com>
Date: January 2, 2021 at 12:47:35 AM EST
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Thoughts to consider...

Passing on for a friend...

Dear Board Members-

I'm writing in regards to the clarification of metrics that you are set to discuss on Monday. Staff will not speak up as they feel that their voices do not matter. It is apparent through this process that it is true. While some staff may be unreasonable, most are very logical and understanding. However, the discussion of changing metrics after coming to a set decision, is pushing many over the edge. While 10% is high, as are testing numbers over 200, most staff were ok with this choice. Hybrid staff members were excited to be working with students again. As the month went on, staff started feeling uneasy and less safe as numbers began to rise and more and more students and staff were falling ill. This started happening as the number approached the 10% mark. Now, our timelines are filled with stories of younger adults being majorly impacted along with deaths of loved ones of our friends and family. Are we seriously discussing returning to the classroom at the current state? I ask you to put yourself in a teacher's shoes. Would you feel comfortable doing this task? Would you sit in a room with a group of people for 7 hours with just a simple mask? If you spent time talking to staff, you would find that there are many rooms that have never been given a bottle of cleaner, despite finishing the training. You would hear numerous stories about students that took their "purple medicine" for their runny nose and when sent home decided to quarantine the 14 days vs going for a COVID test. You'd hear stories about mommies that had to go to the hospital. But, when one would inquire, you'd not hear back or they'd say that it was incorrect. You would also hear about how the staff are unable to guarantee that there are no close contacts throughout the day. No teachers or staff members sit in a circle of security all day. That is fictitious.

They walk around out of necessity for students that ask for help, pass out papers, check student work, comfort children, etc. If staff were to stay in their area the entire day, little would be accomplished in class and the entire reason for going to school in person would be lost. However, the reports coming back keep saying zero close contacts...even though other staff members were quarantined after the exposure. Or, staff members that found out about another staff member testing positive and realized that they did have an exposure to that person. However, they were never notified by anyone. You should have a survey asking for these experiences because they are plentiful as these experiences were passed on by coworkers at other schools. Making decisions without understanding how things really are happening vs how things appear is foolish. Sending staff into this situation when we have no real data at high percentages is foolish. One staff member lost would be too many to sacrifice as an experiment to make sure students get in a few months of ineffective hybrid instruction (aka teachers sitting in their bubble and staying distanced from children). While hybrid is better and even preferred by the many teachers that got to experience it for a short while, it isn't safe. Why? it is because teachers went in to teach. In order to do that, teachers left the bubble. Teachers stood at a distance at a child's desk to make sure they were making progress and understanding assignments. However, 6 feet away wasn't possible frequently to facilitate learning. These things aren't possible if sitting at a table in the front of the room while a 7 year old is 30 feet away at the back of the room. When you send in staff to teach, most are going to do just so. Teachers and TA's do this job for a reason, to make an impact so children can learn. Most feel a responsibility to make that happen and cannot morally ignore a student asking for help in the same room. So, ask yourself if you would go in during this situation? Would you feel safe knowing you didn't have cleaner, weren't notified when you were around another who tested positive for COVID, or had students coming to school after being medicated? Also know that there are staff members going through health ailments that have not been formally diagnosed yet. Or, staff members that don't even know they have an underlying condition. Essentially, they're unknown P1 employees and may be majorly impacted if they get sick. We see the families that chose hybrid online. We saw them travel for Christmas. We saw them have New Year's Eve parties. These are families that are not our careful families that chose distance learning. Yet, as staff, we are told to be careful and avoid crowds and traveling. We are told if we can't prove our illness didn't come from school, that we may not be covered. This makes many very uneasy, especially knowing our students are putting us in danger and their families are not concerned with keeping us safe. Many are not making the same sacrifices as staff members. So many other essential employees are exposed to people for much shorter time periods and have more protection than school staff actually have. Please consider talking to staff members and then spending some time in the classrooms (once safe to do so) to see how things really work and why what you envision is not actually accurate. Even small things such as walking in the hall is a giant task where teachers and students weave in and out of less than 6 feet of space repeatedly despite trying their hardest to stay distanced. Please know that staff realize that many board members are not familiar with how classrooms operate from watching the board meeting discussions. It is very important that you find out the details before making such large decisions with staff lives. Even things such as discussions (during the last meeting) about reimbursements for teachers that had purchased technology or

second monitors are misleading. The answer was that teachers had been purchased a second monitor by the county. Yet, most had never even heard this to be true and had long since purchased their own equipment. The monitors were not yet in schools for staff. None of that was mentioned. It's exhausting listening to the meetings and having people that aren't actually in the classrooms answering for staff...especially when the responses are inaccurate. Please consider facts and metrics that can be measured and not fabricated. This message comes from someone that prefers hybrid to DL but we shouldn't make a rash decision due to a loud minority since most won't even speak up. We need to be safe. Thanks for listening and thanks for your time. Included is a thread from a friend that is a principal in a school (another state) that has been open. Check out the replies. Pretty sure staff do not have time to be exhausted for months on end while teaching. Notice the amount of replies for communities with open schools. :(

11:55



Those of you that have had COVID, do you still feel overwhelmingly exhausted? If not, how long until you noticed your energy returning to normal? I'm approximately 2.5 weeks from when I first experienced symptoms, but still could sleep probably 12-16 hours a day (doesn't happen due to life). Not matter how much or how long I sleep, it doesn't keep me from being able to fall asleep later. No idea how I'll manage when break is over.



Like



Comment



Send

Maya Pro...



Energy levels took about a month to come back for me. The loss of senses was much, much longer. Hugs!

1h Like Reply



oh no, longer than a month for sense of smell and taste?!? I miss being able to taste food! 🥺

55m Like Reply



I had it the 1st of November and I still can't smell a lot of things but my taste has gradually came back.



Write a comment...



11:56



52m Like Reply

it was about 6 weeks for taste and about 3 months for smell, though, I could smell a handful of things. Right now, there is finally nothing I can't smell (I had Covid in July), but some things don't smell "right" to me. Until about a month ago, I could not smell bleach or natural gas - not even if my nose was directly over an open bottle of bleach. Those were two of the last to come back to me.

39m Like Reply



wow!! The loss of a smell and taste symptom is crazy and fascinating at the same time. As a dietitian, the science nerd in me really wants to dive deeper into what is going on and how COVID is causing this! Thank you for telling me your experience!

31m Like Reply



I'm with you! It so weird

Write a comment...





11:56



Sorry to be the bearer of bad news but I still struggle with fatigue and I'm over 60 days out from onset of symptoms. Hang in there!



1h Like Reply



gh

d's mom had no energy for 5-6 weeks. It really frustrated her. She still has a lingering cough and tires easier than before

58m Like Reply



venice

We are almost 2 months in and fatigue is better but still a struggle. Hope it eases up sooner for you

58m Like Reply



Known names

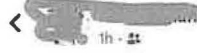
I first developed a fever Dec 9 so around the same time as you. Symptoms were up and down for 10 days. I had a fever for those 10 days. I am still finding myself very tired as well. I take the girls to the park or neighborhood walk and find I have to take a nap afterwards. Some days I do sleep 12-14 hours. I fall asleep with the girls and we haven't been waking up until 9am....I am usually up no later than 6am! COVID is kicking my butt!! I lost my smell and taste



Write a comment...



11:56



I first developed a fever Dec 9 so around the same time as you. Symptoms were up and down for 10 days. I had a fever for those 10 days. I am still finding myself very tired as well. I take the girls to the park or neighborhood walk and find I have to take a nap afterwards. Some days I do sleep 12-14 hours. I fall asleep with the girls and we haven't been waking up until 9am....I am usually up no later than 6am! COVID is kicking my butt!! I lost my smell and taste on day 5 of symptoms and still don't have it back. 😞. I hope you start to feel more energized soon!!!!

55m Like Reply



venice

It took 6 months to feel normal for the 3 of us and we still get a day or 2 a month where we are exhausted with headaches and stomach aches. We had it in March. Keep up with the vit c and d. It depletes your body of D. Also co q-10, quercetin helped a lot after we recovered. I still take that. Gosh hope you feel better soon. Easy and steady. You'll get there.

50m Like Reply



venice

It's been 2 months for me and most nights I'm ready to go to bed at 8. And still want to



Write a comment...



11:56



1h · 1



It's been 2 months for me and most nights I'm ready to go to bed at 8. And still want to take a quick nap after work (2 hrs)

46m Like Reply



It was 4 weeks before I was not so utterly tired

37m Like Reply



I tested + on Nov 15. I was still extremely sleepy about 3-4 weeks after. I am finally back to normal energy the past week. Otherwise, could literally fall asleep any time I sat down after supper.

I have my taste back, but still don't have all my smell back. It's totally random. I was so happy to smell the ham I was cooking today. Plus to this, I can't smell all the farting in my house, or when I walk in the bathroom after someone stunk it up. Don't miss that. 🤔

25m Like Reply



Matt had 15 days of intense symptoms, including one ER visit. He currently has COVID related symptoms, another ER visit, which showed 2 blood clots in his lungs. He



Write a comment...



From: [Beth Barts](#)
To: [School Board Confidential](#)
Cc: [Scott Ziegler](#)
Subject: Fwd: [EXTERNAL] My thoughts on school reopening
Date: Saturday, January 2, 2021 7:42:56 AM

FYI.

Sent from my iPhone

Begin forwarded message:

From: Stacey Holtz-Schmidt <stacey.holtzschmidt@gmail.com>
Date: January 2, 2021 at 2:57:01 AM EST
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] My thoughts on school reopening

Hello. I follow you on Facebook and have been very impressed with your willingness to listen to LCPS staff. I work in the Transportation Department as a School Bus Driver Instructor. I have been back full time in the office and training on the bus, since the first of July. My department has not had the luxury of being allowed to telework. Not only are we doing in person training but also some training classes are impossible to social distance while completing-and yet we are required to do them. I understand that we need bus drivers, but every single day I am being told to show up and work. I have a 16 yr old son at home who has already beat cancer twice. He has lung and heart deficits due to the chemo and radiation he has received. Yet I have to go to work, while watching the positivity rates climb. I am resentful and angry that myself and my coworkers (3 of which have now tested positive) are required to put ourselves and by extension our families at risk. Opening schools up would only increase that risk. Bus drivers don't get the benefit of temperature checked kids. We Have been told that we must to take everyone to school *-even if they appear sick*. I can only hope that the school board considers ALL of the employees required to work, not just the teachers. Please advocate for us. Keep the schools closed for the safety of the employees and the community. Thank you, Stacey Holtz-Schmidt

Sent from my iPad. Any mistakes - blame autocorrect.

From: [Sandy Sullivan](#)
To: [Brenda Sheridan](#); [Denise Corbo](#); [Jeff Morse](#); [Beth Barts](#); [Leslee King](#); [Atoosa Reaser](#); [Ian Serotkin](#); [Harris Mahedavi](#); [John Beatty](#); [Scott Ziegler](#)
Subject: [EXTERNAL] pause on collective bargaining decisions
Date: Tuesday, March 23, 2021 11:01:08 AM
Attachments: [1479483633389_1.png](#)

School Board members and Dr. Ziegler,

LCPS administration and employees have a meaningful and exciting opportunity with collective bargaining. In order to ensure collective bargaining provides the best for Loudoun's students and educators, we all need to be thoughtful and work together.

The Loudoun Education Association is well aware many questions remain about how collective bargaining would work. Other school divisions have met with their employee association and discussed how collective bargaining could work; LCPS should do the same. We ask the School Board to allow time for critical conversations to take place before moving forward with a vote.

LEA asks you to take a breath and pause on making a decision on collective bargaining tonight. Delay the vote so meaningful conversations can occur prior to a vote on collective bargaining and a resolution. LEA is ready and willing to have these conversations with administration.

Sandy

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

[Website: LoudounEA.org](http://LoudounEA.org) | [Follow us on Facebook](#)
[LEA Enrollment Form](#)

MEMBERSHIP MATTERS

From: [Sandy Sullivan](#)
To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Ian Serotkin](#); [John Beatty](#); [Harris Mahedavi](#); [Beth Barts](#); [Jeff Morse](#); [Leslee King](#); [Denise Corbo](#); [Scott Ziegler](#)
Subject: [EXTERNAL] Collective Bargaining and Loudoun Education Association
Date: Friday, March 19, 2021 2:13:51 PM
Attachments: [1479483633389_1.png](#)
[SB Resolution For CB Loudoun final.docx](#)

School Board members and Dr. Ziegler,

This message is to help provide clarity to some important components of collective bargaining and to share Loudoun Education Association's proposed resolution for collective bargaining.

LEA continues to urge you to take a vote at your March 23 meeting to move forward with traditional collective bargaining. There are many questions, since the bill permitting collective bargaining was signed by Governor Northam over a year ago. As more discussions occur and progress forward continues, some questions get answered while more questions develop.

We believe this proposed resolution answers many of those questions. In addition, it provides an avenue and clarity in obtaining approval of collective bargaining in Loudoun County Public Schools.

LEA and LCPS employees desire the safest and best learning conditions for students. We look forward to working together to reinforce that mission through collective bargaining.

Please vote to support traditional collective bargaining.

Sincerely,
Sandy

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

[Website: LoudounEA.org](#) | [Follow us on Facebook](#)
[LEA Enrollment Form](#)

MEMBERSHIP MATTERS

From: [Scott Ziegler](#)
To: [Sandy Sullivan](#)
Cc: [Christy Sullivan](#); [Kelly Byrd](#); [Mark Smith](#); [Lucia Sebastian](#)
Subject: RE: [EXTERNAL] Daily checklist
Date: Thursday, February 25, 2021 3:27:00 PM
Attachments: [image001.png](#)

Hi Sandy,

Yes, any report generated would be subject to FOIA.

Scott Ziegler

From: Sandy Sullivan <president@loudounea.org>
Sent: Tuesday, February 23, 2021 12:09 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: Christy Sullivan <csullivan@veanea.org>; Kelly Byrd <kbyrd@veanea.org>
Subject: [EXTERNAL] Daily checklist

Hi, Scott,
I wanted to circle back to a conversation we had about having in-person employees complete a daily checklist in order to report if/if not mitigation strategies were able to be maintained on site each day. Would you check into whether such a checklist could be FOIAed?
Many thanks,
Sandy

Sandy Sullivan
President

Loudoun Education Association
19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

Website: LoudounEA.org | [Follow us on Facebook](#)
[LEA Enrollment Form](#)

MEMBERSHIP MATTERS

From: [Sandy Sullivan](#)
To: [Scott Ziegler](#)
Cc: [CSullivan](#); [Kbyrd](#)
Subject: [EXTERNAL] Teacher advisory panel
Date: Thursday, February 11, 2021 3:43:38 PM
Attachments: [1479483633389_1.png](#)

Scott,

Thanks so much for inviting LEA to select three members to be a part of the teacher advisory panel you are forming. The following teachers are looking forward to serving:

ES: Monique Howe-Freeman

MS: Steven Meyer

HS: Emily Barbara

Many thanks!

Sandy

Sandy Sullivan
President

Loudoun Education Association

19465 Deerfield Ave. | Suite 206 | Lansdowne, VA 20176

Phone: 703-858-7700 | Fax: 703-858-7712

[Website: LoudounEA.org](#) | [Follow us on Facebook](#)

[LEA Enrollment Form](#)

MEMBERSHIP MATTERS

From: Beth Barts
To: Scott Ziegler; School Board Confidential
Subject: FW: [EXTERNAL] Please wait for a vaccine!
Date: Saturday, January 2, 2021 9:05:10 AM

This is one of my big concerns. Lots of secondary staff are thinking of leaving till July.....

Sent from Mail for Windows 10

From: Susan Magurn
Sent: Saturday, January 2, 2021 8:43 AM
To: Beth Barts; Brenda Sheridan; Harris Mahedavi; Jeff Morse; Atoosa Reaser; Denise Corbo; Ian Serotkin; John Beatty; Leslee King
Subject: [EXTERNAL] Please wait for a vaccine!

Dear School Board Members,

I am a high school teacher at Loudoun Valley HS. Please maintain or reconfigure metrics such that we wait for in-person school until teachers have been fully vaccinated.

I am in my 21st year of teaching and spent part of my break counting up my leave. Please understand I do not want to want to be in a position of leaving my students, however, I do not have P1 status. I don't want even a "mild case" of Corona, since studies indicate that Covid creates long term cardiovascular issues including strokes, asthma, and heart failure.

If I'm in a position where I'm forced to return before it is safe to do so, please understand that the following ripple effects will occur:

- 1) my Dual Enrollment students will lose credit from Northern Virginia Community College
- 2) my Advanced Placement Students will lose having a College Board AP Reader as their teacher and writing specialist.
- 3) my team-taught Special Ed students will need to have a newly training specialist to learn their unique learning styles.

We are all impatient. We want to go back to school... once it is safe. Please keep the school community safe by waiting until we are vaccinated before we return.

Sincerely,
Susan Magurn

From: Goodfriend, David
To: Beth Barts
Cc: Scott Ziegler; Asia Jones; Stephen DeVita; Schoolboardemail
Subject: Re: I will have questions about this Monday.
Date: Sunday, January 3, 2021 10:02:58 AM

Ms. Barts,

Thank you for sharing the concern regarding one of our case investigators. Each case investigator receives the same training on how to interview cases, which uses the CDC's use of 6 foot distancing as a measure of close contact and not "up in this student's face". If you are comfortable providing the name or contact information of the individual who shared this experience, we can trace it back to the case investigator to ensure the criterion of within 6 feet for at least 15 minutes in a day is what is being used.

David Goodfriend

This email may contain confidential information that is legally privileged and protected by federal and state law. This information is intended for use only by the individual or entity to whom it is addressed. The authorized recipient is obligated to maintain the information in a safe, secure, and confidential manner. The authorized recipient is prohibited from using this information for purposes other than intended, prohibited from disclosing this information to any other party unless required to do so by law or regulation, and is required to destroy the information after its stated need has been fulfilled.

If you are not the intended recipient, you are hereby notified that any improper disclosure, copying, or distribution of the contents of this information is strictly prohibited. Please notify the owner of this information immediately and arrange for its return or destruction.

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Saturday, January 2, 2021 9:14 PM
To: Schoolboardemail <lcsb@lcps.org>
Cc: Goodfriend, David <David.Goodfriend@loudoun.gov>; Scott Ziegler <Scott.Ziegler@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>
Subject: [EXTERNAL] I will have questions about this Monday.

Good evening,

The details below are taken from a very specific email. Quite specific. I have lots of questions about this. What kind of contact tracing is "up in this students face"? That is not what we are telling the public is happening. This is very disturbing.

Please read....

1. I am unaware of any "mitigation monitors" that have surveyed our school day since October 13, 2020. Perhaps our "mitigation monitors" are administrators in the building. Other than

administrators and related service specialists, no one has visited our classroom, the cafeteria, or other common areas while we have been present in the building.

2. We have now had a few incidents that have required the use of the Care Room and health staff. The first time I quarantined in mid-November due to potential exposure from a student, I was asked about 6 feet of distance and 15 minutes of time to determine the best course of action for our students and staff.

The second time we encountered a symptomatic student, right before the return to distance learning, I was asked, per the Health Department, if anyone “was up in this student’s face for 15 minutes or more.” No one was “in this student’s face,” and especially not for “15 minutes or more.” Therefore, no one else was instructed to quarantine. Some people in the community have been questioning why we have so few “close contacts” associated with our documented cases. Perhaps, it is because the definition of “close contact” has now shifted to “up in a person’s face for 15 minutes or more.” Is this the safest and most effective measure we should be using for determining a “close contact?” What effect does this definition have on accurately identifying and monitoring “in-school transmission,” which some community members claim is non-existent?

3. We have had family members (within the same immediate household) of in-person students travel internationally via airplane. We do not have a travel quarantine or testing requirement in place to protect the safety of other students and staff in these situations. In fact, students and their family members have no requirement to test for COVID-19.

Sent from my iPhone

From: Beth Barts
To: Kevin Lewis; Scott Ziegler; School Board Confidential
Subject: Fwd: [EXTERNAL] Fwd: My hybrid experience
Date: Sunday, January 3, 2021 8:08:09 AM

This is scary. There is no reason for her to make this up.

Sent from my iPhone

Begin forwarded message:

From: Terri Azie <terriazie@me.com>
Date: January 2, 2021 at 11:50:31 PM EST
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Fwd: My hybrid experience

Beth,
I sent this to Denise Corbo tonight. Wanted you to have it as well.

Begin forwarded message:

From: Terri Azie <terriazie@me.com>
Subject: My hybrid experience
Date: January 2, 2021 at 10:18:56 PM EST
To: dcorbo@lcps.org

Hello Denise,
I am an LCPS bus attendant. I help special needs students safely travel on the school buses. I've attended students as young as 2 and as old as 22 from all over the county. My scope of work takes place physically on the school bus and in the transportation building and garage area.

What I've seen this winter is a lack of LCPS personnel adhering to safety guidelines. The worst offenders do not wear masks at all, or wear masks some of the time, or wear masks with their noses not covered.

I also see kids who either can't wear masks or who are too little to keep them on their face (not their fault, of course).

I am a substitute attendant so I go on different buses every day. While all drivers clean their buses, there seems to be no 1 standard. Some do it after the run; some do it only at the end of the day. Some just spray the entire bus without wiping; some wipe down with paper towels only the seats where kids sat.

When I completed classroom training a few months ago, there was only ONE day out of 8 that every trainer in the room wore their mask correctly and 100% of the time. Otherwise, the trainers lowered their masks to speak, wore ill-fitting masks that fell down when they spoke and had to be pulled up constantly (if they pulled them up at all). I several times had to ask trainers and other trainees to pull up their masks. I was shocked and saddened, since I was assured that all safety protocols would be met in the building. I had not been out of the house in nearly 8 months and felt terribly exposed during classroom training where we were inside for up to 7 hours/day. For example, sometimes the lead trainer would ask a question of another trainer sitting at the back or side of the room, and that trainer would lower his mask and shout his answer. Exactly what you should NOT do.

When completing on the job training, the problem continued with drivers donning a mask only for the parents when dropping kids off, but otherwise being completely maskless for the entire trip, thus endangering me and the students on the bus. (I did not say anything at this point because I didn't want to rock the boat as a trainee who had not yet signed a contract.). Other drivers wore the mask with nose sticking out or lowered the mask to talk. One guy didn't know he was wearing his mask the wrong way until I pointed it out to him.

With this kind of flaunting of protocols at the transportation level alone, how can we safely bring kids back to school?

Thank you for "listening", and thank you for your service. (My Lcps email is: tazie@lcps.com)

Sincerely,

Terri Seiter Azie
TerriSings.com
703-220-0666

From: [Atoosa Reaser](#)
To: [Beth Barts](#)
Cc: [Scott Ziegler](#)
Subject: Re: [EXTERNAL] My thoughts on school reopening
Date: Saturday, January 2, 2021 1:19:25 PM

Good morning,

Could you please drop me off of replies you send to emails that are going to you individually?

Thank you,
Atoosa

Vice Chair and
Algonkian District Member,
Loudoun County School Board

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Saturday, January 2, 2021 7:42:50 AM
To: School Board Confidential <SchoolBoardConfidential@lcps.org>
Cc: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: Fwd: [EXTERNAL] My thoughts on school reopening

FYI.

Sent from my iPhone

Begin forwarded message:

From: Stacey Holtz-Schmidt <stacey.holtzschmidt@gmail.com>
Date: January 2, 2021 at 2:57:01 AM EST
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] My thoughts on school reopening

Hello. I follow you on Facebook and have been very impressed with your willingness to listen to LCPS staff. I work in the Transportation Department as a School Bus Driver Instructor. I have been back full time in the office and training on the bus, since the first of July. My department has not had the luxury of being allowed to telework. Not only are we doing in person training but also some training classes are impossible to social distance while completing-and yet we are required to do them. I understand that we need bus drivers, but every single day I am being told to show up and work. I have a 16 yr old son at home who has already beat cancer twice. He has lung and heart deficits due to the chemo and radiation he has received. Yet I have to go to work, while watching the positivity

rates climb. I am resentful and angry that myself and my coworkers (3 of which have now tested positive) are required to put ourselves and by extension our families at risk. Opening schools up would only increase that risk. Bus drivers don't get the benefit of temperature checked kids. We Have been told that we must to take everyone to school *-even if they appear sick*. I can only hope that the school board considers ALL of the employees required to work, not just the teachers. Please advocate for us. Keep the schools closed for the safety of the employees and the community. Thank you, Stacey Holtz-Schmidt

Sent from my iPad. Any mistakes - blame autocorrect.

From: Beth Barts
To: Scott Ziegler; Asia Jones; Kevin Lewis; School Board Confidential; Ashley Ellis
Cc: david.goodfriend@vdh.virginia.gov; Phyllis Randall; Kristen Umstattd; Juli Briskman
Subject: Our owns staffs words.... enlightening.
Date: Sunday, January 3, 2021 11:52:10 AM

Good morning,

I have created a compilation of some of the emails we have received over the weekend from many staff members. I felt it was important LCPS leadership see in their staffs own words some of their concerns about safety and the ability to follow protocols. Be warned- this may be disturbing to read but we have to know and can't pretend all protocols are being followed if they are not.

Thank you.

"I am currently a second-grade teacher teaching hybrid this year. I understand you would like some feedback from us, so here is my experience. I appreciate you taking the time and energy to ask and read my experience and input. I wish more school board members would do the same...reach out to the teachers. This is the first letter I have written to the board.

While in the classroom, I have very much appreciated having Monday as an asynchronous day. On Monday, my team and I have 3 hours of meetings, CLT, LTC, TLC. We also have Child Study, IEP's and we have much needed time to work on all the many things that need to be done, call parents, grade, etc... I promise you, teachers are working very hard this year! I also appreciate the smaller class sizes for hybrid. I teach 2nd grade and the students do not properly wear their masks. They just don't. They are too young. We need constant reminders to fix the mask. The masks are always too large or too small. Always. I also appreciate the air purifier in my classroom."

"It is not possible to always enforce the mask mandate with eight year olds. Adults in the building did not always practice social distancing".

"First of all, the kids and teachers were both excited to be back. The students were making progress and it was much easier to assess the kids and instruct them. That being said it wasn't done without great risk and stress. The main reason was the inability to remain 6 feet from our students. A board member made the comment that teachers should never be a close contact because at no time should teachers be closer than 6 feet. IMPOSSIBLE and makes me question if he has been in a K-2 classroom. Anyone who has been in a first-grade classroom knows that in order to teach, assess, and effectively instruct we must be able to see what the students are doing. 1st-grade math is about manipulating materials demonstrate understanding. Even if we sit at our desk and do not move from that spot all day (which isn't feasible), we are still within 6 feet of the front row. If I teach from the interactive board, I am approximately 4 feet from the students if not closer. Despite the risk, I worked hard and for the sake of my kids and their success continued to teach despite knowing that I was indeed a close contact throughout the day. It was not physically possible to teach any other way.

Shoes need tied, coats need zipped, breakfast items need opened, materials need to be distributed, materials get lost and they need support, they need technical help, they need help with their masks, and sometimes need overall help. With all of this being said we all do it knowing the risks. However, it is stressful. Unfortunately, parents give students medicine and send them to school. This happened to me.”

“The custodians at my school are amazing and working hard- I have no doubt that the larger bathrooms, with stalls, are being cleaned frequently. But, all the hybrid classrooms being used in our school have individual bathrooms as well. They are not being cleaned once a day- is this an expectation? I’ve been trying to figure out how students can’t share books, but can come in and out of the same bathroom all day. “

“We have now had a few incidents that have required the use of the Care Room and health staff. The first time I quarantined in mid-November due to potential exposure from a student, I was asked about 6 feet of distance and 15 minutes of time to determine the best course of action for our students and staff. The second time we encountered a symptomatic student, right before the return to distance learning, I was asked, per the Health Department, if anyone “was up in this student’s face for 15 minutes or more.” No one was “in this student’s face,” and especially not for “15 minutes or more.” Therefore, no one else was instructed to quarantine. Some people in the community have been questioning why we have so few “close contacts” associated with our documented cases. Perhaps, it is because the definition of “close contact” has now shifted to “up in a person’s face for 15 minutes or more.”

“What I’ve seen this winter is a lack of LCPS personnel adhering to safety guidelines. The worst offenders do not wear masks at all, or wear masks some of the time, or wear masks with their noses not covered.

I also see kids who either can’t wear masks or who are too little to keep them on their face (not their fault, of course).

I am a substitute attendant so I go on different buses every day. While all drivers clean their buses, there seems to be no 1 standard. Some do it after the run; some do it only at the end of the day. Some just spray the entire bus without wiping; some wipe down with paper towels only the seats where kids sat.”

“When I completed classroom training a few months ago, there was only ONE day out of 8 that every trainer in the room wore their mask correctly and 100% of the time. Otherwise, the trainers lowered their masks to speak, wore ill-fitting masks that fell down when they spoke and had to be pulled up constantly (if they pulled them up at all).

I several times had to ask trainers and other trainees to pull up their masks. I was shocked and saddened, since I was assured that all safety protocols would be met in the building.”

“I realize that everyone is eager to get kids back into the classroom, however, when staff members are having to quarantine, our children are being left in the hands of random adults...people who have little to no experience with children or in schools. I have seen some things that make me uncomfortable enough that I am choosing to keep my youngest children in a distance learning environment while I'm at work in order to protect them from the subs that are being sent into the buildings. And that's when a sub is actually available! When I myself had to quarantine, finding any person to cover for me was impossible. And when the lead teacher in my classroom had to suddenly take leave, no long-term substitute could be found. This left me, a second year TA, to attempt to provide academic instruction for our students for 5 weeks. I wish this was an isolated incident. We've had weeks when 2/3 of our Admin team were quarantined, we have TAs filling in for Special Education teachers. It's literally all hands on deck to keep the ship afloat.”

“The problem is that all the kids have trouble staying away from each other at recess, and I could see other kids in other classrooms having exactly the same experience when they were outside. The main instruction problem that we have is trying to get two days worth of instruction in one day. The two hybrid classes, of which I was one, had a difficult time staying in the same place as the distance classes. Even after just two weeks, the DL classes were able to go much faster. Allowing us to stay DL until it's safe to be in school allows us to cover much more content. My kids are engaged and learning and doing really well. “

“An elderly Kindergarten aid was sitting in the gym while I taught class. At the end of class she was having trouble standing up, so she extended her hand to me to help her up. Not only did she grab my bare hand, but she also embraced me with her hands after she stood up to say thank you and to highlight my kindness to the students.

I had placed soccer balls in recess bags with instructions to teachers and students that they were only to be used with their feet. I did not provide basketballs because too many students would be touching/passing them around. Unfortunately, I saw many teachers allowing their students to play basketball with the soccer balls. And if you've ever seen elementary students play basketball, you should know that they all huddle close together trying to get the ball for themselves.

Also at recess, when students get a “mask break”, I've seen students place their masks all together in a pile. Then at the end of recess they rummage through the pile with their hands to find their mask. “

Sent from my iPhone

From: [Asia Jones](#)
To: [Scott Ziegler](#); [Eric Williams](#)
Subject: FW: [EXTERNAL] Barts propoganda allows comments in specific parent groups
Date: Monday, January 4, 2021 12:01:01 PM
Attachments: [image001.png](#)
[image002.png](#)

Forwarding to you for your information.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1022

From: Michele Leffler <mherseyleffler@gmail.com>
Sent: Monday, January 4, 2021 10:35 AM
To: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Stephen DeVita <Stephen.DeVita@lcps.org>; Jennifer Wall <Jennifer.Wall@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Paul Thiessen <Paul.Thiessen@lcps.org>; Leigh Boyd <Leigh.Boyd@lcps.org>
Subject: [EXTERNAL] Barts propoganda allows comments in specific parent groups

Good morning,

Since you are all in leadership positions, I thought I should share with you what a school board member is doing to divide the school district into a parent versus teacher war. Comments are allowed on this post and people are getting attacked for saying that schools are safe and what we can do to help,

If your job is truly about keeping our children safe while providing a public education, please stop these mental health antagonistic posts designed to undermine school operations. We are supposed to believe in YOU. And 6.5 hours of screen time is NOT a quality education. Am I supposed to believe my children's school isn't safe? What are we (the parents) supposed to believe about leadership? It is a struggle, at best, to have faith in our leadership now. But as Loudoun County residents, that is what we need the most -- faith in our public educational system. Not politics, not pandering, but professional courtesy and etiquette by public officials who represent our children's school system.

And FYI -- I know two of the administrators of this group. One is on the Equity Committee -- Kenya Savage, on behalf of MSAAC. Who do we believe now?

10:19

5G LTE



Beth's Post



Beth Barts ▸ Loudoun Parents, Teachers and Staff for Evidence-Based Safe Schooling

1h · 🌐

My posts over the last few days have been hard for some in the community to read. I understand that. Over the years our expectations of our staff have grown beyond the academic. Providing mental health support, making sure kids have their basic needs met so they can learn, purchasing supplies, being a protector in the case of a school shooting....the list is long for our staff and yet they have risen to it with rarely a complaint.

So now it is uncomfortable to know that many of our staff don't feel safe. I understand that more than anyone as a school board member who feels a responsibility to address these conditions and acknowledge the truth. We don't get to say in a pandemic how our front line staff should feel. These are our neighbors, friends and valuable members of our community. These are the same people who have taken care of our kids from age 5 and up. We don't get to dismiss them now or say "well there should be some positive experiences". I absolutely agree. There should be positive experiences. That is exactly why we sent kids back and many of the kids who went back did have positive experiences.

My youngest had to get X-rays over break. The medical staff all wore gloves, face shields and masks. No one helped her climb onto the X-ray table like they would have in the past. The technician stayed at least 6 feet away. I was expected to put the brace on her ankle. They asked the size of her shoe and handed the brace to

Rules



Write a comment...





:-) Michele Leffler

"Wherever you have friends, that's your country, and wherever you receive love, that's your home."

***- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)***

From: Kirsten Shields
To: Scott Ziegler
Subject: [EXTERNAL] Fwd: A different (non-instructional) perspective: the LCPS Cafeteria Monitor function
Date: Monday, January 4, 2021 8:39:13 AM
Attachments: [LCPS Vacany Notice Color.png](#)
[LCPS Vacancy Notice BW.png](#)
[Cafateria Monitor Vacancies 2018 to Present chart.png](#)
[LCPS Vacancy Notice BW.png](#)
[LCPS Vacany Notice Color.png](#)
[Cafateria Monitor Vacancies 2018 to Present chart.png](#)

Mr. Ziegler,

I wanted to take a moment to share with you this email that I sent to the LCPS SB last night.

Thank you for your consideration.

Sincerely,
Kirsten Shields

Good Evening LCPS School Board,

(I write this email with the utmost respect. I know that not a single one of you stepped into this role, expecting a pandemic. No one deserves to be yelled at, screamed at, etc., like a small, but loud piece of our community has performed. You are in a role that I would never want to be in — especially in a pandemic. So, whether my opinions differ from yours....thank you for serving.)

I reach out to you with a perspective of a parent/family, but more importantly, a non-instructional staff of LCPS — Emerick Elementary. I am also a small business owner in the county, providing personal/professional business services to independent clients. I know that this email is long, but I am hoping to cover some perspective that you may not have already learned. I truly hope you take the time to absorb my discussion of the major indoor unmasked zone (cafeteria) of the school.

I have been a cafeteria monitor at Emerick/Catoctin District since January 2018. I have several motivations for this role, primarily being involved in my child's school (another child is a Blue Ridge MS sixth grader). In the three years I have served this role, I have worked with seven different staff members in the same role (often three monitors are employed and work simultaneously). I tell you this to lay a foundation to my point.

This role tends to have high turnover, and if you will, a revolving door. While the pay is exceptional, there are negatives: we work approximately 12 hours/week, and those hours are in the middle of the day; it is messy (I have clothes that I exclusively wear in the cafeteria); it is extremely noisy...among others. In a non-pandemic environment, our school is typically set up for three lunch "shifts" where students file in and out with the teacher schedule.

Most notably, in a pandemic, it is one of the few locations in the school where students do not wear masks — they are eating. When the peak of K-5 hybrid students returned this fall, we had between 30-60 unmasked students in the cafeteria at any given time.

Yes, the students are socially distanced. Yes, also the students also ask us to open their yogurt after trying unsuccessfully to open it with their teeth/mouth. Or their milk. Or their string cheese. Yes, I change my gloves between serving students. But this doesn't change the fact that we are in the zone where students are unmasked. Because they sit socially distanced, they speak louder and with more vocal force when speaking with their peers. You can quite literally see their expelled, airborne saliva as they discuss their topic, trying to be heard among their peers. Yes, again, these students are unmasked. To be honest, I affectionately call the cafeteria the CovidDen Café.

LCPS did not provide us with protective masks, beyond the ill-fitting standard Hanes knit masks. We were neither provided nor fitted with N95s. We were provided a face shield. I self-provide a mask that I find to be a comfortably tight fit, and wear a shield. Because I am in a space where kids are talking loudly due to their social distance, and because I wear both a mask and barrier shield, they have a hard time hearing me, and of course, cannot read my lips.

But, (and this is where the topic changes significantly), it has been interesting to note the substantially increased 2020-2021 cafeteria monitor employment vacancy notices in my LCPS email. I performed a very rapid retrieval survey of my school email vacancy emails for each school year, running from August to July, with “cafeteria monitor” in the search function. I then compared the vacancies to the same/similar time frame as 2020-21

(Note: please see attachments — both spreadsheets are the same, with the exception that one spreadsheet is colorized, and one is BW/accessible to those with color-blind vision. This year's vacancy announcements are in cyan. Previous year announcements within the same time frame are in lime. Critical data are highlighted with red. The file is also retrievable here (see the second sheet for BW challenges).

To note:

- **So far, in the 2020-2021 school year, there have been 31 vacancies for this role.**
- In 2019-2020, there were 41 vacancies in the entire year, and 19 in the same time frame. **Comparatively, in the same time frame, 2020-21 had an increase of 12, and a percentage increase of 39%.**
- In 2018-2019, there were 46 vacancies in the entire year, and 15 in the same time frame. **Comparatively, in the same time frame, 2020-21 had an increase of 16 and percentage increase of 52%.**

While I only have access to vacancy postings in the years I have worked in LCPS, this is extremely telling to me! I am curious how many LCPS schools have struggled to fill this role. For staff who have already worked the role, we understand the intricate complications our current environment can cause. In a position that already has high turnover, I am unsurprised. Furthermore, it's worth noting that, historically, when a cafeteria monitor staff member is out due to scheduled or sickness, an unpaid community volunteer fills this role — typically a parent. Right now, I cannot imagine how this role would be filled with volunteers as only specific staff are permitted in buildings.

It is also worth noting that this role has mandatory annual training for allergens and food-based reactions. I was surprised **and disappointed that this year's training was barely a few sentences about COVID19, and little discussion about COVID19 management.**

Finally, as I look at the county numbers, and look at our family's situation, I am certain that if schools return when COVID19 indications are unsafe, I will regretfully have to resign my post. My husband is one of three employees in his department in his role, where their primary function is to travel. When they are assigned to work, two of the three employees must co-work together. If any member of our family is identified as a close contact, our family (and my husband) will begin a mandatory one-month lockdown. This leaves the remaining two staff members to be responsible for all travel work duties for one a minimum of one month. My husband is NOT in a role where he can perform his primary functions from home or quarantine.

Do I want to be back in the school in my role? Absolutely. But I also only want to be there when the conditions are safe and do not compromise my husband's career professional position for my very part-time position.

I implore the LCPS to NOT change course and to not require staff to come back to the school environment at this time, when our local indication numbers are far higher than they were in the spring of 2020. We recognize that certain students do better in school. We want them to do well. And we want to do it with the community safety in mind. Please provide extensions for the 100% distance learning plan.

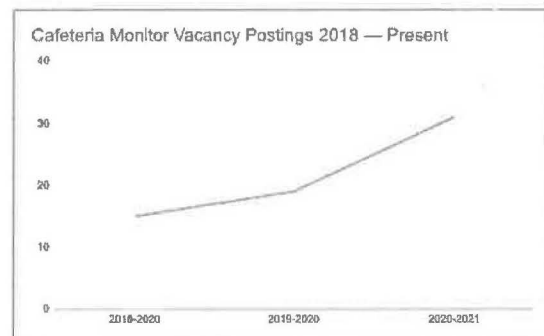
Thank you for your time and consideration.

Sincerely,

Kirsten Shields
703-725-9488

August 2020-Jan 2021	August 2019-July 2020	August 2018-July 2019
1219 Algonquin 1220 Cameron Trail M8 Run 1221 Cedar Lane 1222 Courtyards 1223 Superfund 1224 Forest Grove 1225 Sterling 1226 Alka 1227 Napier Lee Wayland 1228 Auburn Lincoln 1229 Mountain View 1230 Rosa Lee Carter Discovery 1231 Banner M8 Run 1232 Buffalo Trail 1233 Stewart Water 1234 Woodfield Roundhill 1235 Pleasanton Spunkin 1236 Karmath Culbert 1237 Langley 1238 Courtyards 1239 Canfield 1240 Lucille 1241 Sully 1242 Madison's Trail	1230 Emerald 1231 Liberty 1232 Talbot White Sterling 1233 Mountain View Algonquin 1234 Culbert Lincoln 1235 Lewis's Island 1236 Lindbergh Spunkin Creek Cardinal Ridge 1237 Belmont B2 1238 Algonquin 1239 Mountain View 1240 Sully 1241 Lincoln 1242 Cedar Lane Courtyards 1243 Adams 1244 Frances Hazel Belmont St 1245 Landburg 1246 Whipple Sully 1247 Crest Spring 1248 Golden Post 1249 Banner 1250 Forest Grove Sully 1251 Algonquin 1252 Canfield 1253 Selzer's Landing 1254 Lewis's Island 1255 Little River 1256 Rosa Lee Carter 1257 Algonquin 1258 M8 Run	1211 Liberty 1212 Lewis's Island 1213 Emerson Mill 1214 Banner M8 Run 1215 Frances Douglas 1216 Kenneth Culbert Discovery 1217 Madison's Trail 1218 Rosa Lee Carter Discovery 1219 Courtyards 1220 Rolling Ridge 1221 Horizon 1222 Cardinal Ridge 1223 Lovelock 1224 Lewis's Island 1225 Graham Post 1226 Sully 1227 Cedar Lane 1228 Superfund 1229 Banner 1230 Penbrook 1231 Courtyards 1232 Lovelock 1233 Western Landing 1234 Cardinal Ridge 1235 Lovelock 1236 Rolling Ridge 1237 Banner M8 1238 Spunkin Creek 1239 Emerald 1240 Belmont B2 1241 Courtyards 1242 Canfield 1243 Banner Corner 14 Hope 1244 Emerson Trail 1245 Cardinal Ridge
11 Total	41 total school year 18 total year	40 total school year 18 total year
August 12 2020 - December 8 2020 August 12 2019 - December 5 2019 August 12 2018 - December 5 2018	31 total pre-empt 19 regular 13 Spring	

August 2020-Jan 2021	August 2019-July 2020	August 2018-July 2019
1219 Algonquin 1220 Cameron Trail M8 Run 1221 Cedar Lane 1222 Courtyards 1223 Superfund 1224 Forest Grove 1225 Sterling 1226 Alka 1227 Napier Lee Wayland 1228 Auburn Lincoln 1229 Mountain View 1230 Rosa Lee Carter Discovery 1231 Banner M8 Run 1232 Buffalo Trail 1233 Stewart Water 1234 Woodfield Roundhill 1235 Pleasanton Spunkin 1236 Karmath Culbert 1237 Langley 1238 Courtyards 1239 Canfield 1240 Lucille 1241 Sully 1242 Madison's Trail	1230 Emerald 1231 Liberty 1232 Talbot White Sterling 1233 Mountain View Algonquin 1234 Culbert Lincoln 1235 Lewis's Island 1236 Lindbergh Spunkin Creek Cardinal Ridge 1237 Belmont B2 1238 Algonquin 1239 Mountain View 1240 Sully 1241 Lincoln 1242 Cedar Lane Courtyards 1243 Adams 1244 Frances Hazel Belmont St 1245 Landburg 1246 Whipple Sully 1247 Crest Spring 1248 Golden Post 1249 Banner 1250 Forest Grove Sully 1251 Algonquin 1252 Canfield 1253 Selzer's Landing 1254 Lewis's Island 1255 Little River 1256 Rosa Lee Carter 1257 Algonquin 1258 M8 Run	1211 Liberty 1212 Lewis's Island 1213 Emerson Mill 1214 Banner M8 Run 1215 Frances Douglas 1216 Kenneth Culbert Discovery 1217 Madison's Trail 1218 Rosa Lee Carter Discovery 1219 Courtyards 1220 Rolling Ridge 1221 Horizon 1222 Cardinal Ridge 1223 Lovelock 1224 Lewis's Island 1225 Graham Post 1226 Sully 1227 Cedar Lane 1228 Superfund 1229 Banner 1230 Penbrook 1231 Courtyards 1232 Lovelock 1233 Western Landing 1234 Cardinal Ridge 1235 Lovelock 1236 Rolling Ridge 1237 Banner M8 1238 Spunkin Creek 1239 Emerald 1240 Belmont B2 1241 Courtyards 1242 Canfield 1243 Banner Corner 14 Hope 1244 Emerson Trail 1245 Cardinal Ridge
11 Total	41 total school year 18 total year	40 total school year 18 total year
August 12 2020 - December 8 2020 August 12 2019 - December 5 2019 August 12 2018 - December 5 2018	31 total pre-empt 19 regular 13 Spring	



From: [rosemary.malayil](#)
To: [Schoolboardemail](#); [Scott Ziegler](#); [Eric Williams](#); [David Palanzi](#); [LEAOffice@LoudounEA.org](#)
Subject: [EXTERNAL] Elementary hybrid
Date: Sunday, January 3, 2021 9:12:07 PM

Good evening,

I am writing to inquire about why you are directing elementary hybrid teachers back in school on Jan 12 when our elementary DL counterparts are allowed to continue to work from home. I am in no way asking that the elementary DL teachers should be asked to return to school to teach online as well- we don't have room for them. However, I am curious about your logic for asking the elementary hybrid teachers to come back while we're still in the DL model.

As a first grade teacher, I've been back since October. I've heard that one of the reasons we've been asked to come back is that we may have very little notice about when we switch back to hybrid. I've already spent the time to set up my classroom for my kids since we were already in person for many weeks. My room is ready. I do not need additional time to set up my room to flip back to hybrid. I also struggled through all the new technology associated with our new boards already- I'm all set up to work with the new board in my classroom since I already did it for many weeks. My technology is ready.

I understand that middle and high school teachers are being asked to come back on Jan 12 for additional staff development. Though I wonder why this training can't be provided virtually, I do wonder why you're asking elementary hybrid teachers to return on Jan 12 also. We've struggled and muddled through our many hybrid challenges and had finally figured things out and gotten into the groove right before we were switched to DL again (due to the metrics of course).

If this is a question of equity (as in its not fair to ask middle and high school teachers to come back and not elementary), I'd be happy to list many inequities between elementary and secondary teachers in terms of planning time, parent teacher conference expectations, report card expectations, etc that have had us elementary teachers giving up so much more of our family time to get the job done. I ask that IF you are just calling elementary teachers to come back on Jan 12 for "equity's sake", please reconsider.

When my students are back in school I will be at the door to greet them with a big smile on my face - hidden by a mask of course ;). But until then, I see no reason to share a working environment with coworkers when I could limit my exposure to others and teach DL just as effectively at home as my 100% DL colleagues.

Please fill me in on the purpose of having elementary hybrid teachers come into the school buildings while we are still in the DL model.

Respectfully,
Rosemary Malayil
First grade teacher
Catoclin Elementary
Citizen of Purcellville, VA

From: [Mark Smith](#)
To: [Scott Ziegler](#)
Subject: INFORMATION: Fw: Threat Assessment
Date: Monday, January 4, 2021 12:12:26 PM
Attachments: [Outlook-4x0psc2p.png](#)

FYI-

Mark J. Smith, Ed.D.
Director, Human Resources and Talent Development
(*Secondary, Substitutes, Equity, Compliance, Respectful Workplace*)
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Mark.Smith@lcps.org
 @SmithMarkUVA

From: John Clark <John.Clark@lcps.org>
Sent: Monday, January 4, 2021 11:59 AM
To: John Lody <John.Lody@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Douglas Fulton <Douglas.Fulton@lcps.org>; Warren Pelton <Warren.Pelton@lcps.org>; henry.tavis@loudoun.gov <henry.tavis@loudoun.gov>
Subject: Threat Assessment

Gents,

Happy New Year! Will be sending an invite for a TA for tomorrow afternoon. This is in reference to the below email. Implied threats are highlighted.

JC

From: Beth Barts <[Beth.Barts@lcps.org](#)>
Sent: Monday, January 4, 2021 9:26 AM
To: Wayde Byard <[Wayde.Byard@lcps.org](#)>; Stephen DeVita <[Stephen.DeVita@lcps.org](#)>; John Clark <[John.Clark@lcps.org](#)>
Subject: Fwd: [EXTERNAL] Karma

This is a threat. I have filed a report with the Leesburg police. Please let the sheriffs office know.

Sent from my iPhone

Begin forwarded message:

From: Beth Barts <[Beth.Barts@lcps.org](#)>
Date: January 4, 2021 at 8:37:55 AM EST
To: Jason Michaels <[jasonkarenm@gmail.com](#)>
Subject: Re: [EXTERNAL] Karma

This is a threat. I am forwarding to the police and lcps security.

Sent from my iPhone

On Jan 4, 2021, at 7:38 AM, Jason Michaels
<jasonkarenm@gmail.com> wrote:

Ladies and Gentlemen:

To the school board members who have consistently voted to open Loudoun County schools and return our children to their classrooms, this message is provided as a courtesy.

To the members who stubbornly decline to do so:

There is a growing sentiment that you are all craven political animals who care not the slightest bit about the students you profess to serve. We see you routinely betray the stated mission and goals of this school district by undermining the very tenets you swore to uphold. We see you consistently express a wanton disrespect for your constituents, and show not one iota of compassion when confronted with the trauma and grief that result directly from your collective negligence and inaction. We see you demonstrate a clear distaste for rational discourse, and a willful ignorance of incontrovertible facts. And we see you steadfastly refuse to accept any responsibility for your multiple failures.

The inescapable conclusion is that you are tailoring your actions to some narrow political agenda, rather than the education and welfare of our children. There can be no misunderstanding that this represents a direct

frontal assault against our kids that threatens not only their childhoods, but indeed their very futures. If these statements require any explanation, then you are truly as obtuse as your public personas would suggest. But to put it in the most concrete terms: You are endangering our kids, and we are committed to defending them.

Since you have proven completely unreceptive to resolving anything through the normal course of business, you should not be surprised if some parents feel you have painted them into a corner, and that other means of persuasion might be needed. I understand that some are pursuing recall petitions and legal action; however, I am told that others are actively seeking where you live, where you work, what you drive. We've all seen such information employed effectively by people with less clearly defined boundaries of conduct – only you can judge if your political allies and benefactors will protect or defend you from such an escalation.

After this unmitigated debacle of public policy, it seems unlikely that any of you can have any political future; however, you might want to consider whether you aspire to any future at all in Loudoun County, living among the constituents and concerned citizens who you have repeatedly insulted and ignored, and whose children you have ruled expendable in pursuit of your own selfish ends. More and more parents now see you for the frauds you are, and acknowledge their collective mistake in ever placing their trust and confidence in you to oversee our kids' education. You have transformed a once thriving school system into a laughing stock, and your school board meetings are now a theater of the absurd.

This district cries out for leadership, a trait that none of you have shown any appetite or aptitude for whatsoever. If any of you had a

shred of integrity, you would cede your respective positions to people sufficiently equipped to manage this district. At a minimum, you should start the new year by reviewing the LCPS Mission Statement and Goals, reexamining your priorities, and dedicating yourselves to doing the right thing for our kids, and for our kids alone.

The evidence from around the world, across this country, and even across the street overwhelmingly supports returning our kids to school. Every day that you fail to do so, public education in Loudoun County falls farther behind private education; schools in Virginia fall farther behind schools in Florida; and kids in America fall farther behind schools in the UK, France, Germany, China, and around the world.

If what I hear is true, the people are out of patience, and you may soon be out of time. Your continued lack of progress may soon embolden a more militant opposition to take dramatic action, and it will be increasingly difficult for the rest of us to argue that you didn't have it coming.

Jason Michaels

From: Holly Salyers
To: Scott Ziegler
Subject: teachers return to building
Date: Monday, January 4, 2021 1:48:16 PM

Dr. Ziegler,

I am incredibly concerned about teachers being required to go back into the building on 1/12. This is not a good use of our time or resources when we do not know when concurrent learning will actual begin. Teachers are working more hours at home in order to ensure that the materials are the best for all students. This often involves retooling lessons and finding resources that are more friendly for DL. Having teachers coming in means that instead of spending time on meaningful instruction, we will be spending time driving.

Furthermore, even with limited number of students in the building for sports and pilot programs, there is still a spread of the virus. Until teachers are vaccinated, it is simply not safe nor equitable to ask teachers to be in the building. If we care about equity for students, we also need to have that for teachers. Very few teachers with P2 status are given the ability to work at home and many of those teachers will have to limit their contact with their own families in order to keep their family members safe. It is unreasonable to ask that of us. Please wait until metrics are in a better place and teachers have a chance to be vaccinated before asking us to sacrifice our health and safety, as well as that of our families for our jobs.

Sincerely,
Holly Salyers

From: Teresa Mitchell
To: Brion Bell; Scott Ziegler
Subject: Response to Return to School dated 12/18/2020
Date: Monday, January 4, 2021 1:36:40 PM

Dear Mr. Bell and Mr. Ziegler,

I am writing this in response to the email sent by LCPS Assistant Superintendent Scott Ziegler on December 18, 2020 regarding return to school on January 4, 2021. It refers to the teacher's status, but I see nothing regarding Teacher Assistants. Should I assume TAs are to follow the same guidelines? If yes, I am concerned with P2 definition because I am in the CDC high-risk group (see below info from CDC) as are my husband and mother. The P2 definition states that, "LCPS is unable to provide an assignment to teach in the distance learning model as a reasonable accommodation for P2 status teachers." Does this mean I cannot participate in distance learning from home and must report into the school? Or does this mean I am being furloughed? On the survey I participated in earlier this year, I had selected Distance Learning with the following comment: "...because of the age of my husband, mom, and myself and until there was vaccine and therapeutics that I could take (I am allergic to many different medicine), I would need the Distance Learning option." It looks like my request has been disregarded.

If this is the case, it is clear to me that LCPS does not regard the equity of their older staff members and that we are nothing but chattel or fodder to be dismissed. How is LCPS able to weigh disability versus age with a declining immune system? Don't they both have equal weight when comparing? According to Effects of Aging on the Immune System - Immune Disorders - Merck Manuals Consumer Version, written by Peter J. Delves, PhD, University College London, he states that, "Older people as people age, the immune system becomes less effective in the following ways: **The immune system becomes less able to distinguish self from non-self** (that is, to identify foreign antigens). As a result, autoimmune disorders become more common."

Also according to the VHD website Demographics – Coronavirus (virginia.gov), it shows that the demographics between the ages of 60 - 80+ have the highest death rate in Loudoun County with women leading men 91 to 68. I will never be any younger than I am today, and I cherish every day I have, but I am not willing to go back into schools and sacrifice myself when this virus is so very deadly. Only when it is deemed safe for all students and all staff to do so will I feel that equity and science have been thoroughly reviewed for going back to school. The definition of Equity per the LCPS concurrent teaching slide deck states "Equity is freedom from bias or favoritism." Equity is everyone being treated equally per the laws that govern us all.

Other facts to consider regarding the above highlighted P2 statement the:

- The part highlighted above is most upsetting to me as my husband, mother, and myself are in the high to highest risk group per the CDC guidance Older Adults and COVID-19 | CDC and are a Protected Class under EEOC.

	Hospitalization	Death
50 - 64 years	4x higher	30x higher
65 - 74 years	5x higher	90x higher
85+ years	13x higher	630x higher

If I were to bring the virus home, it is highly likely to kill my husband and mother. Something the weighs on me every day.

- You ask what is normal aging the “BLSA's supports the pursuit of links between aging and disease.” [What is Normal Aging? Lessons from the BLSA | National Institute on Aging \(nih.gov\)](#)
- Article written by [Chuck Dinerstein, MD, MBA](#) — July 11, 2018 states “Consider another definition, any abnormality of bodily structure or function, other than those arising from physical injury; the latter may open the way for disease.” [Is Aging A Disease? | American Council on Science and Health \(acsh.org\)](#)
- Age Discrimination “Under the ADEA, it is unlawful to discriminate against a person because of his/her age with respect to any term, condition, or privilege of employment, including hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.” [Facts About Age Discrimination | U.S. Equal Employment Opportunity Commission \(eEOC.gov\)](#)
- Ageism is also implied in the P2 definition:
“**P2 Teachers** - are those teachers who are members of a CDC high-risk group but do not have a disability that requires reasonable accommodation or are those teachers who have a family member in a high-risk group. LCPS is unable to provide an assignment to teach in the distance learning model as a reasonable accommodation for P2 status teachers. (from LCPS email dated December 18, 2020).”

The definition from [Ageism Definitions \(ageismhurts.org\)](#) states:

“Conversely, implicit ageism includes thoughts, feelings and actions toward older adults that exist and operate without conscious awareness, intention or control (Levy & Banaji, 2004).”

So, I ask: how did you make this decision for those of us who are aging? Please let me know if you will be reconsidering the P2 definitions for all of us at LCPS that are in this Protected Class under EEOC. If you will not be modifying the P2 definition, I will not be able to return to in school instruction until it is safe for **all** to return to the school building. I am hoping that you will allow me and others in this age group to continue with Distance Learning from home so we can continue to support our teachers and most importantly the **students**.

Thank you for considering this request and I look forward to your response.

Teresa Mitchell

BRMS, Teacher Assistant

From: [Mark Smith](#)
To: [Ashley Ellis](#)
Cc: [Eric Williams](#); [Scott Ziegler](#)
Subject: Re: Freedom HS Recommendation to Hire
Date: Monday, January 4, 2021 2:54:38 PM
Attachments: [image001.png](#)
[Neelum Chaudry - Freedom High School.pdf](#)
[Outlook-gnwtttqn.png](#)

That will work!

Drs. Williams and Ziegler,

The School Board update for the Freedom High School principal is below. The attachment contains the documents referenced in the update. If you need anything further from me, please let me know.

Neelum Chaudry has been selected as the preferred candidate for the position of principal of Freedom High School. She is currently an assistant principal at Freedom and is serving as its interim principal. The attachment includes a memo with additional details from Ashley Ellis, as well as a cover letter and resume from Neelum Chaudry. If you have any questions or concerns regarding this appointment, please contact me by 5 p.m. on Thursday, January 7. We tentatively plan to communicate with the Freedom High School community as early as Friday, January 8. Official action by the School Board is anticipated at the meeting on January 12.

Mark

Mark J. Smith, Ed.D.
Director, Human Resources and Talent Development
(Secondary, Substitutes, Equity, Compliance, Respectful Workplace)
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Mark.Smith@lcps.org
 @SmithMarkUVA

From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Monday, January 4, 2021 2:27 PM
To: Mark Smith <Mark.Smith@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: RE: Freedom HS Recommendation to Hire

Thanks, Mark! I've attached a recent SB update that has an example of what Dr. Williams sends to the Board for a principal recommendation. If we send today and give them until 5:00 PM Thursday for feedback, we could announce at Freedom on Friday AM. Would that work?

Here is the excerpt that Eric included in his update that could be adopted for today's update:

1. Lori Mercer has been selected as the preferred candidate for the position of principal of Hovatter Elementary School. She currently serves as principal of Belmont Station Elementary School. The attachment includes a memo with additional details from Ashley Ellis, as well as a cover letter and resume from Lori Mercer. If you have any questions or concerns regarding this transfer, please contact me by 5 p.m. on Thursday, December 10. We tentatively plan to communicate with the Belmont Station and Hovatter Elementary School communities as early as Friday, December 11. Official action by the School Board is anticipated at the meeting on December 15. (pp. 1-5)

Let me know if you need anything else from me. Thanks,
Ashley
Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Mark Smith <Mark.Smith@lcps.org>
Sent: Monday, January 4, 2021 2:22 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>
Cc: Nereida Gonzalez-Sales <Nereida.Gonzalez-Sales@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: Re: Freedom HS Recommendation to Hire

Good afternoon Ashley,

Neelum has accepted the position and will keep it confidential. We are able to add this to the board list that will go live on Friday so that it will be on the agenda for January 12. Please let me know what else you need from us.

Mark

Mark J. Smith, Ed.D.
Director, Human Resources and Talent Development
(*Secondary, Substitutes, Equity, Compliance, Respectful Workplace*)
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Mark.Smith@lcps.org
 @SmithMarkUVA

From: Ashley Ellis <Ashley.Ellis@lcps.org>

Sent: Monday, January 4, 2021 12:20 PM

To: Mark Smith <Mark.Smith@lcps.org>

Cc: Nereida Gonzalez-Sales <Nereida.Gonzalez-Sales@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: Freedom HS Recommendation to Hire

Good afternoon, Mark,

After completing second interviews, Neri and I would like to recommend hiring Neelum Chaudhry as the new Freedom HS principal. I have attached her cover letter, resume, and necessary memos to you and to Scott.

Scott and I discussed timing and the possibility of getting this on the January 12 SB agenda. If the timing works out, we can include it in the SB update today and announce as early as Friday afternoon or Monday morning. Keep me posted and let me know if you need anything else from me. Thanks!

Ashley

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Ashley Ellis
To: Mark Smith
Cc: Eric Williams; Scott Ziegler
Subject: RE: Freedom HS Recommendation to Hire
Date: Monday, January 4, 2021 2:29:28 PM
Attachments: School Board Update .msg
image001.png

Thanks, Mark! I've attached a recent SB update that has an example of what Dr. Williams sends to the Board for a principal recommendation. If we send today and give them until 5:00 PM Thursday for feedback, we could announce at Freedom on Friday AM. Would that work?

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Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

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Sent: Monday, January 4, 2021 2:22 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>
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Mark J. Smith, Ed.D.

Director, Human Resources and Talent Development
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Scott and I discussed timing and the possibility of getting this on the January 12 SB agenda. If the timing works out, we can include it in the SB update today and announce as early as Friday afternoon or Monday morning. Keep me posted and let me know if you need anything else from me.
Thanks!
Ashley

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: [Michelle Walker](#)
To: [Scott Ziegler](#)
Cc: [Eric Williams](#)
Subject: School Board Update
Date: Monday, January 4, 2021 4:50:54 PM
Attachments: [School Board Update 01.04.21.pdf](#)

Good evening,

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. Met today with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
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Business and Finance

1. Update from Sharon Willoughby regarding CARES funding. (p.14)
2. Monthly Financial report for November 2020 from Sharon Willoughby (pp.15-16)

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-
Scott A. Ziegler, Ed. D.
Interim Superintendent
Loudoun County Public Schools

From: Ashley Ellis
To: Principals - All
Cc: SeniorStaff
Subject: Principal Update - January 4
Date: Monday, January 4, 2021 6:44:01 PM

Good evening, Principals,

Happy New Year! I hope you all had a chance to disconnect over the last couple of weeks. I enjoyed time away from my computer, and while I didn't travel like we normally do over the winter break, it was great to rest and recharge.

Here are a few updates for today.

This evening is the School Board's annual organizational meeting at which they just voted on the Chair (Brenda Sheridan) and Vice Chair (Atoosa Reaser) for 2021. We are not anticipating any additional action, and I will be sure to update you if that changes. This Thursday, Dr. Ziegler will kick off a series of budget presentations to the School Board. We are still planning on having our scheduled principal meeting next Tuesday, January 12. Dr. Ziegler will provide a budget update to the group, and we will also engage in some work around our equity plan. I'll send an agenda later this week.

I hope you have a good evening,
Ashley

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
(571) 252-1300
@ashleyfellis

From: Sharon Willoughby
To: Scott Ziegler
Subject: Final Hold Harmless form
Date: Monday, January 4, 2021 6:32:33 PM
Attachments: 21 VACORP-School Employee Final HH for bringing child during COVID 1-4-21.pdf

Attached is the final form from VACORP holding LCPS harmless should Teachers bring their child to work. Steve has reviewed the document and has no concerns.

Sharon Willoughby
Assistant Superintendent of Business and Financial Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1400

From: Kristin Eble
To: Denise Corbo; Beth Barts; Brenda Sheridan; Harris Mahedavi; Jeff Morse; Atoosa Reaser; Ian Serotkin; John Beatty; Leslee King; Scott Ziegler
Subject: Concerns
Date: Monday, January 4, 2021 5:36:07 PM

Good Evening,

My name is Kristin Eble and I am a teacher for LCPS. I wanted to start off by thanking you for your hard work and dedication during these unprecedented times. I cannot imagine how difficult it is to make these challenging decisions.

I am writing this email in response to the disheartening decision that was made just before break to send teachers back to school despite the metrics being extremely unsafe at this time. Please consider waiting to send teachers to return to the building until the metrics are safe, or they have had the opportunity to protect themselves from this deadly virus with the vaccine. The metrics are almost double the "high risk" guidelines provided by the CDC. Many teachers were forced to choose hybrid over distance learning, and it doesn't seem fair that hybrid teachers should have to expose themselves when the CDC clearly states it is extremely unsafe. It is reckless to have teachers go back into the building to expose one another when students will not even be present. A lot of teachers have spent their own money to get classrooms set up in their homes, can't we just continue to use these home classrooms until the metrics are safe or we have received the vaccine? I don't understand why metrics apply to students and not to teachers. Teachers' lives are important too. We also have our own families that we are putting at risk. I am very fearful of passing the virus on to my loved ones and am asking you to please reconsider this decision to send teachers back now. I have been very diligent about staying home and have followed protocols since March, but others have not. It is concerning when my students share all about where they have traveled and then they show up to school the next day.

The Governor of VA is currently encouraging working from home. Most professions are encouraging their employees to work from home, including other school districts in Maryland and Virginia. Teachers have worked tirelessly to make sure our students are receiving the best education possible given the circumstances. This is my seventh year teaching for LCPS and I have never been more exhausted or worked longer hours in my life. It has not been easy to change our plans to digital format, meet with students and parents regularly, complete hours of training sessions, and answer parent/student emails at all hours to ensure they are keeping up with their learning.

The argument that we need to prepare for a quick turnaround to hybrid is not valid for elementary teachers. We have already spent numerous unpaid hours setting up our classrooms for the return of the hybrid students. Elementary teachers could easily go back to hybrid within a day's notice. My school has put in great procedures, but it's hard to expect children to adhere to every mandate for every minute of the day as they are not used to interacting with peers and teachers this way. Please honor our dedication by not putting us in danger unnecessarily.

Please know that I understand that these decisions must be incredibly difficult and it's impossible to make everyone happy, but it is possible to keep everyone safe. Thank you so much for reading this email and I greatly appreciate your time.

Sincerely,

Kristin Eble

From: [Scott Ziegler](#)
To: [Schoolboardemail](#)
Cc: [Ashley Ellis](#); [Asia Jones](#); [Eric Williams](#); [Kevin Lewis](#); [Scott Ziegler](#); [Sharon Willoughby](#); [Vince Scheivert](#); [Mark Smith](#)
Bcc: [Michelle Walker](#)
Subject: School Board Update
Date: Monday, January 4, 2021 4:54:00 PM
Attachments: [School Board Update 01.04.21.pdf](#)

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Scott A. Ziegler, Ed. D.
Interim Superintendent
Loudoun County Public Schools

Subject: FW: School Board Update
Date: Monday, January 4, 2021 4:53:10 PM
Attachments: [School Board Update 01.04.21.pdf](#)

Scott Ziegler

From: Michelle Walker
Sent: Monday, January 4, 2021 4:48 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>
Subject: School Board Update

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-
Scott A. Ziegler, Ed. D.
Interim Superintendent
Loudoun County Public Schools

From: [EducationAdminWebAdvisor](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] [Tomorrow] COVID-19 And K-12 Schools: Legal Issues With Recording Virtual Classes
Date: Tuesday, January 5, 2021 6:08:14 AM

EducationAdminWebAdvisor



COVID-19 And K-12 Schools: Legal Issues With Recording Virtual Classes

Do you record online classes?

Learn the thorny legal issues and protect student privacy.

Many schools have been turning to virtual learning in response to the COVID-19 pandemic. Online meeting platforms allow schools to record videos of online classes. Although these videos can be convenient for students who cannot attend a class or wish to review the material later, recording raises many legal considerations.

Privacy protections apply to virtual learning, particularly when videos involve K-12 students. You must know the laws to provide this option in a legally compliant manner.

- What student privacy issues does virtual learning raise?
- What laws relate to privacy and virtual learning?
- How can you mitigate any claims related to privacy violations?
- Can insurance policies and waivers help?
- What are the best practices for recording classroom lessons?

Learn the answers to these questions and more during our upcoming webinar:

COVID-19 And K-12 Schools: Legal Issues With Recording Virtual Classes

Wednesday, January 6

11:30 AM Eastern; 10:30 AM Central; 9:30 AM Mountain; 8:30 AM Pacific

Education law expert Richard Versteegen will help you identify the legal risks inherent in virtual

learning. You will learn how to protect students while limiting liability.

Please join us!

[REGISTER NOW](#)

Presented by:
Richard F. Verstegen

- Partner with Boardman & Clark, LLP of Madison, Wisconsin
- School Law Practice Group and Labor and Employment Group
- Represents educational institutions in a variety of education law matters
- Published many articles on education and employment law related topics
- Former president of the Wisconsin School Attorneys Association
- Current member of the State Bar of Wisconsin
- JD degree from the University of Wisconsin Law School

Who should attend?

- School district superintendents
- School district technology directors and staff
- School district student services directors
- Business managers
- Principals
- Assistant principals and other school administrators

[REGISTER NOW](#)

EducatorAdminWebAdvisor, 901 South Mopac Expressway, Building V, Suite 140, Austin, Texas 78746

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[Unsubscribe](#)

From: [Asia Jones](#)
To: [Ashley Ellis](#); [Scott Ziegler](#)
Subject: RE: January 12 SB action items - equity
Date: Monday, January 4, 2021 7:55:03 PM

I should have added...I am happy to take the lead on any additional changes that may result from the action item. Thanks

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1022

From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Monday, January 4, 2021 7:41 PM
To: Asia Jones <Asia.Jones@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: RE: January 12 SB action items - equity

Great. Thanks, Asia!

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Asia Jones <Asia.Jones@lcps.org>
Sent: Monday, January 4, 2021 7:28 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: RE: January 12 SB action items - equity

I believe it is slated to return as an action item. I have not received additional requests regarding this draft policy.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1022

From: Ashley Ellis <Ashley.Ellis@lcps.org>

Sent: Monday, January 4, 2021 7:19 PM

To: Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: Asia Jones <Asia.Jones@lcps.org>

Subject: January 12 SB action items - equity

Scott,

Here's an update on the two Equity Committee action items scheduled for January 12. Copying Asia, as she worked closely with Brenda on Policy 1040

- **Proposed Policy 1040 Revision Based on Equity Committee Recommendation**

The addition of possible revisions and incorporation of gender pronouns was the request of the committee chair (Brenda) and staff (mainly Asia) took the lead on it. A motion was made by a board member requesting that the policy changes work through a committee (starting with L & P) so as not to rush this through. Since L&P didn't meet in December, Brenda asked that it be an info item at the last meeting – I'm not sure if this should be an action item on 1/12 or go to L&P – that might be a question for the agenda review meeting. Asia, do you remember?

- **No Name-Calling Proclamation**

This was the actual recommendation sent to the board. Since this was an info item sent forth by the Equity Committee and it related to possible implications for teacher and staff interpretation of the policy on this, the revised policy was requested to complement this proclamation. This is time-sensitive and sent forth in December since No Name Calling Week is set nationally for January 18-22 and the Equity Committee was hoping to send it forward so we could have a division-wide acknowledgement of this.

Hope this helps,
Ashley

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: [Ashley Ellis](#)
To: [Asia Jones](#); [Scott Ziegler](#)
Subject: RE: January 12 SB action items - equity
Date: Monday, January 4, 2021 7:41:09 PM

Great. Thanks, Asia!

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Asia Jones <Asia.Jones@lcps.org>
Sent: Monday, January 4, 2021 7:28 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: RE: January 12 SB action items - equity

I believe it is slated to return as an action item. I have not received additional requests regarding this draft policy.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1022

From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Monday, January 4, 2021 7:19 PM
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Cc: Asia Jones <Asia.Jones@lcps.org>
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Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: [Asia Jones](#)
To: [Ashley Ellis](#); [Scott Ziegler](#)
Subject: RE: January 12 SB action items - equity
Date: Monday, January 4, 2021 7:28:04 PM

I believe it is slated to return as an action item. I have not received additional requests regarding this draft policy.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Telephone: 571-252-1022

From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Monday, January 4, 2021 7:19 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: Asia Jones <Asia.Jones@lcps.org>
Subject: January 12 SB action items - equity

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Hope this helps,
Ashley

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

From: Ashley Ellis
To: Scott Ziegler
Cc: Asia Jones
Subject: January 12 SB action items - equity
Date: Monday, January 4, 2021 7:18:38 PM

Scott,

Here's an update on the two Equity Committee action items scheduled for January 12. Copying Asia, as she worked closely with Brenda on Policy 1040

- **Proposed Policy 1040 Revision Based on Equity Committee Recommendation**

The addition of possible revisions and incorporation of gender pronouns was the request of the committee chair (Brenda) and staff (mainly Asia) took the lead on it. A motion was made by a board member requesting that the policy changes work through a committee (starting with L & P) so as not to rush this through. Since L&P didn't meet in December, Brenda asked that it be an info item at the last meeting – I'm not sure if this should be an action item on 1/12 or go to L&P – that might be a question for the agenda review meeting. Asia, do you remember?

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Hope this helps,
Ashley

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Denise Corbo
To: Ashley Ellis; Nyah Hamlett
Cc: Eric Williams
Subject: Re: [EXTERNAL] Curriculum Appeal - Teaching Tolerance
Date: Thursday, October 22, 2020 7:53:32 AM

Hi Ashley and Nyah,

I think I've ask one of you and maybe both of you this question before... if there is so much parent resistance against an optional resource why not remove it or replace it with something different? Please explain why teaching tolerance is such an important supplemental resource for LCPS so I can explain your reasoning to the community and constituents.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Dan Salenger <dansalenger@yahoo.com>
Sent: Wednesday, October 21, 2020 10:10:15 PM
To: Denise Corbo <Denise.Corbo@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Leslee King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>
Subject: [EXTERNAL] Curriculum Appeal - Teaching Tolerance

Dear Loudoun County School Board Members,

I am writing to appeal the LCPS Superintendent's decision to retain Teaching Tolerance as a supplemental and optional resource. My appeal is based on four elements:

- The Superintendent's Equity Statement eloquently rejects hateful language, recognizing that it encourages discrimination, hatred, oppression, and violence. Portions of the Teaching Tolerance curriculum include hateful language and stereotypes based on immutable characteristics. These portions, if not the entire product, should be rejected in alignment with the Superintendent's Equity Statement.
- Historical Fact – The Teaching Tolerance curriculum includes elements that have been disputed by historians to the point where the original content publisher has surreptitiously withdrawn key assertions without correcting the public record. LCPS would do a disservice to our students to teach fiction as if it were fact.
- Scientific Support – The Teaching Tolerance curriculum is partially premised on the Implicate Association Test (IAT) and the corresponding theory colloquially known as Implicit Bias. The test was purported to be a predictor of discriminatory behavior but

has repeatedly failed to stand up under scientific scrutiny. Even the tests own authors assert that “attempts to diagnostically use such measures for individuals risk undesirably high rates of erroneous classifications.” LCPS should not teach a discredited hypothesis as fact.

- The Reputation of the Southern Poverty Law Center – I acknowledge and cherish the legacy role that the SPLC has played in our society. They have a long history of combating hate groups like Neo Nazis, the KKK, and other white supremacists. However, in recent years they have done a disservice to that legacy which effectively trivializes true hate groups while destroying reputations and coarsening civil discourse.

I ask that you consider the attached documents which provide the detail to support the key elements above and represent the sequence of my appeal.

The LCPS Appeal Response (#4) is noteworthy in that it implicitly acknowledges the bias present in the Teaching Tolerance materials. It was this acknowledgement that led me to suggest an alternative proposal (#5): my concerns would be addressed if the Superintendent's Equity Statement were consistently applied to proscribe certain egregious curriculum elements. However, to-date my proposal has been passively rejected.

If you determine that the Teaching Tolerance curriculum should be retained, then I would implore you to consider my Alternative Proposal. I will make myself available if you wish to discuss this with me. Thank you for your time and consideration.

Regards,

Dan Salenger

dansalenger@yahoo.com

42956 Nashua St.

Ashburn, VA 20147

703-981-0645

From: Dan Salenger
To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan
Cc: Eric Williams
Subject: [EXTERNAL] Curriculum Appeal - Teaching Tolerance
Date: Wednesday, October 21, 2020 10:12:41 PM
Attachments: [LCPS School Board Appeal.pdf](#)
[Document 1 - Initial LCPS Response \(Teaching Tolerance Salenger3\).pdf](#)
[Document 2 - Initial LCPS Review \(Teaching Tolerance Summary August 2020\).pdf](#)
[Document 3 - Curriculum Appeal - Dan Salenger.pdf](#)
[Document 4 - Appeal Response \(D Salenger Appeal 2020-10-13\).pdf](#)
[Document 5 - Alternative Proposal.pdf](#)

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Regards,

Dan Salenger

dansalenger@yahoo.com

42956 Nashua St.

Ashburn, VA 20147

703-981-0645

From: [Sharon Willoughby](#)
To: [Mark Smith](#)
Cc: [Kimberly Klees](#); [Scott Ziegler](#)
Subject: Central Office FY22 Budget
Date: Tuesday, January 5, 2021 3:47:33 PM
Attachments: [FINAL 2021-2022 Loudoun Proposed Budget with Org Charts.pdf](#)

Mark,

Congratulations on your appointment!

I understand that you've been tossed into the deep end of the budget pool and will present the Central Office budget Tuesday, Jan 12. The [Central Office slidedeck](#) is ready for review and editing of any additional information. Budget always provides a template for consistency in presentations and accuracy of numbers. So we ask that you please do not change any of the numbers.

This slidedeck combines the School Board, Superintendent's Office, and Chief of Staff's budget into one presentation for Central Office. You will see each area has its section of slides. You may add additional slides to support the presentation. I have attached a copy of the final budget book for your reference as well. This book has not been made public yet, so please keep it under wraps.

When you are done with the slides, please let us know. Budget will then finalize the presentation and take care of posting to Boarddocs and the budget website page. Since I have other presentations that evening, I'll share my screen and show the presentation with you presenting.

Kim is copied on this email and we are both available to assist in any way. Thanks!

Sharon Willoughby

Assistant Superintendent of Business and Financial Services

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Telephone: 571-252-1400

From: [Virginia Department of Education](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] LICENSURE UPDATES: January 5, 2021
Date: Tuesday, January 5, 2021 1:32:01 PM

Update Licensure Header



The Office of Licensure is committed to providing school division licensure contacts with updates as they become available.

Communications

In an effort to provide division licensure contacts a central location to access important information and friendly reminders, the Office of Licensure launched a newsletter we hope you will find helpful. The first edition of *Latest in Licensure* was emailed yesterday, and we anticipate it will be sent out on a quarterly basis.

For information that is more timely, the Office of Licensure will utilize *Licensure Updates* to ensure division licensure contacts have access to the most current information. This will be sent out as needed.

Both *Licensure Updates* and *Latest in Licensure* will be emailed via the GovDelivery system. Please take a minute to add public.govdelivery.com to your whitelist

Correction: Master Schedule Collection Date

The Master Schedule Collection submission dates were extended. Please be advised the Master Schedule Collection (MSC) verification reports are now due on February 21, 2021. This is a correction to the date that was published in *Latest in Licensure*. The Virginia Department of Education website will be updated to reflect this new date.

Updated Forms

Attached are several updated forms. The updated application form reflects recent changes to race/ethnicity data collection, current waivers, and the new statutory requirement. Please ensure the application-only file is used internally, in consultation with the applicant. Applicants should have the full resource – instructions and application – so they have the criteria for application submission. This full resource packet will be updated on our website. In addition, the Batch Renewal Form has been updated for divisions to submit renewal requests for active, renewable licenses expiring June 30, 2021. The Licensure Request Form (LRF) was updated to reflect the only current waiver is for the hands-on CPR training. Please ensure the most current forms are used (dated January 2021) when submitting documents to the Office of

Licensure.

- [Provisional Special Education Application updated January 2021.docx](#)
- [Application for Initial License application only updated January 2021.docx](#)
- [Fillable License Request Form updated January 2021.pdf](#)
- [Application for Initial License updated January 2021.docx](#)
- [Technical Professional License Application updated January 2021.docx](#)
- [Batch Renewal Form updated January 2021.docx](#)

This service is provided to you at no charge by the Virginia Department of Education [Office of Licensure](#). Update your subscriptions, modify your password or email address, or stop subscriptions at any time on your [Subscriber Preferences Page](#). You will need to use your email address to log in. If you have questions or problems with the subscription service, please visit [Subscriber Help](#).

VDOE logo



This email was sent to scott.ziegler@lcps.org using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219



From: [Patricia McParland](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] Webinar Invitation: Empowering Managers to Build Strong Employee Relations
Date: Tuesday, January 5, 2021 12:40:50 PM

jeanette_webinar_linkedin-1



Register Today

**Expert Webinar: Empowering Managers to Build
Strong Employee Relations**
Tuesday, January 19, 11 a.m. – 12 p.m. ET

Hi Scott,

Your people leaders are the front line to your organization – yet often they don't have the tools, expertise or confidence to effectively address HR issues such as

behavioral or performance challenges with their employees. And, it's not practical for HR or Employee Relations to handhold managers.

So what's the answer?

Join HR Acuity **CEO Deb Muller** and Equinox's **Director of Employee Relations Jeanette St. Jacques** as they explore advice from Employee Relations Roundtable Members on how to empower managers for success. Come learn:

- How to engage and collaborate with managers
- Advice and suggestions for training people leaders
- How technology and collaborative applications can help you amplify leader effectiveness

Deb also will provide a preview of managER™ -- a new application designed to help managers to respond to and document employee issues confidently and effectively, in real time, every time.

[Register today!](#)

Best regards,
Pat McParland
VP, Marketing

Register Today



HR Acuity, 23 Vreeland Rd, Suite 220, Florham Park, NJ 07932, USA, 888.598.0161

[Unsubscribe](#)

From: [Lottie Spurlock \(via Google Docs\)](#)
To: [Scott Ziegler](#)
Subject: Equity Reflecting/ Year 2 Planning - Invitation to edit
Date: Tuesday, January 5, 2021 11:02:57 AM

Lottie Spurlock has invited you to **edit** the following document:



Equity Reflecting/ Year 2 Planning

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because Lottie.Spurlock@lcps.org shared a document with you from Google Docs.



From: [Michele Leffler](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] Fwd: Is this what the school board is now tolerating? Defamation of a different school board member
Date: Tuesday, January 5, 2021 9:20:15 AM
Attachments: [image.png](#)
[image.png](#)

FYI --

One man show is destroying LCPS. Good luck with a school board member that doesn't allow public comments on her social media page yet throws her fellow school board members under the bus for sport at private parent groups.

Can you see now why we lost respect for leadership? She gets away with worse than what Beatty did that got him removed from the Equity Committee and Discipline Chair.

She was NEVER removed as Communications Chair. Corbo followed her lead. And this is what we are forced to tolerate. Division without public comments except in some parent groups. There needs to be regulations and policies about this. Because LCPS constantly gets thrown under the bus on her posts. Like how school isn't safe so she will prove why it isn't safe instead of respecting and sharing LCPS protocols to empower LCPS employees and parents.

Good luck with that and Happy New Year!



:-) Michele Leffler

"Wherever you have friends, that's your country, and wherever you receive love, that's your home."

*- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)*

----- Forwarded message -----

From: **Michele Leffler** <mherseyleffler@gmail.com>

Date: Tue, Jan 5, 2021 at 9:06 AM

Subject: Is this what the school board is now tolerating? Defamation of a different school board member

To: Brenda Sheridan <brenda.sheridan@lcps.org>, Atoosa Reaser <atoosa.reaser@lcps.org>

Cc: Stephen DeVita <Stephen.devita@lcps.org>, Jennifer Wall <Jennifer.Wall@lcps.org>, Eric Williams <Eric.Williams@lcps.org>, Rob Doolittle <Rob.Doolittle@lcps.org>, Wayde Byard <Wayde.Byard@lcps.org>, <bos@loudoun.gov>, <John.Beatty@lcps.org>

IS THIS THE NEW SCHOOL BOARD NORM REGARDING SCHOOL BOARD COMMUNICATIONS ON SOCIAL MEDIA?

Parents don't know what to do about this -- it is so wrong someone even mentioned they don't know if they should share that. A line has been crossed. She never was removed from the Communications Chair committee. She never was told that to be a public official, you need to allow public comments. Yet she posts throughout the community soliciting a following of SPECIFIC individuals. How is that free speech?



This is NOT partnership -- this is a woman on a mission to destroy our community and break it apart by throwing people under the bus.

Mr. Beatty suffered enough -- what did you all do about the white school board female that is on a crusade? She gloats about reprimands and yet the school board NEVER removed her from her Communications Chair despite many in the community (like me) demanding someone more qualified and objective to set the tone of LCPS.

Barts needs to grow up and you need to stop enabling this type of behavior. It sets a lynch mob vibe in Loudoun that is the opposite of what we need to bring people together. It shouldn't be about hate -- it should be about PROGRESS.

:-) Michele Leffler

"Wherever you have friends, that's your country, and wherever you receive love, that's your home."

***- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)***

From: [Beth Barts](#)
To: [Sharon Tropf](#)
Cc: [Eric Williams](#); [Nyah Hamlett](#); [Schoolboardemail](#)
Subject: Re: [EXTERNAL] CARES
Date: Sunday, October 25, 2020 10:27:23 PM

Sharon,

I appreciate this list of suggested additional resources. I am going to include Dr. Williams and the board in this reply and hope that he can shed some light on what can and can't be paid for with CARES funding. We may need to be directed to the right staff member to ask. These are some excellent examples of student needs resulting from the pandemic.

Thank you.

Beth

Sent from my iPhone

On Oct 25, 2020, at 10:16 PM, Sharon Tropf <stropf@belkowitzlaw.com> wrote:

Hi Beth,

In researching the CARE's Act money, it looks like the money can be spent on a variety of measures and do not need to be spent until September 2021. Some examples might include:

- Adding some summer services for ELL and special education. This is another way to provide services to recoup learning losses.
- Additional stipend money for teachers for supplies, SEAC is receiving reports of teachers spending their own money.
- Teachers and paraprofessionals – additional staffing.
- Partner with outside providers if LCPS cannot provide services.
- Additional mental health providers.
- Develop processes to ensure online materials are accessible (students with dyslexia, visual, hearing impairments, etc.)
- Improve processes for providing instruction to allow for more small group and individual learning opportunities.
- Planning and implementing activities related to summer learning and supplemental programs (addresses issues of equity)
- Flexibility plans to move between virtual and in-person learning.

As we know, distance learning does not provide FAPE, for moderate to severely

impacted students who need in-person school or in-person support to access and benefit from special education.

- Budgeting for special education compensatory education. As we know many students have not been provided with any services since March 2020, it is unclear how compensatory services will be assessed and provided. DOE Guidance: <https://www2.ed.gov/policy/speced/guid/idea/memosdcltrs/qa-covid-19-03-12-2020.pdf>

I hope you get good information to answer questions on why we are giving money back with all the struggles and so many students not able to access distance learning or in-person (depending on their disability), there has to be a range of solutions.

Sharon

Sharon Tropf

Special Education Advocate

BELKOWITZ LAW, PLLC
10427 NORTH STREET, SUITE 200
FAIRFAX, VIRGINIA 22030

stropf@belkowitzlaw.com

(703) 270-1000

(703) 309-4805 mobile

(703) 246-9271 facsimile

*The IEP is not a form document. It is constructed only after **careful consideration of the child's present levels of achievement**, disability, and potential for growth. ~ Chief Justice John Roberts, U.S. Supreme Court decision, *Endrew F. v. Douglas County Schools*, March 22, 2017.*

STATEMENT OF CONFIDENTIALITY: The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain confidential or privileged information. If you are not the intended recipient, or the person responsible for delivering the e-mail to the intended recipient, please immediately notify the sender. In addition, be advised if you have received this message in error and that any use, dissemination, forwarding, printing, or copying is strictly prohibited.

From: Nyah Hamlett
To: Eric Williams; Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Cc: Stephen DeVita
Subject: RE: Update for the School Board
Date: Thursday, October 22, 2020 6:25:56 PM
Attachments: Confidential Attorney Update 10-22-20 (002).pdf

My apologies, the PDF was missing for item number 3 from Steve. See attached.

From: Eric Williams
Sent: Thursday, October 22, 2020 4:57 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Update for the School Board

Good evening,

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. My schedule since the last Update included the following appointments, among others:
 1. Cabinet and Rob Doolittle met to collaborate on COVID-19 and other matters.
 2. Met with Asia Jones, Dr. Goodfriend and Scott Ziegler to review/discuss public health metrics.
 3. Interviewed by a DHS student journalist.
 4. Met with Ashley Ellis to review draft School Board motions relating to hybrid implementation for the November 10 meeting.
 5. Observed virtual classes (4th grade, kindergarten and PBL) at Goshen Post ES and a virtual class (kindergarten) at Waxpool ES. Observing additional virtual classes is a good supplement to the observations of in-person learning for students with disabilities on October 13.
 6. Met with Sharon Willoughby to discuss FY22 Budget - next steps.
 7. Met with Asia Jones, Jeff Morse, and Dr. Goodfriend to discuss public health metrics.
 8. Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett for the School Board agenda review.

9. Attended (along with Brenda Sheridan and Leslee King) and participated in the MSAAC meeting as a panel member.
10. Attended monthly meeting with Tim Hemstreet and Erin McLellan, along with Kevin Lewis, and Sharon Willoughby.
11. Attended the Northern VA Collaborative along with Ashley Ellis and Kevin Lewis.
1. Board members will receive a WebEx invitation to the *Equity Community Conversation regarding the MOU with law enforcement*. Leah Walker, Director of Equity and Community Engagement for VDOE will be the facilitator. The virtual meeting will be held Thursday, November 12, 2020, at 6:30 p.m. and is open to the public. Members of the public will be invited to attend the meeting remotely and the meeting will also be livestreamed and broadcasted. The draft Memorandum of Understanding is available for review on the LCPS Equity Overview webpage. Panelists who will participate include representatives from the following:
 - i. Leesburg Police Department
 - ii. Loudoun County Sheriff's Office
 - iii. Minority Student Achievement Advisory Committee
 - iv. Special Education Advisory Committee
 - v. Hunt District PTA
 - vi. Loudoun County School Board Vice Chair, Atoosa Reaser

We ask that Board members who join the meeting be prepared to be introduced and keep cameras off during the panel discussion so that the grid view will focus on panelists who will be answering questions that the public will submit in advance through a webform.

3. Confidential Attorney/Client privileged information regarding the status of pending legal and Equal Employment Opportunity Commission cases and complaints from Steve DeVita. (p 1)

Business and Finance

1. Update from Sharon Willoughby on the Board of Supervisors' action and budget guidance. (p 2)

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1. Additional response from Ashley Ellis regarding the FOIA request for quarter 1 grades, this is the grade distribution by school for the October 2020 interim (October 13, 2020). (pp 3-5)

PIO/Communications

1. Quarterly report provided by Rob Doolittle detailing the Freedom of Information Act requests that LCPS received between July 1st and September 30, 2020. (pp

6-28)

Department of Pupil Services

1. Response from Asia Jones to Beth Barts and Ian Serotkin regarding instances of Quarantine information (p 29)

Department of Support Services

1. Support Service update from Kevin Lewis regarding the Cellular tower proposal at Rock Ridge High School. (p 30)

Optional Reading: Articles

Loudoun Times story regarding discussions at Oct. 19 Joint School Board-Board of Supervisors meeting, Oct. 21.

https://www.loudountimes.com/news/loudoun-school-board-board-of-supervisors-talk-learning-models-broadband-equity/article_42590b90-13a0-11eb-b6bd-ef240b2332f0.html

LoudounNow story regarding individuals quarantined for exposure to COVID-positive staff member, Oct. 21.

<https://loudounnow.com/2020/10/21/loudoun-students-quarantined-after-contact-with-infected-staff-member/>

LoudounNow story regarding Alternative HS proposal, Oct. 21.

<https://loudounnow.com/2020/10/21/loudoun-school-board-to-green-light-alternative-high-school-plan/>

LoudounNow story regarding LCPS 2021 budget outlook, Oct. 20.

<https://loudounnow.com/2020/10/20/expected-enrollment-rebound-forms-foundation-of-school-budget-talks/>

WTOP News story regarding teacher accused of public intoxication, Oct. 19.

<https://wtop.com/loudoun-county/2020/10/loudoun-co-teacher-accused-of-public-intoxication/>

Loudoun Times story regarding intoxicated teacher, Oct. 19 (text below).

https://www.loudountimes.com/news/loudoun-county-public-schools-teacher-arrested-after-allegedly-being-intoxicated-at-chantilly-middle-school/article_00c92990-1269-

[11eb-87b6-c76ddce677cd.html](https://www.wjla.com/news/local/loudoun-county-teacher-charged-with-public-intoxication-at-school-police-say)

WJLA story regarding intoxicated teacher, Oct. 19.

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Loudoun Times Mirror

Loudoun County Public Schools teacher arrested after allegedly being intoxicated at Chantilly middle school

· Oct 19, 2020

A Loudoun County Public Schools teacher was arrested and charged with public intoxication Monday.

Sheriff's office authorities say that around 9:45 a.m. a school resource officer at J. Lunsford Middle School in Chantilly was notified by school personnel that a teacher at the school may have been intoxicated.

The teacher, 45-year-old Sarah A. Curzon, was charged with public intoxication and taken to the Loudoun County Adult Detention Center, where she remained held shortly after 8 p.m. Monday.

Authorities say Curzon had no contact with students because they were not in school on Monday.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

—

From: Eric Williams
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Update for the School Board
Date: Thursday, October 22, 2020 4:57:24 PM
Attachments: [Update for the School Board 102220.pdf](#)

Good evening,

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. My schedule since the last Update included the following appointments, among others:
 1. Cabinet and Rob Doolittle met to collaborate on COVID-19 and other matters.
 2. Met with Asia Jones, Dr. Goodfriend and Scott Ziegler to review/discuss public health metrics.
 3. Interviewed by a DHS student journalist.
 4. Met with Ashley Ellis to review draft School Board motions relating to hybrid implementation for the November 10 meeting.
 5. Observed virtual classes (4th grade, kindergarten and PBL) at Goshen Post ES and a virtual class (kindergarten) at Waxpool ES. Observing additional virtual classes is a good supplement to the observations of in-person learning for students with disabilities on October 13.
 6. Met with Sharon Willoughby to discuss FY22 Budget - next steps.
 7. Met with Asia Jones, Jeff Morse, and Dr. Goodfriend to discuss public health metrics.
 8. Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett for the School Board agenda review.
 9. Attended (along with Brenda Sheridan and Leslee King) and participated in the MSAAC meeting as a panel member.
 10. Attended monthly meeting with Tim Hemstreet and Erin McLellan, along with Kevin Lewis, and Sharon Willoughby.
 11. Attended the Northern VA Collaborative along with Ashley Ellis and Kevin Lewis.
1. Board members will receive a WebEx invitation to the *Equity Community Conversation regarding the MOU with law enforcement*. Leah Walker, Director of Equity and Community Engagement for VDOE will be the facilitator. The virtual meeting will be held Thursday, November 12, 2020, at 6:30 p.m. and is open to the public. Members of the public will be invited to attend the meeting remotely and the meeting will also be livestreamed and broadcasted. The draft

Memorandum of Understanding is available for review on the LCPS Equity Overview webpage. Panelists who will participate include representatives from the following:

- i. Leesburg Police Department
- ii. Loudoun County Sheriff's Office
- iii. Minority Student Achievement Advisory Committee
- iv. Special Education Advisory Committee
- v. Hunt District PTA
- vi. Loudoun County School Board Vice Chair, Atoosa Reaser

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Authorities say Curzon had no contact with students because they were not in school on Monday.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Jackie Schworm
To: Eric Williams; Beth Barts
Cc: Jackie Schworm; David Blankenhorn
Subject: [EXTERNAL] Concurrent Learning is NOT scientifically researched
Date: Friday, October 30, 2020 10:37:46 AM

Dear Dr. Williams & Ms Barts,

As a parent of a student with an IEP, Concurrent Learning violates IDEA 2004, because it has NOT been peer reviewed, scientifically researched, or proven to be evidence-based. Short-term Pilots will not meet these standards; only longitudinal studies are capable of being scientifically researched. That the planned pilots are not designed for the SPED population makes the Concurrent Learning proposal invalid from the get-go. Moreover, I am fairly certain that ALL Public Schools curriculum must meet these standards. I am also fairly certain that VA Dept of Edu, while giving school systems broad latitude in deploying education plans due to Covid, does not allow for violation of the scientifically-researched and evidence-based standards.

And I would sincerely like to know how shooter drills will be conducted in a Concurrent Model. How will children hide from an active shooter and stay 6 feet apart, given the CDC new guidelines regarding the calculation time of exposure? Will the schools just suspend these drills? ...A man with a hammer just attempted to unlawfully enter a Middle School, so I need not say more on this subject...

If there are studies, evidence, and science that support Concurrent Learning as a quality program that meets both IDEA 2004 standards and Equity goals, please provide.

Sincerely,
Jackie and David Blankenhorn

42996 Mill Park Ct.
Leesburg, VA 20176
703-728-0063

From: [Nyah Hamlett](#)
To: [Atoosa Reaser](#); [Brenda Sheridan](#); [Harris Mahedavi](#); [Denise Corbo](#); [Beth Barts](#); [Jeff Morse](#); [John Beatty](#); [Ian Serotkin](#); [Leslee King](#)
Cc: [Eric Williams](#)
Subject: Update for the School Board 102920
Date: Thursday, October 29, 2020 10:27:57 PM
Attachments: [Update for the School Board 102920.pdf](#)
[ATT00001.htm](#)

Good evening,

My apologies for sending the update without the narrative information. I've been having issues with the attachment on my laptop so I'm trying to send from my phone on Eric's behalf.

Below you will find summaries of updates from each department that has an update to share. There may also be links or associated attachments included.

Office of the Superintendent (includes Chief of Staff and School Board Attorney)

1. My schedule since the last Update included the following appointments, among others:
 - a. Cabinet and Rob Doolittle met to collaborate on COVID-19 and other matters.
 - b. Met with Kevin Lewis and Jeff Morse to discuss elementary school construction.
2. LCPS return to office guide was sent to staff in August and emailed to the Board on August 12 to assist administrators and staff in planning a successful return. Ms. Corbo asked about this earlier this week, so we thought that it might be helpful to share it again as a reminder. (pp 1-19)

Business and Finance

1. State Revenue update from Sharon Willoughby. (p 20)

Department of Instruction

1. Response to Harris Mahedavi from Ashley Ellis regarding class ranking. (pp 21-22)

Department of Pupil Services

1. Response from Asia Jones per the Board's request regarding classroom capacity - center of desks 6ft apart. (pp 23-25)

Department of Support Services

1. Support Services update from Kevin Lewis which includes: Elaine E. Thompson elementary school construction delay, Douglass High School restoration and transportation concern registry update. (pp 26-29)

Optional Reading: Articles

WTOP News story regarding School Board decision to eliminate class rank, Oct. 29.

<https://wtop.com/loudoun-county/2020/10/loudoun-co-school-board-votes-to-eliminate-class-rank-starting-with-class-of-2025/>

WDVM Local story regarding plans to rename Riverside stadium, Oct. 28.

<https://www.localdvm.com/news/virginia/riverside-high-school-stadium-set-to-be-renamed-after-late-fitz-thomas/>

Virginia Business Magazine story regarding Dominion Energy's electric-bus program, references LCPS, Oct. 28.

<https://www.virginiabusiness.com/article/dominion-launches-electric-school-bus-program/>

LoudounNow story regarding School Board decision to eliminate class rank, Oct. 28.

<https://loudounnow.com/2020/10/28/loudoun-schools-to-end-rankings-with-the-class-of-2025/>

Loudoun Times story regarding School Board decision to eliminate class rank, Oct. 28.

https://www.loudountimes.com/news/loudoun-county-public-schools-nixes-numerical-class-rank-starting-with-class-of-2025/article_bc53c04a-1920-11eb-b4a8-d3f0e9d316d7.html

WJLA story regarding LCPS students returning for in-person learning, Oct. 27.

<https://wjla.com/news/local/thousands-lcps-students-return-in-person-learning>

WJLA story regarding School Board action to rename Riverside stadium, Oct. 27.

<https://wjla.com/news/local/stadium-riverside-high-school-fitz-thomas>

Loudoun Times story regarding School Board action to rename Riverside stadium, Oct. 27.

https://www.loudountimes.com/news/riverside-high-school-stadium-to-be-named-after-late-fitz-thomas/article_1a2c207c-18a9-11eb-942f-af0fafa8f73e.html

LoudounNow story regarding School Board action to rename Riverside stadium, Oct. 27.

<https://loudounnow.com/2020/10/27/riverside-high-school-stadium-renamed-in-memory-of-fitz-thomas/>

Washington Post story regarding area school divisions efforts to return to in-person learning, describes LCPS options, Oct. 27.

https://www.washingtonpost.com/local/education/northern-virginia-school-officials-step-up-efforts-to-return-students-to-classrooms/2020/10/27/c7cb92a0-1866-11eb-befb-8864259bd2d8_story.html

Fox5 News Live Interview with Dr. Williams at Seldens Landing ES regarding return-to-school plans, Oct. 27.

<http://my.tvey.es/Kj3x4>

WJLA story regarding LCPS students returning, featuring Cedar Lane ES, Oct. 27.

<https://wjla.com/news/local/7-on-your-side-tours-loudoun-county-school-as-some-students-return>

WJLA live report featuring Principal Marple, Oct. 27.

<http://my.tvey.es/w7NXk>

WLA story regarding proposal to name Riverside Stadium for Fitz Thomas, Oct. 26.

<https://wjla.com/news/local/honoring-fitz-thomas-loudoun-co-school-board-to-vote-tuesday-on-school-stadium-name>

LoudounNow story regarding LCPS art teacher imitating famous portraits for Halloween, Oct. 26.

<http://my.tvey.es/Kj3x4>

WTOP News story regarding staff member testing positive, Oct. 26.

<https://wtop.com/loudoun-county/2020/10/staff-member-at-loudoun-county-school-tests-positive-for-coronavirus/>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Erin Roselle
To: Eric Williams; Brenda Sheridan; Ian Serotkin; Jeff Morse; Denise Corbo; Atoosa Reaser; Leslee King; John Beatty; Beth Barts; Harris Maheday
Subject: [EXTERNAL] response requested,
Date: Wednesday, October 28, 2020 7:38:49 AM

To the School Board and Dr Eric Williams

I write to you once again knowing that you may or may not respond. I have lost track of the number of emails I have sent at this point. Some of anger, some pleading to have you open our schools, some of information in hopes of swaying your opinion to get all our children back to school. It appears the thousands of emails that you continue to receive from the families of LCPS continued to be ignored. So why you may be asking am I continuing to write you once again?

Last night watching the board meeting I think every parent watching heard the pain in the voices of the brave children who stood up to speak. It was the same conversations and statements that have become the normal conversation in my own home. Conversations of stress, mental exhaustion, fatigue, loneliness, hopelessness. These are comments from children that once knew joy. Their joy came from being in school, with teachers and friends. This joy that I speak of has been taken away from your lack of urgency to return our children back to school.

Children are now experiencing headaches, eye fatigue, back pain, anxiety. The list goes on. You are responsible for this. Are you aware that when a child is forced to sit all day long and not interact with peers, they are creating a developmental delay? Did you know that the absence of social relationships in children can and will result in the child be more psychologically distressed as an adult? Did you know that when a person is isolated the brain will increase the amount of stress hormone because the body feels as though it is under a threat? This will result in increase of cognitive deterioration, an increase in high blood pressure, and the persons vulnerability to become affected by illness. (American Academy of Pediatrics)

Board members, there are some of you that have woken up and finally stand with the families because you recognize that damage of not having our children back in school is deadlier than this virus. This has not gone unnoticed. Then there are the rest of you that continue to manipulate your constituents for political gain. Why? What purpose is this for? Are you intentionally trying to break our children for some bigger agenda? Do you find pleasure in the pain you continue to create in these innocent lives? Are you okay with the numbers of suicides, drug abuse and physical abuse cases increasing on a record level? You continue to ignore top health professionals from the CDC, American Academy of Pediatrics, The American Counseling Association, The World Health Organization, and our own state Superintendent who all say the same thing, OPEN OUR SCHOOLS! The lasting effects of this on our children will be with them for years to come. How in any way are you okay with this?

Under the IDEA Act you continue to be in violation of providing free and appropriate education for students with IEPs. There are accommodations that can not be delivered via Distance Learning. You are priding LCPS on Equity, making 90 Equity hires over the summer, making sure "NO CHILD IS LEFT BEHIND" and that every child has the same opportunities in our county, however you are denying education, real education to All children. Each **school** shall **have** a standard **school year** of at least 180 teaching days or a total of at least 990 teaching **hours** per **year**. You continue to break the law by not providing the minimum hours required for an academic year. You continue to return CARES Act monies instead of utilizing these funds to expedite the return of all students. Why?

Our Children are failing because of your lack of leadership. Do not continue to break our children's spirits, hopes and dreams. Allow them to be children and to live their life as children. OPEN OUR SCHOOLS before more lives are lost. That is your responsibility to the families and children of LCPS. Nothing else on the agenda matters. Education and the mental well being of our children **MUST** be your top priority. I urge you once again on behalf of the thousands of children failing, Open our schools!

Respectfully,

Erin Roselle Poe

From: Dee Bills
To: Ashley Ellis; Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Eric Williams; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Subject: [EXTERNAL] Please don't vote for in-school distance learning.....
Date: Tuesday, October 27, 2020 2:37:35 PM
Attachments: image.png

Good afternoon.

I'm writing to you all today to ask that you PLEASE not pass a return to school plan that has students wearing headsets and watching Chromebooks – basically distance learning from the classroom.

The purpose of bringing students back to school is for interaction and to promote their personal and social development. When you bring students back, it should NOT be focused on a distance learning model. It should be to promote social interaction and well-being.

Several of you have been long-time educators and many of you are parents, is this how you want kids to learn? Is that common sense? And Superintendent Williams, you were hired because of your experience in education and this is what you've come up with? You did a survey that showed you in your students' own words and choices that distance learning was difficult and yet you continue to push that narrative; even considering that as an in-school option?

I get it. You have a huge responsibility and a big decision to make. And you want to protect everyone. But are you?

Once again, this new plan makes those parents who are happiest with distance learning happy. You know who I'm talking about. The ones screaming the loudest that it's unsafe to go out (while they take their kids to sports and their kids hang out with friends and they all go to dinner each week); the ones who scream even louder to insist that their kids are doing great at home in distance learning.

But are they? Because in this screenshot of your recent DL survey, it appears to me that most students surveyed AREN'T doing well with distance learning regardless of what some parents might be saying.

Table 3. Distribution of Students' Feelings about School (Almost Always & Frequently)

	Middle School	High School	All LCPS
Stressed out	49%	78%	65%
Bored	54%	62%	59%
Worried	33%	62%	49%
Unhappy	30%	57%	45%
Happy	35%	14%	24%
Calm	32%	12%	21%
Interested	29%	15%	21%
Relaxed	21%	7%	14%

When 65% of those surveyed say they are stressed and 59% say they are bored, that's a lot of students indicating this isn't the way to learn! (and if you look at HS students alone, the numbers are even higher for stressed out)

And since you don't have stats to compare to a regular year of in-school learning, please don't dismiss these results by saying that all students would feel like this in school. You asked about distance learning in the present time, you didn't ask them to compare then vs. now.

What I really want to draw your attention to are the bottom 4 statistics as they show how things really are going right now with DL. **Only 14% of HS students are happy, 12% are calm, 15% are interested and only 7% are relaxed. You glanced over that so quickly in your report yet that date is very telling.**

I'm shocked that you haven't listened to your true stakeholders. You have a survey from the very students you are tasked with educating and they're telling you it's not going the way it should. And you continue to keep the MS and HS students at home because it's too hard to come up with a plan.

And now you're going to be presented this evening with a plan that just shifts the location of distance learning to a classroom. *Why is this being allowed to happen? HOW is this a plan? Who are you really helping here?*

Stop listening to parents and what benefits them.

Start listening to and being concerned with the well-being of your students. That's your responsibility and it seems like you've forgotten the reason you're in your position.

I challenge you to step up, stop focusing on one position that meets your personal needs and/or beliefs and take a look at the overall group needs. That's what you were elected and hired to do.

This survey alone shows you aren't taking the actual students into account. Do you realize what you are doing to those in upper grades? You aren't preparing them as you should, that's for sure. Don't blame the teachers here. You're the ones holding this up and allowing ridiculous plans to be prepared. Stop with the threats of a lottery. Stop posting inflammatory comments on social media that are meant to divide the groups and cause upset. Stop allowing the presentation of ridiculous plans that create more problems!

I keep hearing about equity this year and I don't think you truly understand what it means to demonstrate equity. Do you realize the very students you're professing to want to help with your equity programs are the very ones you are hurting by keeping them at home?

Your pajama warriors have money and they're ok staying at home because it's easy for them. They can go about their business, travel, have their kids do DL from remote locations, and not have to deal with the restrictions that being "in school" brings to their lives. Basically, it's easier for them, but that doesn't mean that it's best for the kids.

Have you considered that? The ones some of you are "surveying" are parents who think their kids are doing ok with DL and yet the survey above says otherwise. And that isn't the whole county. While I could fit into the mix above because my daughter is a straight A student, has already been accepted to one of her choice universities, and I could afford to go anywhere so she could have a "fun senior year", that's not what she wants. While I could join the happy DL families doing their own thing, it isn't about me, it's about my daughter and other students who really want and need to go to school to learn in person and interact with their peers.

More importantly, I've been listening to others and I hear their pain. I see what this is doing to families who are barely getting by and the families whose children have special needs. And, what about those kids who need school as a safe space? How are you ensuring their needs are really being met? Supplying food to a school where someone can come pick it up surely doesn't mean the ones who need it most are picking it up. And are you checking in on those who haven't logged into school? Or are you only concerned with those who find it easier to do DL?

I keep seeing some of you profess that it's so important that you protect students and teachers, but have you asked them all what they want?

I'm not talking about your personal surveys of those closest to you or the Facebook groups that some of you haunt so you have that special feeling when people agree with you. And I'm not talking about the special interest groups some of you are involved in that support your political aspirations. I'm talking about YOUR stakeholders, the ones you seem to only listen to when it meets your narrative.

Have you asked the teachers and students, personally, in a survey, what they want?

Have you surveyed teachers about their feelings regarding DL, what their experience has been, and how many would return to the classroom with a full class?

And have you considered surveying students about the following:

- Are you getting enough food at home?
- Are your basic needs being met?
- Do you have parental support at home?

Here's another: (this one should be for teachers AND students – NOT the parents)

- Have you left your home for sports or other events?
- Have you been hanging out with different friends over the last 4 months?
- How often are you hanging out with friends and acquaintances?
- Have you been with any groups or friends without a mask?
- Do you sit within 6 feet of friends and acquaintances without wearing a mask?
- Do you go to work?
- Do others, who live outside your home, ride in your car without masks?

Because if your excuse to keep kids at home is concern about social distancing, I can guarantee you they aren't. So, **before you sit in your homes and offices and make decisions on what's best for your stakeholders, it's time to find out what your REAL stakeholders are really doing outside of school.**

I'm friends with teachers on Facebook and I'm not alone when I say that I see posts of them out to dinner with friends sitting close together obviously not social distancing. And I see sporting parents and others who are distance learning warriors who are out and about. And it's become obvious that plenty of families are not social distancing. Which means, the reason that some families and teachers desire distance learning has changed from a virus to convenience and that's really disturbing.

If most students and teachers are no longer social distancing outside of school, why exactly are we so darn worried about going to school? And what percentage of families and teachers are ready to go back into the classrooms?

It's time you survey your REAL stakeholders, your teachers and your students. Make it private so they can be honest. Keep the union and teachers' associations out of it. Keep YOUR personal worries, fears, and beliefs out of it as well.

Let them decide for themselves and be honest with what they want. And keep parents out of the student survey. And hold ALL teachers accountable for making sure it's completed by ALL students in class because many students never got the last one.

If you've read this in earnest, thank you. I hope you will take this into consideration and invest in finding out what your REAL stakeholders want and put a plan in action that accounts for that.

Thank you for your time.

Dee Bills,

parent, LC resident, and constituent

From: Denise Corbo
To: Eric Williams
Cc: Nyah Hamlett; Sharon Willoughby; Scott Ziegler
Subject: DL and Hybrid Equity
Date: Tuesday, October 27, 2020 1:46:51 PM

Eric,

What work and research has been done to address the equity of the workload and risk between the hybrid and in person proposals? Specialist and others seem to have a lot of extra time and hybrid elementary staff is nonstop with barely time for planning. Hybrid elementary teachers work until 3 where DL finishes at 1:30. In addition in many cases are responsible for cleaning bathrooms while managing students. We have many support staff who are not working directly with students who could possibly be allocated to buildings for supporting the hybrid model. We have heard some bus drivers have helped with IT but not much else has been disclosed about staff who are being paid and don't have assignments. How are they being utilized? There may be secondary inequities as well. We have to ensure we understand the issues and address the inequities and it cannot be ignored.

I would also like to see an equitable distribution of bonuses for staff. My last email suggested a bonus but I think we need to look at the equity of bonus as well. Perhaps a flat bonus for everyone supporting thy hybrid who has exposure to students and then an added bonus for schedule and workload inequities. Perhaps bonuses can be given after completion of a quarter and prorated appropriately for those who completed a full quarter.

Perhaps we need a task force to address this issues. (This is my preference.) Is this something you would consider or would it need board action to give you direction?

Secondly, please provide a cumulative list of all funding we gave for COVID pay during last school year and over the summer. Sharon mentioned if we give a \$1,000 bonus for 7,000 teachers it would be about \$6m. Knowing we have about 13,000 employees my guess is about half would qualify for in person and that would equate to approximately a little over \$6M. I think this will help the board understand how much extra funding we had last year to spend on COVID pay.

Again, I believe if a suggestion comes from you, not me or the board, it would be a way for you to boost moral by acknowledging and seeking monetary value and solutions to those who are putting their health and safety at risk.

Looking forward to your response.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: [Scott Ziegler](#)
To: [Lisa Boland](#)
Subject: FW: Kirsten Dunnigan RN, BSN, BS
Date: Monday, April 5, 2021 2:19:00 PM
Attachments: [LCPS Nurse Pay Disparity - Pay Comparison \(1\).pdf](#)

Here's another one.

Scott Ziegler

From: Kirsten Dunnigan <Kirsten.Dunnigan@lcps.org>
Sent: Monday, April 5, 2021 10:57 AM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: Kirsten Dunnigan RN, BSN, BS

Dr. Ziegler

It was a pleasure meeting you on January 15th at 9:00 pm at the POD. I was the RN that administered your first life-saving dose of the Moderna Vaccine. I respectfully request you read the following emails below. I stand with all the LCPS RNs and are requesting this matter be addressed.

I emailed Sandy Sullivan back in January - here is what I wrote her:

Hi Sandy,

Thank you again for the nice email! It was such a pleasure meeting you the other day. I had the pleasure of meeting Dana Foddrell as well yesterday. I mentioned to her that I had met you and was considering emailing you about "classified vs licensed" employees. Dana was very supportive and encouraged me to do so.

I'll use my background as an example. I have a BS degree from JMU and a BSN degree from Emory University. I completed my coursework in nursing school and then studied for my professional exam/licensure. The exam all RNs take is called the NCLEX-RN. See below:

The National Council Licensure Examination (NCLEX-RN® exam) has one purpose: To determine if it's safe for you to begin practice as an entry-level nurse. It is significantly different from any test that you took in nursing school. While nursing school exams are knowledge-based, the NCLEX-RN® tests application and analysis using the nursing knowledge you learned in school. You will be tested on how you can use critical thinking skills to make nursing judgments.

Its possible RNs are not recognized as licensed employees because we work in an educational institution. And perhaps now is the time to really shine the light on our profession and be recognized for the work we do and the work we've done to earn the initials RN.

I agree with the information Rene Pettit wrote this last week. Here is what she wrote:

March 31, 2021

Dr. Ziegler and LCPS School Board Members-

I am writing to seek your help for the nurses to receive fair and equitable compensation for our time worked at the LCPS Covid Vaccination POD.

When Jeannie Kloman came to us asking for nurses to assist with the POD effort, many of us stepped up without hesitation. We were excited and honored to use our skills to protect the LCPS family, our students, and the community at large. We willingly took on extra work, extra training, extra liability, extra hours, extra exposures, and extra risks because our LCPS family needed us.

Beginning with the very first meeting regarding the POD and every subsequent meeting thereafter, nurses asked questions about compensation for our time. We asked before the project started. We asked while in the midst of the project. We asked when we came in on a holiday. We asked when we came in on a non-scheduled day. We asked when we came in on a snow day. We asked as our overtime hours piled up. We asked. Our questions were answered vaguely, but reassuringly, and to our detriment, never in writing. The answers varied depending on who was answering the question. To be honest, I did not keep a written log of who said what - none of us did because it never occurred to us that LCPS would take advantage of us. The responses we received from Jeannie Kloman, Clark Bowers, Asia Jones, and Brian Stocks were along the lines of:

They are working on it.

We are in discussions about it.

Of course, you will be paid.

There is plenty of Covid money, don't worry about it.

You will be paid your pay plus \$30/hr additional.

You will get time and a half.

You will get snow pay.

You will get hazard pay.

You will get Covid pay.

I'm sure they will do the right thing.

We believed and we trusted and we worked, but in the end, we were not paid fairly. We were not paid equitably. Now we are left feeling taken advantage of.

The LCPS vaccination POD would not have been possible without the LCPS school nurses. We didn't do it for the pay, I will be the first to concede that. We did it because it was the right thing to do. We did it because vaccinating our staff was the first step to getting our much-loved students back into the buildings. We administered over 21,000 vaccinations. We exposed ourselves to over 11,000 different people. We were not fully vaccinated when we started the project, but we showed up anyway. We risked our health and well-being every single day. Yes, we wore appropriate PPE. Yes, we maintained our distance as much as possible. But you can't give an injection from 6 feet away. You can't catch a fainting patient from 6 feet away. You can't lower a seizing patient to the floor from 6 feet away. You can't take vital signs from 6 feet away.

Per the LoudounTimes.com, as Leslee King stated in the April 7, 2020 school board meeting just prior to the unanimous board vote to approve the extension of the Covid 19 Time Limited Emergency Plan (CTLEP), "Those who are on-site — the nutrition workers, the bus drivers, those people who are handing out the food and delivering the Chromebooks — they deserve two times the pay," she said. "We're asking them to do things that could be dangerous to their health."

I commend everyone who has continued to show up in person and do their jobs for LCPS despite the potential risks during this pandemic. I do not wish to discount the risks that other employees have taken while doing their jobs for LCPS. But I do wish to highlight the disparity and inequity that the nurses have faced with our work in the POD. LCPS staff working last spring to hand out Chromebooks to students, outside, while in PPE, were paid double pay per the CTLEP. Fast forward to January 2021 when Covid cases in the county were considerably higher than they were in April 2020. The nurses working the POD were paid our regular pay. In addition, the POD nurses were paid \$30/hr for any overtime hours. That means that any nurse who is a step 7 or higher was paid less than her regular hourly wage per hour for her overtime hours. In addition, we were paid our regular hourly wage for the holiday we worked, the unscheduled day we worked, and the snow day we worked. It was extremely inequitable for the nurses who worked in the POD, exposing themselves to "things that could be dangerous to their health" to be paid their regular hourly wage on a holiday or snow day. Those nurses would have made the same amount by staying home.

Susan Casale, Director of Financial Services, provided this payment guideline that was utilized for payments for working in the POD:

- All Registered Nurses working in the POD –
 - Regardless of exempt or non-exempt will earn their regular pay – during normal contracted hours
 - Working a holiday –
 - Non-exempt will earn the holiday pay per Regulation 7030
 - Exempt will receive their contracted hourly rate and the approved \$30 hourly rate for hours worked beyond the contracted hours – Health Services Element
 - i.e. – Nurse works 9 hours at POD – 7 hours at contracted rate and ONLY \$30 per hour for the 2 hours outside their contract
 - Working during weather closures -
 - Non-exempt will receive their contracted hourly rate plus extra-time or overtime depending on total hours worked during the workweek – Admin Closed Element or Admin Closed OT Element
 - Exempt will receive their contracted hourly rate and the approved \$30 hourly rate for hours worked beyond the contracted hours – Health Services Element
 - i.e. – Nurse works 9 hours at POD – 7 hours at contracted rate and ONLY \$30 per hour for the 2 hours outside their contract

I am aware of regulation 7030 and hourly banded rates, both of which were used to develop this payment guideline. However, regulation 7030 and the hourly banded rates are “business as usual” regulations. There is nothing usual or normal about this pandemic and there was nothing usual about the work we did in the POD. While the nurses worked tirelessly in the POD, often up to 9 hours or more a day, they also juggled responsibilities at their schools. They were not physically in their buildings but they still had work that had to be done. Many of us came home from working 9+hrs in the POD only to work another 1-3 hours dealing with issues from our health offices. We also often worked several hours on the weekends on school health office work just to try to keep up. None of those at-home hours could be submitted for payment.

I realize that nurses are classified exempt staff, and therefore we are not entitled to overtime pay except under the banded rates policy. Again, this expectation is under normal circumstances. Based on the payment guidelines presented above by Susan Casale, compared to the pay nonexempt employees received in spring of 2020 under CTLEP, I feel the nurses classified exempt status was exploited and our pay was inequitable given the magnitude and importance of the vaccination POD project.

I feel that Dr. Ziegler or the school board should enact a CTLEP type of plan to appropriately pay the nurses who worked in the POD a pay more commensurate to the hazardous conditions specific to Covid. Ideally, I would like to see the nurses be paid double time for all hours worked at the POD. Given the gap between that concept and what we were actually paid, I feel the bare minimum we should be paid is:

- Regular wage for regular workday hours (7.5hrs)
- Time and a half for all hours worked on the holiday
- Time and a half for all hours worked on the snow day
- Time and a half for all non-contracted workdays
- Time and a half for all overtime hours exceeding 7.5hrs per day

Because there are some misconceptions within LCPS about school nurse pay in Loudoun County, I will be sending a second letter addressing the pay disparity between nurses and other licensed professionals within LCPS.

Thank you for your time and efforts in assisting with this matter. I look forward to a timely and comprehensive response.

I too would greatly appreciate your attention to this matter.

I look forward to hearing from you!

Kirsten Dunnigan RN, BSN, BS

Smart's Mill Middle School Clinic

THS Varsity Head Swim Coach

571 252 2030

From: Ashley Ellis
To: Lottie Spurlock; Mark Smith; Neil Slevin
Cc: Scott Ziegler
Subject: FW: Curriculum and Resources
Date: Monday, April 5, 2021 2:12:21 PM

Hi there,

See email from Ms. Corbo below. I will remind her that we do not have an equity curriculum. I was also going to point her to this LCPS page: <https://www.lcps.org/Page/229626>

Any other thoughts?

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools

From: Denise Corbo <Denise.Corbo@lcps.org>
Sent: Wednesday, March 31, 2021 6:35 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>
Subject: Curriculum and Resources

Dear Scott and Ashley,

Is it possible for parents to preview the curriculum, books and resources used for teaching equity? Perhaps a display of resources will provide the transparency some are seeking.

Sincerely,

Denise

Denise Corbo
Loudoun County School Board
Member At-Large

Sent from my iPhone app. Please forgive my eyes, thumbs and auto correct for typos.

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to the Freedom of Information Act (FOIA) disclosure laws.

From: Joan Sahlgren
To: Scott Ziegler; Ashley Ellis
Cc: Wayde Byard
Subject: FW: Media Update
Date: Monday, April 5, 2021 5:22:30 PM

Here is the media clip with Ian Prior's Op Ed.

Ian Prior Op Ed in the Washington Times, March 29

Here is the USA Today Story today:

From Dr. Seuss to Mr. Potato Head, Biden avoids culture wars

Joe Biden walks a fine line on transgender sports, "cancel culture" and other hot-button social issues that Republicans use to fire up their base.

<https://www.usatoday.com/in-depth/news/politics/2021/04/05/culture-wars-joe-biden-avoids-engaging-right-social-issues/4747687001/>

Joan Sahlgren
Director of Communications & Community Engagement
571-252-6547
Joan.Sahlgren@lcps.org

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Wednesday, March 31, 2021 8:33 AM
To: Michelle Walker <Michelle.Walker@lcps.org>; Mark Smith <Mark.Smith@lcps.org>
Cc: Joan Sahlgren <Joan.Sahlgren@lcps.org>
Subject: Media Update

Washington Free Beacon story on PACT GO FUND ME page being shut down, March 29

Ian Prior Op Ed in the Washington Times, March 29

Federalist article on MSAAC Chair's statement, March 29

WTTG-TV story about COVID-19 cases among students in Northern Virginia, March 29

BizPack story on people allegedly being targeted by Facebook group, March 30

Daily Wire article on alleged comments by MSAAC Chair, March 30

Fox News report on alleged comments by MSAAC Chair, March 30

American Greatness report on PACT GO FUND ME page being shut down, March 30

Wayde B. Byard
Public Information Officer
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

From: [Lottie Spurlock](#)
To: [Joan Sahlgren](#); [Scott Ziegler](#); [Ashley Ellis](#)
Cc: [Wayde Byard](#)
Subject: RE: Loudoun Now Questions About LCPS Equity Work - Invitation to edit
Date: Monday, April 5, 2021 5:19:56 PM
Attachments: [image001.png](#)

Good evening, All.

I added some information for consideration to the Google document. It is centered on leaning heavily on our work as outlined in the Comprehensive Equity Plan. There is a great deal of information provided in the first 11 pages. Pertinent (and succinct) details can be extracted from those pages and paired with the link to the CRF page Ashley linked into the document.

I am ready to assist with messaging how/when needed.

Thanks,

Lottie

From: Joan Sahlgren <Joan.Sahlgren@lcps.org>
Sent: Monday, April 5, 2021 4:53 PM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>
Cc: Wayde Byard <Wayde.Byard@lcps.org>
Subject: RE: Loudoun Now Questions About LCPS Equity Work - Invitation to edit

Team, In light of the updates shared this morning, it could be good to have a coordinated answer/s to this reasonable reporter. Take a look at the media inquiry Wayde has linked in the doc. With the right updated information, it could be an interview that Scott takes, or that the three of you tag team, to clear up some of the myths in the community. We can also lean in on the directives from VDOE for context.

Please read.

Wayde, what is timing for this reporter's story?

Joan Sahlgren
Director of Communications & Community Engagement
571-252-6547
Joan.Sahlgren@lcps.org

From: Wayde Byard (via Google Docs) <drive-shares-noreply@google.com>
Sent: Monday, April 5, 2021 4:36 PM
To: Joan Sahlgren <Joan.Sahlgren@lcps.org>
Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: Loudoun Now Questions About LCPS Equity Work - Invitation to edit

wayde.byard@lcps.org has invited you to **edit** the following document:



Loudoun Now Questions About LCPS Equity Work



All,

Here is the media inquiry from Loudoun Now.

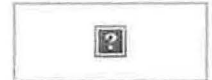
[Open in Docs](#)

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because wayde.byard@lcps.org shared a document with you from Google Docs.



From: [Joan Sahlgren](#)
To: [LCPS-SUP-SCHOOLS](#); [Ashley Ellis](#); [Scott Ziegler](#)
Subject: RE: [EXTERNAL] Media Inquiry
Date: Monday, April 5, 2021 5:16:36 PM

Wayde, I have the input we need for this one.

Joan Sahlgren
Director of Communications & Community Engagement
571-252-6547
Joan.Sahlgren@lcps.org

From: LCPS-SUP-SCHOOLS <Schools@lcps.org>
Sent: Monday, April 5, 2021 4:53 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>
Subject: FW: [EXTERNAL] Media Inquiry

All,
I have put this media inquiry into a Google Doc.

Wayde B. Byard
Public Information Officer
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

From: Alexis Nester <nester@freebeacon.com>
Sent: Monday, April 5, 2021 3:34 PM
To: LCPS-SUP-SCHOOLS <Schools@lcps.org>
Subject: [EXTERNAL] Media Inquiry

To whom it may concern:

My name is Alex Nester and I write for the Washington Free Beacon. I'm reaching out for comment on these recently uncovered documents for a Teacher diversity and inclusion training which included lessons on privilege and implicit bias.

Was the Feb. 21, 2019 training, titled "Equitable Learning and Discipline Practices," the first training to touch on privilege, assumptions, and bias specifically? If not, when did those trainings begin? Are there publicly available documents on these sessions?

A general comment on the district's critical race theory and antiracism teacher training sessions would be greatly appreciated.

My deadline is tomorrow, Tuesday, April 5th at 3:30 PM.

Thanks so much and I hope to hear from you soon!

Best,
Alex