

complaint can be found in the attachment.

Swift and immediate action by local law enforcement, the school board, and Loudoun County government is paramount. 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 additional lists of names, addresses, occupations, etc. This is not okay. Please let me know of any questions or concerns.

Sections of Complaint:

- LCPS "Comprehensive Equity Summary"
- Summary of Activities Starting March 12, 2021
- Transcription of Posts Targeting PACT, Parents, Community Members
- Post Images/Screenshots That Support Transcription Above
- Anti-Racist Parents of Loudoun County Involved with Doxing/Harassment/Targeted Efforts
- Email from NAACP's Robin Burke That Contains My Wife's Information
- Supporting and Related Informational Links

Regards,

Scott

P.A.C.T.: <https://stoplepcsr.com/>



**From:** [Scott Ziegler](#)  
**To:** [School Board Confidential](#)  
**Cc:** [Superintendent's Cabinet](#)  
**Subject:** Important Community Messages  
**Date:** Friday, March 19, 2021 2:27:00 PM  
**Attachments:** [A Message from the Superintendent.pdf](#)  
[Superintendent's Update - Rumors Concerning LCPS Equity Work.pdf](#)

---

School Board Members,

As you are aware, many inaccuracies concerning LCPS equity work have been circulating in certain media and social media outlets this week. This afternoon, LCPS will issue the following **Superintendent's Update: Rumors Concerning LCPS Equity Work and A Statement on Violence Against Asian-Americans**. We will be carrying out a communication plan similar to the one used for Wednesday's announcement of four-day hybrid instruction. These messages are embargoed until 4 p.m.

Scott A. Ziegler, Ed.D.  
Interim Superintendent of Schools  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)

**To:** School Board Confidential  
**Cc:** Superintendent's Cabinet  
**Subject:** Important Community Messages  
**Date:** Friday, March 19, 2021 2:26:45 PM  
**Attachments:** A Message from the Superintendent.pdf

---

School Board Members,

As you are aware, many inaccuracies concerning LCPS equity work have been circulating in certain media and social media outlets this week. This afternoon, LCPS will issue the following **Superintendent's Update: Rumors Concerning LCPS Equity Work and A Statement on Violence Against Asian-Americans**. We will be carrying out a communication plan similar to the one used for Wednesday's announcement of four-day hybrid instruction. These messages are embargoed until 4 p.m.

Scott A. Ziegler, Ed.D.  
Interim Superintendent of Schools  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)

**From:** [Beth Barts](#)  
**To:** [Scott Ziegler](#); [John Beatty](#); [Leslee King](#)  
**Subject:** Fwd: [EXTERNAL] Censure John Beatty  
**Date:** Sunday, March 21, 2021 7:12:57 PM

---

Sent from my iPhone

Begin forwarded message:

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Date:** March 21, 2021 at 7:10:44 PM EDT  
**To:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Subject:** Fwd: [EXTERNAL] Censure John Beatty

Sent from my iPhone

Begin forwarded message:

**From:** Neelam Ahmed <[27neelamahmed@gmail.com](mailto:27neelamahmed@gmail.com)>  
**Date:** March 21, 2021 at 6:55:46 PM EDT  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>, Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>, Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>, Denise Corbo <[Denise.Corbo@lcps.org](mailto:Denise.Corbo@lcps.org)>, Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>, Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>, Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>  
**Subject:** [EXTERNAL] Censure John Beatty

Dear School Board,

As a parent and resident of the Catoclin District, I am deeply concerned about votes and inaccurate statements made by my representative, John Beatty, in recent weeks. I believe his statements have amplified and approved white supremacist activism in Loudoun. As the board is certainly aware, white supremacist groups like PACT and the Virginia Project are planning a show of force at upcoming school board meetings. They have misrepresented the actions of teachers and parents in our community, who are working to create an inclusive and equitable environment for all children. The relentless intent on spreading lies in the community with Beatty's help is problematic and must be addressed. The comprehension is lacking, by racist choice.

John Beatty, in his prepared statement read before voting against equity in education month, intentionally misrepresented the LCPS equity program and falsely claimed that LCPS is promoting Critical Race Theory at our schools. Beatty's FALSE statement on Feb. 23 that "critical race theory underpins this proclamation" was a clear dog whistle to these racist groups, and I believe it helped embolden the recent wave of white supremacist activity--including the targeting of innocent LCPS employees and anti-racist individuals.

After voting to dismantle the LCPS equity committee, Beatty proceeded to put forth a nominee to that committee, who is in fact, a major contributor to the PACT organization in an effort to sabotage the committee's work. Fortunately, this nominee resigned after scrutiny from members of the community before assuming his duties. However, the nomination in itself is worthy of direct criticism from board members who must intensify their anti-racist efforts. Last year, the board declined to censure Beatty for making a pro-slavery remark, despite rightful demands for condemnation by the LCPS Minority Student Advisory Committee.

I strongly believe that Mr. Beatty must be held accountable for his actions before he and his crowd intensifies the white supremacist efforts. I request that a censure vote be brought to the floor for his racist statements and documented lies regarding LCPS instructional programming. Loudoun County residents, who elected SEVEN progressive school board members in 2019, expect those members to stand up to racists firmly and vocally, even those next to you on the dais. Mr. Beatty may be polite and affable in the boardroom, but the people pulling the strings are malicious and destructive. Beatty's actions hurt Loudoun's minority and LGBTQ children every day and it is time to take a stand and put equity in action. Censure Beatty and silence the supremacists.

Sincerely,  
Neelam Ahmed  
Catoclin Resident



**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](#)

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**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:

This is what alarms me and how this comes back to LCPS (taken from an article). Hillary HL had targeted me in the past and I had blocked her aggressive nature as not being helpful nor productive towards helping find common ground with the public:

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! ✕



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 Moose · 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 stepcrkips website, and the bbe. 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 lockoff call and start on action items.

Thanks in advance. 🙏



16 comments





**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

...



**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.

:-) 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](mailto: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:** [Scott Ziegler](#)  
**To:** [Mark Smith](#)  
**Subject:** Fwd: [EXTERNAL] corrected policies in VSBA February 2021 Policy Update  
**Date:** Sunday, March 21, 2021 11:03:45 PM

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

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**From:** Elizabeth Ewing <vsba@embrams-mail.com>  
**Sent:** Friday, March 19, 2021 8:37:07 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] corrected policies in VSBA February 2021 Policy Update



Hello everyone,

We just realized that there were proofreading errors in three items that were part of the February Policy Update. Corrected versions of both the RL and final versions of IGAH and the final version of KN have been posted to the VSBA website.

We apologize for the inconvenience this creates.

Best wishes,

Elizabeth

Elizabeth Ewing  
Director, Legal and Policy Services  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 office  
434-295-8785 (fax)  
ewing@vsba.org, [www.vsba.org](http://www.vsba.org)

Virginia School Boards Association. a voluntary, nonpartisan organization of Virginia school boards, promotes excellence in public education through advocacy, training and services.

Have you registered for the VSBA Legislative Advocacy Conference yet?



**From:** Scott Ziegler  
**To:** Brenda Sheridan  
**Subject:** Fwd: [EXTERNAL] Re: Dismantling white supremacy  
**Date:** Sunday, March 21, 2021 10:56:19 PM

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**From:** Peter Livingston <plivingston@kw.com>  
**Sent:** Friday, March 19, 2021 2:06:37 PM  
**To:** Neil Slevin <Neil.Slevin@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Leslee King <Leslee.King@lcps.org>  
**Subject:** [EXTERNAL] Re: Dismantling white supremacy

Leslee - I sent the email below looking to gain some clarity after watching the curriculum meetings. Can't seem to get a response from these guys. Can you perhaps assist and read my email below and respond?

Peter Livingston

> On Mar 18, 2021, at 9:39 AM, Peter Livingston <plivingston@kw.com> wrote:

>

> Hi Neil - I'm thinking perhaps you are the person who can expand more on this for me. Looks like the county is tearing apart at the seams over misinformation about what critical race theory is or isn't and how it is or isn't being practiced in our schools. I listened to all this years sub committee meetings about curriculum the last few days to try and get a better understanding for myself of all of this and I was left with one big question that I think needs answering for the sake of our entire community.

>

> What does it mean when you say dismantling white supremacy in lcps and how does that apply in terms of what is being taught or not taught specifically? Is there a set of curriculum within Lcps you can direct me to or a set of policies or guidelines? While I understand the term and what it means in the broader sense I think a lot of the uproar within the community is how it is or isn't applied within our schools... and then of course you have some community leaders on both sides of this fanning the flames unnecessarily for political purposes and I feel like the fire could be put out if there was more information available.

>

> Also I'm curious if you can expand on this. After watching the meetings my take on cultural inclusive training was that it was more inward looking in terms of providing learning specific to the cultural background of the student not so much in terms of teaching the other students the same way? Like for example our Black children are reading at a much lower proficiency rate than our Asian children. So teaching them differently to improve outcomes versus the same which is producing the current lack luster results. Am I understanding this correctly?

>

> Also I have mentioned this in public comments and to the board and gotten no response. Next years budget spending on extracurricular activities at our wealthiest schools is three times that of our poorest. During these meetings I heard quite a bit about teaching the whole child. How can the whole child be taught if we aren't providing extracurricular activities at the same rate at our poorest schools as we are at our wealthiest?

>  
> Thanks in advance for your time and any insight you can provide me about all of this.  
>  
> Peter Livingston  
>

**From:** [Scott Ziegler](#)  
**To:** [Brenda Sheridan](#)  
**Subject:** Fwd: [EXTERNAL] Re: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 10:53:00 PM

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

---

**From:** Mark D. McKinley <mdmckinley@gmail.com>  
**Sent:** Friday, March 19, 2021 3:44:42 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] Re: A Message from the Interim Superintendent

Dr. Ziegler:

Does this include targeting European Americans? I am very concerned with the direction of the Loudoun County Public Schools. I was born and raised in this area, my grandmother was a teacher for 40+ years in Loudoun, and the national attention Loudoun county is receiving - is embarrassing. My roots are deeply connected to this area.

CRT does not belong in our schools. It teaches hate, it's divisive, and creates insecurities with young European American children.

-Mark McKinley

On Fri, Mar 19, 2021 at 3:03 PM Loudoun County Public Schools <[BlackboardMN@lcps.org](mailto:BlackboardMN@lcps.org)> wrote:

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination, hatred, oppression, and violence.

I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian

racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

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Loudoun County Public Schools | Administration Building 21000 Education Court, Ashburn, VA 20148 | 703-996-2199



**From:** Scott Ziegler  
**To:** Brenda Sheridan  
**Subject:** Fwd: [EXTERNAL] Re: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 10:50:53 PM

---

Sent from my Verizon, Samsung Galaxy smartphone  
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---

**From:** Rhonda Fournier <rhonda.l.fournier@gmail.com>  
**Sent:** Friday, March 19, 2021 3:58:12 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** John Beatty <John.Beatty@lcps.org>  
**Subject:** [EXTERNAL] Re: A Message from the Interim Superintendent

In response to this email, I have a sincerely honest question... Why would any statement be made regarding this situation especially before a complete investigation is done? So far the evidence that has been shared strongly leads to a sexually obsessed related crime and not a racially related crime. A large Asian population owns "spa" type businesses. While it was a horrific murder spree, why jump to a racially motivated scenerio before any evidence is revealed, the investigation is still ongoing. 8 people died and 6 were Asian, do the other 2 that were murdered not matter as much? I am perplexed why LCPS would even come out with a statement. This is overreaching and not appropriate in my opinion.

Rhonda Fournier  
Catoctin District

On Mar 19, 2021, at 3:00 PM, Loudoun County Public Schools <[BlackboardMN@LCPS.org](mailto:BlackboardMN@LCPS.org)> wrote:

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March 19, 2021

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Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** Minmaui2002  
**To:** Troxell, Kraig  
**Cc:** Chapman, Mike; Schoolboardemail; Scott Ziegler  
**Subject:** [EXTERNAL] Re: Official Complaint Against LCPS and Others  
**Date:** Friday, March 19, 2021 12:39:58 PM  
**Attachments:** PastedGraphic-4.tiff

---

Thank you Mr. Troxell.

Regards,

Scott

P.A.C.T.: <https://stoplcpsrt.com/>



On Mar 19, 2021, at 12:22 PM, Troxell, Kraig <[Kraig.Troxell@loudoun.gov](mailto:Kraig.Troxell@loudoun.gov)> wrote:

Mr. Mineo- the Loudoun County Sheriff's Office is aware of the situation and the information has been forwarded to our Criminal Investigations Division to review the matter.

**Kraig Troxell**  
*Director, Media Relations and Communications*  
Loudoun County Sheriff's Office  
803 Sycolin Rd., S.E., | Leesburg, VA 20175  
O: 703-771-5278 | M: 571-436-1305

Mail to:  
P.O. Box 7200, Leesburg, Virginia | 20177-7200  
<image001.png><image002.png><image003.png><image004.png><image005.jpg>  
<image006.png>

**From:** Minmaui2002 <[minmaui2002@icloud.com](mailto:minmaui2002@icloud.com)>  
**Sent:** Friday, March 19, 2021 12:06:15 AM  
**To:** Chapman, Mike <[Mike.Chapman@loudoun.gov](mailto:Mike.Chapman@loudoun.gov)>  
**Cc:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>; [scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org) <[scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)>  
**Subject:** [EXTERNAL] Official Complaint Against LCPS and Others

Good Evening Sheriff Chapman,

My name is Scott Mineo and I'm writing you to file an "official" complaint about a recent flurry of concerning activity I was notified about involving Beth Barts, LCPS teachers, and countless others within a Facebook group called "Anti-Racist Parents of Loudoun County". The details of my complaint can be found in the attachment.

Swift and immediate action by local law enforcement, the school board, and Loudoun County government is paramount. 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 additional lists of names, addresses, occupations, etc. This is not okay. Please let me know of any questions or concerns.

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- Post Images/Screenshots That Support Transcription Above
- Anti-Racist Parents of Loudoun County Involved with Doxing/Harassment/Targeted Efforts
- Email from NAACP's Robin Burke That Contains My Wife's Information
- Supporting and Related Informational Links

Regards,

Scott

P.A.C.T.: <https://stoplcpsrt.com/>

**From:** [Lottie Spurlock](#)  
**To:** [Joan Sahlgren](#); [Ashley Ellis](#)  
**Cc:** [Michelle Walker](#); [Scott Ziegler](#)  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Date:** Friday, March 19, 2021 12:39:38 PM  
**Attachments:** [image002.png](#)

---

Yes, sounds like a plan.

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Sent:** Friday, March 19, 2021 12:31 PM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Cc:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Importance:** High

Great. The statement on Asian American Violence will go shortly (1-130).

The Equity Update will go as per the document shared earlier unless anyone has changes to that basic plan.

The video on Equity is planned for release on Monday afternoon when ready as a follow up.

All good?

Joan Sahlgren  
Director of Communications & Community Engagement  
571-252-6547  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>  
**Sent:** Friday, March 19, 2021 12:26 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit

Thank you for the update.

**From:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Sent:** Friday, March 19, 2021 12:23 PM  
**To:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit

I made one minor suggestion. I also spoke with Scott and he approves the statement against violence against Asian Americans.


Thanks!

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

**From:** Joan Sahlgren (via Google Docs) <[drive-shares-noreply@google.com](mailto:drive-shares-noreply@google.com)>  
**Sent:** Friday, March 19, 2021 12:15 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Equity Messages 3-19-21 - Invitation to edit

[joan.sahlgren@lcps.org](mailto:joan.sahlgren@lcps.org) has invited you to **edit** the following document:

  
Equity Messages 3-19-21

 Messaging that will introduce/accompany the Equity Update to all audiences. Please review for approval so we can move to translation.

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Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because [joan.sahlgren@lcps.org](mailto:joan.sahlgren@lcps.org) shared a document with you from

Google Docs.





**From:** [Ashley Ellis](#)  
**To:** [Joan Sahlgren](#); [Lottie Spurlock](#)  
**Cc:** [Michelle Walker](#); [Scott Ziegler](#)  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Date:** Friday, March 19, 2021 12:32:37 PM  
**Attachments:** [image005.png](#)

---

All good. Thank you so much!

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

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Sent:** Friday, March 19, 2021 12:31 PM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Cc:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Importance:** High

Great. The statement on Asian American Violence will go shortly (1-130).

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[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

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**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
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**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit

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Assistant Superintendent for Instruction  
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**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>

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**Subject:** Equity Messages 3-19-21 - Invitation to edit

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 [Open in Docs](#)

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Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

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**From:** [Joan Sahlgren](#)  
**To:** [Lottie Spurlock](#); [Ashley Ellis](#)  
**Cc:** [Michelle Walker](#); [Scott Ziegler](#)  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Date:** Friday, March 19, 2021 12:31:32 PM  
**Attachments:** [image002.png](#)

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**Cc:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
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**Cc:** Lottie Spurlock <Lottie.Spurlock@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Subject:** Equity Messages 3-19-21 - Invitation to edit

joan.sahlgren@lcps.org has invited you to **edit** the following document:

[Redacted]

Equity Messages 3-19-21

[Redacted] Messaging that will introduce/accompany the Equity Update to all audiences. Please review for approval so we can move to translation.

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Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because joan.sahlgren@lcps.org shared a document with you from Google Docs.

[Redacted]

**From:** [Scott Ziegler](#)  
**To:** [Brenda Sheridan](#)  
**Subject:** Fwd: [EXTERNAL] (x2) LCPS parent update on Meal Delivery, Gender Classification Options and Parent Seminar  
**Date:** Sunday, March 21, 2021 10:49:09 PM

---

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

---

**From:** Alan Halac <[aehalac@gmail.com](mailto:aehalac@gmail.com)>  
**Sent:** Friday, March 19, 2021 4:25:35 PM  
**To:** Lenny Compton <[Lenny.Compton@lcps.org](mailto:Lenny.Compton@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Jennifer Evans <[Jennifer.Evans@lcps.org](mailto:Jennifer.Evans@lcps.org)>  
**Subject:** [EXTERNAL] (x2) LCPS parent update on Meal Delivery, Gender Classification Options and Parent Seminar

Virginia has so much potential, more than most states - but VA manages to run off on a whim in the wrong direction time and time again... we were the expected home of the new US capitol had the Union lost in the Civil War - who else has that honor historically? I guess our esteemed sister-state of Alabama, who tried to block school integration too (Gov Wallace). I don't think either leaves us in good company alone - even if we were blind to the problems, we should wonder how we're in the same company with others who're nationally known for the same (clearly wrong) mistakes.

Are we brilliant b/c we were almost the US Capitol, or were we the most duped people in US history?

The more I think about it - even Virginia is foolish enough to encapsulate the CIA headquarters - do we think that organization spreads good will and cheer around the world?

I moved to VA original for a (GS-14) offer from the CIA upon Grad School graduation, and figured it would be similar to serving my country in the Navy - but it wasn't, and due to all the carnage they were producing globally, I resigned my position just days after Abbey's birth. I didn't want my wife going into labor with an unemployed husband - and you can't seek other jobs openly while still an agency employee, plus most companies know if they steal you - they could lose agency contracts.

The ironic thing was, the agency threatened me with jail if I walked out on the job - I suspected I might be stuck in jail by false accusations that couldn't be cleared until a classified court decided... but I walked out anyway, the CIA is what I consider one of the most significant mistakes in my lifetime.

Here we sit, with what has to be nearly the most unethical gov't organization in the US - and imagine that, VA is it's home?

I remember probably in 2015, the agency left plastic explosives from training in a school bus from LCPS which kids rode home on afterwards - until a sheriff dog search found explosives and traced them to the agency.

It sometimes feels like talking to a brick wall in this state, wonderfully educated people - who you can't help change their ways despite all that they know.

Sincerely,  
Abbey's Dad (Alan)

On Fri, Mar 19, 2021 at 2:17 PM Alan Halac <[aehalac@gmail.com](mailto:aehalac@gmail.com)> wrote:

Hi Principal Luttrell,

What a sad day in Virginia, when the VDOE declares the right to select an alternate (non-binary) gender for children... who aren't even fully developed from a maturity perspective.

We spend a lot of time declaring how inappropriate it is to address anything of a sexual nature with children as adults, and the VDOE lays out just that context every chance they get it appears - I just did a "find" on the middle school VA survey questions, and it pulled 9 results in a single survey with regard to sexual orientation or alternate gender as questions directed to the children personally.

To begin with, I'm not aware of any alternate genders that do not image only the original two... so it's still a binary choice, is anyone attempting to declare a non-male and non-female gender status simultaneously (a gender mute)? Have we hit the days like the topic of autism, of declaring gender is on a spectrum... that everyone's gender is different, so there is no category?

This entire house of (educational) cards like slavery, will fall on top of Virginia (and VDOE) like a ton of bricks again - did we enjoy stripping the mascot off the high school, and tearing down statues nationally for the last mistake?



You'd think if we went through a major mistake like embodying symbols of the confederacy, not integrating Virginia schools until the 1970's, and probably many other aspects - we'd not be so quick to run off in a new (meaningless) direction on the next topic.

I do not give permission (as a primary parent) for my children's gender to be changed for any reason while a student at LCPS, nor do I allow them to participate in any LCPS (VDOE) related topics pertaining to or including "sexual orientation" or alternative "gender" choices while in attendance at any LCPS location.

It's really a shame that I have to chase down the same mistakes in the my kids lives all over again, just when we're finally correcting the slavery influence problems... we're just running to set up the same kind of problem for children all over again.

Ps- Everyone might have an opinion on the topic, so it's used as the go-to excuse for not having to make sense of anything... but getting surgery out of preference only to cut off a gender, when no injury or disease exists - this is nothing more than plastic surgery that's done in Hollywood regularly for popularity reasons... and many of those people (stars) incase VDOE hasn't noticed, die at a young age - they often go threw many cycles through drug and alcohol rehabilitation, and many of them could have more than 5 divorces not to mention an elevated risk of suicide when their lifestyles crash for any reason. I'm not judging either case (gender change or hollywood), but I am looking at the results of their decisions... as I do for LGBT claims in school systems, since gay relationships are a 63% contributor worldwide to HIV/AIDS infection and growing (25 million people) - and the infection rate is now growing in teenagers too with the culture that claims every sexual or gender variant on the "spectrum" is as healthy as any other. I'm not judging who they are as people, but I am judging the significant death rate as the product of those choices like Hollywood - and unlike covid-19, there is no cure or vaccine for HIV/AIDS with over 32 million dead, and heading up toward the WW2 death toll numbers w/o any sign of ending.

Sincerely,  
Maddy Halac's Dad (Alan)

----- Forwarded message -----

From: Loudoun County Public Schools <[BlackboardMN@lcps.org](mailto:BlackboardMN@lcps.org)>

Date: Fri, Mar 19, 2021 at 1:15 PM

Subject: LCPS parent update on Meal Delivery, Gender Classification Options and Parent Seminar

To: Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>

LCPS Banner



March 19, 2021

### **LCPS Meal Service During Spring Break**

In anticipation of the Spring Break holiday (Monday, March 29 – Friday, April 2) LCPS School Nutrition Services will serve meals according to the following schedule:

- On Monday, March 22 – 14 days of meals will be served from buses due to no bus meal delivery on Monday, March 29.
- On Friday, March 26 - 10 days of meals will be served at walk-up sites due to no walk-up meal service during spring break (Monday, March 29 – Friday, April 2).

### **Gender Classification Option Available**

The Virginia Department of Education approved the use of a third gender code of "Non-Binary" for students, beginning in the 2020-2021 school year.

To facilitate this new gender option, Loudoun County Public Schools has developed an online process to allow parents/legal guardians, or students 18 years or older, to request an update from their current gender marker ("female" or "male") to "Non-Binary."

If you wish to update this information, you may use this [link](#) to access the ["Non-Binary" Gender Marker Change Request Form](#) and submit your request. LCPS will review and update the gender marker request accordingly. The link to the "Non-Binary" Gender Marker Change Request Form can also be found on the ["Families"](#) and ["Students"](#) tabs that are located on the [LCPS website](#).

If you have any questions, please contact Jennifer Evans, Supervisor for Student Assistance Services at [Jennifer.Evans@lcps.org](mailto:Jennifer.Evans@lcps.org)

#### **Parent Seminar: Helping Your Children Cope with Anxiety**

The Loudoun County Public Schools (LCPS) Department of Pupil Services will screen a virtual workshop, ["Helping Your Children Cope with Anxiety in the Covid-19 Era"](#) from 6:30 to 7:30 p.m. on Thursday, March 25. This is part of the Pupil Services Mental Health and Wellness Parent Seminar Series.

This workshop will review evidence-based, practical strategies parents can use to support children and teens who are experiencing high levels of anxiety. The link for this presentation will be live at 6:30 p.m. Thursday.

Pre-registration is not required.

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Loudoun County Public Schools | Administration Building 21000 Education Court, Ashburn, VA 20148 | 703-996-2199

**From:** Scott Ziegler  
**To:** [d-greene@comcast.net](mailto:d-greene@comcast.net)  
**Subject:** Re: [EXTERNAL] Thank you for raising the bar higher!  
**Date:** Sunday, March 21, 2021 10:45:03 PM

---

Ms. Greene, thank you for your kind words and encouragement. I truly appreciate it.

S. Ziegler

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

---

**From:** d-greene@comcast.net <d-greene@comcast.net>  
**Sent:** Friday, March 19, 2021 5:35:35 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; superintendent@lcps.org <superintendent@lcps.org>  
**Subject:** [EXTERNAL] Thank you for raising the bar higher!

Dear Mr. Ziegler,

Just wanted to say you ARE doing a SUPERB JOB! So impressed! Hope you become our next fulltime Superintendent!

Diane Greene

**From:** Loudoun County Public Schools <BlackboardMN@LCPS.org>  
**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination, hatred, oppression, and violence.

I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of

support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

---

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**From:** Scott Ziegler  
**To:** Brenda Sheridan  
**Subject:** Fwd: [EXTERNAL] RE: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 10:36:14 PM

---

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

---

**From:** jasonkarenm@verizon.net <jasonkarenm@verizon.net>  
**Sent:** Saturday, March 20, 2021 9:36:09 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] RE: A Message from the Interim Superintendent

Good Morning:

At the time of your email, it was widely reported that not a single law enforcement agency had confirmed that racial animus was a factor in the Atlanta shootings. On the contrary, both the FBI and Atlanta law enforcement had publicly announced that race does not appear to have played any role whatsoever. Indeed, media reports state that 25% of the victims apparently were not Asian.

So either you were misinformed, in which case you chose to present your narrative in ignorance; or you were properly informed, in which case you apparently chose to substitute dogma for facts. In either case, this is only the latest example of the poor judgment, unprofessionalism and ideological blindness that have become the touchstones of the Loudoun County Public Schools administration over the last year.

While I don't expect you to take any public relations advice from me, I think you would be well-served to send out an addendum clarifying the known facts of the case, and withholding judgment until the motives are clear. The time for damage control is short, and your credibility is on the line. And you have precious little credibility left: Your missteps and oversteps have contributed mightily toward our now-routine portrayal in the national news media as a laughingstock, and to the lasting shame and embarrassment of the residents and children you purport to represent and serve.

It seems that this and surrounding districts are in a race to the bottom, to see which can fail their students more quickly and completely. It's truly been a marvel to see how quickly Dr. Williams, you, the school board, and all your enablers have decimated the credibility and reputation not only of this district, but of the county as a whole. Your statements and actions have ably demonstrated that you, your predecessor, and many on the school board are brazen, self-promoting liars and charlatans who care nothing for our children or the education you are obligated to provide them. There is little dispute that you are simply dutiful apparatchiks, loyal only to corrupt politicians and your own perverted self-interest, and committed to a corrosive and despicable ideology that contradicts every value that this country stands for.

You have invited upon yourselves all the scrutiny and ridicule that have befallen you, as well as the unending scorn of every parent whose trust, faith and confidence you continually betray. You have failed at every opportunity to stem the collapse, or make amends for the incalculable damage you have caused. What will you do this time?

Jason Michaels

**From:** Loudoun County Public Schools <[BlackboardMN@LCPS.org](mailto:BlackboardMN@LCPS.org)>  
**Sent:** Friday, March 19, 2021 3:00 PM  
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I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

---

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**From:** Scott Ziegler  
**To:** Brenda Sheridan  
**Subject:** Fwd: [EXTERNAL] FW: A Message from the Interim Superintendent - a reply from a concerned parent  
**Date:** Sunday, March 21, 2021 10:32:48 PM

---

Sent from my Verizon, Samsung Galaxy smartphone  
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---

**From:** David Westcott <david.j.westcott@outlook.com>  
**Sent:** Sunday, March 21, 2021 1:29:48 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] FW: A Message from the Interim Superintendent - a reply from a concerned parent

LCPS,

I find this email to be completely misleading with the apparent intention of continuing to push a liberal narrative not based on any facts!

Atlanta local police have said the shootings was sexually motivated and **not** racially motivated. The FBI Director also agrees with this analysis. The shooter himself said it was not racially motivated. But that doesn't stop the leftist media (and obviously LCPS) from taking steps for political gain to spin this as racially motivated. Why did LCPS conclude that the Atlanta shootings was racially motivated and jump to send this email out claiming it was? When did LCPS become an expert authority for identifying crime motives not even local to Loudoun, and chose to discard the different findings by Atlanta local police and FBI on this apparent motive? How are parents to trust LCPS leadership to solve problems when the below provides justification that LCPS leadership is completely biased to the narratives of the left? LCPS is abusing their platform with emails like this.

Thank you,  
David Westcott  
////////////////////

**From:** Loudoun County Public Schools <[BlackboardMN@LCPS.org](mailto:BlackboardMN@LCPS.org)>  
**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. "We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all*

*forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination, hatred, oppression, and violence.

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Scott A. Ziegler, Ed.D.  
Interim Superintendent

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**From:** [David Westcott](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] FW: A Message from the Interim Superintendent - a reply from a concerned parent  
**Date:** Sunday, March 21, 2021 1:30:39 PM

---

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I find this email to be completely misleading with the apparent intention of continuing to push a liberal narrative not based on any facts!

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Thank you,

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**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



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Interim Superintendent

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**From:** [The Washington Post](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] The Week in Ideas: If you were starting from scratch, how would you reimagine public safety in America?  
**Date:** Sunday, March 21, 2021 7:08:18 AM

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The Washington Post



The Week in Ideas



Opinions you may have missed.

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By Fred Hiatt



☐ Email

**Last year, as protests rocked the nation following the killing of George Floyd**, Emefa Agawu and the rest of our Editorial Board asked a question: Do we really have the best system for keeping our neighborhoods safe?

If you were starting from scratch, for example, would you think that the best way to respond to someone in mental health crisis is to send a man with a gun — and no mental health training?

The answer is no, of course — and it turns out that police officers and community activists who agree on precious little agree on that point. We ask too much of our police. We could do better.

Over the past six months Agawu reported on many communities, here and around the world, that have been experimenting with better ways to keep their neighborhoods safe. In seven succinct, crisply-written chapters, you can learn how they are doing it — and why this is a crucial moment to build on their success.

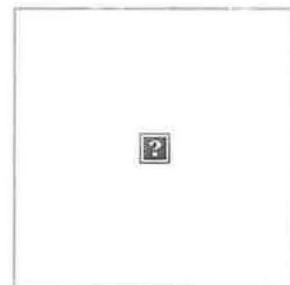
We also asked outside experts to provide their views on how to reimagine safety. Their 10 essays, and the videos of some of them working in their communities, are moving and eye-opening.

Thanks for reading and watching, and please stay safe.

**Police reform is not enough. We need to rethink public safety.**

We should think about public safety the way we think about public health.

**Reimagine Safety** • By the Editorial Board • [Read more »](#)







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## **If Black lives really matter, we must invest in Black neighborhoods**

Lack of green space contributes to gun violence. We can change that.

**Reimagine Safety** • By Eugenia C. South • [Read more »](#)



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## **I grew up in the South as an Asian American. It was clear I wasn't welcome.**

Everything from my classmates' comments about my eyes to neighbors' "pranks" made growing up in Georgia hard.

By Cecilia Kim • [Read more »](#)



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## **Remember these words whenever anyone tells you policing is colorblind**

Capt. Jay Baker's thoughtless news conference undermined trust in law enforcement.

By Eugene Robinson • [Read more »](#)



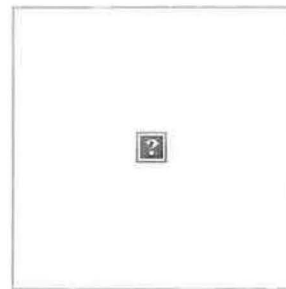
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## **Russian authorities just arrested an entire**

## conference hall full of people. I was one of them.

An unprecedented move signals rising nervousness in the Kremlin.

By Vladimir Kara-Murza • [Read more »](#)



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## How covid-19 gave me back my Southern accent

I'm tired of fighting my roots.

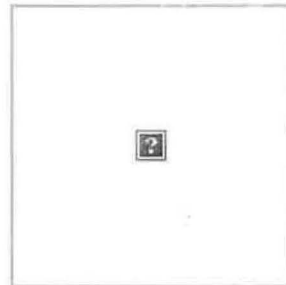
By Tracy Moore • [Read more »](#)



## The darker side of non-fungible tokens

The biggest buyers of NFTs often aren't buying to own. They're buying to sell again.

By Molly Roberts • [Read more »](#)



## Wisconsin's brutal wolf hunt shows hunters have too much sway over conservation policy

Why do we still allow unethical wolf hunts to take place?

By Jodi Habush Sinykin and Donald Waller • [Read more »](#)



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**From:** [Amy K. Tribiè](#)  
**To:** [John Beatty](#); [Randall, Phyllis](#); [Scott Ziegler](#); [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [Leslee King](#)  
**Cc:** [Chris Croll](#); [zjohnsonwelch@gmail.com](mailto:zjohnsonwelch@gmail.com)  
**Subject:** [EXTERNAL] Call to Censure John Beatty IMMEDIATELY  
**Date:** Sunday, March 21, 2021 4:19:39 PM

---

Dear School Board –

On behalf of the Catoctin District, we ask that you censure Mr. John Beatty, Catoctin School Board Representative, for his most recent misrepresentation of facts and his continued undermining of Loudoun County Public School's efforts to provide a safe and equitable learning environment to every student.

Mr. Beatty violated School Board Code of Conduct Policy 1030 Sections A4 and A5 and must be held accountable for his actions. Mr. Beatty is an elected official, and as such is held to a high level of review and standard which includes a responsibility to share the truthful facts.

On February 23, 2021 LCPS School board attempted to reaffirm their commitment to equity in education for all students with the presentation of the "Equity in Education Proclamation." This proclamation, which was supported by every School Board member except Mr. Beatty, states that, among other things, "A diverse, inclusive, equitable, socially-just, and anti-racist teaching and learning community is a priority in Loudoun County Public Schools."

Upon the presentation of this proclamation, Mr. Beatty took the opportunity to misinform, mislead and incite the community by stating facts that were patently false. Mr. Beatty's shocking response to the motion to adopt the proclamation was, "The critical race theory that underpins this proclamation only serves to continue to inflame the divisions in this county. These recommended tools are not the solution and therefore I will not support this proclamation." He then proceeded to vote nay on the adoption of the proclamation.

Mr. Beatty's suggestion that Critical Race Theory has been adopted within LCPS is a lie. Communicating erroneous information is a clear violation of School Board Code of Conduct Policy 1030 Section A4, which states, "That my fellow board members and I should take the initiative in helping the people of this community to have the facts about their schools, to the end that they will provide the best possible school program, school staff, and school facilities." Beatty did not put forward facts but, instead, used his seat on the dais to advance inflammatory mistruths.

Beatty also violated Section B5 of the same policy, which states he would, "Base my personal decisions upon all available facts in each situation and to vote my honest conviction in every case, unswayed by bias of any kind." It's obvious to all of us that Mr. Beatty's statement and vote reflected his own personal bias and not the will of the Catoctin District.

Mr. Beatty's words were so off base and so offensive that he caused parents in the community and on social media to mobilize a retaliatory effort. According to news stories, parents were so offended by what they perceived as Mr. Beatty's lies and outright racism



that they started a recall petition for his seat. They also created lists of people who are known to resist equity in education, like Mr. Beatty. This online chatter, and the media coverage that followed, was so intense - and so unsettling to the Loudoun community - that interim Superintendent Ziegler had to issue a defensive statement on March 19 to the entire LCPS parent community denying that what Mr. Beatty had said on the dais was true.

Beatty caused staff to go into crisis mode to try and undo the damage he had done. In his email, Ziegler said, "LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true."

At last week's Curriculum & Instruction Committee presentation, we heard Dr. Ellis say, "We continue to harm when we do not acknowledge, center and address the lack of equitable instructional experiences provided to marginalized students in a way that ensures accountability." The VA DOE website says, "Culture strongly influences the attitudes, values, and behaviors that students and teachers bring to the instructional process, making culturally responsive educators necessary for the equitable achievement of today's increasingly diverse student population."

Harm has been done and the LCPS culture has been marred by Mr. Beatty's statements. You, as the highest officials in the school division, have an obligation to separate yourself from this rhetoric by publicly condemning it.

The Equity Collaborative's research indicated that one area for improvement within LCPS is accountability. We couldn't agree more. Please send a clear message of accountability to the Catoctin District and the Loudoun County community at large by censuring Mr. Beatty for violating Policy 1030.

If this School Board genuinely believes that equity is important to the success of our division, you must act now to defend the fidelity of the important work being done in our division to end discrimination and to empower all students to make meaningful contributions to the world.

Thank You,

Chris Croll, Former Catoctin School Board Representative and Catoctin Resident  
Zerell Johnson-Welch, Former Equity Committee Member and Catoctin Resident  
Amy Tribie, Former Lucketts Elementary PTA President and Catoctin Resident

--

~Amy

**From:** Chris Croll  
**To:** Schoolboardemail; Scott Ziegler; Ashley Ellis; Lottie Spurlock; Phyllis.Randall@loudoun.gov  
**Cc:** zjohnsonwelch@gmail.com; Amy K. Tribié  
**Subject:** [EXTERNAL] Censure John Beatty Immediately  
**Date:** Sunday, March 21, 2021 3:58:49 PM

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Zerell Johnson-Welch, Former Equity Committee Member and Catoctin Resident  
Amy Tribie, Former Lucketts Elementary PTA President and Catoctin Resident

**From:** [Nancy Funston](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Fw: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 3:09:02 PM

---

Dear Dr. Ziegler,

With all due respect, the suspect himself said that his crime spree was NOT hate related but, rather, due to another area in which he struggles. Why then is LCPS hopping on the hate crime train and making this something that it isn't? I find it troubling and disappointing, even shocking, that we would make such an announcement. On what evidence is it based?

Respectfully,

Nancy Funston  
EL Teacher  
Sterling Elementary School  
571.434.4580

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**From:** Loudoun County Public Schools <BlackboardMN@LCPS.org>  
**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

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I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,  
Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** [Mark and Jamie Fortier](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Harris Mahedawi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [phyllis.randall@loudoun.gov](#)  
**Subject:** [EXTERNAL] Fwd: Interim Superintendent's Update on Equity Work  
**Date:** Saturday, March 20, 2021 11:26:34 AM

---

Thank you for the clarification. I agree it is not the school board's place to "indoctrinate" our children. It is MY job to set my children's moral compass. I sincerely hope the training that is given to the teachers and staff supports this claim. While I can appreciate and agree with the need to ensure equity in education, I cannot excuse or ignore the fact that a group of individuals were compiling names of people they deemed "racist". It was bad enough that the group included friends and neighbors, but the fact that multiple school board members, board of supervisor members, the county attorney and teachers were a part of this group is scary. While it is possible that many of the members may not have been aware of the direction the group had turned, it was very clear that one school board member, Beth Barts, was aware and **actively** participated in the thread calling for names of folks suspected of being racist. What is this, Communist Russia? This is COMPLETELY inexcusable behavior of an elected official. Ms. Barts has overstepped her bounds numerous times as is evidenced by the multiple censures imposed on her by her peers, yet this continued behavior shows she has no intention of reforming. In a school system that values inclusion, this type of behavior is divisive and perpetuates discord. We live in America, where we have freedom of speech and freedom to believe as we choose. Our beliefs are shaped by our varying experiences and I prefer to trust that even those who believe different from me do so with good intentions. However, when an elected official is part of a witch hunt for constituents who don't conform directly to their narrative, something **MUST** be done.

You have proven over the past few months that you aren't afraid to make tough decisions. Thank you for that. I am new to this county and quickly started to regret our decision to move here. I'm hoping for better, more cohesive days ahead, but that won't be possible without strong, inclusive leadership.

Thank you,  
Jamie Fortier

Sent from my iPhone

Begin forwarded message:

**From:** Loudoun County Public Schools <[BlackboardMN@lcps.org](mailto:BlackboardMN@lcps.org)>  
**Date:** March 19, 2021 at 4:46:34 PM EDT  
**To:** Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** **Interim Superintendent's Update on Equity Work**  
**Reply-To:** Loudoun County Public Schools <[BlackboardMN@lcps.org](mailto:BlackboardMN@lcps.org)>

LCPS Banner



March 19, 2021

Dear LCPS Community,

Today, I am releasing the **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**. I hope this statement will help to clarify many of the misperceptions being reported by certain media outlets and social media and reemphasize our commitment to equity for all LCPS students and staff.

#### **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**

In recent days, media reports and social media posts have sought to distort the equity work by Loudoun County Public Schools. Misconceptions and misinformation persist. I want to take a moment to clarify LCPS' efforts to ensure every student, employee and member of the community is treated in an equitable, respectful manner.

In explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

LCPS' equity plan is outlined on the [Equity webpage](#) on the LCPS website.

LCPS is not alone in this work. The [Virginia Department of Education](#) and school divisions across the Commonwealth and America are engaged in similar efforts.

To start the process to improve its learning environment, LCPS hired The Equity Collaborative in 2019 to perform a [Systemic Equity Assessment](#). This assessment asked students, parents and educators about their experiences with LCPS based on social and cultural factors and their race. The assessment, submitted to the school division in June 2019, identified five barriers that could prevent students from attaining the world-class education LCPS strives to provide. These barriers included race, poverty, learning disabilities, academic expectations and discipline practices. Of these five factors, the assessment identified race as the most prevalent problem.

Areas where LCPS was found to need improvement included accountability, hiring practices and professional development. The Equity Collaborative recommended professional development for staff in the area of recognizing the social and cultural differences in our diverse student body. Professional development was undertaken using both nationally recognized consultants and LCPS staff trained to facilitate such work. The goal of this work was to raise the racial consciousness and equity literacy of LCPS' staff.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true.

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and [Virginia Department of Education](#).

LCPS' work on equity is a journey that requires the commitment of staff at all levels. I feel the staffs' work, which has been sustained, honest and undertaken in good faith, has been misrepresented recently by some members of the public.

It has come to my attention that individuals, including some identifying themselves as LCPS employees, have made statements across social media about parents and their thoughts about the school division's equity work. LCPS recognizes the right of its employees to free speech, but does not condone anyone targeting members of the community for their viewpoint.

LCPS remains committed to its equity work. At the outset, we knew this work would create many hard, but necessary, conversations. I ask only that these conversations be based in fact. In the near future, LCPS will be sharing more communications about our equity work so that our community has a deeper understanding of the journey we are on to provide the best education for all of our students.

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** [David Shaffer](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Thank You  
**Date:** Saturday, March 20, 2021 9:55:20 AM

---

This was such a great email. Thank you!

Also, thank you for calling the other day to check in. Throughout the week, I had numerous staff members and families very upset about this situation. Although this was a challenging week, the support has been tremendous.

Dave

**From:** Loudoun County Public Schools <[BlackboardMN@LCPS.org](mailto:BlackboardMN@LCPS.org)>  
**Sent:** Friday, March 19, 2021 4:45 PM  
**To:** Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** Interim Superintendent's Update on Equity Work

LCPS Banner



March 19, 2021

Dear LCPS Community,

Today, I am releasing the **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**. I hope this statement will help to clarify many of the misperceptions being reported by certain media outlets and social media and reemphasize our commitment to equity for all LCPS students and staff.

#### **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**

In recent days, media reports and social media posts have sought to distort the equity work by Loudoun County Public Schools. Misconceptions and misinformation persist. I want to take a moment to clarify LCPS' efforts to ensure every student, employee and member of the community is treated in an equitable, respectful manner.

In explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

LCPS' equity plan is outlined on the [Equity webpage](#) on the LCPS website.

LCPS is not alone in this work. The [Virginia Department of Education](#) and school divisions across the Commonwealth and America are engaged in similar efforts.

To start the process to improve its learning environment, LCPS hired The Equity Collaborative in 2019 to perform a [Systemic Equity Assessment](#). This assessment asked students, parents and educators about their experiences with LCPS based on social and cultural factors and their race. The assessment, submitted to the school division in June 2019, identified five barriers that could prevent students from attaining the world-class education LCPS strives to provide. These barriers included race, poverty, learning disabilities, academic expectations and discipline practices. Of these five factors, the assessment identified race as the most prevalent problem.

Areas where LCPS was found to need improvement included accountability, hiring practices and professional development. The Equity Collaborative recommended professional development for staff in the area of recognizing the social and cultural differences in our diverse student body. Professional development was

undertaken using both nationally recognized consultants and LCPS staff trained to facilitate such work. The goal of this work was to raise the racial consciousness and equity literacy of LCPS' staff.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true.

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and [Virginia Department of Education](#).

LCPS' work on equity is a journey that requires the commitment of staff at all levels. I feel the staffs' work, which has been sustained, honest and undertaken in good faith, has been misrepresented recently by some members of the public.

It has come to my attention that individuals, including some identifying themselves as LCPS employees, have made statements across social media about parents and their thoughts about the school division's equity work. LCPS recognizes the right of its employees to free speech, but does not condone anyone targeting members of the community for their viewpoint.

LCPS remains committed to its equity work. At the outset, we knew this work would create many hard, but necessary, conversations. I ask only that these conversations be based in fact. In the near future, LCPS will be sharing more communications about our equity work so that our community has a deeper understanding of the journey we are on to provide the best education for all of our students.

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

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**From:** [jasonkarenm@verizon.net](mailto:jasonkarenm@verizon.net)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] RE: A Message from the Interim Superintendent  
**Date:** Saturday, March 20, 2021 9:37:00 AM

---

Good Morning:

At the time of your email, it was widely reported that not a single law enforcement agency had confirmed that racial animus was a factor in the Atlanta shootings. On the contrary, both the FBI and Atlanta law enforcement had publicly announced that race does not appear to have played any role whatsoever. Indeed, media reports state that 25% of the victims apparently were not Asian.

So either you were misinformed, in which case you chose to present your narrative in ignorance; or you were properly informed, in which case you apparently chose to substitute dogma for facts. In either case, this is only the latest example of the poor judgment, unprofessionalism and ideological blindness that have become the touchstones of the Loudoun County Public Schools administration over the last year.

While I don't expect you to take any public relations advice from me, I think you would be well-served to send out an addendum clarifying the known facts of the case, and withholding judgment until the motives are clear. The time for damage control is short, and your credibility is on the line. And you have precious little credibility left: Your missteps and oversteps have contributed mightily toward our now-routine portrayal in the national news media as a laughingstock, and to the lasting shame and embarrassment of the residents and children you purport to represent and serve.

It seems that this and surrounding districts are in a race to the bottom, to see which can fail their students more quickly and completely. It's truly been a marvel to see how quickly Dr. Williams, you, the school board, and all your enablers have decimated the credibility and reputation not only of this district, but of the county as a whole. Your statements and actions have ably demonstrated that you, your predecessor, and many on the school board are brazen, self-promoting liars and charlatans who care nothing for our children or the education you are obligated to provide them. There is little dispute that you are simply dutiful apparatchiks, loyal only to corrupt politicians and your own perverted self-interest, and committed to a corrosive and despicable ideology that contradicts every value that this country stands for.

You have invited upon yourselves all the scrutiny and ridicule that have befallen you, as well as the unending scorn of every parent whose trust, faith and confidence you continually betray. You have failed at every opportunity to stem the collapse, or make amends for the incalculable damage you have caused. What will you do this time?

Jason Michaels

**From:** Loudoun County Public Schools <[BlackboardMN@LCPS.org](mailto:BlackboardMN@LCPS.org)>  
**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. "We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination, hatred, oppression, and violence.

I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** Jason T. Kessler  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Federal Advocacy Update: March 20, 2021  
**Date:** Saturday, March 20, 2021 8:02:52 AM

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Good Saturday Morning. At the conclusion of this message is the March 20, 2021 Federal Advocacy & Public Policy Update. Please let me know if you have any questions regarding this week's Federal Advocacy Update.

Have a good weekend.

Best,

J.T.

## **Federal Advocacy & Public Policy Update**

March 20, 2021

### **Congressional Update**

#### **Earmarks Poised to Make a Comeback**

Since 2011, both the House and the Senate have observed a moratorium on so-called “earmarks”—spending for specific projects or priorities made at the direction of individual Members of Congress. Earlier this month, House Appropriations Chair Rosa DeLauro (D-CT) unveiled plans to revive the practice, rebranding them as “Community Project Funding,” and proposing much stricter rules regarding their use. On Wednesday, March 17, the entire Republican conference in the House voted 102-84 to follow suit, proposing a similarly stringent approach to bring back the controversial spending practice. Appropriations Committee Chairman Leahy (D-VT) and Ranking Member Shelby (R-AL) have both made public statements this week hinting that the Senate is likely to bring back earmarks this Congress as well. However, Congressional leaders in the Senate have yet to formally release comparable plans to revive the practice in the upper chamber.

#### **House Subcommittee to Hold Hearing on Educational Equity**

Earlier this week the House Education and Labor’s subcommittee on Early Childhood, Elementary, and Secondary Education announced plans to hold a hearing titled, “Lessons Learned: Charting the Path to Educational Equity Post-COVID-19.” The hearing will be held on March 25. Further details, including a list of witnesses and link to a live webcast, will be made available here.

### **Administration Update**

#### **CDC Announces New Guidance for Schools**

Today the Centers for Disease Control and Prevention (CDC) announced a change in their mitigation guidance for schools. The new guidance states that when there is proper use of masking, three feet of spacing is acceptable under certain conditions. The U.S. Department of



Education Department (ED) will be updating their own guidance soon with the new information. Prior to that updating, they are going to place a disclaimer on their current document.

### **FCC Seeks Comment on Connectivity Fund**

On Tuesday, March 16, the Federal Communications Commission (FCC) announced that it is seeking input from the public on how best to structure rules regarding the Emergency Connectivity Fund—\$7.171 billion in funding authorized by the American Rescue Plan Act of 2021 (P.L. 117-2) allowing schools and libraries to use these funds to purchase eligible connectivity equipment and devices. These funds are intended to help more students afford internet-capable devices and reduce the homework gap exacerbated by the ongoing pandemic. Comments are due by April 5 with reply comments due April 23.

### **CDC Announces \$10 billion for K-12 School COVID-19 Screenings**

On Wednesday, March 17, the Centers for Disease Control and Prevention (CDC) announced that the agency will provide \$10 billion in additional funding for states, authorized by the recently enacted American Rescue Plan Act of 2021 (P.L. 117-2), to support COVID-19 testing for K-12 school students and staff. The move aligns with the Biden Administration's national pandemic response and recovery plan, which called for robust screening and testing in schools to mitigate the spread of the virus and help schools reopen for in-person instruction safely. Funding is expected to reach states by early April. More on the announcement, including state-by-state funding allocations, can be viewed here.

### **Secretary Cardona Reiterates Position on Assessments**

Last month, before Secretary Cardona was formally confirmed to lead the U.S. Department of Education (USED), the department issued a guidance letter to Chief State School Officers regarding potential state waivers of the assessment, accountability, and reporting requirements contained in the Every Student Succeeds Act (ESSA). The letter indicated that while USED would waive accountability provisions for the current school year (for states that applied for this flexibility), states should plan to move forward with federally mandated statewide assessments this spring. On Wednesday, March 17, Secretary Cardona reiterated the department's position on this issue saying, in part, that this letter "is the guidance that we're going with moving forward on assessments." The statement comes a few days after the National Association of Secondary School Principals (NASSP) sent a letter to Secretary Cardona calling on USED to issue blanket waivers from ESSA assessment requirements this spring.

### **USED Announces Next Round of K-12 Funding**

The recently enacted American Rescue Plan Act of 2021 (P.L. 117-2) authorizes over \$122 billion in additional funding specifically for K-12 schools. On Wednesday, March 17, Secretary Cardona sent a letter to Chief State School Officers notifying them of the availability of these funds. In this letter, Cardona encourages states and local school districts to use these funds, to the greatest extent possible, to pursue strategies outlined by the CDC aimed at helping schools safely reopen for in-person instruction. Earlier in the week USED released a factsheet related to the use of these funds and also published a table detailing state-by-state allocations. More information related to this announcement can be found in the accompanying press release.



## **Safe School Reopening Summit**

The ED announced details for the virtual National Safe School Reopening Summit. The summit will take place on Wednesday, March 24, at noon (ET) and will include welcoming remarks from First Lady Dr. Jill Biden, Secretary Miguel Cardona, and Director of the CDC Dr. Rochelle Walensky. It will also host three panels that will include health experts, educators and education leaders, and students. Sessions include:

- Lessons from the Field: Implementing CDC's K-12 Operational Strategy to Keep Students, Educators, and Staff Safe
- Technical Assistance from CDC and ED: Implementing CDC's Guidance to Keep Students, Educators, and Staff Safe
- Supporting All Students: Addressing the Academic, Social, and Emotional Needs of Students with a Focus on Equity

## **New Legislation**

H.R.1959 To promote and ensure delivery of high-quality special education and related services to students with visual disabilities or who are deaf or hard of hearing or deaf-blind through instructional methodologies meeting their unique learning needs, to enhance accountability for the provision of such services, and for other purposes. Sponsor: Rep. Cartwright, Matt [D-PA-8]

H.R.1928 To amend the Elementary and Secondary Education Act of 1965 to protect students from sexual abuse, and for other purposes. Sponsor: Rep. Lieu, Ted [D-CA-33]

H.R.1911 To provide assistance with respect to child care infrastructure, and for other purposes. Sponsor: Rep. Clark, Katherine M. [D-MA-5]

H.R.1903 To amend title II of the Higher Education Act of 1965 with respect to partnership grants for the establishment of rural teaching residency programs, and for other purposes. Sponsor: Rep. Bost, Mike [R-IL-12]

H.R.6 American Dream and Promise Act of 2021 Sponsor: Rep. Roybal-Allard, Lucille [D-CA-40]

H.Res.241 Expressing the sense of Congress that reopening schools for in-person instruction should be a critical priority for local, State, and Federal policymakers, and that funding for K-12 schools under the American Rescue Plan and State vaccination guidelines should be used to help get children back in the classroom. Sponsor: Rep. Sherrill, Mikie [D-NJ-11]

H.R.1886 To provide temporary impact aid construction grants to eligible local educational agencies, and for other purposes. Sponsor: Rep. O'Halleran, Tom [D-AZ-1]

H.R.1865 To amend the Child Abuse Prevention and Treatment Act to provide for grants in support of training and education to teachers and other school employees, students, and the community about how to prevent, recognize, respond to, and report child sexual abuse among primary and secondary school students. Sponsor: Rep. Wild, Susan [D-PA-7]

H.R.1863 To establish a grant program to fund the installation of green roof systems on public school buildings, and for other purposes. Sponsor: Rep. Velazquez, Nydia M. [D-NY-7]

H.R.1861 To amend the Richard B. Russell National School Lunch Act to allow schools that participate in the school lunch program under such Act to serve whole milk. Sponsor: Rep. Thompson, Glenn [R-PA-15]

H.R.1828 To provide grants to States to ensure that all students in the middle grades are taught an academically rigorous curriculum with effective supports so that students complete the middle grades prepared for success in secondary school and postsecondary endeavors, to improve State and local educational agency policies and programs relating to the academic achievement of students in the middle grades, to develop and implement effective middle grades models for struggling students, and for other purposes. Sponsor: Rep. Grijalva, Raul M. [D-AZ-3]

S.813 A bill to promote and ensure delivery of high-quality special education and related services to students with visual disabilities or who are deaf or hard of hearing or deaf-blind through instructional methodologies meeting their unique learning needs, to enhance accountability for the provision of such services, and for other purposes. Sponsor: Sen. Markey, Edward J. [D-MA]

S.734 A bill to amend the Child Abuse Prevention and Treatment Act to provide for grants in support of training and education to teachers and other school employees, students, and the community about how to prevent, recognize, respond to, and report child sexual abuse among primary and secondary school students. Sponsor: Sen. Cornyn, John [R-TX]

**From:** [Ashley Ellis](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Joan Sahlgren](#)  
**Subject:** FW: [EXTERNAL] Video - Harassment of a student  
**Date:** Monday, March 22, 2021 9:17:10 AM  
**Attachments:** [FW EXTERNAL CRT.msg](#)

---

The original is below. The second is in the attached email from another parent.

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

**From:** Ashley Ellis  
**Sent:** Monday, March 22, 2021 8:55 AM  
**To:** Kirk Dolson <[Kirk.Dolson@lcps.org](mailto:Kirk.Dolson@lcps.org)>; Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>; Douglas Fulton <[Douglas.Fulton@lcps.org](mailto:Douglas.Fulton@lcps.org)>  
**Subject:** RE: [EXTERNAL] Video - Harassment of a student

See attached - another video of what appears to be the same class – Looks like it is a class at Freedom HS.

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

**From:** Kirk Dolson <[Kirk.Dolson@lcps.org](mailto:Kirk.Dolson@lcps.org)>  
**Sent:** Friday, March 19, 2021 9:36 AM  
**To:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Douglas Fulton <[Douglas.Fulton@lcps.org](mailto:Douglas.Fulton@lcps.org)>  
**Subject:** RE: [EXTERNAL] Video - Harassment of a student

Agreed, and no – it's not clear. It may be a phone recording but certainly doesn't look like a google meet.

Thank you,

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

**From:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>  
**Sent:** Friday, March 19, 2021 9:34 AM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Kirk Dolson <[Kirk.Dolson@lcps.org](mailto:Kirk.Dolson@lcps.org)>; Douglas Fulton <[Douglas.Fulton@lcps.org](mailto:Douglas.Fulton@lcps.org)>



**Subject:** RE: [EXTERNAL] Video - Harassment of a student

Can anyone make out the name? I also don't see anything controversial.

I think we need to be careful "validating" problems that this organized group is presenting. It reminds me somewhat of the false narrative created around the 2020 election.

**From:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>

**Sent:** Friday, March 19, 2021 9:29 AM

**To:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>; Kirk Dolson <[Kirk.Dolson@lcps.org](mailto:Kirk.Dolson@lcps.org)>; Douglas Fulton <[Douglas.Fulton@lcps.org](mailto:Douglas.Fulton@lcps.org)>

**Subject:** FW: [EXTERNAL] Video - Harassment of a student

FYI – have you seen this? I can't tell where it's from, if it's even an LCPS class.

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

**From:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>

**Sent:** Friday, March 19, 2021 9:10 AM

**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>

**Subject:** FW: [EXTERNAL] Video - Harassment of a student

Ashley,  
I'm sorry if you already received this. Please let me know if you need anything.  
Steve

**From:** Elicia Leudemann <[elicia.brand@me.com](mailto:elicia.brand@me.com)>

**Sent:** Thursday, March 18, 2021 8:17 PM

**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>; John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>; Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>; Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

**Subject:** [EXTERNAL] Video - Harassment of a student

Board:

What I am about to address is UNACCEPTABLE harassment of a student by a teacher. How dare you allow this to happen in your schools and as a part of your APPROVED curriculum in the name of EQUITY! You say LCPS does not use CRT? No, you just allow teachers to use CRT trainings to brow beat white children until they trap them into saying anything that will prove out the theory that they are white supremacists. CRT by any other name is still CRT! But this is even worse!!!



This must be stopped now. You can not bait these kids into making racist remarks that they never intended to make in the first place. This is WRONG! Do not be complicit in this.

Elicia Leudemann

Sent from my iPhone

**From:** Lottie Spurlock  
**To:** Scott Ziegler; Mark Smith; Stephen DeVita; Traci Townsend; Michelle Walker; Karen Dawson; Shari Byrne  
**Cc:** Denise Kling  
**Subject:** Welcome!  
**Date:** Monday, March 22, 2021 8:06:06 AM

---

Greetings All and Happy Monday!

As we begin this week, please join in to welcome **Denise Kling** to our team, as **Executive Assistant within the Office of Equity**.

Denise has worked as the registrar and main office lead at Trailside Middle, since its opening several years ago. We are delighted to have her join our team as we serve to make a positive impact on every student and school community throughout LCPS.

Michelle and Karen- I will be following up on some other details in a separate email.

Let's make it a positive and productive week.

Thanks,  
Lottie

**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:** Scott Ziegler  
**To:** Helen Chang  
**Subject:** Re: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 11:17:40 PM

---

Thank you, Helen!

SZ

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

---

**From:** Helen Chang <Helen.Chang@lcps.org>  
**Sent:** Friday, March 19, 2021 3:19:55 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Fw: A Message from the Interim Superintendent

Superintendent Ziegler, thank you for sending the message of support for Asian Americans. I hope LCPS does not fall victim to the hateful and xenophobic rhetoric of extremists and cowards. I appreciate the support of the school system and hope we, as a school system, do not fall to these kinds of racism.

Thank you.

Helen Chang-Lin  
Parent Liaison  
Potomac Falls High School  
571-434-3200  
Helen.Chang@lcps.org

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**From:** Loudoun County Public Schools <BlackboardMN@LCPS.org>  
**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination,

hatred, oppression, and violence.

I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.

Interim Superintendent

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**From:** Scott Ziegler  
**To:** Brenda Sheridan  
**Subject:** Fwd: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 11:17:21 PM

---

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

---

**From:** Helen Chang <Helen.Chang@lcps.org>  
**Sent:** Friday, March 19, 2021 3:19:55 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Fw: A Message from the Interim Superintendent

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Thank you.

Helen Chang-Lin  
Parent Liaison  
Potomac Falls High School  
571-434-3200  
Helen.Chang@lcps.org

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**From:** Loudoun County Public Schools <BlackboardMN@LCPS.org>  
**Sent:** Friday, March 19, 2021 3:00 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination, hatred, oppression, and violence.

I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support

for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.

Interim Superintendent

---

You are receiving this email because of your relationship with Loudoun County Public Schools. If you wish to stop receiving email updates sent through the Blackboard service, please [unsubscribe](#).

Loudoun County Public Schools | Administration Building 21000 Education Court, Ashburn, VA 20148 | 703-996-2109

**From:** Thomas Mooney  
**To:** Scott Ziegler; Schoolboardemail  
**Subject:** Re: Interim Superintendent's Update on Equity Work  
**Date:** Saturday, March 20, 2021 12:26:53 AM

---

Being proactive, with equity, is a necessary and righteous pursuit; and it is appreciated. Keep it up. And while you're at it, apply the same concept towards teaching methodology. Students are deprived opportunity to thrive when learning is restricted to rigid, teacher-centered methodology; and/or unbalanced gender ratios, among the teaching corps. For far too long, public education has failed to ensure gender balance and equity among its teaching rank-and-file. More men are needed. Recruiting efforts should be targeting this deficiency, so that teaching rosters better reflect student populations and students' need for diverse approaches to instruction. Teaching and Behavioral Assistants must similarly be accorded greater status and influence in the instructional process. Bias against said staff is ingrained. Teachers and administrators continue to facilitate such bias without even realizing it's happening.

When is LCPS going to specifically target students, TAs and BAs for quality assurance, via surveys and focus groups? Your surveys to date, have not gotten to the nuts and bolts of instructional quality assurance.

I mean, how for instance, could the buying public assess the quality of say, an automobile, without benefit of driver surveys, or technical reviews? LCPS surveys focus on such things as professional development and building safety, while completely ignoring more basic, relevant concerns, such as whether or not Assistants receive equal respect and opportunity for input from teachers and administrators. In fact, we do NOT receive equal respect and opportunity for input. You may ask, in response to such a statement, "What proof do you have to support this claim?" Well... for proof, you need look no further than the fact of my never having received a direct response from your office— either from you, Mr. Ziegler, or your predecessor— other than to have an underling direct me to contact my principal, for issue resolution. As if a single school principal possesses either the inclination, or authority to address systemically sourced biases and inequities. As long as you continue to ignore voices within your system... your words, Mr. Ziegler— on equity and inclusion— ring hollow; and cannot be viewed as credible.

There is a very easy way to prove me wrong on this— simply answer my email.

And BTW— Assistant Teachers at the school where I work continue to get beat up by students. Just yesterday, I spoke with a female colleague, who was this past week, struck in the chest and face, by a student with a long history of violent outbursts and attacks. Per usual, such a student is issued only temporary suspension; while the assaulted Assistant Teacher once again, never receives any follow-up from any upper-level administrator, concerning either her immediate, or long-term recovery status. They simply do not care. And the violence goes on, without review.

Equity?!

---

**From:** Loudoun County Public Schools <BlackboardMN@LCPS.org>  
**Sent:** Friday, March 19, 2021 4:20 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** Interim Superintendent's Update on Equity Work

LCPS Banner



March 19, 2021

Colleagues,

Today, I am releasing the **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**. I am sharing this message with you now and will share it with the families in our community shortly. I hope this statement will help to clarify many of the misperceptions being reported by certain media and social media and reemphasize our commitment to equity for all LCPS students and staff.

#### **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**

In recent days, media reports and social media posts have sought to distort the equity work by Loudoun County



Public Schools. Misconceptions and misinformation persist. I want to take a moment to clarify LCPS' efforts to ensure every student, employee and member of the community is treated in an equitable, respectful manner.

In explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

LCPS' equity plan is outlined on the [Equity webpage](#) on the LCPS website.

LCPS is not alone in this work. The [Virginia Department of Education](#) and school divisions across the Commonwealth and America are engaged in similar efforts.

To start the process to improve its learning environment, LCPS hired The Equity Collaborative in 2019 to perform a [Systemic Equity Assessment](#). This assessment asked students, parents and educators about their experiences with LCPS based on social and cultural factors and their race. The assessment, submitted to the school division in June 2019, identified five barriers that could prevent students from attaining the world-class education LCPS strives to provide. These barriers included race, poverty, learning disabilities, academic expectations and discipline practices. Of these five factors, the assessment identified race as the most prevalent problem.

Areas where LCPS was found to need improvement included accountability, hiring practices and professional development. The Equity Collaborative recommended professional development for staff in the area of recognizing the social and cultural differences in our diverse student body. Professional development was undertaken using both nationally recognized consultants and LCPS staff trained to facilitate such work. The goal of this work was to raise the racial consciousness and equity literacy of LCPS' staff.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true.

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and [Virginia Department of Education](#).

LCPS' work on equity is a journey that requires the commitment of staff at all levels. I feel the staffs' work, which has been sustained, honest and undertaken in good faith, has been misrepresented recently by some members of the public.

It has come to my attention that individuals, including some identifying themselves as LCPS employees, have made statements across social media about parents and their thoughts about the school division's equity work. LCPS recognizes the right of its employees to free speech, but does not condone anyone targeting members of the community for their viewpoint.

LCPS remains committed to its equity work. At the outset, we knew this work would create many hard, but necessary, conversations. I ask only that these conversations be based in fact. In the near future, LCPS will be sharing more communications about our equity work so that our community has a deeper understanding of the journey we are on to provide the best education for all of our students.

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** [Dan Salenger](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Update on Equity Work - A request for your time  
**Date:** Friday, March 19, 2021 9:34:03 PM  
**Attachments:** [Curriculum Appeal Alternate Solution - Dan Salenger.pdf](#)  
[Document 3 - Curriculum Appeal - Dan Salenger.pdf](#)  
[LCPS School Board Appeal.pdf](#)

---

Dr. Ziegler,

I read your Update on Equity Work with interest and would appreciate a few minutes of your time on the subject.

I was informed yesterday that my name was included on the modern day equivalent of the enemies list's that you indirectly referenced in your email. The stated reason for my inclusion was "Dan Salenger spoke about the need for a middle ground in constructing a comprehensive equity plan." This is unfortunately what happens when we are forced into a mental rubric that only allows for "racist" and "anti-racist."

From our limited interactions I believe that you are a well meaning person acting on good intentions; I hope that you perceive my efforts similarly. If you have time to do so, I would ask that you read the original petition that I wrote regarding Teaching Tolerance and the alternate proposal that I brought to the school board. I am asking you to read this because, based on your Update on Equity Work email, I think that we do not share the same understanding of what CRT entails; I do not intend to revisit the curriculum decision itself.

CRT is literally a theory. Like many theories, it derives validity from associated scientific studies and attempts at falsification. In this case, the relevant study is the IAT which is colloquially known as the Implicit Bias test. You will find in my documentation references that demonstrate that the IAT has indeed been falsified and yet the resulting theory has yet to be revisited. When you assert in the same email that there is no CRT framework for staff and that the Equity Collaborative, an organization that heavily leverages implicit bias theory, is involved in the professional development of staff... there is a disconnect.

Ultimately, I do not believe that we need to push some people down in order to lift other people up.

Regards,

Dan Salenger  
[dansalenger@yahoo.com](mailto:dansalenger@yahoo.com)

On Tuesday, December 15, 2020, 07:35:57 PM EST, Scott Ziegler <[scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)> wrote:

Thank you, Dan!

Scott Ziegler

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

From: Dan Salenger <[dansalenger@yahoo.com](mailto:dansalenger@yahoo.com)>

Sent: Tuesday, December 15, 2020 7:32 PM  
To: Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
Subject: [EXTERNAL] Congratulations

Dr. Ziegler,

I appreciated your responsiveness during our last interaction. I sure you will do well in this new role. Congratulations.

Regards,

Dan Salenger

**From:** [Scott Ziegler](#)  
**To:** [Stephen DeVita](#); [Mark Smith](#)  
**Subject:** Fwd: [EXTERNAL] Re: Official Complaint Against LCPS and Others  
**Date:** Sunday, March 21, 2021 11:05:04 PM  
**Attachments:** [fbc285cc-4fc4-4040-a617-366623cebb51.png](#)  
[327E3550-32D0-5C41-99AB-2F9E93878593.png](#)  
[4E44251C-B1D9-9A4F-8BB6-CAEC8D6DF21D.png](#)  
[PastedGraphic-4.tiff](#)

---

FYI

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

---

**From:** Minmaui2002 <minmaui2002@icloud.com>  
**Sent:** Friday, March 19, 2021 12:22:53 AM  
**To:** Chapman, Mike <Mike.Chapman@loudoun.gov>  
**Cc:** Schoolboardemail <lcsb@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] Re: Official Complaint Against LCPS and Others

My apologies, I meant to include the images below. These people DID in fact “out” one of my donors (Scott Goodspeed). Additionally, it sure seems like Ian Serotkin is “colluding” with this “Anti-Racist Parents of Loudoun County” to try and block a John Beatty nominee (Scott Goodspeed), note the time stamps. Sadly, there may be additional and separate complaints forthcoming unrelated to this situation.

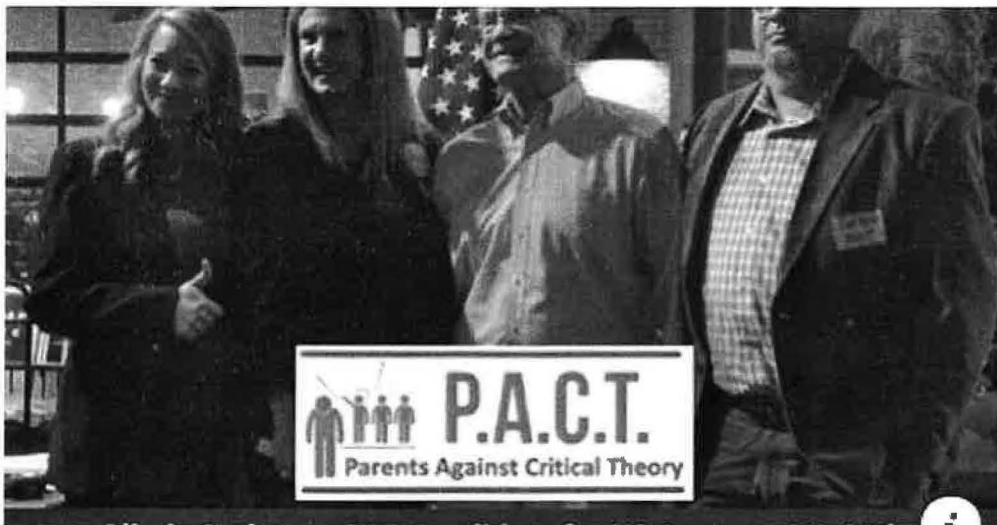


Jamie Ann Neidig-Wheaton shared a link.

...

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**

9:48 ↗



◀ 🔍 sheridan in Anti-Racist Pare...

⚙️ Filters   Posts You've Seen   Most Recent   Po

Sheridan is not "protecting" Mr. Beatty a...



**Anti-Racist Parents of Loudoun County**



Group post by Janann Schroeder Mercker

· Feb 1 · 👥

**Equity committee update: openly racist/anti lgbt school board member John Beatty has declined to provide me with a resume for his nominee, Scott Goodspeed of Leesburg (I live in his district). I have also asked school staff for a copy of Goodspeed's resume but have not heard back. Apparently the nomination was approved at the last school board meeting without question or discussion despite Beatty's history—and his recent failed motion to get rid of the committee...**



34

180 Comments



Like



Comment



Send



## 4 Matching comments



**Heather Dianne Parks**

Sylvia Valls Brenda Sheridan is the chair of the equity committee. Make sure to inclu...



**Anti-Racist Parents of Loudoun**



10:06 ↗



**Charlotte's Post**



Write a reply...



**Ian Serotkin**  
**Yikes**

5w Like Reply



**Neil McNerney**

Ian Serotkin does the board at large have any say in appointing to the committee?

5w Like Reply



**Ian Serotkin**



**Ian Serockin**

Yes, the board approves the appointments. Ordinarily we give wide latitude to members for the people they appoint per the committee charter, but given this nonsense I'll be asking him to justify whoever he picks as a replacement.

5w Like Reply

11  



**Kellie Sullivan-Herring**

Ian Thank you! This has my heart it my throat.

5w Like Reply



Write a reply...



Write a comment...



Regards,

Scott

P.A.C.T.: <https://stoplepscrt.com/>



On Mar 19, 2021, at 12:06 AM, Minmaui2002 <minmaui2002@icloud.com> wrote:

Good Evening Sheriff Chapman,

My name is Scott Mineo and I'm writing you to file an "official" complaint about a recent flurry of concerning activity I was notified about involving Beth Barts, LCPS teachers, and countless others within a Facebook group called "Anti-Racist Parents of Loudoun County". The details of my complaint can be found in the attachment.

Swift and immediate action by local law enforcement, the school board, and Loudoun County government is paramount. 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 additional lists of names, addresses, occupations, etc. This is not okay. Please let me know of any questions or concerns.

Sections of Complaint:

- LCPS "Comprehensive Equity Summary"
- Summary of Activities Starting March 12, 2021
- Transcription of Posts Targeting PACT, Parents, Community Members
- Post Images/Screenshots That Support Transcription Above
- Anti-Racist Parents of Loudoun County Involved with Doxing/Harassment/Targeted Efforts
- Email from NAACP's Robin Burke That Contains My Wife's Information
- Supporting and Related Informational Links

<Mineo Official Complaint Against LCPS\_3-19-21.pdf>

Regards,

Scott  
P.A.C.T.: <https://stoplcpsrt.com/>

<PastedGraphic-4.tiff>

**From:** Tony Howard  
**To:** Tony Howard  
**Cc:** Linda Coffey  
**Subject:** [EXTERNAL] REMINDER -- March 24, 2021 Loudoun Chamber Board of Directors meeting  
**Date:** Saturday, March 20, 2021 3:27:45 PM  
**Attachments:** 2.24.21 BOD Minutes Draft.docx  
21.3.17 Exec Board Public Policy Report.docx  
Finance Reports 0221 - Board.pdf  
LCCC Membership Report Feb 2021.pdf  
3.21 LCCC BOD Agenda.docx

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REMINDER - The Board of Directors of the Loudoun Chamber of Commerce will meet on Wednesday, March 24, 2021 from 8 a.m. to 9:30 a.m.

This meeting will be conducted on Zoom. Please register in advance for this meeting:  
<https://us02web.zoom.us/meeting/register/tZYsdO6gqzMpGtRGNaC6xxNCt7gCKcSXRdo7>

Attached are the following meeting documents for your review:

- March 24, 2021 Board of Directors meeting agenda
- February 2021 Board of Directors meeting minutes
- Draft February 2021 Finance Report
- Draft February 2021 Membership Report
- March 2021 Public Policy Report

Please RSVP for this meeting and forward any additional agenda items directly to me. Thank you.

**Tony Howard, CCE, IOM**

President & CEO

O (571) 209-9020 | M (703) 470-0792

[thoward@loudouchamber.org](mailto:thoward@loudouchamber.org)

[Web](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#)





**From:** Monica O'Meara  
**To:** Ian Serotkin; John Beatty; Jeff Morse; Brenda Sheridan; Harris Mahedavi; Leslee King; Atoosa Reaser; Denise Corbo; Beth Barts; Scott Ziegler; Schoolboardemail  
**Subject:** [EXTERNAL] Catoctin District Support  
**Date:** Monday, March 22, 2021 10:05:25 PM

---

Good evening School Board Members. I would like to express my support and thanks to Mr. Beatty Catoctin district Board member. I have been so impressed with his professionalism and responsiveness through this entire pandemic. I will admit that prior to the pandemic I didn't pay close attention to the SB and what they were doing. Unless things we in the paper for one reason or another I didn't really know what was going on. Fast forward to the pandemic and I have been a Constant presence at public comment. I have emailed all of you numerous times as a whole and Mr. Beatty even more because he is my rep. He has always been very courteous and responsive. When I ask questions he always answers them and if he doesn't know they answer he finds it for me. I was saddened to see some parents "retaliate" against him. In no way have I ever seen him spread false info or perpetuate a false narrative. The divisive nature of certain school board members and their need to spread fear and false information is the real problem. The deflection to Mr. Beatty is not only unfair but also shows the immaturity of the supporters of the recent letter to censure him. To make things clear to the SB... parents have been questioning and unhappy with the direction of the "equity" curriculum for LCPS long before Mr. Beatty mentioned CRT at the late feb SB meeting. This school board has made a habit of not being transparent with parents regarding school curriculum and new policies. The resistance parents are feeling from the SB to work as a team in our children's education breeds distrust and anger towards the school board.

Sent from my iPhone

**From:** [Elicia Leudemann](#)  
**To:** [Brenda Sheridan](#); [Atoosa Reaser](#); [Ian Serotkin](#); [Jeff Morse](#); [Leslee King](#); [Harris Mahedavi](#); [John Beatty](#); [Stephen DeVita](#); [Scott Ziegler](#); [bos@loudoun.gov](mailto:bos@loudoun.gov)  
**Subject:** [EXTERNAL] If it's Beatty, it's Ziegler too.  
**Date:** Monday, March 22, 2021 9:53:59 PM

---

The letter calling to censure John Beatty is off the mark on three important points:

1) I live in the Catoctin district and those women don't come close to speaking for me. There is no recall for John Beatty. This is a fabrication. They are speaking for Beth Bart's, not Catoctin

2) The letter to the Equity Committee says the furor was caused by John Beatty's lies. Mr. Beatty never lied. The media clearly identifies what the furor was over in every single article... **the furor was over the "Enemies List", going as far as naming Beth Bart's, not over John Beatty's statement about CRT in the Board Meeting, never once mentioning John Beatty. Ask law enforcement who they are investigating. It isn't Beatty.**

3) Mr. Beatty's statement in no way misinformed, mislead or incited anyone. He did infer that critical race theory underpins the Equity curriculum, which Dr. Zeigler, himself, proved as the truth when he directed parents in his latest email, to a 28-page document outlining the Equity curriculum and, while it is not called CRT, it does echo key critical race theory concepts, or as Mr. Beatty so eloquently put it, "underpinnings".

Further, Dr. Ziegler's response also sent readers to a web site where, among other things, they could find a lesson plan called "Critical Race Theory". There are also pages for educators called "Whiteness", a key CRT term. It also linked to a list of books, by a well known practitioner of Critical Race Theory. Looks like Mr. Beatty wasn't telling any lies, unless Dr. Ziegler was also lying.

So, if you see fit to censure Mr. Beatty, you will have to censure Dr. Ziegler for the same offenses.

Censuring Dr. Ziegler for this is about as ridiculous as censuring Beatty. This is about Beth Barts, and now she is disrupting the Equity Committee. She is continuing to make a mockery of our school system and preventing this Board from doing its job. This is a disgrace. Again.

I am so sorry you all are going through this. It is embarrassing.

Warm wishes,  
Elicia Leudemann

Sent from my iPhone

**From:** [Atoosa Reaser](#)  
**To:** [Wayde Byard](#)  
**Cc:** [Mark Smith](#); [Joan Sahlgren](#); [Stephen DeVita](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Subject:** Re: Email to School Board Regarding VFOIA Requests March 18, 2021  
**Date:** Monday, March 22, 2021 3:34:20 PM  
**Attachments:** [Closed Sessions.docx](#)  
[2020-11-06.pdf](#)  
[2020-12-10.pdf](#)  
[2021-01-02.pdf](#)  
[2021-01-09.pdf](#)  
[2021-01-10.pdf](#)  
[2021-01-11.pdf](#)  
[2021-02-03.pdf](#)  
[2021-02-10.pdf](#)

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Good afternoon,

Thank you all for the assistance, advice and support in replying to these requests. My replies are highlighted below, together with the amount of time I worked on each (work had begun before a time estimate was requested from me).

Thank you,  
Atoosa Reaser



---

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

**Sent:** Thursday, March 18, 2021 4:38 PM

**To:** School Board Confidential <SchoolBoardConfidential@lcps.org>

**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

**Subject:** Email to School Board Regarding VFOIA Requests March 18, 2021

Dear School Board Members,

The following Freedom of Information Act requests were received and you are asked to check your records for any responsive documents as soon as possible.

The deadline to provide this information to the requesters is Friday, April 9.

First, please provide to me an estimate of the time it will take to search your records so we have a reasonable basis for quoting to the requesters the costs to gather the responsive records.

If you need assistance with technology in searching for or gathering the records, please feel free to contact Aaron Smith, Acting Superintendent for Digital Innovation. In addition, below are FOIA rules and also attached is a handout on records basics from the Virginia Freedom Information Act Advisory Council.

The Freedom of Information Act requests include:

1. From Charles King, attorney:

On behalf of Beth Barts, I am requesting copies of all recordings, documents, notes, minutes, and records of any kind associated with the previously closed sessions the School Board voted to open after their closed session on March 4, 2021. If necessary, please consider this a request under the Virginia Freedom of Information Act. Ms. Barts told me there was a letter to be sent to her by the School Board after a previous closed session. Apparently, this was not done. Could I be provided with a copy of this letter?

**Please see attached Word document and PDFs of all written records "associated with the previously closed session the School Board voted to open." 4 hours**

2. From Joseph Newcomer:

Copies of all documents referenced last night (3/4/2021) in the open session by Chair Sheridan. Specifically related to Beth Barts. Chair Sheridan referenced dates of:

6/20/20

7/21/2020

11/17/2020

12/1/2020

2/9/2021.

Thank you very much.

**Please see attached Word document and PDFs of documents referenced in the closed meetings of the listed dates. No additional time since I had already finished doing so for the first request.**



3. From Jill Weiss:  
Mr. Byard,

Please consider this a FOIA request for all documents, notes, minutes, presentations, and recordings of discussions regarding school board member behavior during the closed school board sessions held on the following dates:

June 20, 2020

July 21, 2020

Nov 17, 2020

Dec 1, 2020

Feb 9, 2021

The information I am requesting is everything that the school board voted to make public from these closed sessions during their meeting on March 4, 2021.

Thank you for your assistance,

Jill Weiss

321 Whitney Place, NE

Leesburg, VA 20176

**Please see attached Word document and PDFs of documents referenced in the closed meetings of the listed dates. No additional time because the work was already completed for a previous request.**

4. From Michelle Mege #1:

Please accept this email as a request to receive a copy of all comments, feedback, questions, opinions and posts attributed or written by Beth Barts that were posted in the private facebook group called - Loudoun Parents, Teachers and Staff for Evidence-Based Safe Schooling - within the past three (3) months from this date. For purposes of identifying this group, the four administrators of this site include:

- Kenya Savage
- Amanda Bean
- Ayala Sherbow, and
- Elizabeth Carter

and has approximately 6.6K members.

Please provide any and all posts made by Beth Barts and all comments described above as well as the original post Mrs. Barts commented on.

**Why is this being sent to me?**

5. From Michelle Mege #2:

Dear Mr. Byard,

Please accept this email as a FOIA request for the following documents:

Emails received by Brenda Sheridan and Atoose Reaser from Beth Barts for the time period between March 1, 2021 to March 16 2021.

Thank you,

Michelle Mege, Esq.

**Please have the division run this search and provide me a copy of responsive documents before production.**

6. Michelle Mege #3

Mr. Byard,

Please accept this email as a formal FOIA request to obtain the following documents:

Text messages sent to Atoosa Reaser from Beth Barts

text messages sent to Denise Corbo from Beth Barts

text messages sent to Brenda Sheridan from Beth Barts

text messages between Beth Barts, Brenda Sheridan and Atoosa Reaser

for the following time frame: January 15, 2020 - March 16, 2020.

Thank you,

Michelle Mege

**These dates were changed per an email from Mr. Byard to include Mar 1 to Mar 16 of 2021. Ms. Barts provided some screenshots, but I believe what she provided is outside of the date range listed. I have nothing further that is responsive and unprotected (discussed with counsel) to provide.**

**FOIA Rules:**

1. FOIA applies to all public records.
2. Public records means all writings and recordings set down by handwriting, typewriting or otherwise electronically that is in the possession of the public body or its officers, employees or agents in the transaction of public business.
3. Possession of public records includes both public and private email servers, cell phone messages, text messages, and voicemail messages that is in your possession.
4. Social media posts regardless of whether it is a public or private account can qualify as a public record if it is in the transaction of public business.
5. A transaction of public business is any discussion of school board or committee business.
6. Personal messages that do not pertain to school board business are not public records.
7. Political messages such as announcement of a person's intent to seek election or reelection to public office are not public records.
8. FOIA does not require the creation of a record if none exist.

Sincerely,

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools

**From:** Scott Ziegler  
**To:** Brenda Sheridan  
**Subject:** Fwd: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 11:15:32 PM  
**Attachments:** [B87FA8D81AE74DE5BD61801A2E7920C0.png](#)

---

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

---

**From:** Pamela Croft <Pamela.Croft@lcps.org>  
**Sent:** Friday, March 19, 2021 4:03:44 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** FW: A Message from the Interim Superintendent

Well done, Scott!

Sent from [Mail](#) for Windows 10

**From:** Loudoun County Public Schools  
**Sent:** Friday, March 19, 2021 3:02 PM  
**To:** Loudoun County Public Schools Recipients  
**Subject:** A Message from the Interim Superintendent

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of Asian Americans are deeply disturbing. The recent Atlanta shootings demonstrate the unfortunate and ongoing hatred toward Asian Americans.

Governor Ralph Northam's recent statement to all Virginians emphasized:

*"Hate and bigotry have no place in our Commonwealth or country. We all have a responsibility to condemn these racist acts and make clear that this is not who we are as Virginians, or as Americans. We will continue to ensure that Virginia is a place where all people are welcome and our diversity is celebrated. We stand in solidarity with members of the Asian American community and those facing discrimination, hate incidents, fear, and intimidation. We must do everything in our power to make their safety a priority and to stand against all forms of injustice."*

Similarly, LCPS remains committed to providing a welcoming, inclusive, and affirmative learning environment. As referenced in our division-wide equity statement, LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of systemic racism, and hateful language and actions based on race and country of origin, as well as gender identity, sexual orientation, and/or ability. As a school division we reject racist and hateful behavior, recognizing that it encourages discrimination, hatred, oppression, and violence.

I ask LCPS staff to join me in engaging in courageous, even difficult, conversations to build a network of support for students, families and staff. It will take the individual and collective efforts of our entire LCPS community to combat hate, racism, and discrimination.

Here is a [link from VDOE](#) that contains resources to support stakeholders in their efforts to condemn anti-Asian

racism and address racial trauma.

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

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Loudoun County Public Schools | Administration Building 21000 Education Court, Ashburn, VA 20148 | 703-696-2109



**From:** Scott Ziegler  
**To:** [Pamela Croft](#)  
**Subject:** Re: A Message from the Interim Superintendent  
**Date:** Sunday, March 21, 2021 11:15:12 PM  
**Attachments:** [B87FA8D81AE74DE5BD61801A7E7920C0.png](#)

---

Thank you!

SZ

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

---

**From:** Pamela Croft <Pamela.Croft@lcps.org>  
**Sent:** Friday, March 19, 2021 4:03:44 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** FW: A Message from the Interim Superintendent

Well done, Scott!

Sent from [Mail](#) for Windows 10

**From:** [Loudoun County Public Schools](#)  
**Sent:** Friday, March 19, 2021 3:02 PM  
**To:** [Loudoun County Public Schools Recipients](#)  
**Subject:** A Message from the Interim Superintendent

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**From:** Scott Ziegler  
**To:** David Shaffer  
**Subject:** Re: Thank You  
**Date:** Sunday, March 21, 2021 11:11:09 PM

---

Thanks for the kind words, Dave.

Please keep me up to date on the other situation and let me know if I can help in any way.

SZ

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

---

**From:** David Shaffer <David.Shaffer@lcps.org>  
**Sent:** Saturday, March 20, 2021, 9:55 AM  
**To:** Scott Ziegler  
**Subject:** Thank You

This was such a great email. Thank you!

Also, thank you for calling the other day to check in. Throughout the week, I had numerous staff members and families very upset about this situation. Although this was a challenging week, the support has been tremendous.

Dave

**From:** Loudoun County Public Schools <BlackboardMN@LCPS.org>  
**Sent:** Friday, March 19, 2021 4:45 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** Interim Superintendent's Update on Equity Work

LCPS Banner



March 19, 2021

Dear LCPS Community,

Today, I am releasing the **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**. I hope this statement will help to clarify many of the misperceptions being reported by certain media outlets and social media and reemphasize our commitment to equity for all LCPS students and staff.

#### **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**

In recent days, media reports and social media posts have sought to distort the equity work by Loudoun County Public Schools. Misconceptions and misinformation persist. I want to take a moment to clarify LCPS' efforts to ensure every student, employee and member of the community is treated in an equitable, respectful manner.

In explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

LCPS' equity plan is outlined on the [Equity webpage](#) on the LCPS website.

LCPS is not alone in this work. The [Virginia Department of Education](#) and school divisions across the Commonwealth and America are engaged in similar efforts.

To start the process to improve its learning environment, LCPS hired The Equity Collaborative in 2019 to perform a [Systemic Equity Assessment](#). This assessment asked students, parents and educators about their experiences with LCPS based on social and cultural factors and their race. The assessment, submitted to the school division in June 2019, identified five barriers that could prevent students from attaining the world-class education LCPS strives to provide. These barriers included race, poverty, learning disabilities, academic expectations and discipline practices. Of these five factors, the assessment identified race as the most prevalent problem.

Areas where LCPS was found to need improvement included accountability, hiring practices and professional development. The Equity Collaborative recommended professional development for staff in the area of recognizing the social and cultural differences in our diverse student body. Professional development was undertaken using both nationally recognized consultants and LCPS staff trained to facilitate such work. The goal of this work was to raise the racial consciousness and equity literacy of LCPS' staff.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true.

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and [Virginia Department of Education](#).

LCPS' work on equity is a journey that requires the commitment of staff at all levels. I feel the staffs' work, which has been sustained, honest and undertaken in good faith, has been misrepresented recently by some members of the public.

It has come to my attention that individuals, including some identifying themselves as LCPS employees, have made statements across social media about parents and their thoughts about the school division's equity work. LCPS recognizes the right of its employees to free speech, but does not condone anyone targeting members of the community for their viewpoint.

LCPS remains committed to its equity work. At the outset, we knew this work would create many hard, but necessary, conversations. I ask only that these conversations be based in fact. In the near future, LCPS will be sharing more communications about our equity work so that our community has a deeper understanding of the journey we are on to provide the best education for all of our students.

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** Scott Ziegler  
**Subject:** Fwd: Thank You  
**Date:** Sunday, March 21, 2021 11:10:01 PM

---

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

---

**From:** David Shaffer <David.Shaffer@lcps.org>  
**Sent:** Saturday, March 20, 2021 9:55:17 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Thank You

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Dave

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**Sent:** Friday, March 19, 2021 4:45 PM  
**To:** Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>  
**Subject:** Interim Superintendent's Update on Equity Work

LCPS Banner



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Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** Anna Allen  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Any Questions?  
**Date:** Tuesday, March 23, 2021 9:41:25 AM

---

Scott,

Are you still interested in learning more about Methodize for your students? The platform provides lifetime access for your students for a **One Time Cost** of **\$20 per student**.

We will also work with you and your team to put together an implementation plan. All training and PD is included, and we are happy to be a part of making sure you are getting the most out of the platform.

Please let me know if you have any questions, or feel free to schedule some time to chat on my calendar!

Schedule a meeting with me: [Click Here!](#)

Best Regards,  
Anna Allen

Account Executive  
Method Learning  
512-364-9653  
[anna@methodlearning.com](mailto:anna@methodlearning.com)

On Thu, Feb 18, 2021 at 8:18 AM, Anna Allen <[anna@methodlearning.com](mailto:anna@methodlearning.com)> wrote:  
Scott,

Thanks for taking a look at our Methodize Platform!

As you think about your current programming I wanted to also let you know that Method Learning will work with you to develop customized Digital Curriculums for your students and teachers to help guide them through the process.

Here's a quick Sample Curriculum from one of our schools.

These programs provide detailed feedback for you and your teachers, but, more importantly, they work. Check out these results!

Please let me know if you have any questions on our platform, or feel free to schedule a quick meeting on my calendar to discuss!

Schedule a meeting with me: [Click Here!](#)

Best Regards,  
Anna Allen



Account Executive  
Method Learning  
512-364-9653  
[anna@methodlearning.com](mailto:anna@methodlearning.com)

On Mon, Feb 15, 2021 at 9:59 AM, Anna Allen <[anna@methodlearning.com](mailto:anna@methodlearning.com)> wrote:  
Scott,

I wanted to see if you have had a chance to review Methodize with your team. I am touching base to see if there were any questions I might be able to answer and to share how some schools are using the platform. Check out our [Spectrum of Uses Guide](#).

Please let me know if you'd like to get started with your [60-Day Trial](#), or feel free to schedule a meeting on my [calendar](#).

Schedule a meeting with me: [Click Here!](#)

Best Regards,  
Anna Allen

Account Executive  
Method Learning  
512-364-9653  
[anna@methodlearning.com](mailto:anna@methodlearning.com)

On Thu, Feb 11, 2021 at 5:18 PM, Anna Allen <[anna@methodlearning.com](mailto:anna@methodlearning.com)> wrote:  
Scott,

I had reached out earlier, but wanted to follow up and see if you had any questions on [Methodize](#).

I'd be happy to set aside some time to walk you through our new Digital Curriculum Platform and discuss how we might get your team set up with a [60-Day Trial](#)!

Please let me know if there is anything I can do for you, or feel free to schedule some time on my [calendar](#). Thanks!

Schedule a meeting with me: [Click Here!](#)

Best Regards,  
Anna Allen

Account Executive  
Method Learning



512-364-9653

[anna@methodlearning.com](mailto:anna@methodlearning.com)

**From:** Michele Leffler  
**To:** Schoolboardemail; bos@loudoun.gov  
**Cc:** Scott Ziegler; Mark Smith; Wayde Byard; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Evans; Lottie Spurlock  
**Subject:** [EXTERNAL] Is there a Public Town Hall to discuss "Cultural Responsive Instruction and Framework" planned  
**Date:** Monday, March 22, 2021 11:08:32 AM

---

Good morning,

I was hoping to find out when LCPS is doing an Informational Town Hall (as a Joint Board?) to share how Loudoun is helping with diversity in the area and being culturally respectful to create a welcoming, inclusive, and affirming environment for children and staff as well as parents.

I would love to share that with the public and wasn't aware of when that day will be or if it would be a Joint Equity Initiative. I am looking forward to learning more about the Joint Equity Initiatives and wholeheartedly support creating a welcoming, inclusive, and affirming environment for our wonderfully diverse community in Loudoun.

Being outside of the school buildings, I fear, is making many feel left out. I would love to see how this is planning to be changed too. And having open doors to the parents/staff/students at school board meetings to stay would be a welcome change.

Thank you for all that you do. Please work together. It helps the community heal when our leaders work together to create a calm and affirming environment. And two way communication helps achieve that goal. Openly competing agendas seem to be wearing the public down.

Graciously,

:-) 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:** Ashley Ellis  
**To:** Joan Sahlgren; Scott Ziegler; Mark Smith; Asia Jones; Lottie Spurlock  
**Cc:** Michelle Walker; Wayde Byard  
**Subject:** RE: Comm's ACTION: REVIEW VIDEO of Equity Work Update  
**Date:** Monday, March 22, 2021 12:51:50 PM

---

I think it looks good. The graphics for the 5 barriers and 3 areas of improvement are helpful!

Thanks,  
Ashley

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

**From:** Joan Sahlgren <Joan.Sahlgren@lcps.org>  
**Sent:** Monday, March 22, 2021 12:26 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>  
**Cc:** Michelle Walker <Michelle.Walker@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>  
**Subject:** Comm's ACTION: REVIEW VIDEO of Equity Work Update

Here is how the statement comes to life on video.

<https://vimeo.com/527047930/067166c92e>

Unless anyone has any observations about anything we should update, we can send to captioning and translation.

Please take a moment to review and advise.

Thank you,  
Joan

Joan Sahlgren  
Director of Communications & Community Engagement  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Joan Sahlgren  
**To:** Scott Ziegler; Mark Smith; Asia Jones; Lottie Spurlock; Ashley Ellis  
**Cc:** Michelle Walker; Wayde Byard  
**Subject:** Comm's ACTION: REVIEW VIDEO of Equity Work Update  
**Date:** Monday, March 22, 2021 12:25:52 PM

---

Here is how the statement comes to life on video.

<https://vimeo.com/527047930/067166c92e>

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Please take a moment to review and advise.

Thank you,  
Joan

Joan Sahlgren  
Director of Communications & Community Engagement  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)



**From:** [Jill Rodeffer](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Lottie Spurlock](#)  
**Subject:** Re: Denouncement of Anti-Asian Hate Speech and Violence  
**Date:** Monday, March 22, 2021 12:16:53 PM  
**Attachments:** [A Message from the Superintendent.pdf](#)

---

Thank you for your quick response. I appreciated this email, as well as the email that was sent to clear up misconceptions about our approach to equity and culturally responsive teaching. Is there a reason that these emails were not also shared on social media? I am proud of the work that we're doing as a school system and feel that it is important to share that with the greater Loudoun community (beyond parents and staff).

*Jill Rodeffer*

Gifted Resource Teacher  
[Evergreen Mill Elementary School](#)  
Jill.Rodeffer@lcps.org

*For more information about [LCPS Gifted Education](#), please visit our webpage.*

---

**From:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Friday, March 19, 2021 2:58 PM  
**To:** Jill Rodeffer <Jill.Rodeffer@lcps.org>  
**Subject:** RE: Denouncement of Anti-Asian Hate Speech and Violence

Good afternoon,

Thank you for sharing your story. I can share that an LCPS message condemning violence against Asian-Americans is forthcoming and will be released this afternoon. Although you will receive the message later today, I've attached an advance copy to this email.

Thank you for all you do,

Scott Ziegler

**From:** Jill Rodeffer  
**Sent:** Friday, March 19, 2021 11:07 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Denouncement of Anti-Asian Hate Speech and Violence

Good Morning,

I wake up this morning feeling disappointed that LCPS has not issued a statement specifically denouncing anti-Asian hate speech and violence and expressing support for our AAPI

students, family, staff, and community. It shouldn't take the murder of 6 Asian women in Georgia for us to speak out against what is happening. It could have happened when we heard people in positions of authority calling it the "China Virus" or "Kung Flu", saying we were too sensitive for saying it would lead to bad outcomes. It could have happened when we saw the dramatic increase in incidents involving anti-Asian sentiment during the last year. It could have happened when we heard stories of Asian parents all over the country deciding not to send their children back into school buildings for fear of them being harassed and blamed for the virus.

I know that this is a strange time in our county--a time when we have loud voices criticizing our equity work and our passion and commitment to dismantling systemic racism and creating a school environment that is inclusive and affirming to all. I cannot wrap my mind around how wanting this has somehow become political.

My hands are shaking as I type this email. Although I am a 5th generation American, I still am influenced by my Japanese heritage. I'm influenced by the cultural concept of *gaman*, "to endure the seemingly unbearable with patience and dignity", which gave strength to my relatives as they endured the hardships of the internment camps during World War II and courage to my grandfather who fought with the highly decorated 442nd Battalion. While we may have held strong beliefs, we were told not to "make waves".

As the spokesperson for our school system, I hope that you will issue a statement quickly that unequivocally denounces anti-Asian sentiment and expresses support for our AAPI students, staff, and community.

Sincerely,  
Jill Rodeffer

*Jill Rodeffer*


Gifted Resource Teacher  
Evergreen Mill Elementary School  
Jill.Rodeffer@lcps.org

*For more information about LCPS Gifted Education, please visit our webpage.*

**From:** Mark Smith  
**To:** Scott Ziegler  
**Subject:** Fw: [EXTERNAL] Second Request to Add a Dedicated Seat Representing Pacific Asian Immigrant Families and ELL in the Equity Committee  
**Date:** Monday, March 22, 2021 12:10:06 PM  
**Attachments:** Outlook-h554ifac.png

---

FYI-

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:** CAPA Loudoun <capaloudoun@gmail.com>  
**Sent:** Monday, March 22, 2021 11:58 AM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Leslee King <Leslee.King@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>  
**Subject:** [EXTERNAL] Second Request to Add a Dedicated Seat Representing Pacific Asian Immigrant Families and ELL in the Equity Committee

Dear Members of the LCPS Equity Committee:

The surge of attacks against Asian Americans has laid bare the hostility and racism the Asian Americans and Pacific Islanders (AAPI) community are facing everyday. National and local leaders, corporates, advocates, and communities have all condemned these attacks and called for awareness and solidarity with the AAPI community.

Yet in Loudoun, the Loudoun County Public School's (LCPS) Equity Committee continues to be silent on the racism against our community and the concerns of AAPI children's safety and equality in education. On the 29-seat Equity Committee, which as of today has no official mission statement and defined goals ever being communicated to the students/parents/LCPS communities, ZERO seat is dedicated to the AAPI community. By excluding one of the most vulnerable groups from the Equity Committee, the LCPS has violated the very spirit in its own Comprehensive Equity Plan. We ask the LCPS to rise up to the occasion, acknowledge the challenges and racism the AAPI community is facing, and have our community properly represented on the LCPS' Equity Committee.

Sincerely,  
CAPA Loudoun

On Thu, Jan 14, 2021 at 12:39 PM capa loudoun <capaloudoun@gmail.com> wrote:

Dear Members of the LCPS Equity Committee:

Chinese American Parent Association of Loudoun County (CAPA Loudoun) is a registered non-profit organization and part of the National CAPA Coalition serving a growing number of states



**From:** Lottie Spurlock  
**To:** Joan Sahlgren; Scott Ziegler; Mark Smith; Asia Jones; Ashley Ellis  
**Cc:** Michelle Walker; Wayde Byard  
**Subject:** RE: Comm's ACTION: REVIEW VIDEO of Equity Work Update  
**Date:** Monday, March 22, 2021 2:19:52 PM

---

Thank you for allowing the preview of this. I think this message being delivered via video will help with "connections" which is so very much the overall nature of journey in equity. Speaking the message affirms our commitments, and confirms areas of focus as we look ahead.

Joan, you and I spoke briefly about this earlier – I did notice the reference to the equity assessment as "systematic" when stated early in the video and then "systemic" at the end. As we know it is a systemic assessment to address systemic challenges... that said there could be a "systematic" approach to the work, so...Is it significant enough for an edit? - I'm not sure.

Otherwise, the video message looks good—to-go.

Best,  
Lottie

**From:** Joan Sahlgren <Joan.Sahlgren@lcps.org>  
**Sent:** Monday, March 22, 2021 12:26 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>  
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[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)



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**To:** Joan Sahlgren; Scott Ziegler; Mark Smith; Lottie Spurlock; Ashley Ellis  
**Cc:** Michelle Walker; Wayde Byard  
**Subject:** RE: Comm's ACTION: REVIEW VIDEO of Equity Work Update  
**Date:** Monday, March 22, 2021 1:02:48 PM

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One observation – the video ends with a caption related mitigation guidelines. There is one area where the video clip is of adults closer than 6-ft. We may receive some feedback regarding that concern. Otherwise, the message is well said, in my opinion. Thank you for sharing.

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:** Joan Sahlgren <Joan.Sahlgren@lcps.org>  
**Sent:** Monday, March 22, 2021 12:26 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>  
**Cc:** Michelle Walker <Michelle.Walker@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>  
**Subject:** Comm's ACTION: REVIEW VIDEO of Equity Work Update

Here is how the statement comes to life on video.

<https://vimeo.com/527047930/067166c92e>

Unless anyone has any observations about anything we should update, we can send to captioning and translation.

Please take a moment to review and advise.

Thank you,  
Joan

Joan Sahlgren  
Director of Communications & Community Engagement  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Andy Stamp  
**Subject:** [EXTERNAL] March 30 FREE VASS Webinar on Negotiating Your Contract  
**Date:** Tuesday, March 23, 2021 9:13:57 AM

---

## Virginia Association of School Superintendents

**TO: Superintendent Members of VASS**  
**FR: Ben Kiser, VASS Executive Director**  
**RE: March 30 FREE VASS Webinar on Negotiating Your Contract**

VASS is hosting a FREE webinar at **10:00 am next Tuesday, March 30** on Negotiating Your Contract which will be presented by VASS Legal Consul Craig Wood.

### Webinar description:

The Superintendent's contract is more than a list of compensation and benefits. It defines the relationship between the Board and the chief executive, and it provides important protections against claims and arbitrary actions. Like a prenuptial agreement, it sets out in advance what happens if the parties go their separate ways. This webinar will look at each aspect of the standard agreement used in Virginia and it will suggest areas where Superintendents should negotiate the most favorable terms for themselves and their families.

Please click the link below to join the webinar:

<https://zoom.us/j/98150375494?pwd=OHo5d2hBemhsKzNDczZ1dTE3TW1ZZz09>

### Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform for video and audio conferencing, chat, and webinars across mobile, desktop, and room systems. Zoom Rooms is the original software-based conference room solution used around the world in board, conference, huddle, and training rooms, as well as executive offices and classrooms. Founded in 2011, Zoom helps businesses and organizations bring their teams together in a frictionless environment to get more done. Zoom is a publicly

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Or One tap mobile :

US: +16468769923,,98150375494# or +13017158592,,98150375494#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 646 876 9923 or +1 301 715 8592 or +1 312 626 6799 or +1 408 638 0968 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 981 5037 5494

International numbers available: <https://zoom.us/j/abQKrGlePp>

From: Denise Corbo  
To: Ashley King, Scott Ziegler, Beth Smith  
Subject: Fwd: [EXTERNAL] CRT  
Date: Tuesday, March 23, 2021 8:54:54 AM

Good morning,

I have received many emails accusing LCPS of teaching CRT with the attached photos. Do you know what they are referring to? Are these slides part of our training? One email mentioned we have paid \$400,000 for the training. Please let me know what this is, what training they are referring to and if we are using these slides as part of our training or not, and how to respond to emails like the one below.

Secondly, I've been asked about the new categories for enrolling students. The question I was asked is of a child is not identified as male or female, what restroom do they use and how does the identification play out with gender categories such as sports etc. Please help me understand the protocol and help me with a response to the questions regarding unidentified genders as well as CRT.

Thanks,

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: koharra@gmail.com <koharra@gmail.com>  
Sent: Tuesday, March 23, 2021 8:10:27 AM  
To: John Beatty <John.Beatty@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Leslee King <Leslee.King@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Beth Barts <Beth.Barts@lcps.org>  
Subject: [EXTERNAL] CRT

Pretty sure y'all said CRT isn't being taught in our schools?

General Writing • Research and Citation • Teaching and Tutoring • Subject-Specific Writing •  
Job Search Writing • ESL



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## Critical Race Theory (1970s-present)

### Summary:

This resource will help you begin the process of understanding literary theory and schools of criticism and how they are used in the academy.

**Contributors:** Allen Brizee, J. Case Tompkins, Libby Chernouski, Elizabeth Boyle, Sebastian Williams

**Last Edited:** 2015-08-17 02:48:23

### Introduction

Critical Race Theory, or CRT, is a theoretical and interpretive mode that examines the appearance of race and racism across dominant cultural modes of expression. In adopting this approach, CRT scholars attempt to understand how victims of systemic racism are affected by cultural perceptions of race and how they are able to represent themselves to counter prejudice.

Closely connected to such fields as philosophy, history, sociology, and law, CRT scholarship traces racism in America through the nation's legacy of slavery, the Civil Rights Movement, and recent events. In doing so, it draws from work by writers like Sojourner Truth, Frederick Douglass, W.E.B. Du Bois, Martin Luther King, Jr., and others studying law, feminism, and post-structuralism. CRT developed into its current form during the mid-1970s with scholars like Derrick Bell, Alan Freeman, and Richard Delgado, who responded to what they identified as dangerously slow progress following Civil Rights in the 1960s.

Prominent CRT scholars like Kimberle Crenshaw, Mari Matsuda, and Patricia Williams share an interest in recognizing racism as a quotidian component of American life (manifested in textual sources like literature, film, law, etc.). In doing so, they attempt to confront the beliefs and practices that enable racism to persist while also challenging these practices in order to seek liberation from systemic racism.



As such, CRT scholarship also emphasizes the importance of finding a way for diverse individuals to share their experiences. However, CRT scholars do not only locate an individual's identity and experience of the world in his or her racial identifications, but also their membership to a specific class, gender, nation, sexual orientation, etc. They read these diverse cultural texts as proof of the institutionalized inequalities racialized groups and individuals experience every day.

As Richard Delgado and Jean Stefancic explain in their introduction to the third edition of *Critical Race Theory: The Cutting Edge*, "Our social world, with its rules, practices, and assignments of prestige and power, is not fixed; rather, we construct with it words, stories and silence. But we need not acquiesce in arrangements that are unfair and one-sided. By writing and speaking against them, we may hope to contribute to a better, fairer world" (3). In this sense, CRT scholars seek tangible, real-world ends through the intellectual work they perform. This contributes to many CRT scholars' emphasis on social activism and transforming everyday notions of race, racism, and power.


More recently, CRT has contributed to splinter groups focused on Asian American, Latino, and Indian racial experiences.

## Common Questions

- What is the significance of race in contemporary American society?
- Where, in what ways, and to what ends does race appear in dominant American culture and shape the ways we interact


### CULTURAL (MIS-) APPROPRIATION

Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

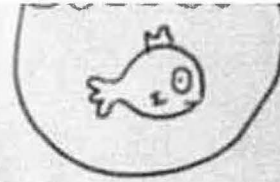




### WHITE SUPREMACY



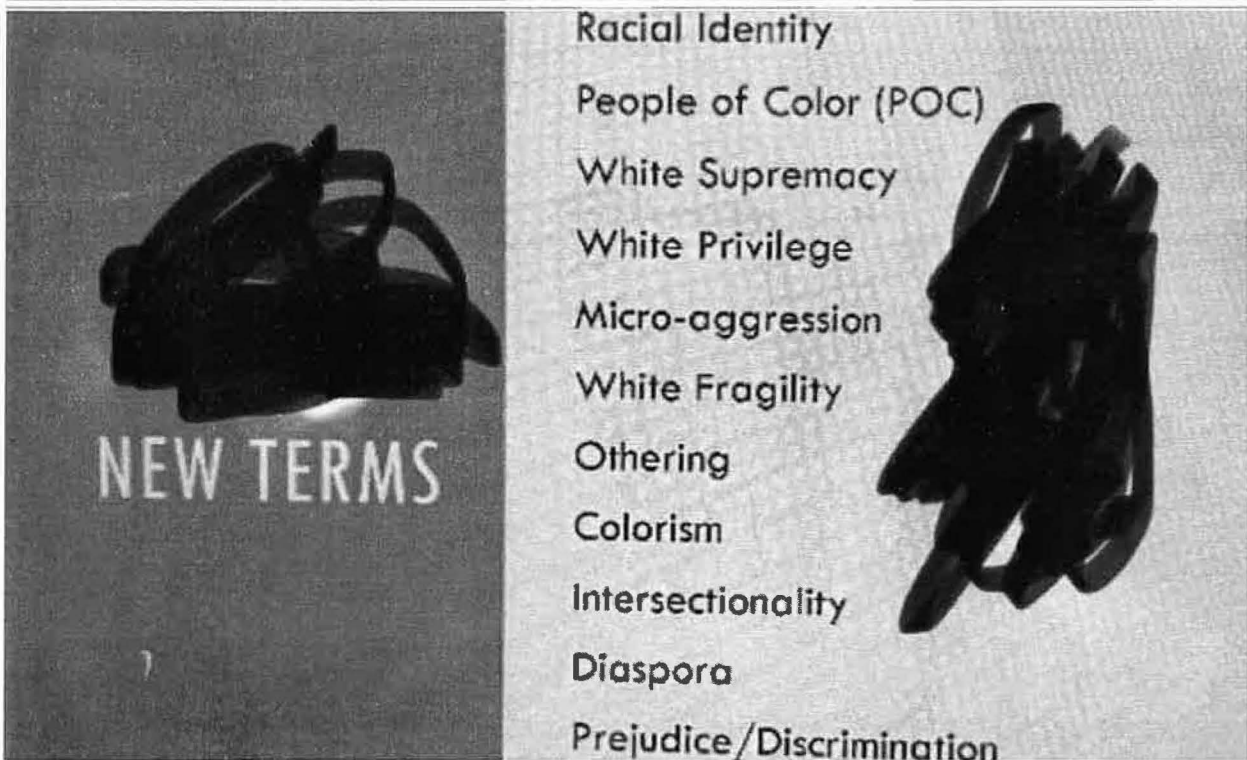
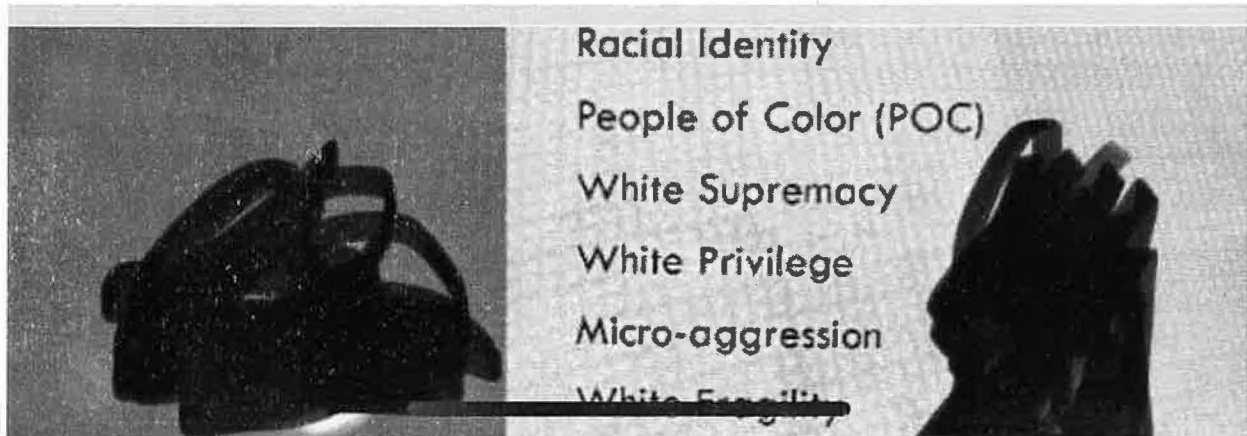
The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.



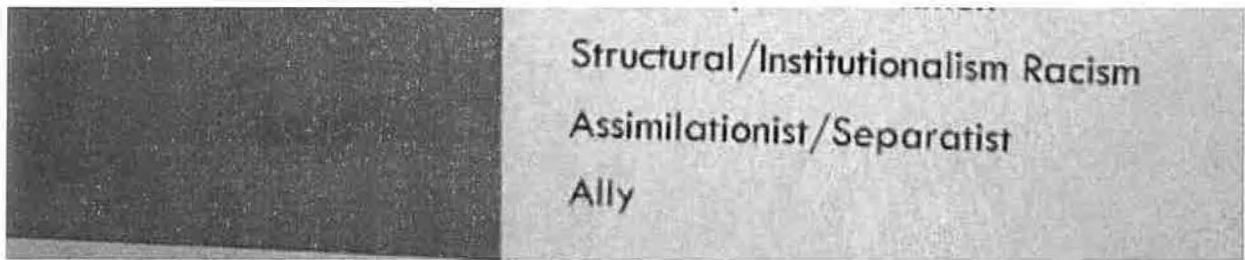
THE LONGER YOU SWIM  
IN A CULTURE, THE MORE  
INVISIBLE IT BECOMES

 Like

 Comment

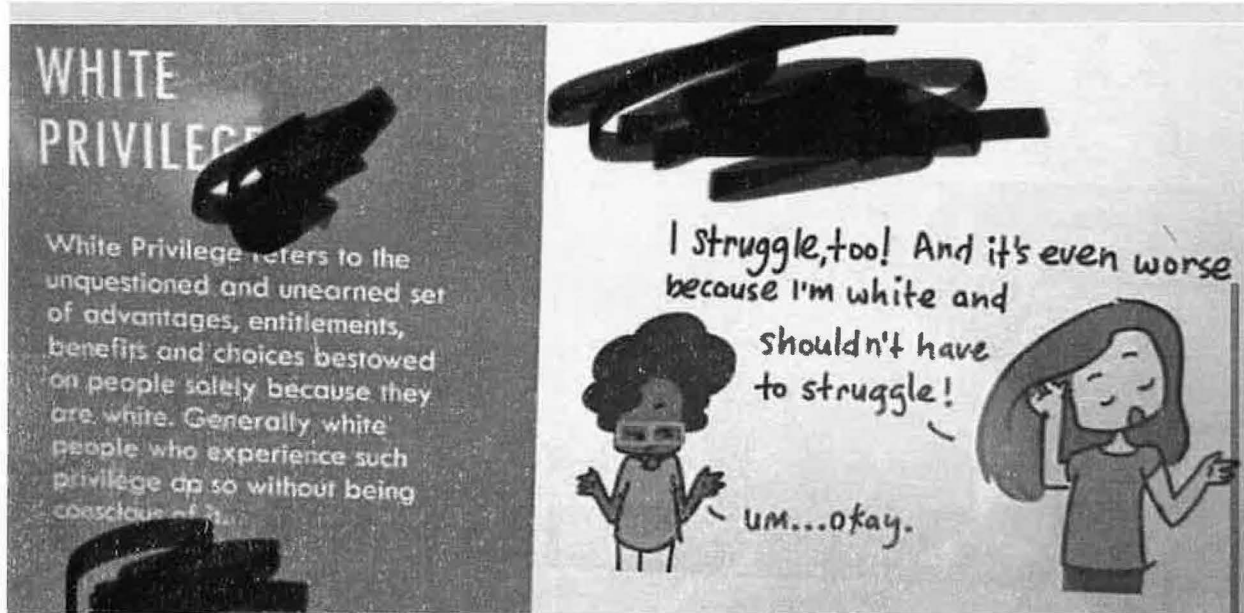






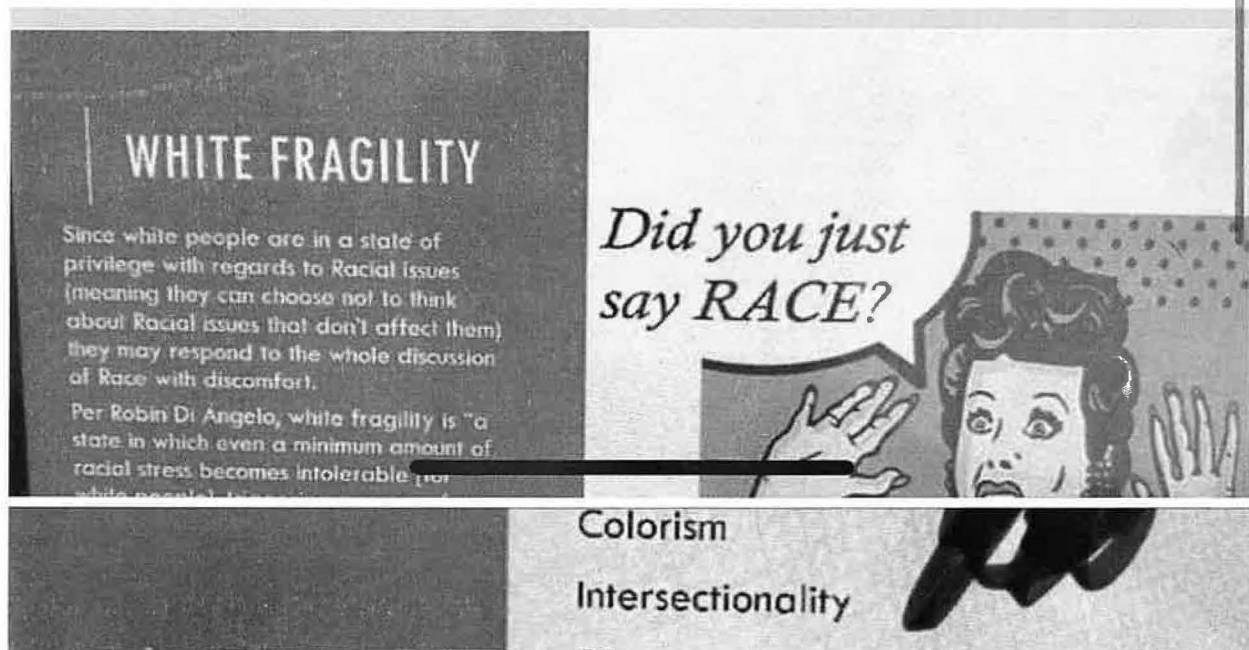
 Like

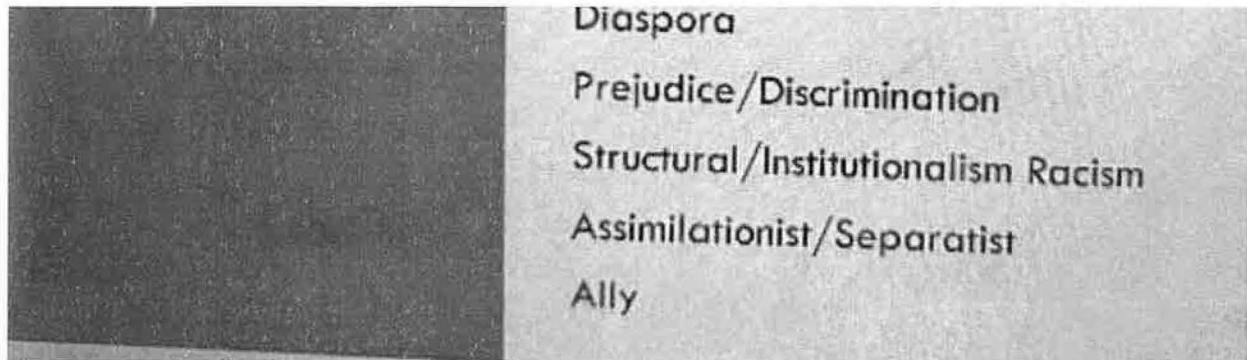
 Comment



 Like

 Comment

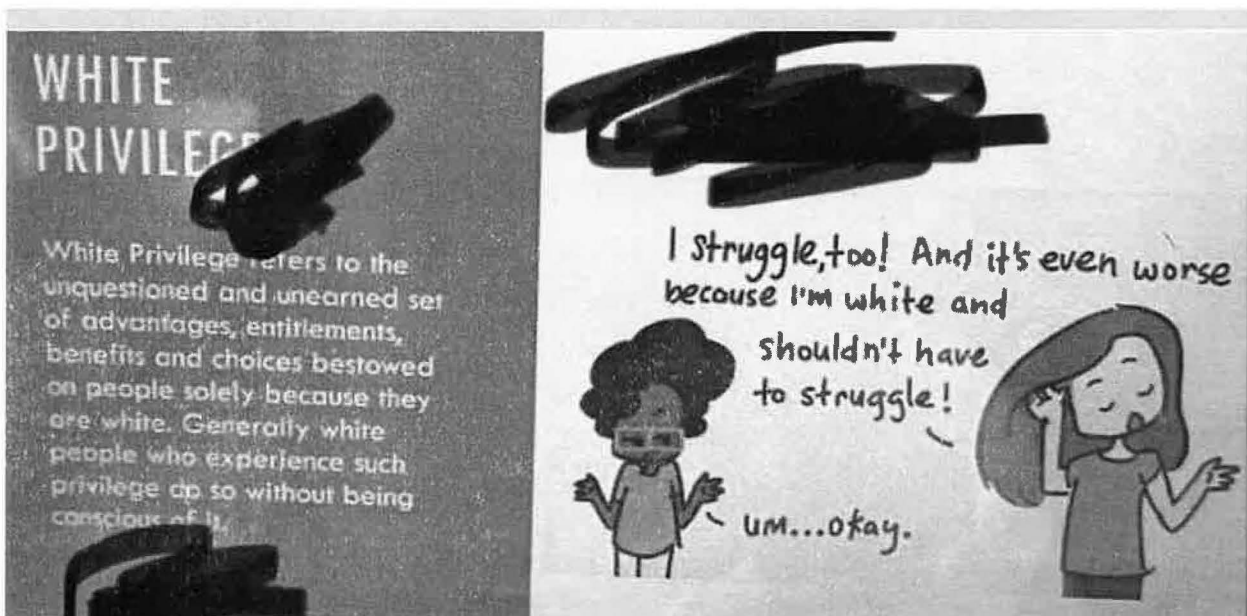




Like



Comment



Like



Comment







Kate O'Hara

Sent from my iPhone

Verizon LTE 2:41 PM  
loudouncountyps.iad1.qualtrics.com — Private



Kandise Lucas

**Thank you for completing the LCPS  
COVID-19 Symptom Checker  
questionnaire. You are not permitted  
to enter the building today. If you need  
to sign out your child or have come for  
another reason, please return to your  
vehicle and contact our front office  
staff to assist you.**

**Response ID: R\_2v5DTCIEXHvZt04**

Kandise Lucas

**Timestamp: Tuesday, March 23rd 2:41  
PM**



Sent from my iPhone

Sent from my iPhone

On Mar 23, 2021, at 12:23 PM, [justice.4kidz@yahoo.com](mailto:justice.4kidz@yahoo.com) wrote:

President Thomas,

We were also advised that the only way that the Loudoun NAACP can participate in this public due process hearing is to come to the hearing IN PERSON. Once again, we are gravely concerned at the clear "white privilege" that is being asserted by LCPS, the

hearing officer, Sands Anderson, and the VADOE in suppressing the rights of our black family to have their grievance heard by all the public during the pandemic, in a virtual setting. This is clearly retaliation against the Loudoun NAACP branch as well by Sands Anderson, VADOE, and LCPS.

Kandise Lucas  
Academic Justice Advocate

JUSTICE FOR ALL CHILDREN!

"Speak up for the people who have no voice, for the rights of all who are down, Speak out for justice!-Proverbs 31:8

Kandise N. Lucas  
Social Justice/Education Advocate  
Advocates For Equity In Schools  
804-248-8656  
File a civil rights complaint:  
<https://ocrcas.ed.gov/>  
Become educated:  
<https://ugotnerve.wordpress.com/>

"NEVER LET A BROKEN SYSTEM CONVINCE YOU THAT YOU HAVE A BROKEN CHILD"

On Tuesday, March 23, 2021, 12:16:20 PM EDT, <[justice.4kidz@yahoo.com](mailto:justice.4kidz@yahoo.com)> wrote:

Good Afternoon,

It has been brought to our attention that LCPS Special Education Director, Donna Smith, initiated the blocking of the public from the hearing virtually and that this civil rights violation was upheld by Sands Anderson Attorney Anne Mickey and Hearing Officer

Robert Hartsoe, despite the fact that, the audio recording dated January 8, 2021, documents that Attorney Mickey stated that LCPS would provide the google meet platform for the public to participate virtually. You are already in possession of this audio recording from the previous OCR and DOJ complaints against the district.

I was advised that I am being banned from the public due process hearing because I may record the proceeding, which is automatically done by google meet.

We also request that the Loudoun NAACP investigate this matter of denying public participation during a public due process hearing, specifically when the pandemic is active and attending in person, as the hearing officer and LCPS are demanding, poses a threat to the public, specifically African-Americans, who are at a higher risk for contracting the virus.

Thank you for your follow-up and we look forward to justice in this matter of egregious systemic retaliation and race-based discrimination. We also continue to be extremely concerned that the hearing officer is clearly technologically incompetent and as a result, the attorneys and school division are exploiting that for their own gain at the expense of our black male student.

Still Demanding Justice,

Kandise Lucas  
Academic Justice Advocate

JUSTICE FOR ALL CHILDREN!

"Speak up for the people who have no voice, for the rights of all who are down, Speak out for justice!-Proverbs 31:8

Kandise N. Lucas  
Social Justice/Education Advocate  
Advocates For Equity In Schools  
804-248-8656  
File a civil rights complaint:  
<https://ocrcas.ed.gov/>  
Become educated:  
<https://ugotnerve.wordpress.com/>

"NEVER LET A BROKEN SYSTEM CONVINCE YOU THAT YOU HAVE A BROKEN CHILD"



On Tuesday, March 23, 2021, 11:57:32 AM EDT, C U <[clucasklucas@yahoo.com](mailto:clucasklucas@yahoo.com)> wrote:

Thank you for your response. I have reviewed OSEP's 4/24/20 brief and it confirms that the hearing officer, the law firm, and LCPS are in violation of the "Public Participation" component of IDEA Part B. 20 U.S.C. 1232d(b)(7).

<image0.jpeg>

Sent from my iPhone

On Mar 23, 2021, at 11:39 AM, C U <[clucasklucas@yahoo.com](mailto:clucasklucas@yahoo.com)> wrote:

Sent from my iPhone

On Mar 23, 2021, at 11:18 AM, C U <[clucasklucas@yahoo.com](mailto:clucasklucas@yahoo.com)> wrote:

Sent from my iPhone

On Mar 23, 2021, at 11:17 AM, C U <[clucasklucas@yahoo.com](mailto:clucasklucas@yahoo.com)> wrote:

Here is the link so that you can attempt to access the public meeting yourself. We have all been denied access and blocked, in violation of IDEA.

Begin forwarded message:

**From:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>  
**Date:** March 23, 2021 at 8:59:14 AM EDT  
**To:** [pinetta1@verizon.net](mailto:pinetta1@verizon.net), [ecg944@gmail.com](mailto:ecg944@gmail.com)  
**Subject:** Due Process Hearing

Please join at the attached meeting link.



**Google Meet joining info**

<https://meet.google.com/qzy-zjzi-dbj>

First time using Meet? [Learn more](#)

Sent from my iPhone

On Mar 23, 2021, at 11:13 AM, C U <[clucasklucas@yahoo.com](mailto:clucasklucas@yahoo.com)> wrote:

Good Morning DOE and OCR,

We are requesting that your offices investigate the refusal of the hearing officer officer, the district's counsel, and Loudoun County Public Schools to ensure our parents have a PUBLIC virtual hearing as is afforded to them by the IDEA.

The public as well as the family's supports continue to be denied virtual access to the public hearing by the school division, in an act of retaliation, as seen below.

Still Demanding Justice,

Kandise Lucas  
Academic Justice Advocate

<image0.png>

<image1.png>

<image2.png>

<image3.png>

<image0.jpeg>

**From:** Morgan Smith  
**To:** Scott Ziegler  
**Subject:** Thank you  
**Date:** Tuesday, March 23, 2021 6:54:48 PM

---

Dr. Ziegler,

I just wanted to thank you for the emails and statements on equity and racism. Equitable practices are necessary, racism is real and examining what that looks like (inequities and racism) and how those 2 things show up in the world and our classrooms is important.

**I hope the blind ignorance from many parents who use their voice at school board meetings** (probably never noticing that there aren't any or many parents there who don't look like them also speaking. Why is that? Equitable access to information, language , time and resources to get there) **does not drown out the truth.**

I know I have wanted to quit multiple times this year and I can imagine you and your team have felt similarly? I hope we don't stop fighting for the voices who need us the most.

Thank you again for your efforts.

*Morgan Smith*  
4th Grade Teacher  
Lowes Island Elementary  
571-685-8455 ex: 15785

*"I'll teach you, but I can't start your engine." -- Pat Summitt*

**From:** Scott Ziegler  
**To:** Superintendent's Cabinet  
**Subject:** FW: Thank you  
**Date:** Tuesday, March 23, 2021 9:20:00 PM

---

A needed pick-me-up after public comment.

Thanks for all you do!

Scott Ziegler

**From:** Morgan Smith <Morgan.Smith@lcps.org>  
**Sent:** Tuesday, March 23, 2021 6:55 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Thank you

Dr. Ziegler,

I just wanted to thank you for the emails and statements on equity and racism. Equitable practices are necessary, racism is real and examining what that looks like (inequities and racism) and how those 2 things show up in the world and our classrooms is important.

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Thank you again for your efforts.

*Morgan Smith*

4th Grade Teacher

Lowes Island Elementary

571-685-8455 ex: 15785



*"I'll teach you, but I can't start your engine." -- Pat Summitt*

**From:** [Scott Ziegler](#)  
**To:** [Asia Jones](#)  
**Subject:** FW: [EXTERNAL] Re: Hearing Officer And Loudoun County Violate Parents' Right To Public Virtual Due Process Hearing: PG V. LCPS  
**Date:** Tuesday, March 23, 2021 6:57:00 PM  
**Attachments:** [image0.png](#)

---

FYI

Scott Ziegler

**From:** Kandise Lucas <clucasklucas@icloud.com>  
**Sent:** Tuesday, March 23, 2021 4:46 PM  
**To:** clucasklucas@yahoo.com  
**Cc:** Ayorkor Austin <Ayorkor.Austin@ed.gov>; Matthew Schneer <Matthew.Schneer@ed.gov>; Gregg Corr <Gregg.Corr@ed.gov>; alice.wender@ed.gov; Renee Wohlenhaus (CRT) <renee.wohlenhaus@usdoj.gov>; hearingofficer@vacourts.gov; Da'Quan Love <dlove@naacpva.org>; MHERRING@oag.state.va.us; Phillip Thompson <philliptho@me.com>; Saad El-amin <saadelamin@aol.com>; Kewin Greenhill <kewin@allplumbing.com>; James Lane <james.lane@doe.virginia.gov>; Samantha Hollins <samantha.hollins@doe.virginia.gov>; Hank Millward <hank.millward@doe.virginia.gov>; President <president@naacploudoun.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Dick Uliano <duliano@wtop.com>; Elizabeth Greenhill <ecg944@gmail.com>; Kathryn Jones <kathryn.jones@doe.virginia.gov>  
**Subject:** [EXTERNAL] Re: Hearing Officer And Loudoun County Violate Parents' Right To Public Virtual Due Process Hearing: PG V. LCPS

Please see the attached. I have been blocked from attending the public due process hearing in person as well as virtually as have nearly thirty other black individuals. We will have them send their denials from Ms. Smith.

**From:** [Scott Ziegler](#)  
**To:** [Michelle Walker](#)  
**Subject:** FW: [EXTERNAL] Update on Equity Work - A request for your time  
**Date:** Tuesday, March 23, 2021 9:24:00 PM  
**Attachments:** [Curriculum Appeal Alternate Solution - Dan Salenger.pdf](#)  
[Document 3 - Curriculum Appeal - Dan Salenger.pdf](#)  
[LCPS School Board Appeal.pdf](#)

---

Please schedule for after spring break.

Scott Ziegler

**From:** Dan Salenger <dansalenger@yahoo.com>  
**Sent:** Friday, March 19, 2021 9:33 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] Update on Equity Work - A request for your time

Dr. Ziegler,

I read your Update on Equity Work with interest and would appreciate a few minutes of your time on the subject.

I was informed yesterday that my name was included on the modern day equivalent of the enemies list's that you indirectly referenced in your email. The stated reason for my inclusion was "Dan Salenger spoke about the need for a middle ground in constructing a comprehensive equity plan." This is unfortunately what happens when we are forced into a mental rubric that only allows for "racist" and "anti-racist."

From our limited interactions I believe that you are a well meaning person acting on good intentions; I hope that you perceive my efforts similarly. If you have time to do so, I would ask that you read the original petition that I wrote regarding Teaching Tolerance and the alternate proposal that I brought to the school board. I am asking you to read this because, based on your Update on Equity Work email, I think that we do not share the same understanding of what CRT entails; I do not intend to revisit the curriculum decision itself.

CRT is literally a theory. Like many theories, it derives validity from associated scientific studies and attempts at falsification. In this case, the relevant study is the IAT which is colloquially known as the Implicit Bias test. You will find in my documentation references that demonstrate that the IAT has indeed been falsified and yet the resulting theory has yet to be revisited. When you assert in the same email that there is no CRT framework for staff and that the Equity Collaborative, an organization that heavily leverages implicit bias theory, is involved in the professional development of staff... there is a disconnect.

Ultimately, I do not believe that we need to push some people down in order to lift other people up.

Regards,

Dan Salenger  
[dansalenger@yahoo.com](mailto:dansalenger@yahoo.com)

On Tuesday, December 15, 2020, 07:35:57 PM EST, Scott Ziegler <[scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)> wrote:

Thank you, Dan!

Scott Ziegler

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

From: Dan Salenger <[dansalenger@yahoo.com](mailto:dansalenger@yahoo.com)>

Sent: Tuesday, December 15, 2020 7:32 PM

To: Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

Subject: [EXTERNAL] Congratulations

Dr. Ziegler,

I appreciated your responsiveness during our last interaction. I sure you will do well in this new role. Congratulations.

Regards,

Dan Salenger



**Subject:** FW: [EXTERNAL] Update on Equity Work - A request for your time  
**Date:** Tuesday, March 23, 2021 9:23:37 PM  
**Attachments:** [Curriculum Appeal Alternate Solution - Dan Salenger.pdf](#)  
[Document 3 - Curriculum Appeal - Dan Salenger.pdf](#)  
[LCPS School Board Appeal.pdf](#)

---

Scott Ziegler

**From:** Dan Salenger <dansalenger@yahoo.com>  
**Sent:** Friday, March 19, 2021 9:33 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] Update on Equity Work - A request for your time

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Ultimately, I do not believe that we need to push some people down in order to lift other people up.

Regards,

Dan Salenger  
[dansalenger@yahoo.com](mailto:dansalenger@yahoo.com)

On Tuesday, December 15, 2020, 07:35:57 PM EST, Scott Ziegler <[scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)> wrote:

Thank you, Dan!

Scott Ziegler

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

From: Dan Salenger <[dansalenger@yahoo.com](mailto:dansalenger@yahoo.com)>

Sent: Tuesday, December 15, 2020 7:32 PM

To: Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

Subject: [EXTERNAL] Congratulations

Dr. Ziegler,

I appreciated your responsiveness during our last interaction. I sure you will do well in this new role. Congratulations.

Regards,

Dan Salenger

**From:** Ashley Ellis  
**To:** Scott Ziegler; Sharon Willoughby  
**Subject:** FW: Athletic Fees  
**Date:** Wednesday, March 24, 2021 10:35:53 AM  
**Attachments:** [image001.png](#)

---

Scott and Sharon,

I spoke with Brenda this morning and she asked me to pull together some talking points for her for tonight's meeting. She asked about three topics: alternative high school, Virtual Loudoun, and athletic fees. She forwarded this email about athletic fees. Can you take a look at the [talking points](#) I've started, particularly the athletic fees because I'm not as sure of the politics and other conversations around them. I've essentially just pulled from the budget questions so we're all signing from the same sheet of music – not sure what else to add that would help Scott and Brenda tonight.

Thanks!

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

**From:** Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Sent:** Wednesday, March 24, 2021 7:38 AM  
**To:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Subject:** Fwd: Athletic Fees

Please add this too. Thanks

Sent from my iPhone

Begin forwarded message:

**From:** "Briskman, Juli" <[Juli.Briskman@loudoun.gov](mailto:Juli.Briskman@loudoun.gov)>  
**Date:** March 23, 2021 at 2:22:42 PM EDT  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>, Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>  
**Cc:** "Banks, Rey" <[Rey.Banks@loudoun.gov](mailto:Rey.Banks@loudoun.gov)>  
**Subject:** Athletic Fees

Dr. Zeigler and Chairwoman Sheridan,

I would like to get clarification on the athletic fees for FY 22 before tomorrow's budget wrap session up in case I want to make a motion.

Can you please tell me if athletic fees are still in effect for FY22 and if there was a discussion to eliminate them? It was my understanding that the plan was to cut the fees in half this year and eliminate for next year. Specifically, what would the cost be to the county to eliminate the athletic fees for all students across the board?

As I have stated, I believe this to be an equity issue.

Every student should have equal access to athletics, band, arts, theater and music programs regardless of their family's ability to pay a fee. No student should be denied these opportunities that could change their lives and give them the confidence and additional experience that will elevate their chances of success.

I know Chair Sheridan said that free and reduced lunch children can "ask" for waivers. But this simply is not enough and really does not play out in a way that supports our children to the best of our abilities. First of all, they have to know to ask. Secondly, they have to get their parents to fill out the forms and "admit" their inability to pay. And thirdly, they face similar and more stigmatization than they already face by accepting free and reduced lunch. After speaking with the head of your own county-wide Parent Liaison Director on another project about two years ago, he said that the numbers of free and reduced lunch students artificially dissipates into the high school years because students are embarrassed and dislike the stigmatization of it. So, if this is happening, how many really will get notification of the waiver opportunity and take advantage of it?

I have paid athletic fees many times and I actually see no information about getting waivers on the website. So I also question the messaging and access to these waivers should a parent just try to go pay thinking they will get a waiver.

Lastly, what if they don't receive free and reduced lunch, but still feel as if they can't pay the fees over buying food and paying for utilities? Again, they fall through the cracks.

My point is, the oppressed should not have to fix the system for themselves. The onus should not be on them. It should be on us!

Thanks so much for your consideration and I look forward to your answers.

Juli

---

**For COVID-19 Information:**

**Visit:** [www.Loudoun.Gov/CoronaVirus](http://www.Loudoun.Gov/CoronaVirus)

**Call:** 703-737-8300

**Email:** [Health@Loudoun.Gov](mailto:Health@Loudoun.Gov)

**Text:** LCCOVID19 to 888777

---

Juli Briskman

*She/Her/Hers*



Supervisor, Algonkian District  
Loudoun County Virginia  
1 Harrison St.  
Leesburg, Va. 20177  
(571) 440-1934  
(703) 771-5033  
[Juli.Briskman@loudoun.gov](mailto:Juli.Briskman@loudoun.gov)  
[www.loudoun.gov/algonkian](http://www.loudoun.gov/algonkian)  
Sign up for our [newsletter](#)



*In keeping with the Virginia Freedom of Information Act (FOIA), emails and attachments may be released to others upon request for inspection and copying without prior notification.*

**From:** Mikaela Coffey  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Registration is Open for the VSBA Budget Training Workshop  
**Date:** Wednesday, March 24, 2021 8:09:46 AM

---



**VSBA Budget Training:  
The Board's Role in Developing the School Budget  
May 6, 2021**

Registration is open! Join us for the VSBA's Budget Training workshop to learn more about the importance of The Board's Role in Developing the School Budget.

In this virtual workshop, based on member requests, board members will learn their role in the budget process and how it relates to the board's mission and vision for the school system. Specific topics that will be discussed include School Finance Basics, Local, State and Federal Funds, The Budget Process, Effective Budget Presentations, Factors Affecting a Budget and Building Support for the Budget, and the School Board's Role in Effective School Finance Management.

Register today! You will not want to miss out on this informative workshop!

This event earns 3 VSBA Academy Credit points. For more information on the VSBA Academy Credits and Awards please [click here](#). More information on the meeting can be found in the meeting brochure and on the VSBA website. If you have any questions, please contact Mikaela Coffey, Coordinator of Board Development, at [mikaela@vsba.org](mailto:mikaela@vsba.org).

**Date:** May 6, 2021

**Location:** Virtual Workshop

**Cost:** \$175 per registration (multiple registrations needed if viewing from multiple devices/locations, VSBA Academy Credit Points will NOT be awarded for any individual not registered)

**Brochure:** [Click Here](#)

**Registration:** Please reach out to your school division clerk to register for this event. For affiliate members, please reach out to Mrs. Kim Hodges for registration at [khodges@vsba.org](mailto:khodges@vsba.org). (Registration for VSBA meetings is only open to VSBA members and affiliate members.)

Sent from my iPhone

Sent from my iPhone

On Mar 23, 2021, at 12:23 PM, justice.4kidz@yahoo.com wrote:

President Thomas,

We were also advised that the only way that the Loudoun NAACP can participate in this public due process hearing is to come to the hearing IN PERSON. Once again, we are gravely concerned at the clear "white privilege" that is being asserted by LCPS, the hearing officer, Sands Anderson, and the VADOE in suppressing the rights of our black family to have their grievance heard by all the public during the pandemic, in a virtual setting. This is clearly retaliation against the Loudoun NAACP branch as well by Sands Anderson, VADOE, and LCPS.

Kandise Lucas  
Academic Justice Advocate

JUSTICE FOR ALL CHILDREN!

"Speak up for the people who have no voice, for the rights of all who are down,  
Speak out for justice!-Proverbs 31:8

Kandise N. Lucas  
Social Justice/Education Advocate  
Advocates For Equity In Schools  
804-248-8656  
File a civil rights complaint:  
<https://ocrcas.ed.gov/>  
Become educated:  
<https://ugotnerve.wordpress.com/>

"NEVER LET A BROKEN SYSTEM CONVINCE YOU THAT YOU HAVE A  
BROKEN CHILD"

On Tuesday, March 23, 2021, 12:16:20 PM EDT, <justice.4kidz@yahoo.com> wrote:

Good Afternoon,

It has been brought to our attention that LCPS Special Education Director, Donna Smith, initiated the blocking of the public from the hearing virtually and that this civil rights violation was upheld by Sands Anderson Attorney Anne Mickey and Hearing Officer Robert Hartsoe, despite the fact that, the audio recording dated January 8, 2021, documents that Attorney Mickey stated that LCPS would provide the google meet platform for the public to participate virtually. You are already in possession of this audio recording from the previous OCR and DOJ complaints against the district.

I was advised that I am being banned from the public due process hearing because I may record the proceeding, which is automatically done by google meet.

We also request that the Loudoun NAACP investigate this matter of denying public participation during a public due process hearing, specifically when the pandemic is active and attending in person, as the hearing officer and LCPS are demanding, poses a threat to the public, specifically African-Americans, who are at a higher risk for contracting the virus.

Thank you for your follow-up and we look forward to justice in this matter of egregious systemic retaliation and race-based discrimination. We also continue to be extremely concerned that the hearing officer is clearly technologically incompetent and as a result, the attorneys and school division are exploiting that for their own gain at the expense of our black male student.

Still Demanding Justice,

Kandise Lucas  
Academic Justice Advocate

**JUSTICE FOR ALL CHILDREN!**

"Speak up for the people who have no voice, for the rights of all who are down, Speak out for justice!-Proverbs 31:8

Kandise N. Lucas  
Social Justice/Education Advocate  
Advocates For Equity In Schools  
804-248-8656  
File a civil rights complaint:  
<https://ocrcas.ed.gov/>  
Become educated:  
<https://ugotnerve.wordpress.com/>



"NEVER LET A BROKEN SYSTEM CONVINCE YOU THAT YOU HAVE A BROKEN CHILD"

On Tuesday, March 23, 2021, 11:57:32 AM EDT, C U <clucasklucas@yahoo.com> wrote:

Thank you for your response. I have reviewed OSEP's 4/24/20 brief and it confirms that the hearing officer, the law firm, and LCPS are in violation of the "Public Participation" component of IDEA Part B. 20 U.S.C. 1232d(b)(7).

<image0.jpeg>

Sent from my iPhone

On Mar 23, 2021, at 11:39 AM, C U <clucasklucas@yahoo.com> wrote:

Sent from my iPhone

On Mar 23, 2021, at 11:18 AM, C U <clucasklucas@yahoo.com> wrote:

Sent from my iPhone

On Mar 23, 2021, at 11:17 AM, C U <clucasklucas@yahoo.com> wrote:

Here is the link so that you can attempt to access the public meeting yourself. We have all been denied access and blocked, in violation of IDEA.

Begin forwarded message:

**From:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>  
**Date:** March 23, 2021 at 8:59:14 AM EDT  
**To:** [pinetta1@verizon.net](mailto:pinetta1@verizon.net), [ecg944@gmail.com](mailto:ecg944@gmail.com)  
**Subject:** Due Process Hearing

Please join at the attached meeting link.



**Google Meet joining info**

<https://meet.google.com/qzy-zjzi-dbj>

First time using Meet? [Learn more](#)

Sent from my iPhone

On Mar 23, 2021, at 11:13 AM, C U <[clucasklucas@yahoo.com](mailto:clucasklucas@yahoo.com)> wrote:

Good Morning DOE and OCR,

We are requesting that your offices investigate the refusal of the hearing officer officer, the district's counsel, and Loudoun County Public Schools to ensure our parents have a PUBLIC virtual hearing as is afforded to them by the IDEA.

The public as well as the family's supports continue to be denied virtual access to the public hearing by the school division, in an act of retaliation, as seen below.

Still Demanding Justice,

Kandise Lucas  
Academic Justice Advocate

<image0.png>

<image1.png>

<image2.png>

<image3.png>

<image0.jpeg>

**From:** [Scott Kaplan](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL]  
**Date:** Tuesday, March 23, 2021 4:46:22 PM

---

Mr. Ziegler,

Yesterday an Syrian refugee shot and killed 10 white people. He was an "anti-Trumper" who for years has been brainwashed by the education system and MSM conspiracy theories. He was taught by the people in charge of schools and the media that America is a racist bigoted country and that white people are to blame. Now 10 people are dead. I have not received an email from you stating "hate and bigotry have no place in the commonwealth or our country..."I. You were quick to send one last week when another deranged religious man shot up massage parlors where he had been to fulfill sexual desires that he was ashamed of. If you hadn't been so quick to pull the race card you would have heard that the FBI even said that preliminary evidence did not lead to this being about race but an attack on the sex industry. But no you sent your race filled hate email anyway. Let me be clear, both of the above mentioned mass murderers are despicable humans and I hate the loss of any innocent life of any race or religion.

Is the email about yesterday on it way or no? I am not sure how you can preach equity and not send an email today as that does not seem equitable to me. Unless equity isn't really equity and it is something else.

Scott Kaplan

**From:** Scott Ziegler  
**To:** Beth Barts  
**Subject:** RE: Collective Bargaining  
**Date:** Tuesday, March 23, 2021 5:37:00 PM

---

Thank you for letting me know.

Scott Ziegler

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

From: Beth Barts <Beth.Barts@lcps.org>  
Sent: Friday, March 19, 2021 3:41 PM  
To: Scott Ziegler <Scott.Ziegler@lcps.org>  
Subject: Collective Bargaining

Scott,

I have been talking to LEA leaders as well as doing my own research.

I think at this time I would be supportive of full Collective Bargaining. It appears "meet and confer" would not allow the same benefits as listed below. There is a no strike clause and this certainly makes me more comfortable.

Obviously I will listen to my colleagues opinions but this is where I am leaning at this time.

Rationales-

"When new textbooks or instructional programs are adopted, we would ensure teachers received training before they were implemented. This is not always done, forcing teachers to adjust lesson plans and learn on the fly which does not provide for optimum student learning. This has occurred too frequently.

A new HR policy would have the input from employees before it is sent for review and adoption. This would mean less wasted time for admin, SB, and employees.

Collective Bargaining would be beneficial employees, admin, and the SB. There is no strike clause. Collective Bargaining is common practice in 48 states. "

Thank you.

Beth

Board Blind Copied.

Sent from my iPhone



**From:** [Bailey, Lisa](#)  
**To:** [Bailey, Lisa](#); [Eunice Bourque](#); [Susan Casale](#); [Cockrell, Lisa](#); [Consaul, Russ](#); [Eppard, Kevin](#); [Espinosa, Alex](#); [Green, Jeanette](#); [McLellan, Erin](#); [Middleton, Cheryl](#); [Robert Phillips](#); [Romanchyk, Janet](#); [Aaron Smith](#); [Vijayan, Ajith](#); [Sharon Willoughby](#); [Scott Ziegler](#)  
**Cc:** [Debbie Scarangella](#); [Suzette Hoffman](#)  
**Subject:** 3/24 OEC Meeting Materials  
**Date:** Tuesday, March 23, 2021 5:23:54 PM  
**Attachments:** [2021-03-24 OEC Meeting Agenda.pdf](#)  
[2021-03-24 OEC Slide Deck.pdf](#)

---

Attached are documents for the OEC meeting Thursday, March 24.

Please let me know if any updates are needed to the email distribution list.

Thanks,  
Lisa

Lisa N. Bailey, CAP | Executive Assistant to:  
Erin M. McLellan, Assistant County Administrator  
Loudoun County, Virginia  
703-737-8873 | [lisa.bailey@loudoun.gov](mailto:lisa.bailey@loudoun.gov)

**From:** [Sharon Willoughby](#)  
**To:** [Scott Ziegler](#)  
**Subject:** RE: Athletic Fees  
**Date:** Tuesday, March 23, 2021 5:23:45 PM  
**Attachments:** [image001.png](#)

---

We have responded in writing as they are questions 64 and 76. If a response was to be given from a staff perspective, I think it's just referencing those questions and responses. But I think it's at the Board level now.

**Sharon Willoughby**  
Assistant Superintendent of Business and Financial Services  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Telephone: 571-252-1400

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Tuesday, March 23, 2021 5:17 PM  
**To:** Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>  
**Subject:** FW: Athletic Fees

Is this worth a response?

Scott Ziegler

**From:** Briskman, Juli <[Juli.Briskman@loudoun.gov](mailto:Juli.Briskman@loudoun.gov)>  
**Sent:** Tuesday, March 23, 2021 2:22 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>  
**Cc:** Banks, Rey <[Rey.Banks@loudoun.gov](mailto:Rey.Banks@loudoun.gov)>  
**Subject:** Athletic Fees

Dr. Zeigler and Chairwoman Sheridan,

I would like to get clarification on the athletic fees for FY 22 before tomorrow's budget wrap session up in case I want to make a motion.

Can you please tell me if athletic fees are still in effect for FY22 and if there was a discussion to eliminate them? It was my understanding that the plan was to cut the fees in half this year and eliminate for next year. Specifically, what would the cost be to the county to eliminate the athletic fees for all students across the board?

As I have stated, I believe this to be an equity issue.

Every student should have equal access to athletics, band, arts, theater and music programs

regardless of their family's ability to pay a fee. No student should be denied these opportunities that could change their lives and give them the confidence and additional experience that will elevate their chances of success.

I know Chair Sheridan said that free and reduced lunch children can "ask" for waivers. But this simply is not enough and really does not play out in a way that supports our children to the best of our abilities. First of all, they have to know to ask. Secondly, they have to get their parents to fill out the forms and "admit" their inability to pay. And thirdly, they face similar and more stigmatization than they already face by accepting free and reduced lunch. After speaking with the head of your own county-wide Parent Liaison Director on another project about two years ago, he said that the numbers of free and reduced lunch students artificially dissipates into the high school years because students are embarrassed and dislike the stigmatization of it. So, if this is happening, how many really will get notification of the waiver opportunity and take advantage of it?

I have paid athletic fees many times and I actually see no information about getting waivers on the website. So I also question the messaging and access to these waivers should a parent just try to go pay thinking they will get a waiver.

Lastly, what if they don't receive free and reduced lunch, but still feel as if they can't pay the fees over buying food and paying for utilities? Again, they fall through the cracks.

My point is, the oppressed should not have to fix the system for themselves. The onus should not be on them. It should be on us!

Thanks so much for your consideration and I look forward to your answers.

Juli

---

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**Call:** 703-737-8300

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**Text:** LCCOVID19 to 888777

---

Juli Briskman

***She/Her/Hers***

Supervisor, Algonkian District

Loudoun County Virginia

1 Harrison St.

Leesburg, Va. 20177

(571) 440-1934

(703) 771-5033

[Juli.Briskman@loudoun.gov](mailto:Juli.Briskman@loudoun.gov)

[www.loudoun.gov/algonkian](http://www.loudoun.gov/algonkian)

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**From:** Scott Ziegler  
**To:** Sharon Willoughby  
**Subject:** FW: Athletic Fees  
**Date:** Tuesday, March 23, 2021 5:16:00 PM  
**Attachments:** image001.png

---

Is this worth a response?

Scott Ziegler

**From:** Briskman, Juli <Juli.Briskman@loudoun.gov>  
**Sent:** Tuesday, March 23, 2021 2:22 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Cc:** Banks, Rey <Rey.Banks@loudoun.gov>  
**Subject:** Athletic Fees

Dr. Zeigler and Chairwoman Sheridan,

I would like to get clarification on the athletic fees for FY 22 before tomorrow's budget wrap session up in case I want to make a motion.

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My point is, the oppressed should not have to fix the system for themselves. The onus should not be on them. It should be on us!

Thanks so much for your consideration and I look forward to your answers.

Juli

---

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**Call:** 703-737-8300

**Email:** [Health@Loudoun.Gov](mailto:Health@Loudoun.Gov)

**Text:** LCCOVID19 to 888777

---

Juli Briskman

***She/Her/Hers***

Supervisor, Algonkian District

Loudoun County Virginia

1 Harrison St.

Leesburg, Va. 20177

(571) 440-1934

(703) 771-5033

[Juli.Briskman@loudoun.gov](mailto:Juli.Briskman@loudoun.gov)

[www.loudoun.gov/algonkian](http://www.loudoun.gov/algonkian)

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**From:** Scott Ziegler  
**To:** Michelle Walker  
**Cc:** Sharon Willoughby; Susan Casale  
**Subject:** FW: Signature Needed  
**Date:** Tuesday, March 23, 2021 5:07:00 PM  
**Attachments:** CRRSA ESSER II App 2021 - 03.22.21.xlsb

---

Please affix my signature and return to Susan.

Scott Ziegler

**From:** Sharon Willoughby <Sharon.Willoughby@lcps.org>  
**Sent:** Tuesday, March 23, 2021 4:53 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** Susan Casale <Susan.Casale@lcps.org>  
**Subject:** Signature Needed

Scott,

Please sign the attached application that is required to receive our \$4.8m in ESSERII funds. We have identified the HVAC system replacement for funds usage, but have flexibility in amending and revising as necessary. The deadline for this is April 1. Please electronically sign and return to Susan Casale so that she may make the final submission.

Sorry for the short turn-around on this one.

Thanks!

**Sharon Willoughby**  
Assistant Superintendent of Business and Financial Services  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Telephone: 571-252-1400

**Subject:** FW: Signature Needed  
**Date:** Tuesday, March 23, 2021 5:06:37 PM  
**Attachments:** CRRSA ESSER II App 2021 - 03.22.21.xlsb

---

Scott Ziegler

**From:** Sharon Willoughby <Sharon.Willoughby@lcps.org>  
**Sent:** Tuesday, March 23, 2021 4:53 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** Susan Casale <Susan.Casale@lcps.org>  
**Subject:** Signature Needed

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Sorry for the short turn-around on this one.

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:** [Mark Smith](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Fw: [EXTERNAL] RE: Collective Bargaining Studies  
**Date:** Tuesday, March 23, 2021 4:58:11 PM  
**Attachments:** [image001.png](#)  
[FW Collective Bargaining for Teachers -- Research.msg](#)  
[Outlook-whjb41lw.png](#)

---

I know it's late but may be helpful.

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:** Stacy Haney <Shaney@haneyphinyo.com>  
**Sent:** Tuesday, March 23, 2021 4:48 PM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
**Subject:** [EXTERNAL] RE: Collective Bargaining Studies

Mark,

Sorry to get this to you so late but attached is an email and summary of some research that my colleague, Andrew, did for me during session last year.

Stacy Haney  
Haney Phinyowattanachip PLLC  
(804) 500-0301


**From:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Tuesday, March 23, 2021 10:48 AM  
**To:** Stacy Haney <Shaney@haneyphinyo.com>  
**Subject:** Collective Bargaining Studies

Hey Stacy,

Do you have any info/links/etc. to CB studies? Connections to student achievement or other areas? I recall you referencing some in a past presentation? Maybe? Scott is presenting to the board tonight. Sorry for the late email!

Mark

Mark J. Smith, Ed.D.

Interim Chief of Staff  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)  
 @SmithMarkUVA

**From:** Sharon Willoughby  
**To:** Scott Ziegler  
**Cc:** Susan Casale  
**Subject:** Signature Needed  
**Date:** Tuesday, March 23, 2021 4:55:18 PM  
**Attachments:** CRRSA ESSER II App 2021 - 03.22.21.xlsb

---

Scott,

Please sign the attached application that is required to receive our \$4.8m in ESSERII funds. We have identified the HVAC system replacement for funds usage, but have flexibility in amending and revising as necessary. The deadline for this is April 1. Please electronically sign and return to Susan Casale so that she may make the final submission.

Sorry for the short turn-around on this one.

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:** Cimichon  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Culturally Responsive Framework = CRT  
**Date:** Tuesday, March 23, 2021 12:40:19 PM

---

Loudoun County Public Schools is beginning to exhaust me. Far too much valuable time is being spent to call out LCPS. Instead, our sole focus should be on getting our children back in schools, five days a week, with teachers in the classroom.

The fact that you have in your employ and on our School Board those to who not only agree with discrimination but go so far as condone, or participate in, the witch hunt of citizens for their voice in a land where freedom of speech is protected by our Constitution, is truly unbelievable! Anyone who promotes discrimination, in any form, to anyone, should NOT be working in our school system. Not in administration, in the schools, or on the School Board. Period!

And, yes, Dr. Ziegler, let's clarify the misconceptions. LCPS indeed has adopted CRT. At the very least, you should tell the truth. LCPS spent over a hundred thousand dollars to pay for training by Ibram X. Kendi, a practitioner of CRT. The links from your email take us to pages which include teaching on "whiteness" and lessons titled "Critical Race Theory". There is documentation from high schools around Loudoun County of students being taught CRT and the hate filled rhetoric of discrimination. A misconception? Dr. Zielger, "Culturally Responsive Framework" is a discriminatory curriculum. It is Critical Race Theory. A snake by any other name, is still a snake.

What is going on here?! You DO NOT have my permission as a citizen to teach discrimination in the schools. YOU DO NOT! It does not matter what the context is, IT IS WRONG! You may not discriminate against someone for their culture, race, religion, gender, color, disability, education or income or anything else. It is morally wrong! And yet, it is not only being taught in LCPS, you applaud it.

How dare you teach my children and grandchildren that they are of no worth and should apologize by their very being for something neither they nor their heritage was never involved in. You know nothing of our family history or the challenges they had to overcome. Our extended family came to this country to escape oppression. And now, you are teaching the very hate they fled from. Discrimination, hate and intolerance, of any kind, has no place here. Take this damaging curriculum out of our schools. NOW! Instead, LCPS should be leading the way in promoting unity, kindness and inclusion.

Carri Michon  
Hamilton resident of 25 years  
Mother of 6  
Grandmother of 9.5



**From:** [Ashley Ellis](#)  
**To:** [Mark Smith](#)  
**Cc:** [Scott Ziegler](#); [Asia Jones](#)  
**Subject:** RE: Draft Response\_CRT 032321 - Invitation to edit  
**Date:** Tuesday, March 23, 2021 11:29:23 AM  
**Attachments:** [FW EXTERNAL Video - Harassment of a student.msg](#)  
[image001.png](#)  
[FW EXTERNAL CRT.msg](#)  
[Fwd EXTERNAL CRT.msg](#)

---

Of course – sharing with Scott and Asia too, just so we're all on the same page. The first video from Leslee didn't have any identifying information in it. The second from Leslee allowed us to determine it was a DE English 12 class at Freedom. The third from Denise doesn't have a video – just screenshots of the same slides. This is not a widespread issue (or even an issue at all??) and individuals who do not have a student in the class are obtaining the slides and sharing with the Board.

Thanks!

Ashley F. Ellis, Ed.D.


Assistant Superintendent for Instruction  
Loudoun County Public Schools

**From:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Sent:** Tuesday, March 23, 2021 11:24 AM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Subject:** Re: Draft Response\_CRT 032321 - Invitation to edit

Hey Ashley,

Could you share the video with me? I apologize if I missed it along the way.

Mark

Mark J. Smith, Ed.D.  
Interim Chief of Staff  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)  
 [@SmithMarkUVA](#)

---

**From:** Ashley Ellis (via Google Docs) <[drive-shares-noreply@google.com](mailto:drive-shares-noreply@google.com)>  
**Sent:** Tuesday, March 23, 2021 11:22 AM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Draft Response\_CRT 032321 - Invitation to edit

[ashley.ellis@lcps.org](mailto:ashley.ellis@lcps.org) has invited you to **edit** the following document:



Draft Response CRT 032321



We've gotten a third email about the video of a class discussion on race that i shared in Cabinet yesterday. I put Denise's questions and a draft response in this document. Feedback appreciated. Given Leslee's interest in it as well, I was planning on sending the response to the entire Board, unless you have another recommendation. Thanks!

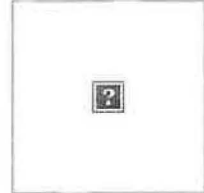
Ashley

**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 [ashley.ellis@lcps.org](mailto:ashley.ellis@lcps.org) shared a document with you from Google Docs.



**From:** Briskman, Juli  
**To:** Scott Ziegler; Brenda Sheridan  
**Cc:** Banks, Rev  
**Subject:** Athletic Fees  
**Date:** Tuesday, March 23, 2021 2:22:43 PM  
**Attachments:** image001.png

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Dr. Zeigler and Chairwoman Sheridan,

I would like to get clarification on the athletic fees for FY 22 before tomorrow's budget wrap session up in case I want to make a motion.

Can you please tell me if athletic fees are still in effect for FY22 and if there was a discussion to eliminate them? It was my understanding that the plan was to cut the fees in half this year and eliminate for next year. Specifically, what would the cost be to the county to eliminate the athletic fees for all students across the board?

As I have stated, I believe this to be an equity issue.

Every student should have equal access to athletics, band, arts, theater and music programs regardless of their family's ability to pay a fee. No student should be denied these opportunities that could change their lives and give them the confidence and additional experience that will elevate their chances of success.

I know Chair Sheridan said that free and reduced lunch children can "ask" for waivers. But this simply is not enough and really does not play out in a way that supports our children to the best of our abilities. First of all, they have to know to ask. Secondly, they have to get their parents to fill out the forms and "admit" their inability to pay. And thirdly, they face similar and more stigmatization than they already face by accepting free and reduced lunch. After speaking with the head of your own county-wide Parent Liaison Director on another project about two years ago, he said that the numbers of free and reduced lunch students artificially dissipates into the high school years because students are embarrassed and dislike the stigmatization of it. So, if this is happening, how many really will get notification of the waiver opportunity and take advantage of it?

I have paid athletic fees many times and I actually see no information about getting waivers on the website. So I also question the messaging and access to these waivers should a parent just try to go pay thinking they will get a waiver.

Lastly, what if they don't receive free and reduced lunch, but still feel as if they can't pay the fees over buying food and paying for utilities? Again, they fall through the cracks.

My point is, the oppressed should not have to fix the system for themselves. The onus should not be on them. It should be on us!

Thanks so much for your consideration and I look forward to your answers.

Juli

---

**For COVID-19 Information:**

**Visit:** [www.Loudoun.Gov/CoronaVirus](http://www.Loudoun.Gov/CoronaVirus)

**Call:** 703-737-8300

**Email:** [Health@Loudoun.Gov](mailto:Health@Loudoun.Gov)

**Text:** LCCOVID19 to 888777

---

Juli Briskman

***She/Her/Hers***

Supervisor, Algonkian District

Loudoun County Virginia

1 Harrison St.

Leesburg, Va. 20177

(571) 440-1934

(703) 771-5033

[Juli.Briskman@loudoun.gov](mailto:Juli.Briskman@loudoun.gov)

[www.loudoun.gov/algonkian](http://www.loudoun.gov/algonkian)

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**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 EMAIL: Updates to Executive Order 72 (EO72) effective April 1, 2021  
**Date:** Tuesday, March 23, 2021 4:25:44 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:** Tuesday, March 23, 2021 4:24 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] SUPT'S EMAIL: Updates to Executive Order 72 (EO72) effective April 1, 2021

john banner



On Tuesday March 23, 2021 Governor Northam signed [updates to Executive Order 72](#) which will go into effect at 12:00 midnight on April 1, 2021. Highlights from the revised EO72 relevant to PreK-12 education include:

#### Gathering Limits (Page 10)

- “All public and private in-person gatherings of more than 50 individuals indoors and 100 individuals outdoors are prohibited. A “gathering” includes, but is not limited to, parties, celebrations, or other social events, whether they occur indoors or outdoors. The presence of more than 50 individuals indoors, or 100 individuals outdoors, performing functions of their employment or assembled in an educational instructional setting is not a ‘gathering.’”
- School dances, fundraisers, award ceremonies (outside of graduation ceremonies) are subject to the gathering limits.

#### Recreational Sports (Page 7)

- “Indoor and outdoor recreational sports activities are permitted, provided participants and organizers of recreational sports activities comply with the sector-specific guidelines for recreational sports, which are expressly incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:
  - a. For sports played indoors, the total number of spectators cannot exceed the lesser of 30 percent of the occupancy load of the certificate of occupancy for the venue, or 100 persons per field. For sports played outdoors, the total number of spectators cannot exceed the lesser of 30 percent of the occupancy load of the certificate of occupancy for the venue or 500 spectators per field. Spectators must wear masks over their nose and mouth at all times, and ten feet of physical distance must be maintained between spectators who are not Family members, as defined in section 1, subsection D, paragraph 2.”

## Graduation Ceremonies (Page 11-12)

- “Graduations and commencement ceremonies must follow the [guidelines found here](#).”

## For more information

For more information [please visit the VDOE website](#) or contact Holly Coy, Assistant Superintendent for Policy, Equity and Communications at [holly.coy@doe.virginia.gov](mailto:holly.coy@doe.virginia.gov) or 804-225-2092.

- [03-23-21 Updates to Executive Order 72 \(EO72\) effective April 1, 2021.pdf](#)

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VDOE logo



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This email was sent to [karen.dawson@lcps.org](mailto:karen.dawson@lcps.org) using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219

**From:** [Virginia Department of Education](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] SUPT'S EMAIL: Updates to Executive Order 72 (EO72) effective April 1, 2021  
**Date:** Tuesday, March 23, 2021 4:24:32 PM

john banner



On Tuesday March 23, 2021 Governor Northam signed [updates to Executive Order 72](#) which will go into effect at 12:00 midnight on April 1, 2021. Highlights from the revised EO72 relevant to PreK-12 education include:

#### Gathering Limits (Page 10)

- "All public and private in-person gatherings of more than 50 individuals indoors and 100 individuals outdoors are prohibited. A "gathering" includes, but is not limited to, parties, celebrations, or other social events, whether they occur indoors or outdoors. The presence of more than 50 individuals indoors, or 100 individuals outdoors, performing functions of their employment or assembled in an educational instructional setting is not a 'gathering.'"
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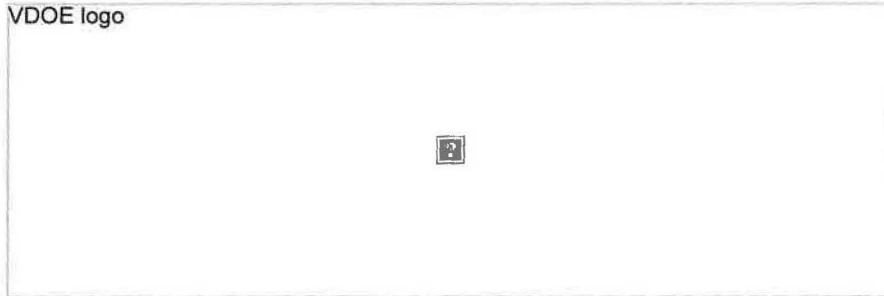
- [03-23-21 Updates to Executive Order 72 \(EO72\) effective April 1, 2021.pdf](#)

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This email was sent to [scott.ziegler@lcps.org](mailto: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: Ashley Ellis  
To: Denise Corbo; Leslie King  
Cc: Scott Ziegler; Mark Smith; Asia Jones  
Subject: RE: CRT and Gender Marker Questions  
Date: Tuesday, March 23, 2021 3:19:09 PM

Good afternoon, Denise and Leslie,

I am providing this response to you both because you each sent an inquiry about the same video and slides that were sent by more than one constituent. This is a lot of information, and I hope it is helpful. I'm also blind copying the School Board on this message given the nature of both topics. Please let me know what additional information I can provide.

As we've stated in committee meetings and messages to the community, LCPS is not teaching CRT (Critical Race Theory), nor have our staff been trained in Critical Race Theory. The slides that have been sent to you from a couple of individuals come from a high school dual enrollment class. The video is an excerpt of a class discussion in a dual enrollment college level English course in which students were exposed to different literary theories as a way of critiquing different pieces of literature. CRT was an example of a theory that can be applied to literary criticism. Other theories such as structuralism, deconstructionism, and feminism were also shared. [Here](#) is a resource on literary theory and schools of criticism if you are interested. The slides are not a part of an LCPS training.

As Dr. Ziegler stated in his community message last week, in explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to.

Information related to countywide training for equity was shared with the LCPS School board on September 22 ([Slide Deck](#)). Additionally, the Department of Instruction has created a [frequently asked question](#) document related to Equity and Culturally Responsive Instruction.

The acronym "CRT" might sometimes be confused with Culturally Responsive Teaching. As you know from C&I meetings this year, we do have a [Culturally Responsive Framework](#) that was developed this past year and is being utilized in our schools. Again, this is not Critical Race Theory.

Regarding the "\$400,000 in training" mentioned in a couple of the emails, that is likely a reference to the cost of the Equity Collaborative's support two years ago. Again, this was not CRT training - it was support with the systemic equity assessment and in finishing our work in getting all staff trained in Equity in the Center module 1.

I appreciate you asking for thoughts on how to respond to messages like the one you shared. Here is a possible response you could use if you want:

*LCPS equity actions are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.*

*The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to.*

*The acronym "CRT" might sometimes be confused with Culturally Responsive Teaching. As you know from C&I meetings this year, we do have a [Culturally Responsive Framework](#) (CRF) that was developed this past year and is being utilized in our schools. This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and Virginia Department of Education. Again, this is not Critical Race Theory.*

Regarding your second question about restroom use and the new gender marker for students, the selection of the "Non-Binary" gender marker does not enable a student to utilize a restroom or locker room that is different from that of their assigned sex at birth. The "Non-Binary" gender marker is a code that is now available within the Student Record to all students attending Virginia public schools. The Virginia Department of Education (VDOE) is currently in the process of completing a Model Policy for the Treatment of Transgender Students in Virginia's Public Schools. In accordance with Virginia Code, LCPS will work to develop a policy, based upon the VDOE model policy, for implementation next school year. Although such policy is not currently in place, LCPS Policy 1040 Equal Opportunity for Equitable, Safe and Inclusive Environment recognizes gender identity and gender expression. Additionally, each school has an administrative leadership team that includes school counselors, social workers, and psychologists, who stand ready to support families and students who may be transgender. Should a family have specific questions to support the needs of a student, they should contact the school principal or school counselor and they will be able to assist the family.

Again, please let me know what additional information I can provide.

Thank you,  
Ashley

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

From: Denise Corbo <Denise.Corbo@lcps.org>  
Sent: Tuesday, March 23, 2021 8:55 AM  
To: Ashley Ellis <Ashley.Ellis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
Subject: Fwd: [EXTERNAL] CRT

Good morning,

I have received many emails accusing LCPS of teaching CRT with the attached photos. Do you know what they are referring to? Are these slides part of our training? One email mentioned we have paid \$400,000 for the training. Please let me know what this is, what training they are referring to and if we are using these slides as part of our training or not, and how to respond to emails like the one below.

Secondly, I've been asked about the new categories for enrolling students. The question I was asked is of a child is not identified as male or female, what restroom do they use and how does the identification play out with gender categories such as sports etc. Please help me understand the protocol and help me with a response to the questions regarding unidentified genders as well as CRT.

Thanks,

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: [johnarra@gmail.com](mailto:johnarra@gmail.com) <[johnarra@gmail.com](mailto:johnarra@gmail.com)>

Sent: Tuesday, March 23, 2021 8:10:27 AM

To: John Beatty <[John.Beatty@kps.org](mailto:John.Beatty@kps.org)>; Brenda Sheridan <[Brenda.Sheridan@kps.org](mailto:Brenda.Sheridan@kps.org)>; Atoosa Reaser <[Atoosa.Reaser@kps.org](mailto:Atoosa.Reaser@kps.org)>; Harris Mahedavi <[Harris.Mahedavi@kps.org](mailto:Harris.Mahedavi@kps.org)>; Ian Serotkin <[Ian.Serotkin@kps.org](mailto:Ian.Serotkin@kps.org)>; Jeff Morse <[Jeff.Morse@kps.org](mailto:Jeff.Morse@kps.org)>; Denise Corbo <[Denise.Corbo@kps.org](mailto:Denise.Corbo@kps.org)>; Leslee King <[Leslee.King@kps.org](mailto:Leslee.King@kps.org)>; Eric Williams <[Eric.Williams@kps.org](mailto:Eric.Williams@kps.org)>; Beth Barts <[Beth.Barts@kps.org](mailto:Beth.Barts@kps.org)>

Subject: [EXTERNAL] CRT

Pretty sure y'all said CRT isn't being taught in our schools?

General Writing • Research and Citation • Teaching and Tutoring • Subject-Specific Writing •  
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## Critical Race Theory (1970s-present)

### Summary:

This resource will help you begin the process of understanding literary theory and schools of criticism and how they are used in the academy.

Contributors: Allen Hulse, J. Case Tompkins, Libby Chernouski, Elizabeth Boyle, Sebastian Williams

Last Edited: 2015-08-17 02:48:23

### Introduction

Critical Race Theory, or CRT, is a theoretical and interpretive mode that examines the appearance of race and racism across dominant cultural modes of expression. In adopting this approach, CRT scholars attempt to understand how victims of systemic racism are affected by cultural perceptions of race and how they are able to represent themselves to counter prejudice.

Closely connected to such fields as philosophy, history, sociology, and law, CRT scholarship traces racism in America through the nation's legacy of slavery, the Civil Rights Movement, and recent events. In doing so, it draws from work by writers like Sojourner Truth, Frederick Douglass, W.E.B. Du Bois, Martin Luther King, Jr., and others studying law, feminism, and post-structuralism. CRT developed into its current form during the mid-1970s with scholars like Derrick Bell, Alan Freeman, and Richard Delgado, who responded to what they identified as dangerously slow progress following Civil Rights in the 1960s.

Prominent CRT scholars like Kimberlé Crenshaw, Mari Matsuda, and Patricia Williams share an interest in recognizing racism as a quotidian component of American life (manifested in textual sources like literature, film, law, etc.). In doing so, they attempt to confront the beliefs and practices that enable racism to persist while also challenging these practices in order to seek liberation from systemic racism.

As such, CRT scholarship also emphasizes the importance of finding a way for diverse individuals to share their experiences. However, CRT scholars do not only locate an individual's identity and experience of the world in his or her racial identifications, but also their membership to a specific class, gender, nation, sexual orientation, etc. They read these diverse cultural texts as proof of the institutionalized inequalities racialized groups and individuals experience every day.

As Richard Delgado and Jean Stefancic explain in their introduction to the third edition of *Critical Race Theory: The Cutting Edge*, "Our social world, with its rules, practices, and assignments of prestige and power, is not fixed; rather, we construct with it words, stories and silence. But we need not acquiesce in arrangements that are unfair and one-sided. By writing and speaking against them, we may hope to contribute to a better, fairer world" (3). In this sense, CRT scholars seek tangible, real-world ends through the intellectual work they perform. This contributes to many CRT scholars' emphasis on social activism and transforming everyday notions of race, racism, and power.

More recently, CRT has contributed to splinter groups focused on Asian American, Latino, and Indian racial experiences.



## Common Questions

- What is the significance of race in contemporary American society?
- Where, in what ways, and to what ends does race appear in dominant American culture and shape the ways we interact

### CULTURAL (MIS-) APPROPRIATION

Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

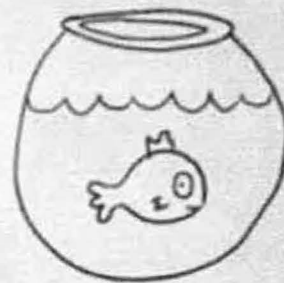


 Like

 Comment

### WHITE SUPREMACY

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to those of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.



THE LONGER YOU SWIM  
IN A CULTURE, THE MORE  
INVISIBLE IT BECOMES

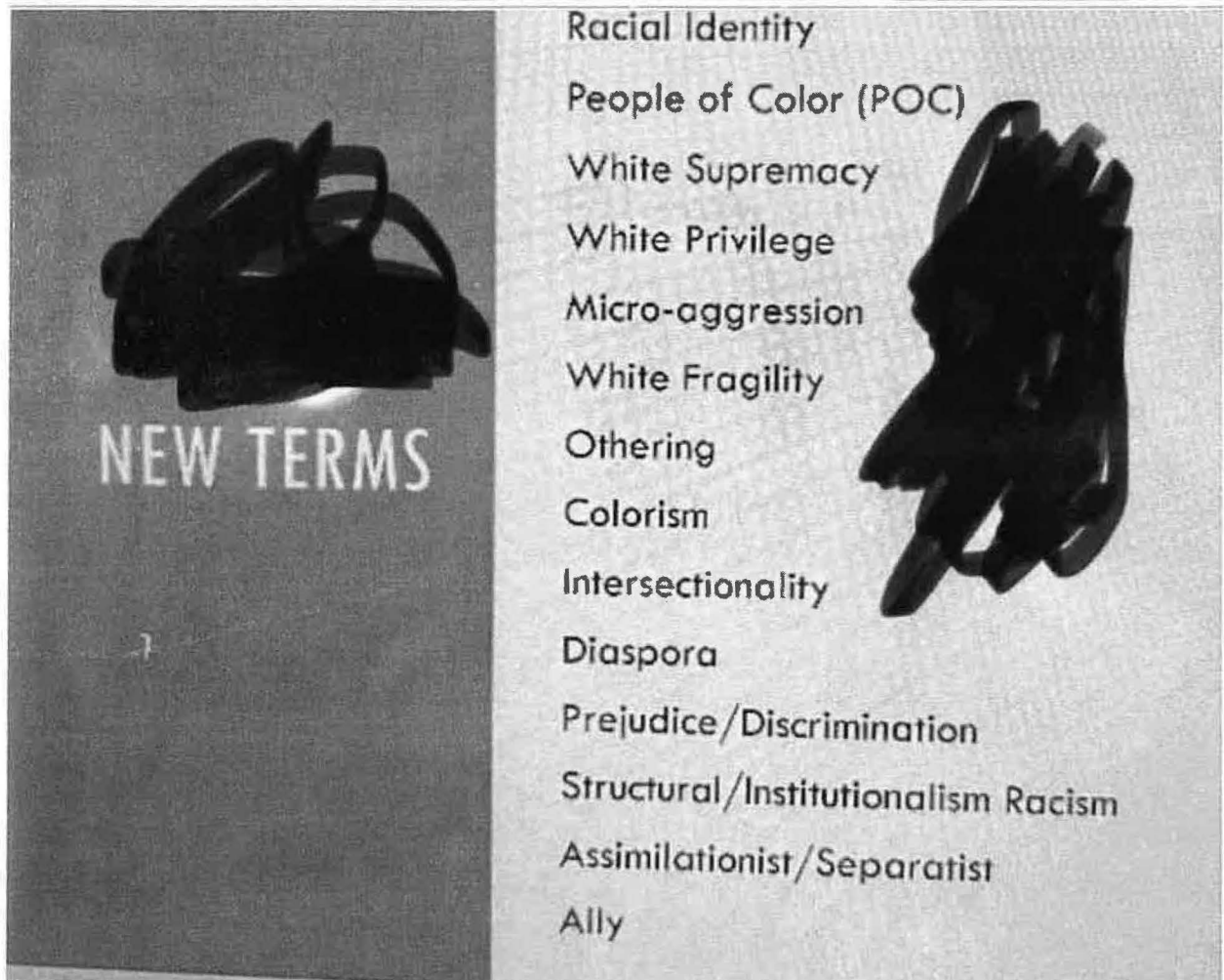
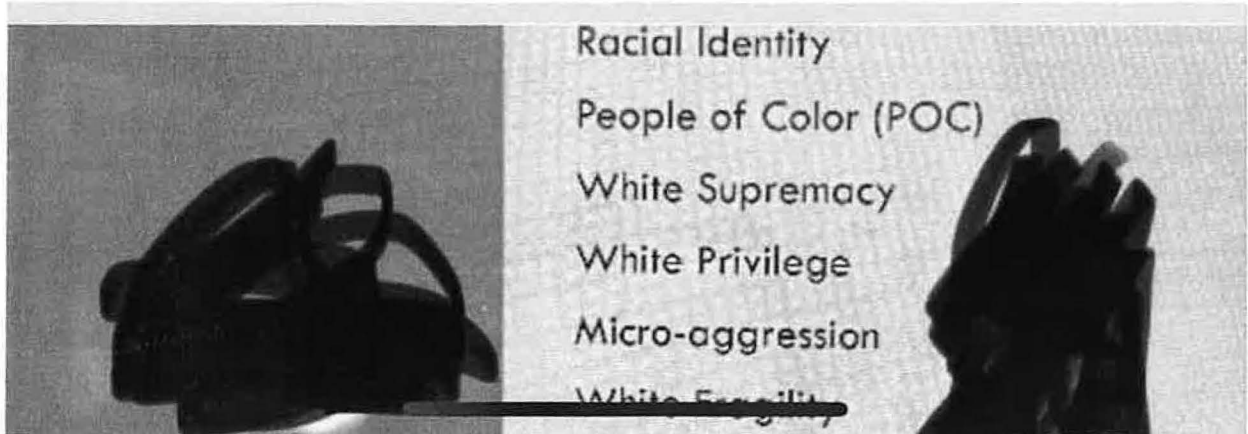




Like



Comment

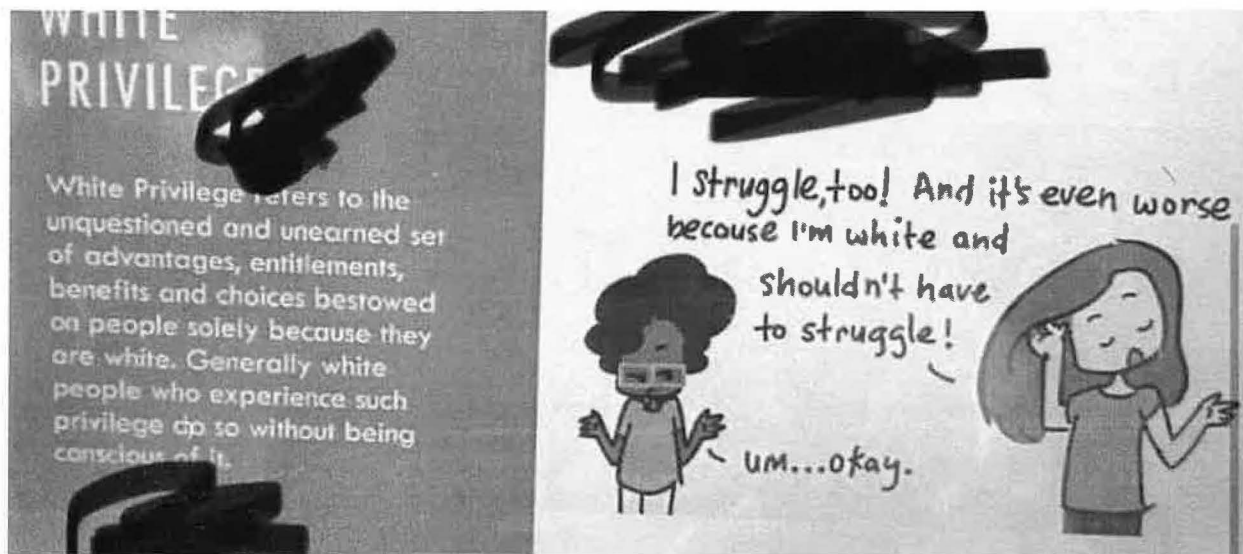


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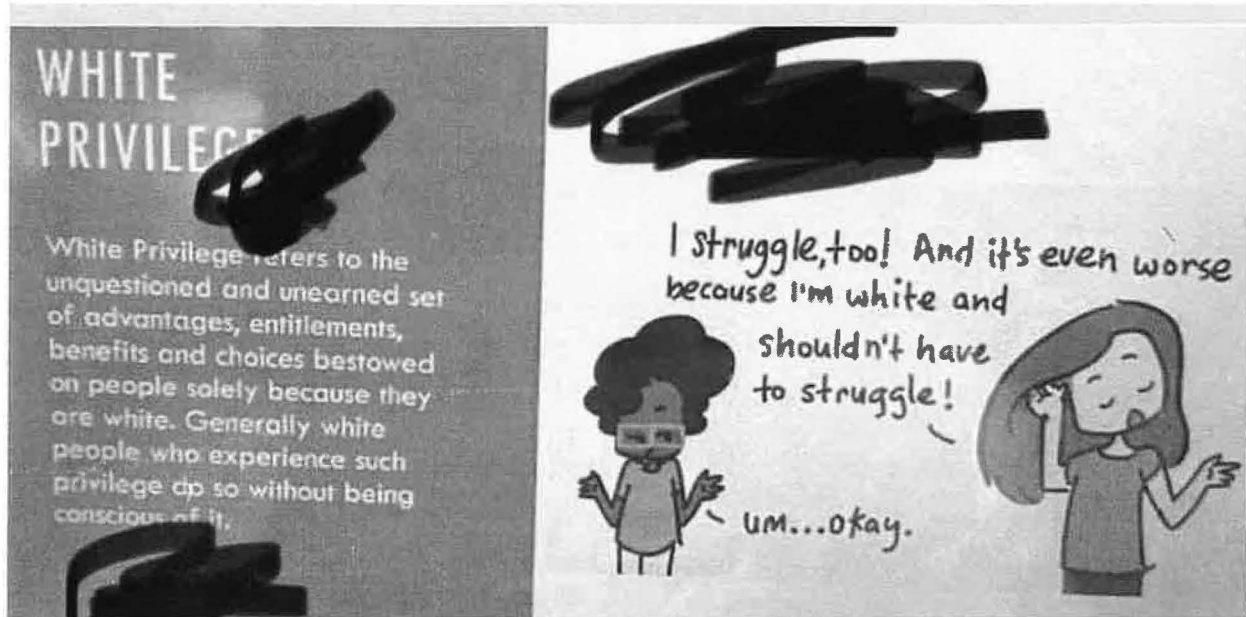
Comment



Like

Comment





Like



Comment



Kate O'Harra

Sent from my iPhone

**From:** Kandise Lucas  
**To:** clucasklucas@yahoo.com  
**Cc:** Avorkor Austin; Matthew Schneer; Gregg Corr; alice.wender@ed.gov; Renee Wohlenhaus (CRT); hearingofficer@vacourts.gov; Da'Quan Love; MHERRING@oag.state.va.us; Phillip Thompson; Saad El-amin; Kewin Greenhill; James Lane; Samantha Hollins; Hank Millward; President; Brenda Sheridan; Scott Ziegler; Dick Uliano; Elizabeth Greenhill; Kathryn Jones  
**Subject:** [EXTERNAL] Re: Hearing Officer And Loudoun County Violate Parents' Right To Public Virtual Due Process Hearing: PG V. LCPS  
**Date:** Tuesday, March 23, 2021 4:46:46 PM  
**Attachments:** image0.png

---

Please see the attached. I have been blocked from attending the public due process hearing in person as well as virtually as have nearly thirty other black individuals. We will have them send their denials from Ms. Smith.

Verizon LTE 2:41 PM  
loudouncountyps.iad1.qualtrics.com -- Private



Kandise Lucas

**Thank you for completing the LCPS COVID-19 Symptom Checker questionnaire. You are not permitted to enter the building today. If you need to sign out your child or have come for another reason, please return to your vehicle and contact our front office staff to assist you.**

**Response ID: R\_2v5DTCIEXHvZt04**

Kandise Lucas

**Timestamp: Tuesday, March 23rd 2:41 PM**





**From:** Michele Leffler  
**To:** Scott Ziegler  
**Cc:** Wayde Byard; Mark Smith; Stephen DeVita; bos@loudoun.gov; Schoolboardemail; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock  
**Subject:** [EXTERNAL] Thank you for your letter to the community, why are there proctors in elementary schools?  
**Date:** Thursday, February 11, 2021 7:43:40 PM

---

Good evening,

Can you please define, "proctor" and their role in the schools? Why would hybrid teachers need a proctor? Aren't they supposed to WANT to be around the kids and that was how they were chosen to be a hybrid teacher at the beginning? From the email we got from the interim superintendent, this was the only thing we know about who will be in our child's third grade class instead of her teacher:

Proctors

Teachers who have been approved for distance learning due to a qualifying need will be assigned a proctor, a substitute teacher, or an existing site-based substitute teacher to supervise their in-person students. Proctors and substitute teachers may also be assigned to monitor classes when a teacher is absent due to illness or quarantine.

How many proctors are in the schools? Is it 207?

How is it best practices to allow proctors in elementary classes?

Does this happen in specific zip codes where teachers don't want to be in person? What mental health options do you offer to children who don't understand why their teacher is afraid of them? How do you not think that won't affect their education? They need normalcy, not electronics.

How will this compare with students whose teacher wants to be teaching in the classroom? What message is being sent to elementary kids that their teacher doesn't think it is safe to be around them? Where is the equity in these situations? Some will have a better education than others. Some will be scarred by teachers that they are afraid to make sick. Don't punish the kids for wanting a teacher that loves them enough to want to teach them in person. Like my oldest daughter's 5th grade teacher. Night and day experience there.

Please know that school anxiety is a real thing and when their teacher doesn't think schools are safe, the students won't think schools are safe.

I know you all want money. I just want a quality education for my children to be around teachers that WANT to teach kids in person. Not adults that scare children by not willing to be in person. I would like to know why principals are allowed to have proctors at elementary schools -- it is traumatic and a poor substitute for a quality education. If we pay our taxes, perhaps you should pay for our children's private education where teachers aren't afraid of students.

Please look at this from a child's perspective. It is like a divorce and bad custody

arrangement. The kids internalize these things and it is arrogant to pretend they don't. I support a probation for LCPS to demonstrate clearly that young children that chose hybrid deserve to feel safe at school. Until then, perhaps LCPS needs to review their HR policy because traumatizing children shouldn't be the new role of teachers. Stop scaring our children and start teaching them. As a mother and as a veteran with PTSD, you are doing so much harm by coddling teachers that it is scarring our children. It shouldn't be political --- it is a moral issue.

Stop bullying our kids LCPS. Stop fundraising in the pandemics. Stop "elected officers" only town hall meetings where they have more interaction with senior leadership and school board members than with the board of supervisors.

Show us YOUR priorities. Because we don't understand them. And I believe the new Communication Committee can do wonderful things, I have faith in them. Gossip doesn't help, as we saw from the prior committee members, competence and a clear message helps. Again, stop scaring and bullying our children or pay for their private education if you can't handle it. Simple solutions. Make the KIDS feel safe to go to school. Stop pushing them out. Prove to me that you care about my kids too. I help you all out. Now I need your help.

Proctors need a minimum time frame that needs to be explicitly detailed to parents. We deserve the respect of that. Especially if you want our money. We want teachers to teach our kids in the classroom. Instead of scaring them away.

:-) 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:** Asia Jones  
**To:** Vince Scheivert; Kelly Briner; Stephen DeVita  
**Cc:** John Lody; Rachel Johnson; Sharon Willoughby; Donna Smith; Thomas Chelgren; Patricia Nelson; Andrea Philyaw; Scott Ziegler  
**Subject:** FW: [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)  
**Date:** Thursday, February 11, 2021 8:13:25 PM  
**Attachments:** 21 VDOE-LCSB MOA NC-PR9310250-2021 for Virginia IEP services provided by PCG.pdf  
21 VDOE Virginia School Data Privacy Agreement (DPA) FINAL 7-2-20 v1.pdf

---

Good evening Kelly,

Thank you for your careful review of this VDOE IEP MOA and PCG Vendor information. I have a few questions for you and Vince and Steve. I invite others to raise any questions as well.

1. Additional "Add Ons" are being purchased beyond what the VDOE purchased base product. Should the "add ons" be included within these documents? If the "add ons" are already included, please list the page number for my reference.
2. Page 2 of the "Virginia School DPA" document states, "**Parent Access.** Provider shall cooperate and respond within ten (10) days to Division's request for personally identifiable information in a pupil's records held by Provider to view or correct as necessary." Ten (10) days to respond to the division's request for data seems unreasonable. I anticipate this would interfere with LCPS being able to quickly access data. Is this standard or should we request shorter timeframe?
3. The Virginia School DPA has blank fillable fields, does LCPS expect a certain response? And if so, should we include the response and have them (VDOE or PCG) sign?
4. It appears that we are only requesting the VDOE sign given their endorsement of the PCG VA IEP platform. Is there another set of documents that PCG must sign as well?

Thank you.

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:** Kelly Briner <Kelly.Briner@lcps.org>  
**Sent:** Thursday, February 11, 2021 5:40 PM  
**To:** Patricia Nelson <Patricia.D.Nelson@lcps.org>; Andrea Philyaw <Andrea.Philyaw@lcps.org>; Asia Jones <Asia.Jones@lcps.org>  
**Cc:** John Lody <John.Lody@lcps.org>; Rachel Johnson <Rachel.Johnson@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Donna Smith <Donna.Smith@lcps.org>; Thomas Chelgren <Thomas.Chelgren@lcps.org>  
**Subject:** RE: [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)  
**Importance:** High



Dear Dr. Nelson and Dr. Jones-

We have completed our review of the attached MOA for the VDOE/PCG IEP services, and it is fine to proceed. If you like, please let us know who will be signing this on behalf of LCPS and we can insert the typed signatory information on the attached.

Since the VDOE IEP program will be collecting/storing student private information, we need to request the Virginia School Data Privacy Agreement (DPA) be reviewed, completed where necessary, and signed on page 9 by the VDOE and returned for our records.

Monique Jones of the VDOE has requested the signed MOA be returned no later than close of business on Tuesday, February 16, 2021. Please let us know if you would like to facilitate submission of the MOA and request of the DPA with Ms. Jones or if you would like us to work with her on a direct basis and copy you on the correspondence.

Thanks for your help and please let us know if you have any questions in the meantime.

Kelly Briner, Risk Manager  
Loudoun County Public Schools  
Procurement/Risk Management Services  
21000 Education Court  
Ashburn, VA 20180  
571-252-1270  
[kelly.briner@lcps.org](mailto:kelly.briner@lcps.org)

**From:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Sent:** Tuesday, February 9, 2021 1:54 PM  
**To:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Cc:** John Lody <[John.Lody@lcps.org](mailto:John.Lody@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Thomas Chelgren <[Thomas.Chelgren@lcps.org](mailto:Thomas.Chelgren@lcps.org)>  
**Subject:** FW: [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)  
**Importance:** High

**From:** Monique Jones <[monique.jones@doe.virginia.gov](mailto:monique.jones@doe.virginia.gov)>  
**Sent:** Tuesday, February 9, 2021 1:34 PM  
**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Subject:** [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)  
**Importance:** High

Please find attached the MOA granting Loudoun County Public Schools to use the online



Individualized Education Program (IEP) developed for the Department of Education.

We ask that you have the appropriate School official read and sign the document and return it to me by close of business Tuesday, February 16, 2021. A copy of the fully executed document will be provided to you after the document has been signed by the appropriate VDOE official.

If you have any questions feel free to contact me directly by reply to this message.

Thank you for your prompt attention to this matter. I look forward to hearing from you soon.

Monique R. Jones, VCO  
Associate Director of Procurement  
VIRGINIA DEPARTMENT OF EDUCATION  
101 N. 14<sup>th</sup> Street  
Richmond, VA 23219  
[monique.jones@doe.virginia.gov](mailto:monique.jones@doe.virginia.gov)  
804-225-3348 (office)  
804-926-0169 (cell)  
804-225-2509 (fax)

VDOE has modified operations to maintain the health and safety of our employees and the community at large due to COVID-19. The best way to contact me is through email, as I am currently working remotely.

**From:** [Kelly Briner](#)  
**To:** [Asia Jones](#); [Vince Scheivert](#); [Stephen DeVita](#)  
**Cc:** [John Lody](#); [Rachel Johnson](#); [Sharon Willoughby](#); [Donna Smith](#); [Thomas Chelgren](#); [Patricia Nelson](#); [Andrea Philvaw](#); [Scott Ziegler](#)  
**Subject:** RE: [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)  
**Date:** Thursday, February 11, 2021 10:24:05 PM  
**Attachments:** [21 VDOE-LCSB MOA NC-PR9310250-2021 for Virginia IEP services provided by PCG.pdf](#)  
[21 VDOE Virginia School Data Privacy Agreement \(DPA\) FINAL 7-2-20 v1.pdf](#)  
[21 PCG revised LOUDOUN COUNTY VA Add-On Services- Agreement - Cohort V - 2021 February v2.pdf](#)

---

Dear Dr. Jones-

Thank you for your detailed analysis and excellent observations.

### **VDOE & LCSB MOA**

The previous email and its attached documents only address the MOA specifically between the VDOE and LCSB which is in effect from the date of execution (assuming February 16 or there about considering the requested return date) until March 29, 2027 unless terminated by the VDOE sooner. The MOA is granting LCSB use of the VDOE Online IEP Program services at no charge. PCG is referenced as the party which developed the online program and as the "Contractor" of the VDOE. PCG is not listed as a direct party of the attached MOA between the VDOE and LCSB.

The original attached documents did not include the PCG Add-On bundle contract which we were looking at separately. The first attached document is the only information we received with an email that gave a date certain on return. I must apologize that I did not realize that the VDOE MOA and the PCG Add-On bundle contract are to be viewed hand in hand.

Since both the VDOE and PCG will each be collecting and storing our student data, and since there appears to be two separate agreements, we foresee PCG will need their own DPA with LCPS, separate from the VDOE. **Of course, we defer to DDI and Legal if they determine otherwise.**

### **PCG & LCSB License and Services Agreement**

We have done a preliminary review of the 15 page **PCG Add-On Services bundle Agreement** which is specifically between LCSB and PCG and is known as the **PUBLIC CONSULTING GROUP LLC, EDPLAN™ LICENSE AND RELATED SERVICES AGREEMENT**. It is effective July 1, 2021 and runs annually until terminated. Pricing is included for a 3 year period and will increase thereafter.

For the sake of consolidating the email discussion of the two different agreements, see the attached **PCG Add-On Services Agreement** (3<sup>rd</sup> attachment). This is a preliminary review, with comments and red-lines. Keep in mind, that we also recommend a separate DPA between PCG and LCSB. Please feel free to review it along with DDI-Mr. Scheivert and team and Legal-Mr. DeVita.

We will look forward to any questions and receiving everyone's further revisions.

All the best-  
Kelly

Kelly Briner, Risk Manager

Loudoun County Public Schools  
Procurement/Risk Management Services  
21000 Education Court  
Ashburn, VA 20180  
571-252-1270  
[kelly.briner@lcps.org](mailto:kelly.briner@lcps.org)

**From:** Asia Jones <Asia.Jones@lcps.org>

**Sent:** Thursday, February 11, 2021 8:13 PM

**To:** Vince Scheivert <Vince.Scheivert@lcps.org>; Kelly Briner <Kelly.Briner@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>

**Cc:** John Lody <John.Lody@lcps.org>; Rachel Johnson <Rachel.Johnson@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Donna Smith <Donna.Smith@lcps.org>; Thomas Chelgren <Thomas.Chelgren@lcps.org>; Patricia Nelson <Patricia.D.Nelson@lcps.org>; Andrea Philyaw <Andrea.Philyaw@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Subject:** FW: [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)

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**Subject:** FW: [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)



**Importance:** High

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**Sent:** Tuesday, February 9, 2021 1:34 PM

**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Subject:** [EXTERNAL] Memorandum of Agreement (Loudoun County Schools)

**Importance:** High

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If you have any questions feel free to contact me directly by reply to this message.

Thank you for your prompt attention to this matter. I look forward to hearing from you soon.

Monique R. Jones, VCO  
Associate Director of Procurement  
VIRGINIA DEPARTMENT OF EDUCATION  
101 N. 14<sup>th</sup> Street  
Richmond, VA 23219  
[monique.jones@doe.virginia.gov](mailto:monique.jones@doe.virginia.gov)  
804-225-3348 (office)  
804-926-0169 (cell)  
804-225-2509 (fax)

VDOE has modified operations to maintain the health and safety of our employees and the community at large due to COVID-19. The best way to contact me is through email, as I am currently working remotely.

**From:** Tom Smith  
**To:** Ben Kiser; Andy Stamp; Liza Scallet; Fornash, Laura Worley  
**Subject:** [EXTERNAL] State Budget Information  
**Date:** Wednesday, February 10, 2021 4:56:43 PM  
**Attachments:** 2021 house budget report out briefing 2-10-21.pdf  
Senate Finance 2021 SFAC K12 Subcommittee Report.pdf  
House Elementary Secondary Ed.pdf  
House Full Amendments - Subcommittee Report Out 2-10-21.pdf

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Dear Superintendents,

The House Appropriations and the Senate Finance Committees reported out their amendments to the State Budget. While there are many individual changes, some of the major ones include:

House:

1. Growth assessments in Grade 3-8
2. 5% teacher raise – effective July 1, 2021 - must be given over the 20-22 biennium
3. COVID-19 Learning Loss Remediation and Recovery Grants
4. Hold harmless same as Chapter 56

Senate:

1. 3% teacher raise – effective August 1, 2021 – must be given over the 20-22 biennium
2. Lottery proceeds fund for learning loss - \$117.18 per child
3. Three specialized staff support positions per 1000 students
4. Requirement all school divisions to offer in-person instruction options in the 2021-2022 school year to a student if the parent or guardian requests.
5. The Senate report does include individual school division amounts.

I have attached copies of the individual subcommittee reports. Also attached is the full House committee presentation and report. In the full report the education items begin on page 42. Please let me know if you have any questions. We will continue to look and evaluate this information.

Thanks,

Tom

**From:** [Nancy Kramer](#) on behalf of [Kevin Lewis](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Mark Smith](#); [Michelle Walker](#); [Kevin Lewis](#); [Nancy Kramer](#)  
**Subject:** Support Services Update  
**Date:** Wednesday, February 10, 2021 3:41:27 PM  
**Attachments:** [2-9-21 NAACP Loudoun Space in the Douglass School AT.pdf](#)  
[2-9-21 NAACP Loudoun Space in the Douglass School HS.pdf](#)  
[LCSB Draft Proclamations Resolutions Response 2-5-21.pdf](#)  
[6510-REG.pdf](#)

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Dr. Ziegler,

Please find information related to Support Services that may be of interest to the School Board.

#### **LCPS Staff Attendance at February 10 Board of Supervisors Meeting/Public Hearing**

County Planning staff has asked that Bev Tate, Director of Planning, attend the Board of Supervisors February 10 meeting/public hearing to answer any questions specific to school impact on student enrollment for the Goose Creek Overlook land use application (ZMAP-2020-0005, Goose Creek Overlook). The project is proposing 251 dwelling units including a maximum of 136 single family attached and 115 multifamily units. The property is sited in the Belmont Station ES/Trailside MS/Stone Bridge HS attendance areas and overlaps both the Ashburn and Blue Ridge election districts. This is an example of the many ways in which our staff support the County Staff and the Board of Supervisors. If Ms. Tate is asked any questions or is called upon, a report will be included in the next update.

#### **Requests for Allocation of Space at Douglass High School**

On February 9, 2021, staff received correspondence from two members of the NAACP Loudoun intended for the School Board. Please see attached.

#### **Update Regarding the School Board Resolution on Climate Action**

Please see the attached response to a School Board member concerning progress in support of the School Board Resolution on Climate Action.

#### **Regulation 6510 in Support of Policy 6510 Naming School Facilities**

With regard to areas of school facilities, grounds, and/or programs in honor or recognition of a significant educational contribution either to Loudoun County Public Schools or an individual public school, LCPS will provide and install a cast metal plaque in the area that was named. The regulation is attached.

#### **Request for US Army Golden Knights/Tandem Jump at PFHS**

A special military operation request for a Potomac Falls HS student who is terminally ill has been approved by the Army for the student to do a tandem jump with the Army's elite Golden Knights Team as one of his final wishes. His family, the U.S. Army and the FFA (restricted flight area request) have all approved this special request. The Army is requesting permission to use Potomac Falls HS as their landing zone for this tandem jump. The Principal and school administration are supportive. Staff has reviewed the request and intends to allow the US Army Golden Knights to fulfill this wish for the student.

#### **Transportation Concern Registry Update**

Of the 307 registered complaints, 295 or 96% of the total registered complaints, have been closed following review and response. Of the 167 registered bus stop related complaints, 158 or 95% of the total registered bus stop related complaints, have been closed following review and response.

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:** Lisa Boland  
**To:** Scott Ziegler  
**Subject:** Assistant Director of DDI Job Description  
**Date:** Wednesday, February 10, 2021 12:41:48 PM  
**Attachments:** Assistant Superintendent, Digital Innovation May 2017.docx

---

Good afternoon,

I have attached the most recent job description on file for the Assistant Director of DDI. Please let me know if you have any edits. We will update accordingly and prepare for posting in May.

Thank you.

*Lisa Boland*

Lisa Boland

Director of Human Resources and Talent Development

(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Office: 571-252-1554

Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Karen Dawson  
**To:** [Ashley Ellis](#); [Asia Jones](#); [Beth Robinson](#); [Clark Bowers](#); [Donna Smith](#); [Holland Yummit](#); [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; [Vince Scheivert](#)  
**Subject:** FW: [EXTERNAL] VDOE News: VDOE and Virginia Ed Strategies to Develop Professional Learning Community for STEM and Computer Science Teachers  
**Date:** Wednesday, February 10, 2021 11:22:23 AM

---

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:** Wednesday, February 10, 2021 11:21 AM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] VDOE News: VDOE and Virginia Ed Strategies to Develop Professional Learning Community for STEM and Computer Science Teachers

Having trouble viewing this email? [View it as a Web page.](#)

VDOE Office of Media Relations: News Release, Superintendent Dr. Lane, Contact Charles Pyle



For Immediate Release: February 10, 2021  
Contact: [Charles B. Pyle](#), Director of Media Relations (804) 640-2117

## **VDOE and Virginia Ed Strategies to Develop Professional Learning Community for STEM and Computer Science Teachers**

BOYDTON, Va. — Governor Ralph Northam and Superintendent of Public Instruction James Lane announced today that the Virginia Department of Education and Virginia Ed Strategies will collaborate to create a professional development program to increase teacher effectiveness and improve in-person, remote and hybrid instruction in science, mathematics and computer science.

The five-year effort is funded through a \$10.8 million dollar Education Innovation and Research grant from the U.S. Department of Education awarded to Virginia Ed Strategies, a South Boston-based nonprofit that supports the efforts of Virginia schools, businesses and communities to prepare students for life and careers.

The grant and project were announced this morning during a news conference at the Mecklenburg County School Board office in Boydton. Joining Northam and Lane for the announcement were Virginia Ed Strategies CEO Jennifer Stevens, Bristol Superintendent and Coalition of Small and Rural Schools of Virginia President Keith Perrigan and Mecklenburg County Superintendent Paul Nichols.

Working in partnership, VDOE and Virginia Ed Strategies will create and implement the Professional Learning by Choice Community — or CHOICE — project to provide high-quality, teacher-directed professional development opportunities and experiences for up to 2,100 middle and high school science, mathematics, and computer science teachers.

"Of the 138 proposals submitted nationwide during the last fiscal year, the U.S. Department of Education only awarded 20 grants," said Northam. "I am proud that Virginia Ed Strategies brought one of these grants home to Virginia to support students and teachers at a time when they need it most. The CHOICE project will equip educators in our rural school divisions with increased capacity for teaching STEM disciplines in a variety of learning environments and better prepare young Virginians to thrive in a rapidly changing, technologically-advanced, global society."

"In the short term, participating educators will be better prepared to meet the instructional needs of their students while in-person instruction is limited by COVID-19," Lane said. "In the long term, the creation of the Professional Learning by Choice Community will help address statewide and regional shortages of effective teachers for courses that are essential in preparing students for high-demand careers in the STEM fields, including computer science."

Also supporting the CHOICE project are James Madison University, the Coalition of Small and Rural Schools of Virginia, the Virginia Association of School Superintendents, Virginia ASCD, CodeVA, the Virginia Association of Secondary School Principals, the Virginia School Consortium for Learning and the Commonwealth Learning Partnership.

"I am thrilled to have such a wealth of knowledge and expertise working with our organization on this new initiative," Stevens said. "These partners will provide critical guidance in developing and implementing the tools and resources of the CHOICE community, and their collaboration will no doubt be instrumental to the success of this project."



As one of its first deliverables, the CHOICE project will develop an online dashboard that will include a self-assessment tool allowing teachers to identify their professional development needs. After completing the assessment, teachers will use the dashboard to select and register for courses and professional development programs aligned with their specific needs. The professional development selected by teachers will be paid for by grant funds and will replace 100% of the training required under school division employment contracts during the time teachers participate in the project.

"Teachers participating in the project will access a custom tool to evaluate their professional learning needs relative to their specific context," Stevens said. "This, in turn, will provide a sense of agency for individual teachers to select classroom-embedded professional learning experiences that align with their individual professional learning needs."

The grant will also support follow-up instructional coaching, peer-to-peer collaboration and networking, and administrator support to build a sustainable program to increase teacher effectiveness and improve student learning.

CHOICE will begin during the 2021-2022 school year with a pilot program involving approximately 100 teachers selected by Virginia Ed Strategies. The initiative will expand over the course of the five-year grant to include 2,100 teachers.

"By providing teachers with this opportunity to increase their content knowledge and improve their effectiveness, this initiative will make a difference in the lives of tens of thousands of Virginia students," Lane said. "And we will create a platform that can be expanded and impact teaching and learning statewide. I congratulate Virginia Ed Strategies for its leadership and vision in pursuing this opportunity to improve teaching and learning in the commonwealth."

###

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**From:** [Karen Dawson](#)  
**To:** [Ashley Ellis](#); [Asia Jones](#); [Beth Robinson](#); [Clark Bowers](#); [Donna Smith](#); [Holland Yummit](#); [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](#); [Vince Scheivert](#)  
**Subject:** FW: [EXTERNAL] OSQ's Quality Quick Takes-February 2021  
**Date:** Thursday, February 11, 2021 10:46:22 AM

---

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:** Thursday, February 11, 2021 7:41 AM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] OSQ's Quality Quick Takes-February 2021

[View this message online](#)

Office School Quality Quick Takes Newsletter



**Quality Quick Takes - February 2021**

## **Participatory Mindset Path Toward A K-12 Graduation Goal**

We owe it to the children and families that we serve to ensure they know how much their attendance, engagement, and anticipated graduation matters! As a team, it will take the entire village to embrace the challenges and present the opportunities as we continue navigating school closures, reopenings, hybrid models, remote learning, and all other changes due to the COVID-19 pandemic. Many of us, to include our students and our families, are facing unimaginable circumstances which require grace and understanding. Much like us, students do not need anyone to feel sorry for them; but they do need someone to highlight available options, consequences of their actions, and the tiered support available to them during the time of a storm.

Surely, obstacles will present themselves during the marathon of life; but if we are willing to support each other along the way, those hurdles can be surpassed! Let's Do this Together! As the old adage says "tough times don't last, tough people do!" It will take all of us making contributions to serve and support the goals of each student along their journey.

Those deposits from contributions made, no matter how small, can be the catalysts that may propel someone to their next incremental milestone in the race. So, when you've tried all that you can to help a student, stay encouraged and seek the assistance of another team member to run the last leg of the race. The support we provide students through every grade level promotion gets them closer to the culminating graduation stage(s) throughout their lives! When each of those goals are reached, we all WIN! Stay encouraged!

***Dr. Julius Hamlin***

***OSQ Associate Director***

## **Promotion of Quality Leadership**

Leaders across the Commonwealth work diligently to promote quality in their schools. Please take some time to recognize those leaders.

The Office of School Quality is happy to announce the names of school leaders who were recognized for their leadership in the **Master Schedule**. You can view the list of individuals on [this document](#)

Based upon this month's theme of **Graduation and Completion Index (GCI)**, nominate a principal who has embodied exceptional leadership in any of the following criteria. Complete the [nomination form](#) by **February 25, 2021**, for consideration.

The principal implements, monitors, and evaluates the **GCI** by using the following criteria:

- cohort planning;
- college, career, and civic readiness;
- data collection;
- data analysis and causation; and
- communication.

## Support for High-Quality Educational Environments

School divisions can increase opportunities for students to graduate by offering multiple, alternate paths to meet the rigorous expectations of a standard diploma. While effectively preventing student dropout and increasing graduation rates requires a holistic approach of holding all students to rigorous requirements and providing individual support, offering multiple pathways provides high school students at-risk of dropping out flexible options to stay on-track to graduate. Strategies for offering multiple pathways for students to earn graduation credits include flexible and innovative scheduling, online classes and credit recovery, work experience credit, and engaging CTE courses.

This [research brief from Hanover Research](#) reviews research and best practices for providing students with alternative options and pathways for meeting the requirements of a standard diploma. Division and school leaders can use this resource to support students at-risk for dropping out or not graduating from high school.

## Q-Tip

**Each month, we will feature one of our tools from our revised *Academic Review Toolkit*.**

The school-level academic review is designed to help schools identify and analyze instructional and organizational factors affecting student achievement. The focus of the review process is on the systems, processes, and practices that are being implemented at the school level.

This month's feature is the [Graduation and Completion Index \(GCI\) Tool](#). Take a *Quick-look* to reflect on your school's current practices based on the criteria to help improve the school's continuous improvement efforts.



The **GCI Tool** is a larger tool specific for implementing, monitoring, and evaluating graduation and completion with the following criteria: cohort planning; college, career, and civic readiness; data collection; data analysis and causation; and communication.

If you would like additional training or technical assistance to implement this tool, complete this [Registration Form](#) by **February 25, 2021**.

## Collaboration Corner

### SPOTLIGHT: Languages and Profile of a Virginia Graduate

#### New WIDA ELD Standards Framework

New WIDA English Language Development Standards Framework, 2020 Edition: Kindergarten-Grade 12 is now available for download. [WIDA](#) will offer a Q&A webinar series on the new 2020 ELD Standards Framework.

#### EL Survey and EL Instruction Newsletter

*Your ideas are appreciated!* Help VDOE's EL Instructional Specialist plan state-wide professional learning in 2021. Take a few minutes to respond to this [survey](#) and share your preferences. In addition if you interested in receiving updates on new resources, opportunities for webinars, and links to other instructional resources directly to your inbox [sign up](#) for the EL Instruction Newsletter.

#### New World Language Teaching Methods Online Course

This is a new asynchronous online course in World Language Teaching Methods at UVA. EDIS 5490-World Languages Teaching Methods will be available from February 1–May 6. PreK-12 educators may be eligible for discounted tuition. For more information, email Courtney Sullivan.

#### Profiles into Practice Project

The [Commonwealth Learning Partnership](#) participants to complete an [online survey](#) about the knowledge and use of the *Profiles of a Virginia Graduate, Educator, and Leader*. The data gathered will assist to better understand how equity is promoted throughout Virginia. For questions, contact Dr. DeMulder of the College of Education and Human Development at George Mason University at 703-993-8326.

## Reminders

**OMEGA Reimbursements: School Improvement Grant (SIG) Awards**



Divisions are reminded that SIG reimbursements must be submitted to OMEGA at least once a month, as this allows the OSQ and the division to monitor the spend-down of the SIG funds

### Save the Dates

OSQ will hold a virtual leadership conference on **April 15 & 16, 2021**. More information will be available soon in our upcoming bulletins.

Any feedback about this communication is greatly appreciated. If you have a topic you would like to see in a future monthly edition of **Quality Quick Takes**, contact OSQ at [OSQ@doe.virginia.gov](mailto:OSQ@doe.virginia.gov).

This monthly communication is intended for school and division leadership throughout the Commonwealth.

Don't ever miss a Quick Takes, [sign up to join our mailing list](#)

Some of the links in this newsletter lead you to websites not associated with the Commonwealth of Virginia Department of Education. VDOE does not necessarily endorse the views expressed or the data and facts presented on these external sites. In addition, VDOE does not endorse or recommend any commercial products, processes, or services.

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VDOE logo



**From:** Scott Ziegler  
**To:** Lucia Sebastian  
**Cc:** Robert Phillips  
**Subject:** FW: [EXTERNAL] VSBA sample nonrenewal letters  
**Date:** Monday, February 15, 2021 8:37:00 PM  
**Attachments:** SampleNonRenew 2021.docx

---

FYI

Scott Ziegler

**From:** Elizabeth Ewing <vsba@embrams-mail.com>  
**Sent:** Saturday, February 13, 2021 3:00 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] VSBA sample nonrenewal letters



Dear School Board Chairs and superintendents,

Attached are several sample letters that can be used if your division needs to give notice of nonrenewal or reassignment to teachers who are not on continuing contract.

Best wishes,

Elizabeth

Elizabeth Ewing  
Director, Legal and Policy Services  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 office  
434-295-8785 (fax)  
[ewing@vsba.org](mailto:ewing@vsba.org), [www.vsba.org](http://www.vsba.org)

Virginia School Boards Association. a voluntary, nonpartisan organization of Virginia school boards, promotes excellence in public education through advocacy, training and services.

**VSBA: Providing 115 years of leadership, advocacy and support to Virginia's school boards  
Register today for the VSBA Hot Topic Conference March 17, 2021**

**Staying Connected During Crisis: Visit Our COVID-19 Resources Page**

**Subject:** FW: [EXTERNAL] VSBA sample nonrenewal letters  
**Date:** Monday, February 15, 2021 8:36:48 PM  
**Attachments:** [SampleNonRenew 2021.docx](#)

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Scott Ziegler

**From:** Elizabeth Ewing <vsba@embrams-mail.com>  
**Sent:** Saturday, February 13, 2021 3:00 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
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Staying Connected During Crisis: Visit Our COVID-19 Resources Page

**From:** Michele Leffler  
**To:** Scott Ziegler  
**Cc:** Paul Thiessen; Wayde Byard; Mark Smith; Stephen DeVita; bos@loudoun.gov; Schoolboardemail; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock  
**Subject:** [EXTERNAL] Boots on the Ground -- message from a High School Spanish Teacher AND a Federal Contact Tracer AND House of Delegates proposed bill  
**Date:** Tuesday, February 16, 2021 8:53:06 AM

---

Good morning,

My kids went back to school today and my PTSD is really bad. I know you all probably don't want to hear that, but my husband is working from home and now that our daughter's teacher won't be teaching in person (we find more out tonight) and there will be a Pinebrook event, "Equity in the Community" with a bunch of panelists and Lottie Spurlock as a guest speaker, it gets easy to see who gets included "at the table" and who gets left out.

Today I will share with you a story from a high school Spanish teacher on how Covid and decision making has affected her mental health and her doubts about if she wants to continue being a teacher at LCPS.

This letter FROM the community is to me that I am sharing to you. In case you don't understand my role in "Equity in the Community" and how much we should matter to the decision makers. And that the trauma of Covid is all affecting us in different ways. I have done a LOT of unnoticed work in Loudoun. But I do know how to get things done and help people be heard that have given up hope. Hope is the only thing that can get Loudoun through this pandemic. BOS has given us hope. Thank you for that. LCPS has a lot of lost ground to cover though.

**From a High School Spanish Teacher**

in these current times of a lot of anger and animosity, I do so appreciate your support. It is beyond me all the people who have told me to get back to work or quit my job. It's not that I don't want to go back to work. Sure, I want to be safe, but at this point DL is sucking the life out of me and I can only imagine what concurrent is going to be like. ☐ I can only imagine what this is doing to some kids.

From a professional Federal Contact Tracer on a project I am working on

This is the one area I can help with! The reality of the situation is contact tracing is not a proactive mitigation strategy, it ONLY comes into play after exposure has happened and all other factors haven't worked. It doesn't do anything for those who have already been exposed.

Defining what is "safe" vs "unsafe" is subjective and can't really be defined by contact tracing. Contact tracers are like the clean up crew that comes in after the mess already exists!

It is time that LCPS convince the public that there IS equity in learning. We all need to rebuild relationships and rebuild trust. Don't leave some out. That is very unkind. Don't do a sales pitch about "Yay Equity", because people can see through that.

Also, here is a bill that I helped motivate based on my issues with LCPS. It passed the house and now is in the Senate.

We ALL matter. Some should not get more attention than others just because they have a title. I was boots on the ground in the military, just as my father and his brothers. When there is support, we can do anything. When there is secrecy, we can do nothing. But the role of the community and leadership should ALWAYS be helping children WANT to learn and feel safe at school. That is the missing piece of the puzzle. Because if kids don't want to learn, you know what happens? They won't learn. Please stop putting up barriers and please start knocking them down.

**This is what I advocate for as a military/veteran advocate and as a mother/former LCPS employee**

HJ 549 COVID-19; JLARC to study the impact on Virginia's public schools, students, and school employees.

**PATRONED BY DELEGATE GUY. PASSED HOUSE, AWAITING SENATE VOTE.** impact of COVID-19 on Virginia's public schools, students, and school employees; report. Directs the Joint Legislative Audit and Review Commission to study the impact of COVID-19 on Virginia's public schools, students, and school employees, including

- (i) examining and determining reasons for barriers to student success in virtual and hybrid models as well as the overall impact of COVID-19 face-to-face learning restrictions on previously existing student achievement gaps, student achievement, and student well-being, including any disproportionate impact on at-risk populations;
- (ii) determining the impact of the COVID-19 pandemic on staffing levels, including the impact of teacher and school employee retirements and resignations on delivery of instruction and the ability of local school boards to fully staff their needs, employment levels, and local budgets;
- (iii) determining the short-term and projected long-term changes in student enrollment in response to the COVID-19 pandemic and the impact of such changes on funding levels;
- (iv) determining the impact of implementing COVID-19 health and safety measures in public schools;
- (v) evaluating public schools' level of emergency preparedness to face another pandemic or statewide crisis and making recommendations to help guide planning for such events and
- (vi) examining programs that can address learning loss and identifying barriers to implementing those programs, including resource gaps..

:-) 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)*



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**: -) Michele Leffler**

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



**From:** Sharon Bean  
**To:** Linda Hodges; Wyckoff, Mary  
**Cc:** Redding, Dan; Chloe Edwards; Kristen Campbell; Rick Catlett; Michelle Metzgar; McDonald, Sean; Amy Hall, Director; Devita Godette-Eason; jdownes@fcps1.org; Jennifer Rydholm; Christopher Bennett; Alix Smith; Mark Smith; Lisa Boland; Steve Walter; Scott Ziegler; Cathy Jones; Wingfield, Billie Kay; Neff, Eric; Tia Halstead; Dawson, Yvonne; Moran, Lance; Bell, Michael; Donna L. Eagle; Joseph Makolandra; Michele R. Salzano; Carol Johnson; Patrick Byrnett; Buck Smith; Doug Joyner; Shernick, Sandy; Robert Phillips; Patricia Sheril Waldron; Sandra Hardeman; timothy.carson@acps.k12.va.us  
**Subject:** RE: [EXTERNAL] Re: Referral Bonuses  
**Date:** Tuesday, February 16, 2021 11:27:51 AM

---

In Loudoun the Division of Transportation offers bonuses for referring bus drivers. The bonus is \$500 to the person making the referral, and \$500 to the person being referred, once that person has completed training and worked for 90 days.

Thanks,  
Sharon

**From:** Linda Hodges <lchodges@shenandoah.k12.va.us>  
**Sent:** Friday, February 12, 2021 3:50 PM  
**To:** Wyckoff, Mary <Mary.Wyckoff@fauquiercounty.gov>  
**Cc:** Redding, Dan <dan.redding@apsva.us>; Chloe Edwards <ce9146@culpeperschools.org>; Kristen Campbell <campbetr@fcpsk12.net>; Rick Catlett <catlett@clarke.k12.va.us>; Michelle Metzgar <mmezgar@culpeperschools.org>; McDonald, Sean <SPmcdonald1@fcps.edu>; Amy Hall, Director <halla1@fccps.org>; Devita Godette-Eason <godette-easond@fccps.org>; jdownes@fcps1.org; Jennifer Rydholm <Rydholmj@fcpsk12.net>; Christopher Bennett <Christopher.Bennett@lcps.org>; Alix Smith <Alix.Smith@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lisa Boland <Lisa.Boland@lcps.org>; Steve Walter <Steve.Walter@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Cathy Jones <cjones@madisonschools.k12.va.us>; Wingfield, Billie Kay <bwingfield@mcpsva.org>; Neff, Eric <Eric.Neff@mpark.net>; Tia Halstead <tia.halstead@mpark.net>; Dawson, Yvonne <ydawson@ocss-va.org>; Moran, Lance <lmoran@pagecounty.k12.va.us>; Bell, Michael <mbell@pagecounty.k12.va.us>; Donna L. Eagle <eagled@pwcs.edu>; Joseph Makolandra <MakolaJ@pwcs.edu>; Michele R. Salzano <SALZANMA@pwcs.edu>; Carol Johnson <CJohnson@rappahannockschoools.us>; Patrick Byrnett <byrnettpj@staffordschools.net>; Buck Smith <bsmith@wcps.k12.va.us>; Doug Joyner <joyner.doug@wps.k12.va.us>; Shernick, Sandy <shernick@wps.k12.va.us>; Sharon Bean <Sharon.Bean@lcps.org>; Robert Phillips <Robert.Phillips@lcps.org>; Patricia Sheril Waldron <patricia.waldron@acps.k12.va.us>; Sandra Hardeman <sandra.hardeman@acps.k12.va.us>; timothy.carson@acps.k12.va.us  
**Subject:** [EXTERNAL] Re: Referral Bonuses

Shenandoah County does not offer referral bonuses.

~~~~~  
Linda Hodges, PHR, SHRM-CP  
Director of Human Resources  
Shenandoah County Public Schools  
600 N. Main Street, Suite 200

Woodstock, VA 22664

Phone: 540-459-6743

Fax: 540-459-6707



On Fri, Feb 12, 2021 at 3:44 PM Wyckoff, Mary <[Mary.Wyckoff@fauquiercounty.gov](mailto:Mary.Wyckoff@fauquiercounty.gov)> wrote:

Good afternoon,

Do you offer referral bonuses for any of your positions? If yes, can you please provide the details such as which position(s) and bonus details?

Thank you,

*Mary Wyckoff*, IPMA-SCP

Assistant Director of Human Resources  
Fauquier County Government and Public Schools  
Department of Human Resources  
320 Hospital Drive, Suite 34  
Warrenton, VA 20186  
Main: 540-422-8300 Direct: 540-422-8302 Fax: 540-422-8315

***Signature Strengths: Belief, Relator, Achiever, Maximizer, Adaptability***



**From:** [Laura Wixon](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] More Federal Funding for PD for Virginia Schools  
**Date:** Tuesday, February 16, 2021 10:19:31 AM

---

Hi Scott!

Now, more than ever, there is a need for quality professional development. Educators and administrators have to learn new instructional strategies, new technologies, new ways to facilitate and engage with students remotely and in hybrid classrooms. However, during COVID-19 school shutdowns, many teachers began delivering online instruction with no (or very limited) training. Fortunately, VA schools have received over \$854 million dollars to support their return to learn. LEAs should complete the application on the [Online Management of Education Grant Awards system](#) to receive the funds.

At ASCD our team has been working with school and district leaders to deliver high-quality and research-backed professional development and coaching remotely. We have taken the experience and knowledge of 75+ years of research and created [ASCD Activate](#), a dynamic research-backed professional development library that provides access to hundreds of curated resources to educators and administrators at any time from anywhere.

We have also created a series of [10-hour flexible and tailored bundles of remote professional learning](#) that are delivered by ASCD faculty and authors.

Could we schedule a [quick call](#) to discuss how you can use these professional development resources to support your educators and administrators?

I look forward to hearing from you soon!

Laura

--

Prefer fewer emails from me? Click [here](#)

On Thu, Feb 11, 2021 at 11:15 AM, laura wixon <[laura.wixon@ascd.org](mailto:laura.wixon@ascd.org)> wrote:

Hi Scott!

One year into the pandemic schools and districts have had to continually adapt to the challenges of delivering engaging instruction to their students. Many schools have been delivering a mixture of synchronous and asynchronous learning in hybrid or fully remote learning environments.

Earlier this week, we shared a series of [ideas for simplifying hybrid learning](#). Today, I'd like to share [four tips for assessing online learning and feedback](#) with you. I hope they help!

And speaking of help, our ASCD teams have been working with schools and districts to provide research-backed and faculty-led professional development. [The flexible and tailored 10-hour remote PD bundles](#) have been helping school leaders and districts implement and

enhance their hybrid learning.

When this PD is combined with ASCD Activate, a digital professional development library (think Netflix of Pedagogy) educators are able to reflect and refine their practice on-demand.

Scott if you'd like to schedule a quick call we can explore how we can immediately provide your educators with these resources.

I look forward to hearing from you soon!

--

Prefer fewer emails from me? Click here

On Mon, Feb 8, 2021 at 10:22 AM, laura wixon <[laura.wixon@ascd.org](mailto:laura.wixon@ascd.org)> wrote:

Hi Scott,

I hope you are well. Thanks for all that you do to keep kids healthy and safe. We know that one of the many stressors leaders have been facing during this pandemic is finding the funding for professional development. Fortunately, the state of Virginia has released over \$845 million to its school districts to address the needs of your individual schools. This means that *now, there's new funding that addresses professional learning, with a very limited time window*. LEAs should complete the application on the Online Management of Education Grant Awards system to receive the funds.

At ASCD we have taken the experience and knowledge of 75+ years of research and created ASCD Activate, a dynamic research-backed professional development library that provides access to hundreds of curated resources to educators and administrators at any time from anywhere.

We have also created a series of 10-hour flexible and tailored bundles of remote professional learning that are delivered by ASCD faculty and authors.

Could we schedule a quick call to discuss how you can use these resources to support your educators and administrators?


Thank you and I look forward to hearing from you soon!

Laura Wixon  
ASCD Partner Manager  
908-255-2417

**From:** [Mark Smith](#)  
**To:** [Scott Ziegler](#)  
**Subject:** INFORMATION Fw: [EXTERNAL] FW: Policy Problem  
**Date:** Tuesday, February 16, 2021 4:18:36 PM  
**Attachments:** [image001.png](#)  
[Outlook-vqpehpzi.png](#)  
[Outlook-k11vdjk4.png](#)

---

FYI-

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:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Tuesday, February 16, 2021 4:15 PM  
**To:** Asia Jones <Asia.Jones@lcps.org>  
**Cc:** Stephen DeVita <Stephen.DeVita@lcps.org>; Clark Bowers <Clark.Bowers@lcps.org>  
**Subject:** Re: [EXTERNAL] FW: Policy Problem

Asia,

Thank you for your review. Would you send me the revised policy when it's ready? I will touch base with this person regarding the VSBA template. It is my assumption that they wanted to compare our policy with the VSBA template which does not include this language.

Mark

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Interim Chief of Staff  
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Ashburn, VA 20148  
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 @SmithMarkUVA

---

**From:** Asia Jones <Asia.Jones@lcps.org>  
**Sent:** Tuesday, February 16, 2021 2:29 PM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Stephen DeVita <Stephen.DeVita@lcps.org>; Clark Bowers <Clark.Bowers@lcps.org>  
**Subject:** RE: [EXTERNAL] FW: Policy Problem

Good afternoon Mark,  
The Virginia administrative regulations refer to this portion of the draft policy and do not include the



words, "and/or the local health department". As Steve shared, the authority resides in the state health commissioner. The local health department enforces and the LCHD enabled us to allow the enrollment of children this year in DL who had not been able to complete the immunization requirements. Hence, staff added, "and/or the local health department", to the draft policy. After listening to the questions raised during public comment and further review of the regulation, I plan to remove those words from the follow up action item.

As I shared with Wayde and Clark last week, the requester should ask for the VSBA template from the VSBA as we are not the owner. Reading the stream below, it seems the requester is well aware of the VSBA template language. Nevertheless, I have no problem with you sharing the VSBA template as well as a heads up of my plans. Thank you

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:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Tuesday, February 16, 2021 10:43 AM  
**To:** Asia Jones <Asia.Jones@lcps.org>  
**Cc:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Subject:** Re: [EXTERNAL] FW: Policy Problem

Thanks, Steve.

Asia - please see the email string. I have a request for the VSBA policy template from another person (attached as fyi). I am seeking guidance on whether to share this or not. I know that there were some public commentators about this policy with specific references to the language about the local health department's authority.

Do you have clarification for this? Steve's take is that the State would issue the order and the local department would enforce. The local department would not have the authority to issue the order (Steve - please correct me if I misspoke). The draft policy does indicate that the order could be issued locally.

Mark

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Interim Chief of Staff  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148



[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)

 @SmithMarkUVA

---

**From:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Sent:** Friday, February 12, 2021 2:54 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Subject:** Re: [EXTERNAL] FW: Policy Problem

My take is to have Dr Jones ask Dr Goodfriend.  
Steve DeVita

On Feb 12, 2021, at 2:24 PM, Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)> wrote:

So...the concern I believe is that the interpretation of this statement from draft policy is that the Local Health Department would have independent authority to exclude a student. If that is not the case, perhaps this needs to be rewritten? It sounds like Mr. Shaw thinks the local folks can make this decision. Your take?

Mark J. Smith, Ed.D.  
Interim Chief of Staff  
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21000 Education Court  
Ashburn, VA 20148  
[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)  
<Outlook-xxewrahs.png>@SmithMarkUVA

---

**From:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Sent:** Friday, February 12, 2021 2:09 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** RE: [EXTERNAL] FW: Policy Problem

Mark  
You asked whether upon order of the State Health Commission, **and/or the Local Health Department**, any child who has not been immunized may be excluded from school during an outbreak, potential epidemic, or epidemic of a vaccine-preventable disease?

Yes. The authority resides in the State Health Commissioner and is communicated to the local health department for communication to the child's family and enforcement.

**From:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Sent:** Thursday, February 11, 2021 2:57 PM  
**To:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>

**Subject:** Fw: [EXTERNAL] FW: Policy Problem

Hey Steve,

Mr. Shaw has been emailing with VSBA Legal. His concern is with the proposed bolded language for Policy 8410. So that I am up to speed, does the Local Health Department have this authority under these circumstances? Thanks!

Mark

Upon order of the State Health Commission, **and/or the Local Health Department**, any child who has not been immunized may be excluded from school during an outbreak, potential epidemic, or epidemic of a vaccine-preventable disease.

Mark J. Smith, Ed.D.  
Interim Chief of Staff  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)  
<image001.png>@SmithMarkUVA

---

**From:** Elizabeth Ewing <[ewing@vsba.org](mailto:ewing@vsba.org)>  
**Sent:** Thursday, February 11, 2021 2:30 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** [EXTERNAL] FW: Policy Problem

Hello Mark,

Mr. Shaw's most recent email, and my response. Please let me know if you have any questions.

Best wishes,  
Elizabeth

Elizabeth Ewing  
Director, Legal and Policy Services  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[ewing@vsba.org](mailto:ewing@vsba.org), [www.vsba.org](http://www.vsba.org)

VSBA: Providing 115 years of leadership, advocacy and support to Virginia's school boards

*Register today for the [VSBA Hot Topic Conference March 17, 2021](#)*  
**[Staying Connected During Crisis: Visit Our COVID-19 Resources Page](#)**

Virginia School Boards Association. a voluntary, nonpartisan organization of Virginia school boards, promotes excellence in public education through advocacy, training and services.

**From:** Elizabeth Ewing  
**Sent:** Thursday, February 11, 2021 2:28 PM  
**To:** 'William Shaw' <[aeiouyw1@gmail.com](mailto:aeiouyw1@gmail.com)>  
**Subject:** RE: Policy Problem

Dear Mr. Shaw,

Loudoun County School Board does subscribe to VSBA Policy Services.

Best wishes,  
Elizabeth

Elizabeth Ewing  
Director, Legal and Policy Services  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[ewing@vsba.org](mailto:ewing@vsba.org), [www.vsba.org](http://www.vsba.org)

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**From:** William Shaw <[aeiouyw1@gmail.com](mailto:aeiouyw1@gmail.com)>  
**Sent:** Thursday, February 11, 2021 10:53 AM  
**To:** Elizabeth Ewing <[ewing@vsba.org](mailto:ewing@vsba.org)>

**Subject:** Re: Policy Problem

Greetings, Ms. Ewing.

I again ask,

>Please confirm whether Loudoun subscribes to VSBA policy service, and if so, please say whether the "and/or the Local Health Department," is of local origin or comes from a VSBA template. If it's local, it will be resolved locally. (Even if it's from a VSBA template, I'm confident it will be resolved locally.) But if it's from a VSBA template, I genuinely want to help VSBA avoid what would become a statewide issue.

<https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/BWYJ894BE68D/%24file/Updated%208-51%20Policy%208410%20-%2012.17.20.pdf>

Thank you.

Will Shaw

540-832-3578

mobile 540-395-2547

On Tue, Feb 9, 2021 at 4:49 PM William Shaw <[aeiouyw1@gmail.com](mailto:aeiouyw1@gmail.com)> wrote:

Greetings, Ms. Ewing.

Below find the link for a proposed revised policy now being considered now by Loudoun County School Board. If Loudoun does NOT subscribe to VSBA policy service, then the matter is moot and will be resolved locally, and you can ignore the matter. (Loudoun does not use VSBA's traditional policy numbering/lettering system, however the URL for the proposed revised policy has "vsba" in it.)

If Loudoun DOES subscribe to VSBA policy service and this proposed revised policy is derived from a VSBA policy template, then the area of concern either originates with VSBA or it originates with the school division.

The only concern of which I am aware is in the last sentence. Specifically, the words "and/or the Local Health Department," . This is not consistent with law. The Commissioner of Health has the statutory authority; "the Local Health Department" does NOT have such statutory authority.

Please confirm whether Loudoun subscribes to VSBA policy service, and if so, please say whether the "and/or the Local Health Department," is of local origin or comes from a VSBA template. If it's local, it will be resolved locally. (Even if it's from a VSBA template, I'm confident it will be resolved locally.) But if it's from a VSBA template, I genuinely want to help VSBA avoid what would become a statewide issue.

<https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/BWYJ894BE68D/%24file/Updated%208-51%20Policy%208410%20-%2012.17.20.pdf>

Best regards,

Will Shaw



540-832-3578

mobile 540-395-2547

**From:** [Wayde Byard](#)  
**To:** [Scott Ziegler](#)  
**Subject:** RE: Wayde Byard sent you a message in Skype for Business  
**Date:** Thursday, January 28, 2021 4:47:34 PM

---

So noted.

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, January 28, 2021 4:47 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Subject:** RE: Wayde Byard sent you a message in Skype for Business

Wayde – these messages need to be developed in Google docs with review from Doug, Ashely, Mark and myself.

Scott Ziegler

**From:** Wayde Byard <[wayde.byard@lcps.org](mailto:wayde.byard@lcps.org)>  
**Sent:** Thursday, January 28, 2021 4:34 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Wayde Byard sent you a message in Skype for Business

Wayde Byard 5:41 PM:

Dr. Ziegler, Loudoun County High School is planning on sending out the following message regarding an incident in a virtual meeting today:

Wayde Byard 5:41 PM:

Good evening,

This is Michelle Luttrell, Principal at Loudoun County High School.

During our Senior Class meeting this afternoon, an incident occurred in which someone unmuted in the virtual Zoom meeting and used a racial slur and profanity. The individual was quickly removed from the meeting by a LCHS staff member. My administrative team and I are investigating and, along with our Unified Mental Health Team, will address this issue in accordance with School Board Policies and the Student Rights and Responsibilities practices. I share this with you because as I have shared with you in the past, we take matters that involve our students' safety, both physical and emotional, seriously. We reject and condemn the use of racial slurs; it does not reflect our values at Loudoun County High School. I am sorry to have to share this with you, but I thought it was important that you hear from me. Please let us know if you or your student need anything regarding this incident.

Wayde Byard 5:43 PM:

The School Board representatives are Mrs. Barts, Mr. Beatty, Mr. Serotkin and Mrs. Corbo.

Wayde Byard 10:39 AM:

Dr. Ziegler, Stephanie Knott and I are not going to respond to Mrs. Corbo's email without direction from you or Dr. Smith.

Wayde Byard 10:40 AM:

Note on today's Times-Mirror phone interview. I have long suspected them of secretly taping interviews, which is legal in Virginia.

Wayde Byard 10:40 AM:

I bring this up only because sometimes off-hand remarks given to the Times-Mirror end up in print.

Wayde Byard 10:41 AM:

I would be careful, because there is no "off the record" with them.

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10:47 AM Call with Wayde Byard ([wbyard@lcps.org](mailto:wbyard@lcps.org)) has ended. Duration: 0:04:10

Scott Ziegler 2:04 PM:

Are you all having the meals message translated?

Wayde Byard 2:05 PM:

Yes. They are being sent in English and Spanish.

Scott Ziegler 2:10 PM:

ty

Wayde Byard 4:31 PM:

Dr. Ziegler, Stone Bridge is sending out a message on inappropriate social media postings by a student.

Wayde Byard 4:32 PM:

**Dear Stone Bridge Families:**

Loudoun County Public Schools has been made aware that a Stone Bridge High School student recently posted insensitive and racist comments on social media regarding several racial and ethnic groups in the Loudoun County community. Racism in any form is not acceptable in the Stone Bridge community and we denounce the behavior of this student. Their comments do not reflect the values of our community. This matter is being investigated by the Stone Bridge High School administration, and it will be addressed according to LCPS policy.

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Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as expressed in the division's Statement on Equity. We take matters that involve our students' safety, both physical and emotional, seriously, and if any students would like to talk about this incident, they can contact the Stone Bridge High School Unified Mental Health Team or their counselor for support.

Sincerely,

Mr. Timothy J. Flynn

Principal

Wayde Byard 4:33 PM:

School Board members for Stone Bridge are Harris Mahedavi, Ian Serotkin and Leslee King.

**From:** [Scott Ziegler](#)  
**To:** [Wayde Byard](#)  
**Subject:** RE: Wayde Byard sent you a message in Skype for Business  
**Date:** Thursday, January 28, 2021 4:47:00 PM

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**To:** [Mark Smith](#)  
**Subject:** FW: Wayde Byard sent you a message in Skype for Business  
**Date:** Thursday, January 28, 2021 4:45:00 PM

---

Scott Ziegler

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**Sent:** Thursday, January 28, 2021 4:34 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
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School Board members for Stone Bridge are Harris Mahedavi, Ian Serotkin and Leslee King.

**From:** [Brenda Sheridan](#)  
**To:** [Mark Smith](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Fw: [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm  
**Date:** Sunday, February 14, 2021 7:17:31 AM

---

Hi Mark

Can PIO send this out?

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:** Akshay Deverakonda <deverakonda.akshay@gmail.com>  
**Sent:** Friday, February 12, 2021 10:24 AM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Subject:** [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm

Dear Ms. Sheridan,

My name is Akshay; I'm a member of the TJ Alumni Action Group, an organization comprised of alumni of Thomas Jefferson High School for Science & Technology ([tjaag.org](http://tjaag.org)). We work towards equity in education in the Northern Virginia region.

Please find below info on an info session next Wednesday we are organizing regarding the new TJ application process for this year. This session is meant for prospective TJ students/parents and is open to everyone (TJ's principal, Dr. Bonitatibus, will be giving opening remarks).

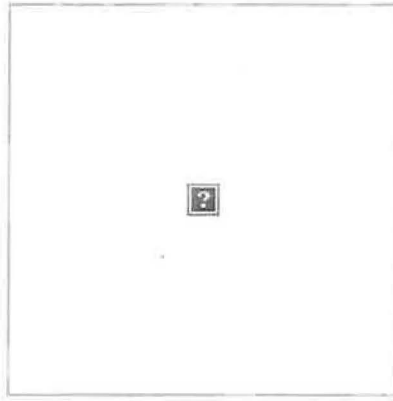
May I ask for your assistance in spreading word of this announcement to Loudoun County school officials, middle school principals, PTA groups, etc? Anyone and everyone, especially members of underrepresented groups at TJ, are encouraged to attend.

You and your colleagues are invited to attend this session as well.

Thank you,  
Akshay

[View this email in your browser](#)





## TJ Virtual Information Session

Wednesday, February 17th, 2021 – 6:00pm

Registration Now Open: <http://bit.ly/TJInfoSession-Feb17>

Sponsored by the TJ Alumni Action Group

The TJ Alumni Action group is proud to support the youth and families of Northern Virginia by hosting an information session about The Thomas Jefferson High School for Science & Technology.


Please feel free to share this opportunity widely in your Northern Virginia circles to ensure all interested students and families have access to this educational experience.

The application deadline for Fall 2021 TJ Admissions is Friday, February 26, 2021.

**From:** [Mark Smith](#)  
**To:** [Brenda Sheridan](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm  
**Date:** Sunday, February 14, 2021 10:34:03 AM  
**Attachments:** [Outlook-lzoqgvug.png](#)

---

No problem!

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

---

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**Sent:** Sunday, February 14, 2021 7:17 AM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
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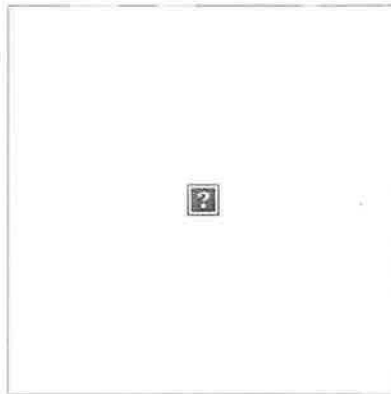
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Wednesday, February 17th, 2021 – 6:00pm

Registration Now Open: <http://bit.ly/TJInfoSession-Feb17>

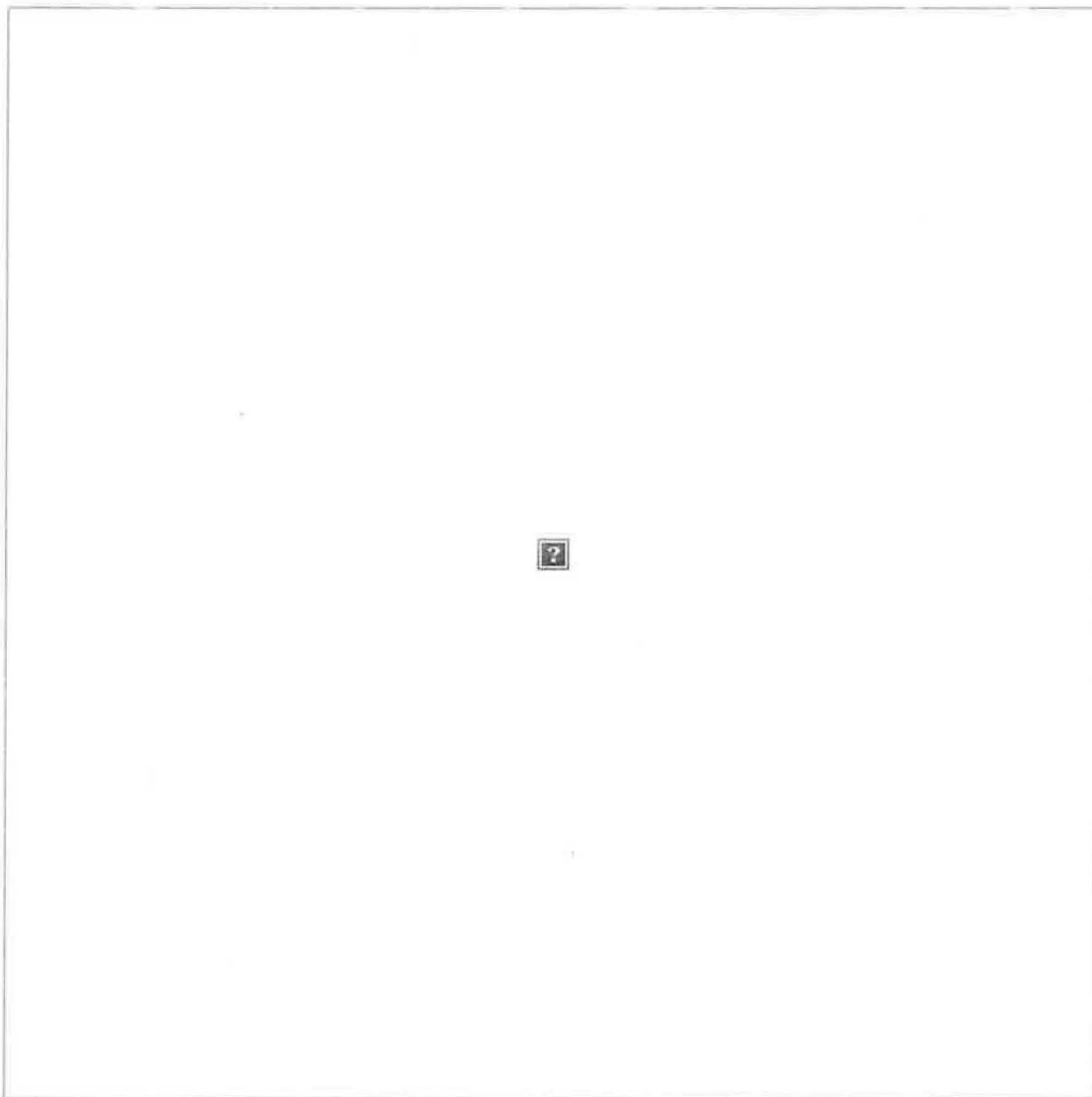
Sponsored by the TJ Alumni Action Group

The TJ Alumni Action group is proud to support the youth and families of Northern Virginia by hosting an information session about The Thomas Jefferson High School for Science & Technology.

Please feel free to share this opportunity widely in your Northern

Virginia circles to ensure all interested students and families have access to this educational experience.

The application deadline for Fall 2021 TJ Admissions is Friday, February 26, 2021.





**From:** [Brenda Sheridan](#)  
**To:** [Mark Smith](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm  
**Date:** Sunday, February 14, 2021 10:39:52 AM  
**Attachments:** [Outlook-lzozyug.png](#)

---

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.*

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**From:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Sunday, February 14, 2021 10:34 AM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Re: [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm

No problem!

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, February 14, 2021 7:17 AM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Fw: [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm

Hi Mark

Can PIO send this out?

Brenda L. Sheridan

Loudoun County School Board  
Board Chair & Sterling District Representative

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---

**From:** Akshay Deverakonda <deverakonda.akshay@gmail.com>  
**Sent:** Friday, February 12, 2021 10:24 AM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Subject:** [EXTERNAL] Fwd: TJ Virtual Information Session - February 17th, 6:00pm

Dear Ms. Sheridan,

My name is Akshay; I'm a member of the TJ Alumni Action Group, an organization comprised of alumni of Thomas Jefferson High School for Science & Technology ([tjaag.org](http://tjaag.org)). We work towards equity in education in the Northern Virginia region.

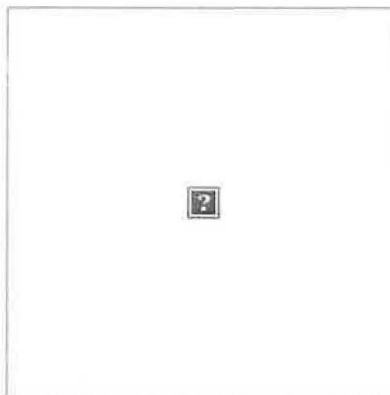
Please find below info on an info session next Wednesday we are organizing regarding the new TJ application process for this year. This session is meant for prospective TJ students/parents and is open to everyone (TJ's principal, Dr. Bonitatibus, will be giving opening remarks).

May I ask for your assistance in spreading word of this announcement to Loudoun County school officials, middle school principals, PTA groups, etc? Anyone and everyone, especially members of underrepresented groups at TJ, are encouraged to attend.

You and your colleagues are invited to attend this session as well.

Thank you,  
Akshay

[View this email in your browser](#)



# TJ Virtual Information Session

Wednesday, February 17th, 2021 – 6:00pm

Registration Now Open: <http://bit.ly/TJInfoSession-Feb17>

Sponsored by the TJ Alumni Action Group

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The application deadline for Fall 2021 TJ Admissions is Friday, February 26, 2021.



**From:** Tom Smith  
**To:** Ben Kiser; Andy Stamp; Liza Scallet; Fornash, Laura Worley  
**Subject:** [EXTERNAL] VASS Legislative Update February 14, 2021  
**Date:** Sunday, February 14, 2021 5:33:41 PM  
**Attachments:** [GenEd2021Feb14.html](#)  
[GenEd2021bFeb14.html](#)  
[Key-Budget-Policy-Choices-2021-comtes.pdf](#)  
[HB 2013 Substitute \(004\).docx](#)

Dear Superintendents,

As we move from the Regular Session to the Special Session 1 of the General Assembly, it becomes a critical time for those bills that have survived and been sent to the other side. Similar bills that have received either no or limited opposition will typically go to the full policy committee (House Education or Senate Education and Health). These bills often will be acted upon with very little opportunity for public comment. It is thought that the debate has already occurred. If there are state cost implications they will be sent to the appropriate money committee. Other bills with either major differences or on subjects not heard by either the Senate or the House will be sent to a subcommittee before going to the full committee as is the normal process. By example, if a similar Senate bill is changed by the House committee in this process, then that committee will "conform" the Senate version to the House version of the bill. Thus, the Senate version now becomes the House version. A similar process happens for House bills in the Senate. Once these new versions have passed their respective house, they are sent back to where they originated. The two houses typically reject each other's new version and a committee of conference is formed to work out the differences. This is also the process that the House and Senate use to address proposed changes to the State Budget. It is a complicated process. If you have any questions regarding the status of a particular bill, please be sure to let me know.

Below are actions this week on some of the bills that we have highlighted:

1. **HB 1776 - Ward** - Education, Board of; temporary extension of certain teachers' licenses. Requires the Board of Education to grant a two-year extension of the license of any individual licensed by the Board whose license expires on June 30, 2021, in order to provide the individual with sufficient additional time to complete the requirements for licensure. This bill passed the House with no opposition and did the same in the Senate Education and Health Committee. It has now been referred to the Senate Finance Committee. VASS has been in supported OF this bill.
2. **HB 1790/ SB 1132 - McNamara/Suetterlein** - Public schools; severe weather conditions and other emergency situations. Provides that when severe weather conditions or other emergency situations have resulted in the closing of any school in a school division for in-person instruction, the school division may declare an unscheduled remote learning day whereby the school provides instruction and student services, consistent with guidelines established by the Department of Education to ensure the equitable provision of such services, without a reduction in the amount paid by the Commonwealth from the Basic School Aid Fund. The bill prohibits any school division from claiming more than 10 unscheduled remote learning days in a school year unless the Superintendent of Public Instruction grants an extension. Both of these bills are identical in their wording and have received very little if any opposition. They are both on the floors of their respective houses of the General Assembly. Since they are exactly the same there will be no need for a committee of conference.
3. **HB 2013 - Roem** - School boards; board policy for students unable to pay for a meal at school. Requires each school board to adopt a policy that prohibits the board from filing a lawsuit against a student or the student's parent because the student cannot pay for a meal at school or owes a school meal debt. This is a bill for which we have spent a good deal of time. I want to thank all those superintendents that sent me the amount of their uncollectable school lunch debt for the 2018-2019 school year. With approximately 70 school divisions reporting the outstanding debt was close to \$1.3 million. This bill passed the House on a vote of 69-Y, 31-N. Once it passed the House, we began looking for a means for school divisions to recoup this debt given you would no longer be able to take a parent to court as a last result. I submitted an amendment to the patron suggesting that school divisions be allowed to seek reimbursement through the Literary Fund once other avenues had failed (see the attached amendment). This amendment would allow the patron to achieve her goal and at the same time allow school divisions to recoup their losses. The patron indicated that it was too late and refused the amendment. However, bills are often amended as they proceed through the process. The bill has passed the Public Education Subcommittee of Senate Education and Health on a vote of 4-Y, 1-N. It will be heard in full committee on Thursday morning. **IF PASSED THIS WILL BE AN UNFUNDED MANDATE. THERE IS A LIST AT THE END OF THE REPORT OF THE SENATE MEMBERS WHO WILL HEAR THIS BILL ON THURSDAY. PLEASE ASK THAT THEY VOTE AGAINST THE BILL UNLESS SOME MEANS TO REIMBURSE SCHOOL DIVISIONS FOR THE LOST REVENUE IS PROVIDED.**
4. **HB 2019 - McQuinn** - Public elementary and secondary schools; administration of undesignated stock albuterol inhalers. Requires each local school board to adopt and implement policies for the possession and administration of undesignated stock albuterol inhalers and valved holding chambers in every public school in the local school division, to be administered by any school nurse, employee of the school board, employee of a local governing body, or employee of a local health department who is authorized by the local health director and trained in the administration of albuterol inhalers and valved holding chambers for any student believed in good faith to be in need of such medication. The bill requires the Department of Health, in conjunction with the Department of Education, to develop and implement policies for the administration of stock albuterol in public schools. This bill passed out of the House on a vote of 82-Y, 18-N. The bill continues to move forward with little opposition. We have asked that the enactment date be moved from July 1, 2021 to July 1, 2022 to give schools more time to get ready to implement given all of the complexities with the opening of school this summer and next Fall. The patron agreed to having guidelines developed by the VDOE\VDH by September 20, 2021 and for school divisions to implement starting January 1, 2022. We are still opposed to this bill due to its cost and short timeline. It will be heard in the Senate Education and Health Committee Thursday morning.
5. **HB 2027 - Coyner** - Standards of Learning; reading and mathematics assessments for grades three through eight. Requires the Board of Education to establish, in lieu of a one-time end-of-year assessment and for the purpose of providing measures of individual student growth over the course of the school year, a through-year growth assessment system, aligned with the Standards of Learning, for the administration of reading and mathematics assessments in grades three through eight. The bill requires such through-year growth assessment system to include at least one beginning-of-



year and one end-of-year assessment in order to provide individual student growth scores over the course of the school year, provided that the total time scheduled for taking all such assessments shall not exceed 150 percent of the time scheduled for taking a single end-of-year proficiency assessment. The bill requires the Department of Education to ensure adequate training for teachers and principals on how to interpret and use student growth data from such assessments to improve reading and mathematics instruction in grades three through eight throughout the school year. The bill requires such through-year growth assessment system to be fully implemented in each local school division no later than the 2024-2025 school year. This bill is another one we have for which we have spent a lot of time. It will be heard in the full Senate Education and Health Committee on Thursday. This bill and SB 1357 are example of bills with similar and different components that will most likely end in a committee of conference.

6. **SB 1357 - Dunnivant** - Through-year growth assessment system; Board of Education shall establish. Requires the Board of Education to establish a through-year growth assessment system for use during the 2021–2022 and 2022–2023 school years for students in grades three through eight. The bill requires that the system be established using available federal funds and that the system provide accurate measurement of a student's performance in English and mathematics through computer adaptive technology. The bill also requires each school division to administer reading diagnostic assessments throughout the year in grades kindergarten through two, using existing assessments. The bill requires the Board of Education to report to the General Assembly on the results of the through-year growth assessments by September 1, 2022, and September 1, 2023. The provisions of the bill are contingent on funding in a general appropriation act. This bill will be heard in the SOQ\SOA subcommittee on House Education Monday morning.

State Budget:

Both the houses of the General Assembly will be acting on their respective versions of the State Budget this week with little difference to what was reported out last Wednesday. Once they have accepted their version and rejected the other houses version it will go to a committee of conference. I have attached a comparison from the Commonwealth Institute giving you a good idea of the similarities and differences in all three budgets being considered. Please let me know if you have any questions. I always advise superintendents to wait for the VDOE Supts Memo on these budgets to come out before making any changes.

Finally, attached are up dated bill listings. **We will have our weekly conference call Wednesday February 17, 2021 at 3:00 pm. The call-in info is 712-770-4835, Pin – 484781.** Let me know if you have any questions or need any assistance.

Thanks,

Tom

2021 SPECIAL SESSION I

Senate Education and Health

**MEMBERSHIP**

Lucas

(Chair), Saslaw, Howell, Newman, Locke, Barker, Petersen, Cosgrove, Lewis, Dunnivant, Suetterlein, Peake, Edwards, Hashmi, Pillion

**From:** Michele Leffler  
**To:** Asia Jones  
**Cc:** Mark Smith; Scott Ziegler  
**Subject:** [EXTERNAL] Can you please provide clarification on this policy for "Special Permission" and "School Assignment"?  
**Date:** Monday, February 15, 2021 7:22:47 AM

---

Good morning,

I have heard Ms. Barts mention she wanted to see some changes regarding the School Choice (School Permission) policy. But in reviewing the policy, it looks much more like regulations than a policy. It concerns me that the role of the committee and SEAC is overstepping.  
<http://go.boarddocs.com/vsba/loudoun/Board.nsf/goto?open&id=BY6U6H7A80CE>

Why are school board members trying to rewrite regulations to interfere with operations? Doesn't that exceed their scope? It seems to be excessive micromanaging right now and that is making some very uncomfortable with constant changes and uncertainties. You did a phenomenal job at describing the difference between a policy and a regulation back in our Ad Hoc days that I still remember and appreciate. Is Ms. Barts aware of that as well? Does she need a refresher?

I remember my days with you on the Special Education Ad Hoc Committee and am fully confident in your abilities to be able to explain things. I would like to know what happens to school board members that overstep due to significant bias of a subject matter. What happens when operations and regulations are overturned by overzealous board members? Who steps in for staff? Ms. Barts is not listening to any of my insight or concerns regarding this Pupil Services committee. She says she "is good".

Many members of the community come to me for support regarding special education circumstances and frustrations and I know what direction to point them in so they can feel seen, heard, and validated. You have a great team in Student Services! It does feel that there is more than a little interference with operations happening right now from your Chair of the Pupil Services Committee. Please let us know, as county advocates, what we can do to help. Equity happens when ALL are seen and heard, not just some. And your team's professional experience is valued. I just wanted to let you know that.

For the record, the blatant bias shown by the chair of Pupil Services Committee makes me highly uncomfortable and seems very domineering over LCPS. I hope that changes. Thank you for your time and energy with a school board many struggle to understand or relate to. It makes things much more harder than they should be. Also, it looks like they are hiring a Chief Equity Officer for Loudoun County and I hope that helps with any Joint Equity Initiatives you and/or LCPS might have. It does take a village. And we need to be in this together. Thank you for looking out for the families of Loudoun.

With much compassion and support for all that you do,

:-) 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:** [Atoosa Reaser](#)  
**To:** [Karen Dawson](#); [Mark Smith](#)  
**Cc:** [Stephen DeVita](#); [Scott Ziegler](#)  
**Subject:** Re: L&P February  
**Date:** Monday, February 15, 2021 1:46:34 PM  
**Attachments:** [image002.png](#)  
[image003.png](#)  
[Outlook-5ap4ouu4.png](#)  
[Revised New Policy 1035.docx](#)  
[Outlook-cqez0tla.png](#)

---

I am replying with an additional attachment, inadvertently omitted.

Thank you,  
Atoosa Reaser



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

**email:** [atoosa.reaser@lcps.org](mailto:atoosa.reaser@lcps.org)  
**mobile:** (571) 291-5325

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---

**From:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Sent:** Saturday, February 13, 2021 5:09 PM  
**To:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: L&P February

Steve and I need to connect on the revisions (Steve - I attached revisions to 1035, as well as paragraph C separately, so it's easy to keep the tracked changes. I also took language from Suffolk City related to social media. I would like to add a section to the conduct policy rather than a separate policy on social media, so it's clear what the violations could result in happening, although I did put it in a separate document to keep things easy to follow.)

So, these items are not ready to post, but I wanted to share what I have so far and to confirm agenda items please:

1. Adoption of 2021 meeting dates.
2. Update from legislative consultants.
3. Policy 1035 (revised paragraph C attached)
4. Discussion of need for a policy on signings MOUs.



Potential Future Agenda items:

Update Policy 1030 (attached is a sample from VSBA)

Thank you,  
Atoosa Reaser



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

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

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**From:** Atoosa Reaser <Atoosa.Reaser@lcps.org>  
**Sent:** Tuesday, February 9, 2021 2:37 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Subject:** Re: L&P February

Thanks! Yes, let's definitely do whatever makes it easier for the staff. I think I included adopting the meeting dates, but do you think we could hold off on adopting the legislative program dates until the March meeting? I really don't want to go super late that night but need to get through the agenda.

Thank you,  
Atoosa Reaser

Vice Chair and  
Algonkian District Member,  
Loudoun County School Board

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---

**From:** Karen Dawson <Karen.Dawson@lcps.org>  
**Sent:** Tuesday, February 9, 2021 2:35 PM  
**To:** Atoosa Reaser; Mark Smith  
**Cc:** Stephen DeVita  
**Subject:** RE: L&P February

Hi Atoosa –

Yes! We can record and not live-stream (this makes it easier because staff will

not need to be in the building in order to do this).

Unfortunately, the calendar would not allow us to start at 6:00 because HRTD Committee is at 6:00 and Denise Corbo is the Chair of that committee, so that would be a conflict.

The Agenda looks good. I would add to item #1. Organizational Items (1) Adopt 2021 meeting dates; and (2) Approve draft 2022 Legislative Program Timeline (I will start drafting the timeline for your review).

Thanks,  
Karen

**From:** Atoosa Reaser <Atoosa.Reaser@lcps.org>  
**Sent:** Tuesday, February 9, 2021 1:24 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Subject:** Re: L&P February

P.S. We can continue to record instead of live-stream.

Thank you,  
Atoosa Reaser



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

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

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---

**From:** Atoosa Reaser <Atoosa.Reaser@lcps.org>  
**Sent:** Tuesday, February 9, 2021 1:18 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Subject:** L&P February

Since we have missed the last two months, would the calendar allow us to start earlier just for February (maybe 6)? I will be connecting with Steve between Wed and Fri to work on policy. Here it what I would like to include, if we can have a longer meeting (maybe switch order of 2 and 3):

1. Adopt 2021 meeting dates
2. GA update
3. BM Conduct Policy
4. Need for a Policy on MOU (or not)

I would appreciate any thoughts or guidance you have on these items, or anything else you think we should include or address.

Thank you,  
Atoosa Reaser



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

**email:** [atoosa.reaser@lcps.org](mailto:atoosa.reaser@lcps.org)  
**mobile:** (571) 291-5325

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**From:** Ashley Ellis  
**To:** Ashley Ellis; Scott Ziegler  
**Subject:** Conversation with Ashley Ellis  
**Date:** Friday, January 29, 2021 1:36:40 PM

---

Scott Ziegler 5:23 PM:

Beth is going to question whether or not DOI funds theater shows. Not sure what she's talking about but just a heads up. Don't know if she's planning to do it tonight or thursday

Ashley Ellis 5:24 PM:

Ok, thanks for the heads up. I'll try to get an answer now in order to have it ready

Scott Ziegler 5:28 PM:

trying to find out which question she's referencing

Scott Ziegler 5:29 PM:

Looks like question 18 from tonight's packet

Ashley Ellis 5:29 PM:

Ok, she wants additional information?

Ashley Ellis 5:30 PM:

Want to take it as a budget question and reply in writing?

Scott Ziegler 5:31 PM:

Yes, I think she probably means that we don't pay for all the sets and costumes and props and what not

Scott Ziegler 5:33 PM:

Maybe a breakdown of what you mean by DOI funds the Arts

Ashley Ellis 5:33 PM:

Schools get allotments. I can give specifics in writing.

Ashley Ellis 5:33 PM:

Yep

Scott Ziegler 6:51 PM:

Since she wants to hear from the specialist - take it as a question

Ashley Ellis 6:52 PM:

Does she think I don't talk to him? (the specialist)

Scott Ziegler 6:54 PM:

Who knows - such an odd thing to champion.

Scott Ziegler 7:39 PM:

Are you good to share?

Ashley Ellis 7:40 PM:

yep!

Ashley Ellis 8:55 PM:

Trying to find them for you, but they were much earlier

Ashley Ellis 8:56 PM:

- A. 1/21/21 - Staff Return (MS, HS all instructional staff; ES Hybrid and as required by building principal)**
- B. 1/26/21 - Stages 1 - 3 return**
- C. 2/02/21 - Stage 4 return**

Ashley Ellis 9:21 PM:

MS and HS both ready to go

Ashley Ellis 9:44 AM:

Morning! Have a minute about a couple discipline items?

9:44 AM Connected to Ashley Ellis (aellis3@lcps.org).

10:06 AM Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:21:56

Ashley Ellis 3:47 PM:

I had forgotten the AG investigation was a topic at MSAAC. I will listen in to the first part of the meeting when



that is being discussed.

**Scott Ziegler 3:48 PM:**

Ok - who is presenting or are they just discussing

**Ashley Ellis 3:49 PM:**

They are just discussing.

**Scott Ziegler 3:50 PM:**

Ok - I'll log in after Hunt District. Probably around 730ish

**Ashley Ellis 3:50 PM:**

(y)

**Ashley Ellis 7:24 PM:**

AG update was uneventful. Speakers coming up next.

**Scott Ziegler 7:39 PM:**

Thanks - I'm jumping in now

**Scott Ziegler 2:33 PM:**

are we good with Maree for tonight??

**Ashley Ellis 2:36 PM:**

I will check with her. Do we have a specific time or are they on call?

**Ashley Ellis 2:36 PM:**

And I'm to send her the private link Karen sent me?

**Ashley Ellis 2:36 PM:**

In terms of content/presentation, she's ready. We spoke yesterday.

**Scott Ziegler 2:37 PM:**

They should have received a link from Aaron or Karen - I think they're personalized

**Ashley Ellis 2:40 PM:**

Ok, I'll confirm with Maree.

**Ashley Ellis 4:49 PM:**

wrapping up a meeting. can I give you a quick ring in a couple minutes?

**Ashley Ellis 4:57 PM:**

I'll check

**Scott Ziegler 5:52 PM:**

Do you have this darft? Mine seems to be the last version

**Ashley Ellis 5:52 PM:**

Yes, I'll send it to you. I'm looking at a paper copy now

**Ashley Ellis 5:54 PM:**

I think I sent you the wrong one

**Ashley Ellis 5:54 PM:**

Trying again...

**Scott Ziegler 5:55 PM:**

no worries, i think the numbering is just different

**Scott Ziegler 5:56 PM:**

That's the one I have but it doesn't match his page numbers. Thanks!

**Ashley Ellis 5:57 PM:**

Good grief.

**Ashley Ellis 6:19 PM:**

consultants, right?

**Scott Ziegler 6:19 PM:**

Yes, she just said what we had talked about

**Ashley Ellis 11:38 AM:**

Have time this afternoon to touch base on a couple DOI items?

**Scott Ziegler 11:40 AM:**

Yes, is 4 okay? Thinking about running down to the clinic to get away from the computer for a few minutes

**Ashley Ellis 11:40 AM:**

I'm meeting with Lottie and Brenda about equity committee at 4 but am free anytime between now and then.

Scott Ziegler 11:42 AM:

Sure - Plumber will be here in about 10 minutes, I'll give you a call after that

Ashley Ellis 11:42 AM:

Sounds good. I'll be brief - thanks!

1:35 PM Connected to Ashley Ellis (aellis3@lcp.org).

**From:** Ashley Ellis  
**To:** Ashley Ellis; Scott Ziegler  
**Subject:** Conversation with Ashley Ellis  
**Date:** Friday, January 29, 2021 2:48:59 PM

---

Scott Ziegler 5:23 PM:

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2:46 PM Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:02:04

**From:** [aellis3@lcps.org](mailto:aellis3@lcps.org)  
**To:** [aellis3@lcps.org](mailto:aellis3@lcps.org); [sziegle2@lcps.org](mailto:sziegle2@lcps.org)  
**Subject:** Conversation between aellis3@lcps.org and sziegle2@lcps.org  
**Date:** Friday, January 29, 2021 9:53:14 PM

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**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](mailto: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:** Michele Leffler  
**To:** Schoolboardemail; bos@loudoun.gov  
**Cc:** Scott Ziegler; Mark Smith; Wayde Byard; Stephen DeVita; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock; Paul Thiessen  
**Subject:** [EXTERNAL] Would love to see LCPS recognize PRCS and Loudoun County for stepping in for the kids during DL  
**Date:** Friday, February 12, 2021 9:45:27 AM

---

Denise and Joint Boards,

Denise, thank you for leading this joint board committee meeting. It means the world when hardworking staff are recognized. It is hard when they are ignored also. Your friendliness and openness was refreshing.

I would love to see a joint statement to the BOS that LCPS appreciates their efforts from THEIR staff who looked out for the LCPS children during DL since September 8th.

I would also love to see the data from how many children PRCS helped, as well as CASA, and how the safety mitigation factors worked, and if there were any outbreak at all.

That data is what you can use to convince LCPS that it always WAS safe to be around kids. And be able to prove it. The data was always right there in plain sight. Why was it ignored or not mentioned by LCPS? Wasn't that supposed to be a Joint Equity Initiative? Would love to see that go public. As a courtesy to the taxpayers and county that is actively preventing community spread WHILE providing a safe environment to children. IN LCPS buildings.

[https://loudoun.granicus.com/MediaPlayer.php?view\\_id=77&clip\\_id=6401&fbclid=IwAR1o02F9tt2OUwcSf1PxCDwflJa2kdcCS4HJoZSZi\\_BZvJBEDBOpbBTIZ82g](https://loudoun.granicus.com/MediaPlayer.php?view_id=77&clip_id=6401&fbclid=IwAR1o02F9tt2OUwcSf1PxCDwflJa2kdcCS4HJoZSZi_BZvJBEDBOpbBTIZ82g)

Thank you. Sorry for the excessive emails. Just the answers were right in front of you the whole time. And the county staff member working on childcare during DL obviously put a LOT of time and effort into it. I think she should get an award for it. The first Joint Equity Initiative Award. It would be amazing to the community to see both boards come together to recognize significant achievement of JOINT staff.

FYI -- I was on the Joint Forces Command in reserves while I worked in the Reserves and at Chief of Naval Personnel. Both commands were fighting over me while I was the Future Year Defense Program (FYDP) budget analyst. Both had admirals in charge, so it was a BIG deal. I ended up being hired by CNP as a civilian in charge of collecting the data of ALL individuals paid for by the Navy Defense Budget. After 9/11. I broke the glass ceiling because it was an officer job and I was enlisted as a yeoman. Totally broke many barriers and obstacles with that and created a manual to help normalize the process. Some members of the staff had to go to Afghanistan to see what the troops needed. For six months.

I chose to leave to teach ESL so I can help with the children and families affected by the wars. That is my story. Now you might understand why I get so much assistance in the veteran field. I am still friends with the guy in charge of legislation from CNP -- he now is in charge of DAV legislation. And is very well connected. It is a small world and doors to legislators are uniquely open to me due to my time in service. Grateful for that. Transitioning from enlisted to officer while in the reserves is kind of a big deal. Especially when we can get punished for "fraternizing" with officers. People I worked with didn't know how to accept me and overcome their own training to not be too friendly with enlisted. I represented BOTH worlds.

PS -- in the military I had been in charge of leave and awards, then evaluations. Before I turned 21. For a command of over 1,500 people. Because that's what Navy yeoman do -- we do the job right and help out the command to keep things running smoothly. As my former boss said, "There should never be rework, if you did it right the first time you shouldn't have to do it again." People would get disciplined for "rework" because it shows they weren't properly trained. He was a hero of mine. At Shore Intermediate Maintenance Activity (SIMA) in Norfolk, Virginia. I was in charge of the command's evaluation program, learning a new one and training others to do it right. Total adjustment in having people compete against each other for promotions, due to evaluation inflations, and it had to be dealt with delicately. I received my Navy Achievement Medal for my work there. As well as my GOOD Conduct Medal. It is nice to be appreciated for doing the job right with little to NO rework.

Please look out for each other. It is a JOINT effort. And we are supposed to be in this together. Thank you to the county and BOS for never leaving our kids behind. Means the world to me. And my family. We need to share our stories. Especially us trailblazers that made change possible. That is my favorite part -- learning from the trailblazers rather than blind loyalty. It is amazing what females accomplished in the military. I celebrate that too.

Kindly,

:-) 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:** [Mikaela Coffey](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Registration is Open for the 2021 VSBA Northeastern Spring Networking Forum  
**Date:** Friday, February 12, 2021 2:44:53 PM  
**Attachments:** [Northeastern Region Spring Brochure.pdf](#)

---

Good Afternoon,

Registration is now open for the VSBA Northeastern Region Spring Network Forum, being held Virtually on Monday, May 3, 2021. The program will begin at 5:30 pm. This meeting is a great way to keep in touch with the other divisions in your region, review student artwork, and discuss topics pertinent to school board members in your region. More information about your meeting is included in the attached brochure.

If you have any questions, please contact Mikaela Coffey at [mikaela@vsba.org](mailto:mikaela@vsba.org). We look forward to seeing you virtually on May 3, 2021.

[Please click here to register for the session!](#)

Best,

Mikaela Coffey  
Coordinator of Board Development  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[mikaela@vsba.org](mailto:mikaela@vsba.org), [www.vsba.org](http://www.vsba.org)


**From:** Mark Smith  
**To:** Scott Ziegler  
**Subject:** UPDATES  
**Date:** Friday, February 12, 2021 2:01:29 PM  
**Attachments:** [Hiring Packet - Director of Communication.pdf](#)  
[Outlook-0d2a3jhh.png](#)

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Some updates for you:

- **Director of Communication** has been submitted to Lisa so that is in motion. I have attached the hiring packet.
- The **LCPS Commendations** is about as good as it will get. I have pinged everyone to contribute.
- Staff issue at **Park View**. Staff member saying some ignorant stuff about black folks. Kirk is issuing a letter of reprimand. Lucia has the details.
- **Budget email** is in your inbox. I need to follow up with Sharon after you have reviewed.
- **Superintendent search process** seems to be rolling along. Lisa has copied me in on correspondence with communications.

I am getting ready to jet so call or text if you need me.

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:** Ashley Ellis  
**To:** Ashley Ellis; Scott Ziegler  
**Subject:** Conversation with Ashley Ellis  
**Date:** Friday, January 29, 2021 12:00:13 PM

---

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**Subject:** Conversation with Ashley Ellis  
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**Scott Ziegler 5:55 PM:**

no worries, i think the numbering is just different

**Scott Ziegler 5:56 PM:**

That's the one I have but it doesn't match his page numbers. Thanks!

**Ashley Ellis 5:57 PM:**

Good grief.

**Ashley Ellis 6:19 PM:**

consultants, right?

**Scott Ziegler 6:19 PM:**

Yes, she just said what we had talked about

**Ashley Ellis 11:38 AM:**

Have time this afternoon to touch base on a couple DOI items?

**Scott Ziegler 11:40 AM:**

Yes, Is 4 okay? Thinking about running down to the clinic to get away from the computer for a few minutes

**Ashley Ellis 11:40 AM:**



I'm meeting with Lottie and Brenda about equity committee at 4 but am free anytime between now and then.

**Scott Ziegler 11:42 AM:**

Sure - Plumber will be here in about 10 minutes, I'll give you a call after that

**Ashley Ellis 11:42 AM:**

Sounds good. I'll be brief - thanks!

**1:35 PM** Connected to Ashley Ellis (aellis3@lcps.org).

**2:17 PM** Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:41:52

**From:** [wbyard@lcps.org](mailto:wbyard@lcps.org)  
**To:** [wbyard@lcps.org](mailto:wbyard@lcps.org); [sziegler2@lcps.org](mailto:sziegler2@lcps.org)  
**Subject:** Conversation between wbyard@lcps.org and sziegler2@lcps.org  
**Date:** Friday, January 29, 2021 2:48:50 AM

---

wbyard@lcps.org [9:31 PM]:

Dr. Ziegler, Stone Bridge is sending out a message on inappropriate social media postings by a student.

wbyard@lcps.org [9:32 PM]:

Dear Stone Bridge Families:

Loudoun County Public Schools has been made aware that a Stone Bridge High School student recently posted insensitive and racist comments on social media regarding several racial and ethnic groups in the Loudoun County community. Racism in any form is not acceptable in the Stone Bridge community and we denounce the behavior of this student. Their comments do not reflect the values of our community. This matter is being investigated by the Stone Bridge High School administration, and it will be addressed according to LCPS policy.

wbyard@lcps.org [9:32 PM]:

Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as expressed in the division's Statement on Equity. We take matters that involve our students' safety, both physical and emotional, seriously, and if any students would like to talk about this incident, they can contact the Stone Bridge High School Unified Mental Health Team or their counselor for support.

Sincerely,

Mr. Timothy J. Flynn

Principal

wbyard@lcps.org [9:33 PM]:

School Board members for Stone Bridge are Harris Mahedavi, Ian Serotkin and Leslee King.

**From:** Dawn Scontras  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Re: Interim Superintendent's Message to the LCPS Community  
**Date:** Thursday, January 28, 2021 8:58:20 PM

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Are serious with this email? Was there no one in your office who proof read this and said maybe this wasn't a good idea. You and your colleagues are completely tone deaf, out of touch, and irresponsible and after almost a full year of our kids not seeing the inside of a school building, asking for patience and grace, flexibility, comfort with the not yet know, is insulting. Why is it insulting? Because the arrogance and lack of seriousness from this school board and the superintendent office as well as the LEA has been on full display. You and they have failed to put forth plans for a return while other states have been in person since August. In fact, the school district that William is no in charge of has been back full time since the beginning. This board has discussed and voted on other items like mascots, and pronouns, equity and holidays when really the only thing that should be on your agenda is getting kids and teachers back in school, 5 days a week for those who want it. LCPS school board and the LEA has been a joke, and now, the whole country knows what joke you all are. As Mr. Michon said, "figure it out". It is time for you and teachers cease punishing our kids for a virus that has a 99% recovery rate, and that is for people who actually show symptoms. It's not rocket science. Pull plans from other school systems. We pay your salary. You work for us. Figure it out.

Dawn Scontras

Sent from my iPad

On Jan 28, 2021, at 6:06 PM, Loudoun County Public Schools <BlackboardMN@lcps.org> wrote:

LCPS Banner



January 28, 2021

To the Loudoun County Public Schools community,

Following Tuesday's School Board meeting there has been increased media attention paid to Loudoun County, specifically regarding the reopening of schools.

This has led to some inflammatory rhetoric being shared on social media and in email and phone communications with staff.

As a parent and a school administrator, I know this subject can provoke many emotions, including frustration and anger. When I find myself feeling such emotions, I go back to a message I have shared with you before.

I have tried to remain focused on four simple concepts as we navigate what is, hopefully, the end of the pandemic. Those concepts are Patience, Flexibility, Comfort with the Not-Yet-Known, and Grace.

I want you to know that LCPS staff -- from the Loudoun County School Board, myself, to the teachers, to all of the support personnel -- and the community we serve have a common goal: to return students to school safely as soon as possible. We may disagree on the methods and timetable to return students to in-person learning, but I would like us to agree that we all have our students' best interests at heart.

As we go forward, I would ask you once again to consider Patience, Flexibility, Comfort with the Not-Yet-Known, and Grace as we interact with one another and map a strategy through unprecedented circumstances to a common goal.

Sincerely,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** Wayde Byard  
**To:** Wayde Byard; Scott Ziegler  
**Subject:** Conversation with Wayde Byard  
**Date:** Thursday, January 28, 2021 5:15:01 PM

---

Wayde Byard 5:41 PM:

Dr. Ziegler, Loudoun County High School is planning on sending out the following message regarding an incident in a virtual meeting today:

Wayde Byard 5:41 PM:

Good evening,

This is Michelle Luttrell, Principal at Loudoun County High School.

During our Senior Class meeting this afternoon, an incident occurred in which someone unmuted in the virtual Zoom meeting and used a racial slur and profanity. The individual was quickly removed from the meeting by a LCHS staff member. My administrative team and I are investigating and, along with our Unified Mental Health Team, will address this issue in accordance with School Board Policies and the Student Rights and Responsibilities practices. I share this with you because as I have shared with you in the past, we take matters that involve our students' safety, both physical and emotional, seriously. We reject and condemn the use of racial slurs; it does not reflect our values at Loudoun County High School. I am sorry to have to share this with you, but I thought it was important that you hear from me. Please let us know if you or your student need anything regarding this incident.

Wayde Byard 5:43 PM:

The School Board representatives are Mrs. Barts, Mr. Beatty, Mr. Serotkin and Mrs. Corbo.

Wayde Byard 10:39 AM:

Dr. Ziegler, Stephanie Knott and I are not going to respond to Mrs. Corbo's email without direction from you or Dr. Smith.

Wayde Byard 10:40 AM:

Note on today's Times-Mirror phone interview. I have long suspected them of secretly taping interviews, which is legal in Virginia.

Wayde Byard 10:40 AM:

I bring this up only because sometimes off-hand remarks given to the Times-Mirror end up in print.

Wayde Byard 10:41 AM:

I would be careful, because there is no "off the record" with them.

10:43 AM Connected to Wayde Byard (wbyard@lcps.org).

10:47 AM Call with Wayde Byard (wbyard@lcps.org) has ended. Duration: 0:04:10

Scott Ziegler 2:04 PM:

Are you all having the meals message translated?

Wayde Byard 2:05 PM:

Yes. They are being sent in English and Spanish.

Scott Ziegler 2:10 PM:

ty

Wayde Byard 4:31 PM:

Dr. Ziegler, Stone Bridge is sending out a message on inappropriate social media postings by a student.

Wayde Byard 4:32 PM:

**Dear Stone Bridge Families:**

Loudoun County Public Schools has been made aware that a Stone Bridge High School student



recently posted insensitive and racist comments on social media regarding several racial and ethnic groups in the Loudoun County community. Racism in any form is not acceptable in the Stone Bridge community and we denounce the behavior of this student. Their comments do not reflect the values of our community. This matter is being investigated by the Stone Bridge High School administration, and it will be addressed according to LCPS policy.

Wayde Byard 4:32 PM:

Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as expressed in the division's Statement on Equity. We take matters that involve our students' safety, both physical and emotional, seriously, and if any students would like to talk about this incident, they can contact the Stone Bridge High School Unified Mental Health Team or their counselor for support.

Sincerely,

Mr. Timothy J. Flynn

Principal

Wayde Byard 4:33 PM:

School Board members for Stone Bridge are Harris Mahedavi, Ian Serotkin and Leslee King.

Scott Ziegler 4:53 PM:

Please send me the email that went to both schools - for inclusion in the Board docs

Scott Ziegler 5:01 PM:

Did you see my note about forwarding the emails

Wayde Byard 5:02 PM:

Yes.

Scott Ziegler 5:02 PM:

I'm holding the Board update for them

Wayde Byard 5:02 PM:

To be clear, LCHS and Stone Bridge.

Scott Ziegler 5:03 PM:

yes

**From:** Scott Ziegler  
**To:** Michelle Walker  
**Subject:** FW: Social Media Post  
**Date:** Thursday, January 28, 2021 5:06:00 PM

---

For inclusion in the School Board update.

**From:** Timothy Flynn <[Timothy.Flynn@lcps.org](mailto:Timothy.Flynn@lcps.org)>  
**Sent:** Thursday, January 28, 2021 4:33 PM  
**To:** Stone Bridge High School Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** Social Media Post

Dear Stone Bridge Families:

Loudoun County Public Schools has been made aware that a Stone Bridge High School student recently posted insensitive and racist comments on social media regarding several racial and ethnic groups in the Loudoun County community. Racism in any form is not acceptable in the Stone Bridge community and we denounce the behavior of this student. Their comments do not reflect the values of our community. This matter is being investigated by the Stone Bridge High School administration, and it will be addressed according to LCPS policy.

Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as expressed in the division's [Statement on Equity](#). We take matters that involve our students' safety, both physical and emotional, seriously, and if any students would like to talk about this incident, they can contact the Stone Bridge High School Unified Mental Health Team or their counselor for support.

Sincerely,

Mr. Timothy J. Flynn  
Principal

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You are receiving this email because of your relationship with Stone Bridge High School. If you wish to stop receiving email updates sent through the Blackboard service, please [unsubscribe](#).  
Stone Bridge High School | 43100 Hay Road, Ashburn, VA 20147 | 571-252-2200

**From:** [Wayde Byard](#)  
**To:** [Scott Ziegler](#)  
**Subject:** FW: Social Media Post  
**Date:** Thursday, January 28, 2021 5:04:50 PM

---

Dr. Ziegler,  
Here is the Stone Bridge message.

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

**From:** Kimberly Goodlin <[Kimberly.Goodlin@lcps.org](mailto:Kimberly.Goodlin@lcps.org)>  
**Sent:** Thursday, January 28, 2021 4:37 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Stephanie Knott <[Stephanie.Knott@lcps.org](mailto:Stephanie.Knott@lcps.org)>  
**Subject:** FW: Social Media Post

Sharing a message sent from Stone Bridge HS.

**From:** Timothy Flynn <[Timothy.Flynn@lcps.org](mailto:Timothy.Flynn@lcps.org)>  
**Sent:** Thursday, January 28, 2021 4:33 PM  
**To:** Stone Bridge High School Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
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Sincerely,

**Mr. Timothy J. Flynn**  
**Principal**

---

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Stone Bridge High School | 43100 Hay Road, Ashburn, VA 20147 | 571-252-2200



**From:** Wayde Byard  
**To:** Wayde Byard; Scott Ziegler  
**Subject:** Conversation with Wayde Byard  
**Date:** Thursday, January 28, 2021 4:56:06 PM

---

Wayde Byard 5:41 PM:

Dr. Ziegler, Loudoun County High School is planning on sending out the following message regarding an incident in a virtual meeting today:

Wayde Byard 5:41 PM:

Good evening,

This is Michelle Luttrell, Principal at Loudoun County High School.

During our Senior Class meeting this afternoon, an incident occurred in which someone unmuted in the virtual Zoom meeting and used a racial slur and profanity. The individual was quickly removed from the meeting by a LCHS staff member. My administrative team and I are investigating and, along with our Unified Mental Health Team, will address this issue in accordance with School Board Policies and the Student Rights and Responsibilities practices. I share this with you because as I have shared with you in the past, we take matters that involve our students' safety, both physical and emotional, seriously. We reject and condemn the use of racial slurs; it does not reflect our values at Loudoun County High School. I am sorry to have to share this with you, but I thought it was important that you hear from me. Please let us know if you or your student need anything regarding this incident.

Wayde Byard 5:43 PM:

The School Board representatives are Mrs. Barts, Mr. Beatty, Mr. Serotkin and Mrs. Corbo.

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Dr. Ziegler, Stephanie Knott and I are not going to respond to Mrs. Corbo's email without direction from you or Dr. Smith.

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Note on today's Times-Mirror phone interview. I have long suspected them of secretly taping interviews, which is legal in Virginia.

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10:47 AM Call with Wayde Byard (wbyard@lcps.org) has ended. Duration: 0:04:10

Scott Ziegler 2:04 PM:

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Sincerely,

Mr. Timothy J. Flynn

Principal

Wayde Byard 4:33 PM:

School Board members for Stone Bridge are Harris Mahedavi, Ian Serotkin and Leslee King.

Scott Ziegler 4:53 PM:

Please send me the email that went to both schools - for inclusion in the Board docs

**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:** [Harris Mahedavi](#)  
**To:** [Scott Ziegler](#)  
**Subject:** FW: Weekly Update  
**Date:** Thursday, January 28, 2021 6:30:44 PM  
**Attachments:** [image001.png](#)

---

Perhaps this is different than the discipline data?



**Harris Mahedavi | Loudoun County School Board  
Ashburn Representative**

**email:** [Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)  
**mobile:** 571-420-9312

*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 <Ashley.Ellis@lcps.org>  
**Sent:** Tuesday, January 14, 2020 12:36 PM  
**To:** Harris Mahedavi <Harris.Mahedavi@lcps.org>  
**Cc:** Nyah Hamlett <Nyah.Hamlett@lcps.org>  
**Subject:** RE: Weekly Update

Good afternoon, Harris,

There is not a collective view of all quarterly reports over 5 years. I can send you the last several quarterly reports if that would be helpful.

Thank you,  
Ashley

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

**From:** Harris Mahedavi  
**Sent:** Monday, January 13, 2020 11:02 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Cc:** Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto:Nyah.Hamlett@lcps.org)>  
**Subject:** RE: Weekly Update

Good Evening Ashley,

My question is concerning the quarterly report -- *2019 Fourth Quarter Comment and Complaint Summary* from Ashley Ellis, January 2, 2020 (pp. 1-2)

Is there a collective view of all quarterly reports over the period of 5 years (or last few years)?

Sincerely,

Harris



**Harris Mahedavi | Loudoun County School Board  
Ashburn Representative**

**email:** [Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)

**mobile:** 571-420-9312

*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:** Eric Williams <[Eric.Williams@lcps.org](mailto:Eric.Williams@lcps.org)>

**Sent:** Sunday, January 12, 2020 4:28 PM

**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>; Denise Corbo <[Denise.Corbo@lcps.org](mailto:Denise.Corbo@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>; Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>; Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>; John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>

**Subject:** Weekly Update

**Notes & Highlights**

1. My schedule since the last *Update* included the following commitments, among others:
  - Met with Scott Ziegler for weekly HRTD meeting;
  - Worked on preparation of FY21 Operating Budget documents over several days;
  - Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for our meeting next Tuesday; and
  - Met with the Administrative Leadership Team (division-level and school-level administrators) to provide an overview of the Superintendent's Proposed Budget.
2. We have confirmed the schedule for optional school visits for School Board members. We have selected a variety of schools and topics, and School Board members will observe multiple other items of interest in each school. You are welcome to attend one or both of these optional sessions. Even if the schools are not in your electoral district, we believe these visits will be of great value. Please reply by Thursday, January 16 to the invitation that Christine Coleman sent to accept or decline the visit for planning purposes. If you have any questions, please contact Ashley Ellis or Nyah Hamlett.

*School Tour Schedule*

*January 23 (10:30 - 3:00)*

- Sully ES (social emotional learning) 10:30-11:30
- Brambleton MS (community connections, PBL/PL) 12:00-1:00
- Heritage HS (Profile of a Graduate) 2:00 - 3:00

*January 31 (10:30 - 3:00)*

- Stone Hill MS (personalized learning, security) 10:30-11:30
- Meadowland ES (computational thinking) 12:00-1:00
- Park View HS (United Mental Health team, personalized learning, English learner programs) 2:00-3:00

**Emails & Other Documents**

- *2019 Fourth Quarter Comment and Complaint Summary* from Ashley Ellis, January 2, 2020 (pp. 1-2) (This document provides a summary of comments and complaints received through the online comment and complaint system in accordance with Policy 8-10. We share this document with the School Board quarterly.)
- *School Business Partnership Breakfast Invitation* from Ashley Ellis, January 7, 2020 (p. 3)
- *Principal Absence - Sugarland ES* from Ashley Ellis, January 7, 2020 (p. 4)
- *Loudoun County Board of Supervisors Final FY 2021 Budget Guidance* from Tim Hemstreet, January 8, 2020 (pp. 5-21) (As explained during the introduction of the Superintendent's FY21 Proposed Operating Budget, this fiscal guidance is for the County Administrator, not the Superintendent or School Board.)
- *Mental Health and Wellness Conference* from Asia Jones, January 9, 2020 (pp. 22-32)
- *Support Services Update* (includes information on election district details and transportation concern registry) from Kevin Lewis, January 9, 2020 (pp. 33-43)
- *Classroom Library Book Appeal - Willow and the Wedding* from Ashley Ellis, January 9, 2020 (pp. 44-47)
- *Yearbook Cover - Student Artwork* from Ashley Ellis, January 10, 2020 (pp. 48-49)
- *Legislative Consultants - Weekly Report and LCPS 2020 Delegation List* from Nyah Hamlett, January 10, 2020 (pp. 50-92)
- *2019 Reviewed and Adopted Policies* from Nyah Hamlett, January 10, 2020 (pp. 93-95)
- *Graduation Commencement Speakers* from Nyah Hamlett, January 10, 2020 (p. 96)
- Letters of Appreciation and Commendation to Jeff Hawes (teacher, Meadowland ES), Samantha Courtney (former LEF Director), and Wassim Bouhsane (student, Champe HS), January 10, 2020 (pp. 97-99)

**Articles & Videos**

- WTOP report on School Board action on teacher salaries, December 27  
<https://wtop.com/loudoun-county/2019/12/loudoun-county-wants-to-lead-the-pack-in-teacher-pay/>
- Northern Virginia Magazine article on changes coming to local school divisions in 2020, December



26

<https://www.northernvirginiamag.com/family/education/2019/12/26/northern-virginia-school-news-to-know-before-2020-begins/>

- Loudoun Times-Mirror article on mold remediation at Hillsboro Charter Academy, December 26

[https://www.loudountimes.com/news/hillsboro-charter-academy-removes-hazardous-mold-following-parent-concern/article\\_fe36a6fc-2282-11ea-835d-0b0e1c4f3588.html](https://www.loudountimes.com/news/hillsboro-charter-academy-removes-hazardous-mold-following-parent-concern/article_fe36a6fc-2282-11ea-835d-0b0e1c4f3588.html)

- Loudoun Now article on review panel for "My Princess Boy," December 27

<https://loudounnow.com/2019/12/27/review-panel-limits-access-to-1-selection-in-loudouns-diverse-classroom-library/>

- New School Board to take oath of office, Loudoun Now, December 30

<https://loudounnow.com/2019/12/30/loudoun-county-school-board-plans-jan-6-swearing-in-ceremony/>

- Loudoun Times-Mirror 10 Most Read stories of 2019, December 31

[https://www.loudountimes.com/news/here-are-loudountimes-com-s-most-read-stories-of/article\\_b16f57ec-2b2e-11ea-be83-e709a8dbb0cc.html](https://www.loudountimes.com/news/here-are-loudountimes-com-s-most-read-stories-of/article_b16f57ec-2b2e-11ea-be83-e709a8dbb0cc.html)

- CNN report on elementary school game in which LCPS is referenced, January 1

<https://www.cnn.com/2020/01/01/us/dc-school-apologizes-slavery-lesson-trnd/index.html>

- School Board year in review, Loudoun Now, January 3

<https://loudounnow.com/2020/01/03/year-in-review-school-board-pushed-to-gain-traction-on-school-equity/>

- Teacher takes part in kidney exchange to help former student, Ashburn Patch, January 6

<https://patch.com/virginia/leesburg/loudoun-teacher-takes-part-kidney-exchange-former-student>

- Loudoun Times-Mirror story on LCPS hosting mental health conference, January 6

[https://www.loudountimes.com/news/loudoun-county-public-schools-to-host-student-mental-health-conference/article\\_0d7312f6-3096-11ea-aa84-9f76929f696a.html](https://www.loudountimes.com/news/loudoun-county-public-schools-to-host-student-mental-health-conference/article_0d7312f6-3096-11ea-aa84-9f76929f696a.html)

- Loudoun Now article on swearing in of School Board, January 6

<https://loudounnow.com/2020/01/06/sheridan-reaser-to-lead-loudoun-school-board/>

- Teacher takes part in kidney exchange to help former student, Fox 5, January 7

<https://www.fox5dc.com/video/641765>

- Loudoun Times-Mirror article on swearing in of new School Board, January 7

[https://www.loudountimes.com/news/new-loudoun-county-school-board-sworn-in-sheridan-elected-chairwoman/article\\_072d7360-309a-11ea-8a0b-d3848a4bceb4.html](https://www.loudountimes.com/news/new-loudoun-county-school-board-sworn-in-sheridan-elected-chairwoman/article_072d7360-309a-11ea-8a0b-d3848a4bceb4.html)

- Washington Post article on snow day fatal accident involving a school bus in Fauquier County, January 7

[https://www.washingtonpost.com/local/public-safety/van-passenger-dies-in-crash-in-virginia-linked-to-slick-roads-police-say/2020/01/07/3cf7708e-31b9-11ea-a053-dc6d944ba776\\_story.html](https://www.washingtonpost.com/local/public-safety/van-passenger-dies-in-crash-in-virginia-linked-to-slick-roads-police-say/2020/01/07/3cf7708e-31b9-11ea-a053-dc6d944ba776_story.html)

- Loudoun Now article about teacher taking part in kidney exchange, January 8

<https://loudounnow.com/2020/01/08/teacher-former-student-share-life-giving-experiences/>

-- WTOP report regarding \$1.3 billion LCPS budget proposal, January 9

<https://wtop.com/loudoun-county/2020/01/budget-proposal-for-loudoun-co-schools-seeks-1-3-billion/>

- DPS School Counseling December/January Newsletter

<https://www.smore.com/nbqwp>

- LCPS video of Farmwell Station Middle School contacting International Space Station

<https://vimeo.com/371217305>



- LCPS Job for a Day video

<https://vimeo.com/377571832>

**Important Dates** The enclosed calendar includes additional dates into February (pp. 100-101)

6:30 p.m., January 6, 2020; Swearing in of 2020-2023 School Board Members, School Administration Building

7:00 p.m., January 6, 2020; Annual School Board Organizational Meeting, School Administration Building

6:30 p.m., January 9, 2020; Special School Board Meeting includes Presentation of the Superintendent's Proposed FY 2021 Budget and Closed Session, School Administration Building

January 13-14, 2020; VSBA Capital Conference, Richmond Marriott, Richmond, VA

3:30 p.m., January 14, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., January 14, 2020; 2nd Tuesday School Board Meeting, School Administration Building

5:30 p.m., January 15, 2020; Select Committee of the School Board for Hearing Appeals, School Administration Building

5:15 p.m., January 16, 2020; School Board Work Session on the FY 2021 Operating Budget and Closed Session, School Administration Building (Note: Time Change)

January 20, 2020 – Martin Luther King, Jr. Holiday – All Schools and Administrative Offices Closed

January 21, 2020 – Moveable Student Holiday (Planning/Records/Conference Day)

4:30 p.m., January 21, 2020; Charter School Committee Meeting, School Administration Building

6:30 p.m., January 21, 2020; School Board Work Session on the FY 2021 Operating Budget, School Administration Building

5:30 p.m., January 22, 2020; Discipline Committee Meeting, School Administration Building

8:30 a.m., January 23, 2020; Student Support and Services Committee Meeting, School Administration Building

5:30 p.m., January 23, 2020; Ad Hoc Committee on Equity Meeting, School Administration Building

6:00 p.m., January 27, 2020; Communication & Outreach Committee, School Administration Building

3:30 p.m., January 28, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., January 28, 2020; 4th Tuesday School Board Meeting, School Administration Building

8:00 a.m., January 29, 2020; Curriculum & Instruction Committee Meeting, School Administration Building

5:30 p.m., January 30, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building

6:30 p.m., January 30, 2020; School Board Work Session on the FY 2021 Operating Budget (if needed), School Administration Building

February 1, 2020; School Board Retreat, Location TBD

*Save the Date:*

*March 13, 2020; School Business Partnership Breakfast, National Conference Center*

*May 8, 2020; 2020 LCPS Retirement Dinner, Lansdowne Resort*

**From:** Kevin Lewis  
**To:** Lisa Boland; Sharon Willoughby; Scott Ziegler; Lucia Sebastian  
**Cc:** Kimberly Klees  
**Subject:** RE: Budget motions  
**Date:** Thursday, January 28, 2021 7:30:15 PM  
**Attachments:** image001.png

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I also have concerns. Whereas I am grateful for efforts to improve recruiting efforts for drivers to fill the much needed vacancies, I am concerned about reaching into the classified structure and the unintended consequences of doing so. Over the past couple of years we have experienced a number of unintended consequences where certain placements or position moves caused issues even when there was a focused effort by staff to consider potential issues. A quick look through the classified title sheets indicates that bus drivers would jump over other Support Services, B&F, DOI, DPS and DDI positions. For example, "jumped" positions include skilled trades positions such as carpenters, computer technicians, School Nutrition Manager, multiple technician positions, crew chiefs and team leaders. Having established a system wide classification and compensation process, staff was able to manage expectations for staff at all levels.

Again, efforts to improve Support Services staff is most appreciated, however it is very concerning that the moral and performance of other staff could be negatively affected without a strategic effort and market analysis.

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:** Lisa Boland <Lisa.Boland@lcps.org>  
**Sent:** Thursday, January 28, 2021 10:43 AM  
**To:** Sharon Willoughby <Sharon.Willoughby@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Lucia Sebastian <Lucia.Sebastian@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>  
**Cc:** Kimberly Klees <Kimberly.Klees@lcps.org>  
**Subject:** RE: Budget motions

GM,  
Of course, I still have tremendous concerns about reclassifying positions through the budget process without an updated market review or substantial justification. I think this puts us at risk. Aside from that, this is my initial reaction to the below.

Field Trip Specialists will be thrilled that they will be on the same level as bus drivers. That has been a source of contention for the last two years.

Dispatchers and Bus Drivers are already on the same level, so moving them up together makes

sense.

Many Bus Driver Leads came forward last year and felt that the trainer positions should not be on the same level, as the trainers work in the field and report to the leads when they are not in training. Typically this is when they are short-handed, but it is a cause for concern if they remain on the same level.

Nothing is mentioned below regarding the bus attendants. I think there should be a consideration for the attendants to move up from level 8 as they are a part of this Job Family.

I believe we can justify drivers being on a level above the refuse drivers based on the added responsibility of getting the school bus endorsement and transporting students.

I am excited about the pay increase but am equally worried about the snowball effect of everyone moving up and some positions remaining at the same level. I am not sure what the Outreach attempt looks like, but please let me know if there is something additional needed, please let me know.

I hope this helps!

*Lisa Boland*

Lisa Boland

Director of Human Resources and Talent Development

(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Office: 571-252-1554

Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>

**Sent:** Thursday, January 28, 2021 9:47 AM

**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>

**Cc:** Lisa Boland <[Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)>; Kimberly Klees <[Kimberly.Klees@lcps.org](mailto:Kimberly.Klees@lcps.org)>

**Subject:** FW: Budget motions

Do we want to try any outreach again regarding these motions for the Bus Driver and related positions below? Is there concern that Bus Drivers, Field Trip Specialists and Dispatchers are now on the same level? Or that Refuse Operators are 'separated' from Bus Drivers?



**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](mailto:ian.Serotkin@lcps.org)>  
**Sent:** Wednesday, January 27, 2021 1:09 PM  
**To:** Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>  
**Subject:** Budget motions

Sharon,

Here are my budget motions to cost out & word - I included my cost estimates from previously provided answers to budget questions:

- Reduce projected FY22 enrollment by 2%, to 85,867 - \$6.4M budget reduction
- Reduce Elaine Thompson custodians from 5 FTEs to prorated custodian plan (2 FTEs starting 1/1/22 and 3 FTEs starting 4/1/22) - \$107,496 budget reduction
- Bus Driver & related position reclassifications
  - Reclassify Bus Drivers from Level 12 to Level 15 - \$5,917,062
  - Reclassify Bus Driver Instructors from Level 13 to Level 16 - \$184,846
  - Reclassify Lead Bus Drivers from Level 15 to Level 16 - \$171,220
  - Reclassify Field Trip Specialists from Level 11 to level 15 - ???
  - Reclassify Dispatchers from Level 12 to level 15 - ???
  - Reclassify Refuse Operators from Level 12 to Level 14 - \$76,305
  - Reclassify Specialized Transport Drivers from Level 10 to Level 13 - \$37,634
  - Reclassify Couriers from Level 9 to Level 12 - \$63,420



**Ian Serotkin | Loudoun County School Board**

**Blue Ridge District Representative**

**Chair, Curriculum & Instruction Committee**

email: [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)

mobile: (571) 420-1628

he/him/his

*Please be aware that correspondence with an elected official*



**From:** Mikaela Coffey  
**Subject:** [EXTERNAL] Capital Conference Answers to Questions  
**Date:** Friday, January 29, 2021 9:55:56 AM  
**Attachments:** Capital Conference Questions with Answers.pdf

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Good Morning,

Happy Friday! Thank you for attending the Capital Conference on Monday, January 25, 2021. There were some questions that were asked that the presenters did not have time to get to. Please see attached for that list of questions, with the answers listed below each question.

Please let me know if you have any questions!

Have a wonderful weekend,

Mikaela

Mikaela Coffey  
Coordinator of Board Development  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[mikaela@vsba.org](mailto:mikaela@vsba.org), [www.vsba.org](http://www.vsba.org)

VSBA: Providing 115 years of leadership, advocacy and support to Virginia's school boards

*Register today for the VSBA Hot Topic Conference March 17, 2021*

**From:** [Beth Barts](#)  
**To:** [Scott Ziegler](#); [John Beatty](#); [Leslee King](#)  
**Subject:** Fwd: [EXTERNAL] Censure John Beatty  
**Date:** Sunday, March 21, 2021 7:12:57 PM

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Sent from my iPhone

Begin forwarded message:

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Date:** March 21, 2021 at 7:10:44 PM EDT  
**To:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Subject:** Fwd: [EXTERNAL] Censure John Beatty

Sent from my iPhone

Begin forwarded message:

**From:** Neelam Ahmed <[27neelamahmed@gmail.com](mailto:27neelamahmed@gmail.com)>  
**Date:** March 21, 2021 at 6:55:46 PM EDT  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>, Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>, Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>, Denise Corbo <[Denise.Corbo@lcps.org](mailto:Denise.Corbo@lcps.org)>, Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>, Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>, Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>  
**Subject:** [EXTERNAL] Censure John Beatty

Dear School Board,

As a parent and resident of the Catoclin District, I am deeply concerned about votes and inaccurate statements made by my representative, John Beatty, in recent weeks. I believe his statements have amplified and approved white supremacist activism in Loudoun. As the board is certainly aware, white supremacist groups like PACT and the Virginia Project are planning a show of force at upcoming school board meetings. They have misrepresented the actions of teachers and parents in our community, who are working to create an inclusive and equitable environment for all children. The relentless intent on spreading lies in the community with Beatty's help is problematic and must be addressed. The comprehension is lacking, by racist choice.

John Beatty, in his prepared statement read before voting against equity in education month, intentionally misrepresented the LCPS equity program and falsely claimed that LCPS is promoting Critical Race Theory at our schools. Beatty's FALSE statement on Feb. 23 that "critical race theory underpins this proclamation" was a clear dog whistle to these racist groups, and I believe it helped embolden the recent wave of white supremacist activity--including the targeting of innocent LCPS employees and anti-racist individuals.

After voting to dismantle the LCPS equity committee, Beatty proceeded to put forth a nominee to that committee, who is in fact, a major contributor to the PACT organization in an effort to sabotage the committee's work. Fortunately, this nominee resigned after scrutiny from members of the community before assuming his duties. However, the nomination in itself is worthy of direct criticism from board members who must intensify their anti-racist efforts. Last year, the board declined to censure Beatty for making a pro-slavery remark, despite rightful demands for condemnation by the LCPS Minority Student Advisory Committee.

I strongly believe that Mr. Beatty must be held accountable for his actions before he and his crowd intensifies the white supremacist efforts. I request that a censure vote be brought to the floor for his racist statements and documented lies regarding LCPS instructional programming. Loudoun County residents, who elected SEVEN progressive school board members in 2019, expect those members to stand up to racists firmly and vocally, even those next to you on the dais. Mr. Beatty may be polite and affable in the boardroom, but the people pulling the strings are malicious and destructive. Beatty's actions hurt Loudoun's minority and LGBTQ children every day and it is time to take a stand and put equity in action. Censure Beatty and silence the supremacists.

Sincerely,  
Neelam Ahmed  
Catoctin Resident



**From:** Amy K. Tribi   
**To:** John Beatty; Randall, Phyllis; Scott Ziegler; Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; Leslee King  
**Cc:** Chris Croll; zjohnsonwelch@gmail.com  
**Subject:** [EXTERNAL] Call to Censure John Beatty IMMEDIATELY  
**Date:** Sunday, March 21, 2021 4:19:39 PM

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Dear School Board –

On behalf of the Catoclin District, we ask that you censure Mr. John Beatty, Catoclin School Board Representative, for his most recent misrepresentation of facts and his continued undermining of Loudoun County Public School's efforts to provide a safe and equitable learning environment to every student.

Mr. Beatty violated School Board Code of Conduct Policy 1030 Sections A4 and A5 and must be held accountable for his actions. Mr. Beatty is an elected official, and as such is held to a high level of review and standard which includes a responsibility to share the truthful facts.

On February 23, 2021 LCPS School board attempted to reaffirm their commitment to equity in education for all students with the presentation of the "Equity in Education Proclamation." This proclamation, which was supported by every School Board member except Mr. Beatty, states that, among other things, "A diverse, inclusive, equitable, socially-just, and anti-racist teaching and learning community is a priority in Loudoun County Public Schools."

Upon the presentation of this proclamation, Mr. Beatty took the opportunity to misinform, mislead and incite the community by stating facts that were patently false. Mr. Beatty's shocking response to the motion to adopt the proclamation was, "The critical race theory that underpins this proclamation only serves to continue to inflame the divisions in this county. These recommended tools are not the solution and therefore I will not support this proclamation." He then proceeded to vote nay on the adoption of the proclamation.

Mr. Beatty's suggestion that Critical Race Theory has been adopted within LCPS is a lie. Communicating erroneous information is a clear violation of School Board Code of Conduct Policy 1030 Section A4, which states, "That my fellow board members and I should take the initiative in helping the people of this community to have the facts about their schools, to the end that they will provide the best possible school program, school staff, and school facilities." Beatty did not put forward facts but, instead, used his seat on the dais to advance inflammatory mistruths.

Beatty also violated Section B5 of the same policy, which states he would, "Base my personal decisions upon all available facts in each situation and to vote my honest conviction in every case, unswayed by bias of any kind." It's obvious to all of us that Mr. Beatty's statement and vote reflected his own personal bias and not the will of the Catoclin District.

Mr. Beatty's words were so off base and so offensive that he caused parents in the community and on social media to mobilize a retaliatory effort. According to news stories, parents were so offended by what they perceived as Mr. Beatty's lies and outright racism



that they started a recall petition for his seat. They also created lists of people who are known to resist equity in education, like Mr. Beatty. This online chatter, and the media coverage that followed, was so intense - and so unsettling to the Loudoun community - that interim Superintendent Ziegler had to issue a defensive statement on March 19 to the entire LCPS parent community denying that what Mr. Beatty had said on the dais was true.

Beatty caused staff to go into crisis mode to try and undo the damage he had done. In his email, Ziegler said, "LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true."

At last week's Curriculum & Instruction Committee presentation, we heard Dr. Ellis say, "We continue to harm when we do not acknowledge, center and address the lack of equitable instructional experiences provided to marginalized students in a way that ensures accountability." The VA DOE website says, "Culture strongly influences the attitudes, values, and behaviors that students and teachers bring to the instructional process, making culturally responsive educators necessary for the equitable achievement of today's increasingly diverse student population."

Harm has been done and the LCPS culture has been marred by Mr. Beatty's statements.

You, as the highest officials in the school division, have an obligation to separate yourself from this rhetoric by publicly condemning it.

The Equity Collaborative's research indicated that one area for improvement within LCPS is accountability. We couldn't agree more. Please send a clear message of accountability to the Catocin District and the Loudoun County community at large by censuring Mr. Beatty for violating Policy 1030.

If this School Board genuinely believes that equity is important to the success of our division, you must act now to defend the fidelity of the important work being done in our division to end discrimination and to empower all students to make meaningful contributions to the world.

Thank You,

Chris Croll, Former Catocin School Board Representative and Catocin Resident  
Zerell Johnson-Welch, Former Equity Committee Member and Catocin Resident  
Amy Tribie, Former Lucketts Elementary PTA President and Catocin Resident

--

~Amy

**From:** [Mark and Jamie Fortier](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Brenda Sheridan](#); [Attoosa Reaser](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [phyllis.randall@loudoun.gov](mailto:phyllis.randall@loudoun.gov)  
**Subject:** [EXTERNAL] Fwd: Interim Superintendent's Update on Equity Work  
**Date:** Saturday, March 20, 2021 11:26:34 AM

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Thank you for the clarification. I agree it is not the school board's place to "indoctrinate" our children. It is MY job to set my children's moral compass. I sincerely hope the training that is given to the teachers and staff supports this claim. While I can appreciate and agree with the need to ensure equity in education, I cannot excuse or ignore the fact that a group of individuals were compiling names of people they deemed "racist". It was bad enough that the group included friends and neighbors, but the fact that multiple school board members, board of supervisor members, the county attorney and teachers were a part of this group is scary. While it is possible that many of the members may not have been aware of the direction the group had turned, it was very clear that one school board member, Beth Barts, was aware and **actively** participated in the thread calling for names of folks suspected of being racist. What is this, Communist Russia? This is COMPLETELY inexcusable behavior of an elected official. Ms. Barts has overstepped her bounds numerous times as is evidenced by the multiple censures imposed on her by her peers, yet this continued behavior shows she has no intention of reforming. In a school system that values inclusion, this type of behavior is divisive and perpetuates discord. We live in America, where we have freedom of speech and freedom to believe as we choose. Our beliefs are shaped by our varying experiences and I prefer to trust that even those who believe different from me do so with good intentions. However, when an elected official is part of a witch hunt for constituents who don't conform directly to their narrative, something **MUST** be done.

You have proven over the past few months that you aren't afraid to make tough decisions. Thank you for that. I am new to this county and quickly started to regret our decision to move here. I'm hoping for better, more cohesive days ahead, but that won't be possible without strong, inclusive leadership.

Thank you,  
Jamie Fortier

Sent from my iPhone

Begin forwarded message:

**From:** Loudoun County Public Schools <[BlackboardMN@lcps.org](mailto:BlackboardMN@lcps.org)>  
**Date:** March 19, 2021 at 4:46:34 PM EDT  
**To:** Loudoun County Public Schools Recipients <[recipients@loudoun.parentlink.net](mailto:recipients@loudoun.parentlink.net)>  
**Subject:** **Interim Superintendent's Update on Equity Work**  
**Reply-To:** Loudoun County Public Schools <[BlackboardMN@lcps.org](mailto:BlackboardMN@lcps.org)>

LCPS Banner



March 19, 2021

Dear LCPS Community,

Today, I am releasing the **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**. I hope this statement will help to clarify many of the misperceptions being reported by certain media outlets and social media and reemphasize our commitment to equity for all LCPS students and staff.

#### **Interim Superintendent's Update: Rumors Concerning LCPS Equity Work**

In recent days, media reports and social media posts have sought to distort the equity work by Loudoun County Public Schools. Misconceptions and misinformation persist. I want to take a moment to clarify LCPS' efforts to ensure every student, employee and member of the community is treated in an equitable, respectful manner.



In explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

LCPS' equity plan is outlined on the [Equity webpage](#) on the LCPS website.

LCPS is not alone in this work. The [Virginia Department of Education](#) and school divisions across the Commonwealth and America are engaged in similar efforts.

To start the process to improve its learning environment, LCPS hired The Equity Collaborative in 2019 to perform a [Systemic Equity Assessment](#). This assessment asked students, parents and educators about their experiences with LCPS based on social and cultural factors and their race. The assessment, submitted to the school division in June 2019, identified five barriers that could prevent students from attaining the world-class education LCPS strives to provide. These barriers included race, poverty, learning disabilities, academic expectations and discipline practices. Of these five factors, the assessment identified race as the most prevalent problem.

Areas where LCPS was found to need improvement included accountability, hiring practices and professional development. The Equity Collaborative recommended professional development for staff in the area of recognizing the social and cultural differences in our diverse student body. Professional development was undertaken using both nationally recognized consultants and LCPS staff trained to facilitate such work. The goal of this work was to raise the racial consciousness and equity literacy of LCPS' staff.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to. Social media rumors that staff members have been disciplined or fired for not adhering to the tenets of Critical Race Theory or for refusing to teach this theory are not true.

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and [Virginia Department of Education](#).

LCPS' work on equity is a journey that requires the commitment of staff at all levels. I feel the staffs' work, which has been sustained, honest and undertaken in good faith, has been misrepresented recently by some members of the public.

It has come to my attention that individuals, including some identifying themselves as LCPS employees, have made statements across social media about parents and their thoughts about the school division's equity work. LCPS recognizes the right of its employees to free speech, but does not condone anyone targeting members of the community for their viewpoint.

LCPS remains committed to its equity work. At the outset, we knew this work would create many hard, but necessary, conversations. I ask only that these conversations be based in fact. In the near future, LCPS will be sharing more communications about our equity work so that our community has a deeper understanding of the journey we are on to provide the best education for all of our students.

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** creal french  
**To:** [Scott Ziegler](#); [Ian Serotkin](#); [Atoosa Reaser](#); [Brenda Sheridan](#); [Harris Mahedavi](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)  
**Subject:** [EXTERNAL] Recent News  
**Date:** Friday, March 19, 2021 4:03:33 PM

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Dr. Ziegler and School Board Members,

Thank you for your recent announcement to open school 4 days per week starting on April 20th! In just 2 short weeks, my son's engagement from being in school even 2 days has increased immensely. He's getting to know his teachers and made a friend! Please continue to move forward and leverage the best practices from the school administrators who are successfully welcoming students back in school and plan to open 5-days-per-week, traditional school model (not concurrent teaching) at the start of the 2021-2022 school year.

On a different note, it has come to my attention that a group of people in a private Facebook group are making lists and targeting their neighbors who disagree with them. The Leesburg District School Board representative is an active member of this group.

From what I have heard, the list of parents this group is targeting expands beyond those who disagree about CRT, but also includes parents who have been vocal about opening schools or have been critical of Ms. Barts' performance.

I've written to you before to express my concerns about the online behavior from Ms. Barts. I've stated that I do not feel comfortable writing to her because she mocks and belittles parents and tries to intimidate people so that they won't speak up. This most recent news takes it to a whole new level - one that is beyond comprehension. How can she possibly think that targeting people is acceptable? I cannot even wrap my head around it. She is hiding behind her self-proclaimed "Equity Advocate" title and calls everything said that she disagrees with "misinformation" or "misrepresentation." She is no advocate for any of us here in Leesburg.

I was raised right here in Loudoun County. In Loudoun County we treat everyone with dignity and respect. We believe in equal opportunity for all. We have conversations with our neighbors. We welcome diversity of thought. We don't call other people's opinions "misinformation". We don't divide people up in little buckets and decide who is worthy and who is not. We don't elevate some people's voices over others. We don't call people racists because we disagree with them. We don't target people who disagree with us. We don't plot against people who are different from us and try to silence them. We just don't. But Beth Barts does.

There is enough going on in the world for families to worry about without living in fear that they are on some "list" or that their school board representative is going to dox them.

Remove her from the school board. She is trying to silence anyone who disagrees with her. It's unconscionable. Members of our community are allowed to exercise their First Amendment right to question the local government. This recent development isn't totally about CRT, or equity, or opening schools. This is about a school board member who is unfit to serve.

Regards,

Creal French  
Leesburg



**From:** Beth Barts  
**To:** Scott Ziegler  
**Cc:** School Board Confidential; Superintendent's Cabinet  
**Subject:** Re: Important Community Messages  
**Date:** Friday, March 19, 2021 3:15:37 PM

---

Thank you Scott.

I noticed the words "white supremacy" were removed in referencing the Equity Statement in your email.

Will they also be removed from the website as well?

I appreciate the clarification.

Beth

Sent from my iPhone

On Mar 19, 2021, at 2:27 PM, Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)> wrote:

School Board Members,

As you are aware, many inaccuracies concerning LCPS equity work have been circulating in certain media and social media outlets this week. This afternoon, LCPS will issue the following **Superintendent's Update: Rumors Concerning LCPS Equity Work and A Statement on Violence Against Asian-Americans**. We will be carrying out a communication plan similar to the one used for Wednesday's announcement of four-day hybrid instruction. These messages are embargoed until 4 p.m.

Scott A. Ziegler, Ed.D.  
Interim Superintendent of Schools  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)

<A Message from the Superintendent.pdf>

<Superintendent's Update\_ Rumors Concerning LCPS Equity Work.pdf>

**From:** Ian Serotkin  
**To:** Scott Ziegler  
**Subject:** Re: Important Community Messages  
**Date:** Friday, March 19, 2021 2:57:52 PM  
**Attachments:** Outlook-ojvhwjr.png

---

I think both of these are great. Thanks!



**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto: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:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Friday, March 19, 2021 2:27 PM  
**To:** School Board Confidential <[SchoolBoardConfidential@lcps.org](mailto:SchoolBoardConfidential@lcps.org)>  
**Cc:** Superintendent's Cabinet <[SuperintendentsCabinet@lcps.org](mailto:SuperintendentsCabinet@lcps.org)>  
**Subject:** Important Community Messages

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Interim Superintendent of Schools  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)

**From:** [Scott Ziegler](#)  
**To:** [School Board Confidential](#)  
**Cc:** [Superintendent's Cabinet](#)  
**Subject:** Important Community Messages  
**Date:** Friday, March 19, 2021 2:27:00 PM  
**Attachments:** [A Message from the Superintendent.pdf](#)  
[Superintendent's Update Rumors Concerning LCPS Equity Work.pdf](#)

---

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Interim Superintendent of Schools  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)

**From:** [Peter Livingston](#)  
**To:** [Neil Slevin](#)  
**Cc:** [Scott Ziegler](#); [Leslee King](#)  
**Subject:** [EXTERNAL] Re: Dismantling white supremacy  
**Date:** Friday, March 19, 2021 2:06:41 PM

---

Leslee - I sent the email below looking to gain some clarity after watching the curriculum meetings. Can't seem to get a response from these guys. Can you perhaps assist and read my email below and respond?

Peter Livingston

> On Mar 18, 2021, at 9:39 AM, Peter Livingston <[plivingston@kw.com](mailto:plivingston@kw.com)> wrote:

>

> Hi Neil - I'm thinking perhaps you are the person who can expand more on this for me. Looks like the county is tearing apart at the seams over misinformation about what critical race theory is or isn't and how it is or isn't being practiced in our schools. I listened to all this years sub committee meetings about curriculum the last few days to try and get a better understanding for myself of all of this and I was left with one big question that I think needs answering for the sake of our entire community.

>

> What does it mean when you say dismantling white supremacy in lops and how does that apply in terms of what is being taught or not taught specifically? Is there a set of curriculum within Lcps you can direct me to or a set of policies or guidelines? While I understand the term and what it means in the broader sense I think a lot of the uproar within the community is how it is or isn't applied within our schools... and then of course you have some community leaders on both sides of this fanning the flames unnecessarily for political purposes and I feel like the fire could be put out if there was more information available.

>

> Also I'm curious if you can expand on this. After watching the meetings my take on cultural inclusive training was that it was more inward looking in terms of providing learning specific to the cultural background of the student not so much in terms of teaching the other students the same way? Like for example our Black children are reading at a much lower proficiency rate than our Asian children. So teaching them differently to improve outcomes versus the same which is producing the current lack luster results. Am I understanding this correctly?

>

> Also I have mentioned this in public comments and to the board and gotten no response. Next years budget spending on extracurricular activities at our wealthiest schools is three times that of our poorest. During these meetings I heard quite a bit about teaching the whole child. How can the whole child be taught if we aren't providing extracurricular activities at the same rate at our poorest schools as we are at our wealthiest?

>

> Thanks in advance for your time and any insight you can provide me about all of this.

>

> Peter Livingston

>



**From:** [sarahpankenier@yahoo.com](mailto:sarahpankenier@yahoo.com)  
**To:** [Harris Mahedavi](#); [John Beatty](#); [Scott Ziegler](#); [Jeff Morse](#); [Ian Serotkin](#); [Leslee King](#); [Atoosa Reaser](#); [atif.garni@governor.virginia.gov](mailto:atif.garni@governor.virginia.gov); [Loudoun County Virginia](#); [Stephen DeVita](#); [Brenda Sheridan](#); [Denise Corbo](#)  
**Subject:** [EXTERNAL] Parent target list  
**Date:** Friday, March 19, 2021 1:17:57 PM

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Dear School Board

I applaud you for moving forward and getting kids back to school 4 days/week. My three children will be excited. They thrive in school and have lost any interest in online learning. They hate distance learning, are falling behind and are depressed. For this reason I have been very vocal and supportive of getting students back in school.

Those of us vocal about return to school have been criticized in the community and on social media. I saw and reported on multiple occasions how parents were unnecessarily targeted on Beth Barts's social media page. She frequently posts false information and shaming attempts (including photographs) aimed at parents. It seems now she has gone one step further. Ms. Barts has been reported to be cheerleading a Facebook inspired hit list of parents to shame. This detailed information has been shared in several news publications and shows. I included one below. I am not in this closed Facebook group so have no idea how this came about, the exact threats made or if I am included. I think it is frightening a list exists, regardless of if my name appears or not. How does a group with elected school board members and LCPS employees make a list of parents they want to target? To do what to them? Punish them for advocating for their children's right to education? I'm unclear on how you make a community more tolerant and inclusive by having a political witch hunt. Many parents feel targeted by Ms. Bart and LCPS as a whole, and this latest report does not help.

LCPS needs to work on communication with the community and repair the trust that has been broken. I urge the school board to turn away from this sort of political shaming game. I urge you to focus of the primary mission at hand- educate the children of Loudoun County. It is not to indoctrinate young people into a certain belief system. CRT has no place in our schools. This type of rhetoric only further alienates people in the community. The school board has spent way too much time debating semantics rather than figuring out how to get kids back in school and providing them a quality education.

Going forward please make the children's education the number one priority for board meetings. Please continue to hold Ms. Barts accountable for her awful and vindictive social media behavior. Please present a clear 5 day/week educational plan for next school year.

Sincerely,  
Sarah Pankenier  
Ashburn District- mom of 3 LCPS students

Teachers Compile List Of Parents Who Question Racial Curriculum, Plot War On Them

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

**From:** Beth Barts  
**To:** Jill Rodeffer  
**Cc:** Scott Ziegler; Brenda Sheridan  
**Subject:** Re: Denouncement of Anti-Asian Hate Speech and Violence  
**Date:** Friday, March 19, 2021 11:06:07 AM

---

Thank you. I personally am trying to denounce such actions. We are close friends with a family who has shared some of their experiences. It is very upsetting to hear about this but much worse to experience it. We stand with our friends.

I agree that a statement from LCPS would be appreciated and appropriate. We cannot let those against our equity work silence us.

Kindly,

Beth Barts

Sent from my iPhone

On Mar 19, 2021, at 10:51 AM, Jill Rodeffer <Jill.Rodeffer@lcps.org> wrote:

Good Morning,

I wake up this morning feeling disappointed that LCPS has not issued a statement specifically denouncing anti-Asian hate speech and violence and expressing support for our AAPI students, family, staff, and community. It shouldn't take the murder of 6 Asian women in Georgia for us to speak out against what is happening. It could have happened when we heard people in positions of authority calling it the "China Virus" or "Kung Flu", saying we were too sensitive for saying it would lead to bad outcomes. It could have happened when we saw the dramatic increase in incidents involving anti-Asian sentiment during the last year. It could have happened when we heard stories of Asian parents all over the country deciding not to send their children back into school buildings for fear of them being harassed and blamed for the virus.

I know that this is a strange time in our county--a time when we have loud voices criticizing our equity work and our passion and commitment to dismantling systemic racism and creating a school environment that is inclusive and affirming to all. I cannot wrap my mind around how wanting this has somehow become political.

**As an equity committee, what can we do to make this happen quickly?**

My hands are shaking as I type this email. Although I am a 5th generation American, I still am influenced by my Japanese heritage. I'm influenced by the cultural concept of *gaman*, "to endure the seemingly unbearable with patience and dignity", which gave strength to my relatives as they endured the hardships of the internment camps during World War II and courage to my grandfather who fought with the highly decorated 442nd Battalion. While we may have held strong beliefs, we were told not to "make waves".

Seeing other Asian Americans, especially our youth, speaking up and advocating for our community is giving me hope and helping me find my voice. I hope you will join me.

Jill

*Jill Rodeffer*

Gifted Resource Teacher

Evergreen Mill Elementary School

Jill.Rodeffer@lcps.org

*For more information about LCPS Gifted Education, please visit our webpage.*

**From:** [Elicia Leudemann](#)  
**To:** [Brenda Sheridan](#); [Atoosa Reaser](#); [Stephen DeVita](#); [John Beatty](#); [Ian Serotkin](#); [Jeff Morse](#); [Leslee King](#); [Harris Mahedavi](#); [Scott Ziegler](#); [Atoosa Reaser](#)  
**Subject:** [EXTERNAL] Video - Harassment of a student  
**Date:** Thursday, March 18, 2021 8:17:25 PM  
**Attachments:** [Video.mov](#)

---

Board:

What I am about to address is UNACCEPTABLE harassment of a student by a teacher. How dare you allow this to happen in your schools and as a part of your APPROVED curriculum in the name of EQUITY! You say LCPS does not use CRT? No, you just allow teachers to use CRT trainings to brow beat white children until they trap them into saying anything that will prove out the theory that they are white supremacists. CRT by any other name is still CRT! But this is even worse!!!

This must be stopped now. You can not bait these kids into making racist remarks that they never intended to make in the first place. This is WRONG! Do not be complicit in this.

Elicia Leudemann

Sent from my iPhone



**From:** [Elicia Leudemann](#)  
**To:** [Stephen DeVita](#); [Brenda Sheridan](#); [Atoosa Reaser](#); [John Beatty](#); [Ian Serotkin](#); [Jeff Morse](#); [Leslee King](#); [bos@loudoun.gov](#); [Harris Mahedavi](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Fwd: Anti-racist parent group target  
**Date:** Thursday, March 18, 2021 12:34:20 PM

---

This email and accompanying screenshots were sent to the detective working on this case today. I understand you can not remove Ms. Barts from the Board, but I hope this experience playing out in the national media spot light and absolutely torturing the community will move you to create a policy that will prevent this from ever happening again. This is worse than an embarrassment. It is downright painful. At this point, I am sure I am preaching to the choir.

Elicia Leudemann

Sent from my iPhone

Begin forwarded message:

**From:** Elicia Leudemann <[elicia.brand@me.com](mailto:elicia.brand@me.com)>  
**Date:** March 18, 2021 at 12:23:44 PM EDT  
**To:** [claye.pickrell@loudoun.gov](mailto:claye.pickrell@loudoun.gov)  
**Subject:** Anti-racist parent group target

Hello, Officer Pickrell:

My name is Elicia Brand Leudemann. I would like to file a complaint against Beth Barts and those in the Facebook Group, Anti-Racist Parents, who have added me to a "hit list" because I disagreed with the Critical Race Theory curriculum being taught at LCPS, wrote to the School Board about Beth Barts' unprofessional behavior and want our children back in the class room.

As for my position on Critical Race Theory, I have said repeatedly that I am not against a diversity/tolerance curriculum, but I am against any curriculum that puts one race above another, or pits one race against another or makes any race look at their skin color and think they are inherently bad because of it. Yet, I still made their list. It could have been about CRT or it could have been the many posts I have written about Ms. Barts' extreme behavior. I feel my safety, and the safety of my family, is being threatened by Ms. Barts and her backers.

After I received the screen shot of my name posted in their group, I did delete as many posts as I could find in the LCPS -Open Schools Now Face Book page in fear of retaliation from the cyber-criminals that they are recruiting through their advertisement.

I am attaching screen shots that include:

1. Beth Barts post on Anti Racist Parents FB page playing to her audience,

- inciting anger and calling for action from them
2. A post from Hilary HL on the Anti- Racist Parents FB page calling out to create the “ hit list”
  3. My name on the “hit list” from the Anti-Racist Parents FB page
  4. An ad for cyber criminals to take action against parents on the Anti-Racist Parents FB page

Thank you for looking into this case.  
Please feel free to reach out to me with any questions.



Elicia Brand Leudemann  
410.980.6083

Sent from my iPhone

From: Elicia Leudemann  
 To: Stephen DuVita; Brenda Sheridan; Abigail Rogers; John Reath; Ian Sordani; Jeff Morse; Leslee King; bop@loudoun.gov; Harris Mahedavi; Scott Ziegler  
 Subject: (EXTERNAL) Fwd: Anti-racist parent group target  
 Date: Thursday, March 18, 2021 12:34:12 PM  
 Attachments: image.png  
 image.png

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Elicia Leudemann

Sent from my iPhone

Begin forwarded message:

From: Elicia Leudemann <elicia.brand@me.com>  
 Date: March 18, 2021 at 12:23:44 PM EDT  
 To: claye.pickrell@loudoun.gov  
 Subject: Anti-racist parent group target

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10:11 AM Done IMG\_4812.PNG







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. ❤️



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

Elicia Brand Leudemann  
410.980.6083

Sent from my iPhone

From: Elicia Leudemann  
 To: Stephen DelVita; Brenda Sheridan; Altona Rouse; John Reatty; Jan Seroklin; Jeff Morse; Leslie King; hps@loudoun.gov; Harris Mahedey; Scott Ziesler  
 Subject: (EXTERNAL) Fwd: Anti-racist parent group target  
 Date: Thursday, March 18, 2021 12:34:01 PM  
 Attachments: image.png  
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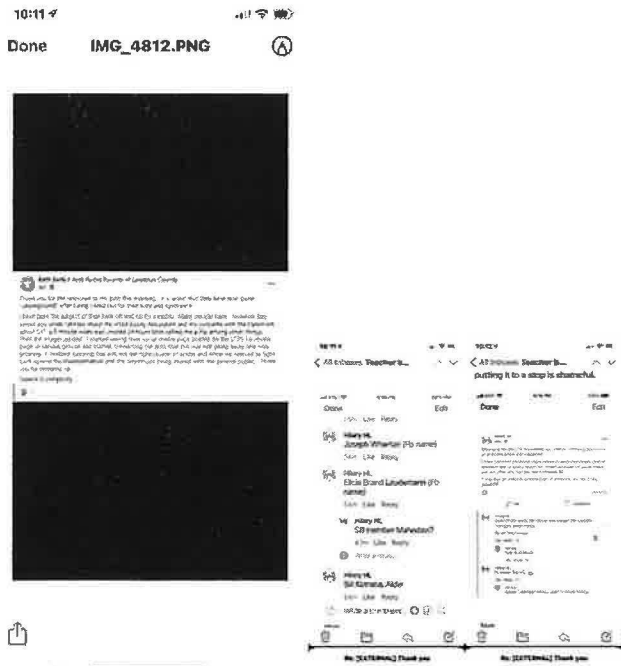
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10m · 🌐

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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

Elicia Brand Leudemann  
410.980.6083

Sent from my iPhone



From: Beth Ratts  
To: Scott Ziegler  
Cc: Stephen DeVita  
Subject: FYI: Our neighbors.  
Date: Thursday, March 18, 2021 11:27:27 AM

Scott,

I am glad to hear you plan to double down on the misinformation that is being shared about our Culturally Responsive Instruction in regards to Critical Race Theory. I look forward to the board update on the strategies you plan to employ.

Emails from residents outside the county and Virginia as well as emails sent with threats of litigation that are not from "allegedly" real people should not make LCPS or the board change course when it comes to our Equity Statement and our action plan.

Winchester is dealing with the same thing. For the record, I tried to bring attention to the misinformation being purposefully shared but we all know how that played out.

Thank you.

Beth

 winchesterstar.com



## The Winchester Star

Schools Superintendent David Sovine, who attended Wednesday's meeting, invited the supervisors to learn about the school division's equity initiative to see how it has helped students.

Sovine, who was asked by The Star about comments made at Wednesday's meeting, issued the following statement on Thursday:

"As I shared during my comments near the conclusion of last night's meeting, it's important to consider everything in context, but that is challenging when singular statements are pulled

from an extensive resource and presented as they were last night. I remain committed to working to grow cultural and social empathy within our school division and provide all students with rigorous learning experiences and opportunities to succeed. Based on the comments shared by many citizens at [Wednesday] night's meeting,



## The Winchester Star

“As I shared during my comments near the conclusion of last night’s meeting, it’s important to consider everything in context, but that is challenging when singular statements are pulled from an extensive resource and presented as they were last night. I remain committed to working to grow cultural and social empathy within our school division and provide all students with rigorous learning experiences and opportunities to succeed. Based on the comments shared by many citizens at [Wednesday] night’s meeting, there are varying perspectives regarding our

there are varying perspectives regarding our equity program. My hope is that individuals will seek to gain a better understanding of the overall program and the ways in which it benefits students before reaching a conclusion based on very limited information and in some cases, misinformation, that has been shared about this initiative.”

Sent from my iPhone

**From:** [jack shelton](#)  
**To:** [Scott Ziegler](#); [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [Brenda Sheridan](#); [Schoolboardemail](#)  
**Subject:** [EXTERNAL] Speech to the board  
**Date:** Tuesday, March 23, 2021 6:44:40 PM

---

I was having mic issues so here is my speech to the board.

good evening to everyone

except for BETH. BETH PLEASE RESIGN.

Do not listen to the LEA! Stop listening to the union! Chanted the rules to 3 feet. Screw the union

I am glad that schools are now going to be open 4 days a week, its sad that they still have a 3 day weekend but its a start . It's a start, baby steps I guess, we need to open schools 5 days a week by next school year. NO more 3 day weekends. Let's the kids have a real graduation and a real prom, kids need to have fun and we need to stop with all this COVID BS.

I am also going to talk to you about the

Critical race theory, this should never be taught in schools. In God's eyes we are all even and ALL , LIVES MATTER, don't teach the kids about the critical race theory, Teachers shouldn't be allowed to talk about politics and CRT is all about politics. BETH. Beth can you please eat green eggs and ham and resign.

Racism against white it's real too!

Beth doesn't care



From: Ashley Ellis  
To: Denise Corbo, Leslie King  
Cc: Scott Ziegler, Mark Smith, Asia Jones  
Subject: RE: CRT and Gender Marker Questions  
Date: Tuesday, March 23, 2021 3:19:09 PM

Good afternoon, Denise and Leslie,

I am providing this response to you both because you each sent an inquiry about the same video and slides that were sent by more than one constituent. This is a lot of information, and I hope it is helpful. I'm also blind copying the School Board on this message given the nature of both topics. Please let me know what additional information I can provide.

As we've stated in committee meetings and messages to the community, LCPS is not teaching CRT (Critical Race Theory), nor have our staff been trained in Critical Race Theory. The slides that have been sent to you from a couple of individuals come from a high school dual enrollment class. The video is an excerpt of a class discussion in a dual enrollment college level English course in which students were exposed to different literary theories as a way of critiquing different pieces of literature. CRT was an example of a theory that can be applied to literary criticism. Other theories such as structuralism, deconstructionism, and feminism were also shared. [Here](#) is a resource on literary theory and schools of criticism if you are interested. The slides are not a part of an LCPS training.

As Dr. Ziegler stated in his community message last week, in explaining LCPS' equity priorities, it might be helpful to state what they are not. They are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to.

Information related to countywide training for equity was shared with the LCPS School board on September 22 ([Slide Deck](#)). Additionally, the Department of Instruction has created a [frequently asked question](#) document related to Equity and Culturally Responsive Instruction.

The acronym "CRT" might sometimes be confused with Culturally Responsive Teaching. As you know from C&I meetings this year, we do have a [Culturally Responsive Framework](#) that was developed this past year and is being utilized in our schools. Again, this is not Critical Race Theory.

Regarding the "\$400,000 in training" mentioned in a couple of the emails, that is likely a reference to the cost of the Equity Collaborative's support two years ago. Again, this was not CRT training - it was support with the systemic equity assessment and in finishing our work in getting all staff trained in Equity in the Center module 1.

I appreciate you asking for thoughts on how to respond to messages like the one you shared. Here is a possible response you could use if you want:

*LCPS equity actions are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.*

*The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to.*

*The acronym "CRT" might sometimes be confused with Culturally Responsive Teaching. As you know from C&I meetings this year, we do have a [Culturally Responsive Framework](#) (CRF) that was developed this past year and is being utilized in our schools. This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and [Virginia Department of Education](#). Again, this is not Critical Race Theory.*

Regarding your second question about restroom use and the new gender marker for students, the selection of the "Non-Binary" gender marker does not enable a student to utilize a restroom or locker room that is different from that of their assigned sex at birth. The "Non-Binary" gender marker is a code that is now available within the Student Record to all students attending Virginia public schools. The Virginia Department of Education (VDOE) is currently in the process of completing a Model Policy for the Treatment of Transgender Students in Virginia's Public Schools. In accordance with Virginia Code, LCPS will work to develop a policy, based upon the VDOE model policy, for implementation next school year. Although such policy is not currently in place, LCPS Policy 1040 Equal Opportunity for Equitable, Safe and Inclusive Environment recognizes gender identity and gender expression. Additionally, each school has an administrative leadership team that includes school counselors, social workers, and psychologists, who stand ready to support families and students who may be transgender. Should a family have specific questions to support the needs of a student, they should contact the school principal or school counselor and they will be able to assist the family.

Again, please let me know what additional information I can provide.

Thank you,  
Ashley

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

From: Denise Corbo <Denise.Corbo@lcps.org>  
Sent: Tuesday, March 23, 2021 8:55 AM  
To: Ashley Ellis <Ashley.Ellis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
Subject: Fwd: [EXTERNAL] CRT

Good morning,

I have received many emails accusing LCPS of teaching CRT with the attached photos. Do you know what they are referring to? Are these slides part of our training? One email mentioned we have paid \$400,000 for the training. Please let me know what this is, what training they are referring to and if we are using these slides as part of our training or not, and how to respond to emails like the one below.

Secondly, I've been asked about the new categories for enrolling students. The question I was asked is of a child is not identified as male or female, what restroom do they use and how does the identification play out with gender categories such as sports etc. Please help me understand the protocol and help me with a response to the questions regarding unidentified genders as well as CRT.

Thanks,

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: ksharra@gmail.com <ksharra@gmail.com>

Sent: Tuesday, March 23, 2021 8:10:27 AM

To: John Beatty <John.Beatty@kps.org>; Brenda Sheridan <Brenda.Sheridan@kps.org>; Atoosa Reaser <Atoosa.Reaser@kps.org>; Harris Mahedavi <Harris.Mahedavi@kps.org>; Ian Serotkin <Ian.Serotkin@kps.org>; Jeff Morse <Jeff.Morse@kps.org>; Denise Corbo <Denise.Corbo@kps.org>; Leslee King <Leslee.King@kps.org>; Eric Williams <Eric.Williams@kps.org>; Beth Barts <Beth.Barts@kps.org>

Subject: [EXTERNAL] CRT

Pretty sure y'all said CRT isn't being taught in our schools?

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Job Search Writing • ESL



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## Critical Race Theory (1970s-present)

### Summary:

This resource will help you begin the process of understanding literary theory and schools of criticism and how they are used in the academy.

**Contributors:** Allen Brizee, J. Case Tompkins, Libby Chernouska, Elizabeth Boyle, Sebastian Williams

**Last Edited:** 2015-08-17 02:48:23

### Introduction

Critical Race Theory, or CRT, is a theoretical and interpretive mode that examines the appearance of race and racism across dominant cultural modes of expression. In adopting this approach, CRT scholars attempt to understand how victims of systemic racism are affected by cultural perceptions of race and how they are able to represent themselves to counter prejudice.

Closely connected to such fields as philosophy, history, sociology, and law, CRT scholarship traces racism in America through the nation's legacy of slavery, the Civil Rights Movement, and recent events. In doing so, it draws from work by writers like Sojourner Truth, Frederick Douglass, W.E.B. Du Bois, Martin Luther King, Jr., and others studying law, feminism, and post-structuralism. CRT developed into its current form during the mid-1970s with scholars like Derrick Bell, Alan Freeman, and Richard Delgado, who responded to what they identified as dangerously slow progress following Civil Rights in the 1960s.

Prominent CRT scholars like Kimberlé Crenshaw, Mari Matsuda, and Patricia Williams share an interest in recognizing racism as a quotidian component of American life (manifested in textual sources like literature, film, law, etc.). In doing so, they attempt to confront the beliefs and practices that enable racism to persist while also challenging these practices in order to seek liberation from systemic racism.

As such, CRT scholarship also emphasizes the importance of finding a way for diverse individuals to share their experiences. However, CRT scholars do not only locate an individual's identity and experience of the world in his or her racial identifications, but also their membership to a specific class, gender, nation, sexual orientation, etc. They read these diverse cultural texts as proof of the institutionalized inequalities racialized groups and individuals experience every day.

As Richard Delgado and Jean Stefancic explain in their introduction to the third edition of *Critical Race Theory: The Cutting Edge*, "Our social world, with its rules, practices, and assignments of prestige and power, is not fixed; rather, we construct with it words, stories and silence. But we need not acquiesce in arrangements that are unfair and one-sided. By writing and speaking against them, we may hope to contribute to a better, fairer world" (3). In this sense, CRT scholars seek tangible, real-world ends through the intellectual work they perform. This contributes to many CRT scholars' emphasis on social activism and transforming everyday notions of race, racism, and power.

More recently, CRT has contributed to splinter groups focused on Asian American, Latino, and Indian racial experiences.



## Common Questions

- What is the significance of race in contemporary American society?
- Where, in what ways, and to what ends does race appear in dominant American culture and shape the ways we interact

### CULTURAL (MIS-) APPROPRIATION

Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

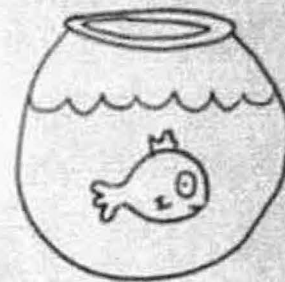


 Like

 Comment

### WHITE SUPREMACY

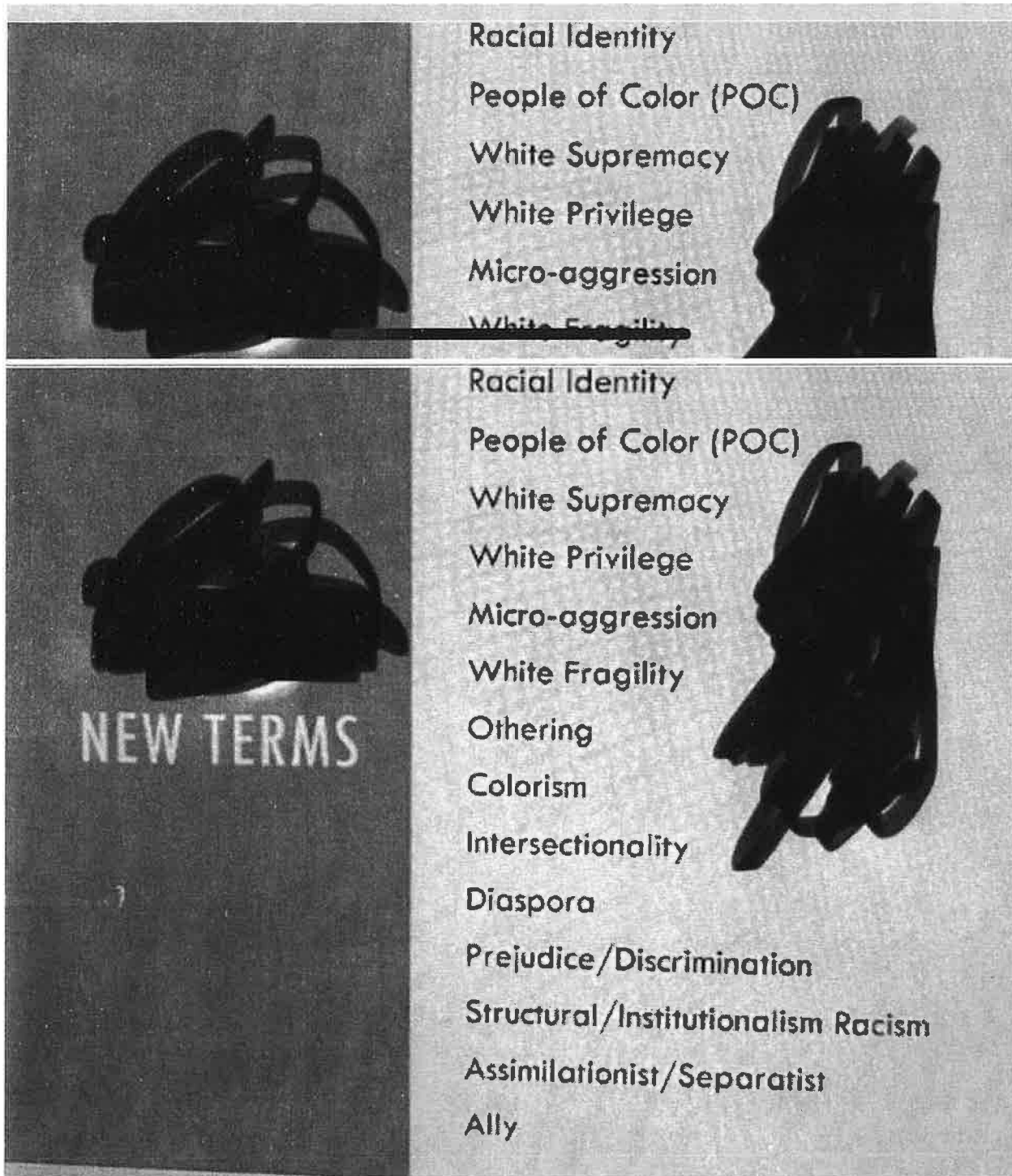
The idea (ideology) that white people and their ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.



THE LONGER YOU SWIM  
IN A CULTURE, THE MORE  
INVISIBLE IT BECOMES

 Like

 Comment



 Like

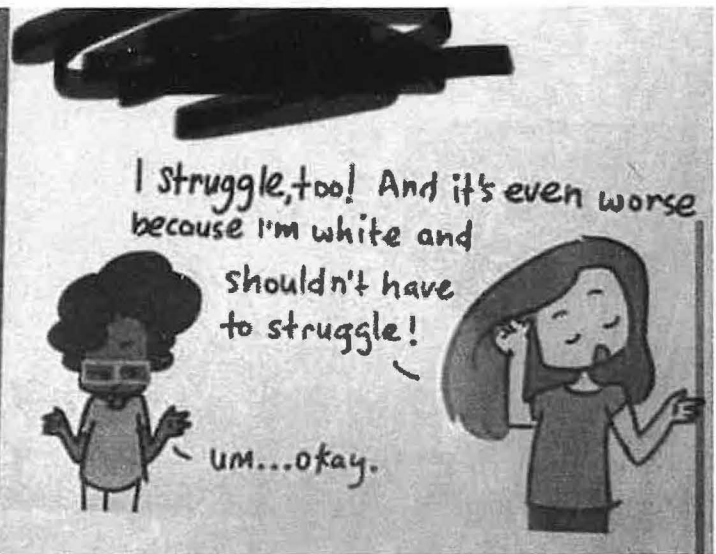
 Comment

WHITE



## WHITE PRIVILEGE

White Privilege refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.



Like

Comment

## WHITE FRAGILITY

Since white people are in a state of privilege with regards to racial issues (meaning they can choose not to think about racial issues that don't affect them) they may respond to the whole discussion of race with discomfort.

Per Robin Di Angelo, white fragility is "a state in which even a minimum amount of racial stress becomes intolerable for white people."

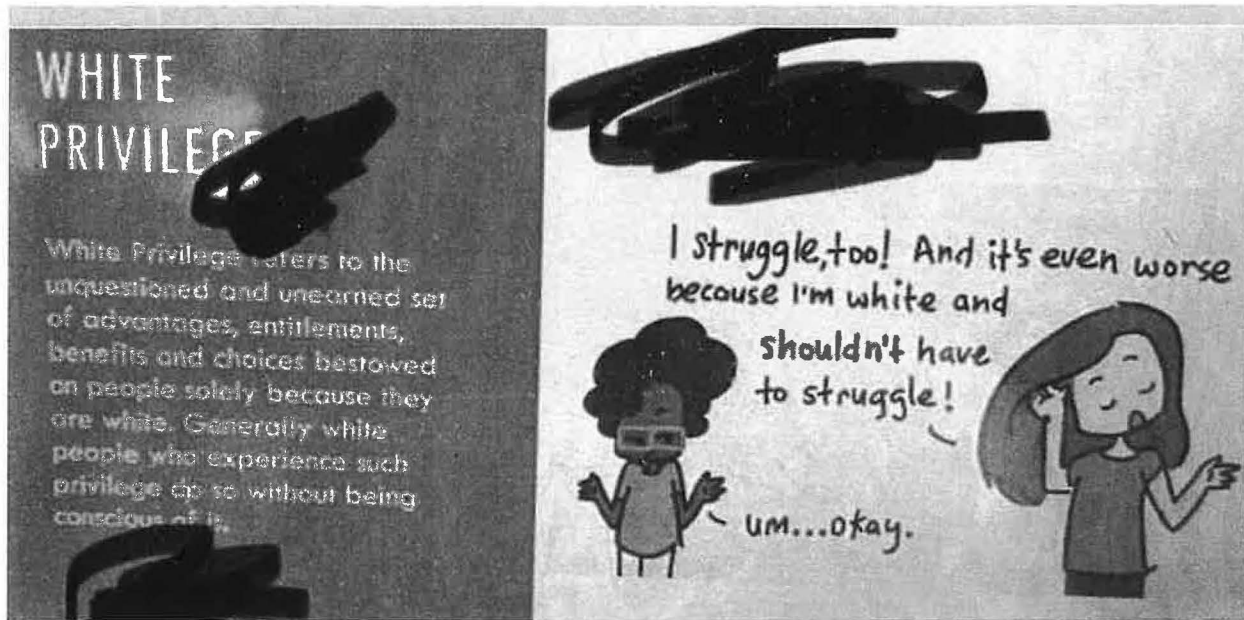
*Did you just say RACE?*



Colorism  
Intersectionality  
Diaspora  
Prejudice/Discrimination  
Structural/Institutionalism Racism  
Assimilationist/Separatist  
Ally

Like

Comment



 Like

 Comment



Kate O'Hara

Sent from my iPhone



**From:** [Beth Barts](#)  
**To:** [Brei Bailey](#)  
**Subject:** Re: [EXTERNAL] I thought CRT was NOT being taught  
**Date:** Tuesday, March 23, 2021 9:26:14 AM

---

Good morning,

I thought your children attended elementary school in Leesburg?

Please share the class at Freedom where is this being taught and I will be happy to ask some questions. I will wait to hear the exact details from you.

Kindly,

Beth Barts

Sent from my iPhone

> On Mar 23, 2021, at 8:59 AM, Brei Bailey <brei.bailey22@gmail.com> wrote:

>

>

> Dear School Board, Dr. Ziegler and Mr. Devita,

>

> I am outraged to see the below topics being taught at Freedom High School. I thought you said Critical Race Theory was not being taught in LCPS. I am disgusted at what I am seeing below. Do you really think this is okay to teach at school? All this is doing is making those students ashamed of being white. Talk about divisiveness. This does not help things at all, especially in the current climate. In fact, it makes it worse. I am all about racial equality and I condemn racism, despite what Ms. Barts may think seeing as she is helping put together the list in the anti-racist parents group. This is absolutely disgusting and all it is doing is teaching white students to be ashamed of their heritage. How does this bring together races? I would love to hear an explanation about this. THIS is being taught in LCPS. THIS needs to stop!

>

> <CRT 6.jpg>

>

> <CRT 5.jpg>

> <CRT 4.jpg>

> <CRT 3.jpg>

> <CRT 2.jpg>

> <CRT 1.jpg>

>

**From:** Brei Bailey  
**To:** Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Schoolboardemail; Leslee King; Scott Ziegler; Stephen DeVita  
**Subject:** [EXTERNAL] I thought CRT was NOT being taught  
**Date:** Tuesday, March 23, 2021 8:59:17 AM

---

Dear School Board, Dr. Ziegler and Mr. DeVita,

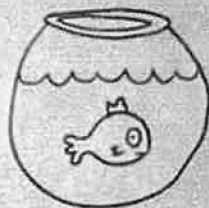
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## WHITE SUPREMACY

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to those of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and shameful and "undeserving." Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.



THE LONGER YOU SWIM  
IN A CULTURE, THE MORE  
INVISIBLE IT BECOMES

## WHITE PRIVILEGE

White Privilege refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.



I struggle, too! And it's even worse  
because I'm white and  
shouldn't have  
to struggle!



um...okay.



## WHITE FRAGILITY

Since white people are in a state of privilege with regards to racial issues (meaning they can choose not to think about racial issues that don't affect them) they may respond to the whole discussion of Race with discomfort.

Per Robin Di Angelo, white fragility is "a state in which even a minimum amount of racial stress becomes intolerable (for white people), triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium."

Did you just  
say *RACE*?



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Job Search Writing • ESL



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## Critical Race Theory (1970s-present)

Summary:

This resource will help you begin the process of understanding literary theory and schools of criticism and how they are used in the academy.

Contributors: Allen Iverson, J. Cole Tompkins, Libby Chernomsky, Elizabeth Boyle, Sebastian Williams  
Last Edited: 2015-08-17 02:48:21

### Introduction

Critical Race Theory, or CRT, is a theoretical and interpretive model that examines the appearance of race and racism across dominant cultural modes of expression. In adopting this approach, CRT scholars attempt to understand how victims of systemic racism are affected by cultural perceptions of race and how they are able to represent themselves in a written tradition.

Closely associated to such fields as philosophy, history, sociology, and law, CRT scholarship traces racism in America through the nation's legacy of slavery, the Civil Rights Movement, and recent events. In doing so, it draws from work by writers like Frederick Douglass, W.E.B. Du Bois, Martin Luther King, Jr., and others studying law, feminism, and post-structuralism. CRT developed into its current form during the mid-1970s with scholars like Derrick Bell, Alan Freeman, and Richard Delgado, who responded to what they identified as dangerously slow progress following Civil Rights in the 1960s.

Prominent CRT scholars like Kimberlé Crenshaw, Mari Matsuda, and Patricia Williams share an interest in recognizing racism as a quotidian component of American life (mainstream textual sources like literature, film, law, etc.). In doing so, they attempt to envision the beliefs and practices that enable racism to persist while also challenging these practices in order to seek liberation from systemic racism.

As such, CRT scholarship also emphasizes the importance of finding a way for diverse individuals to share their experiences. However, CRT scholars do not only locate an individual's identity and experience of the world in his or her racial identification, but also their membership to a specific class, gender, nation, sexual orientation, etc. They find these diverse cultural traits as proof of the institutionalized inequalities racialized groups and individuals experience every day.

As Richard Delgado and Jean Stefancic explain in their introduction to the third edition of *Critical Race Theory: The Cutting Edge*, "Our social world, with its rules, practices, and arrangements of privilege and power, is not fixed, rather, we construct with it words, stories and values. But we need not acquiesce to arrangements that are unfair and one-sided. By writing and speaking against them, we may hope to contribute to a better world." (3). In this sense, CRT scholars seek tangible, real-world ends through the intellectual work they perform. This contributes to many CRT scholars' emphasis on social activism and transforming everyday notions of race, racism, and power.

More recently, CRT has contributed to scholarly groups focused on Asian American, Latinx, and Indian racial experiences.

### Common Questions

- What is the significance of race in contemporary American society?
- Where, to what ways, and to what ends does race appear in dominant American culture and shape the ways we interact?

**From:** Monica O'Meara  
**To:** Ian Serotkin; John Beatty; Jeff Morse; Brenda Sheridan; Harris Mahedavi; Leslee King; Atoosa Reaser; Denise Corbo; Beth Barts; Scott Ziegler; Schoolboardemail  
**Subject:** [EXTERNAL] Catoctin District Support  
**Date:** Monday, March 22, 2021 10:05:25 PM

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Good evening School Board Members. I would like to express my support and thanks to Mr. Beatty Catoctin district Board member. I have been so impressed with his professionalism and responsiveness through this entire pandemic. I will admit that prior to the pandemic I didn't pay close attention to the SB and what they were doing. Unless things we in the paper for one reason or another I didn't really know what was going on. Fast forward to the pandemic and I have been a Constant presence at public comment. I have emailed all of you numerous times as a whole and Mr. Beatty even more because he is my rep. He has always been very courteous and responsive. When I ask questions he always answers them and if he doesn't know they answer he finds it for me. I was saddened to see some parents "retaliate" against him. In no way have I ever seen him spread false info or perpetuate a false narrative. The divisive nature of certain school board members and their need to spread fear and false information is the real problem. The deflection to Mr. Beatty is not only unfair but also shows the immaturity of the supporters of the recent letter to censure him. To make things clear to the SB... parents have been questioning and unhappy with the direction of the "equity" curriculum for LCPS long before Mr. Beatty mentioned CRT at the late feb SB meeting. This school board has made a habit of not being transparent with parents regarding school curriculum and new policies. The resistance parents are feeling from the SB to work as a team in our children's education breeds distrust and anger towards the school board.

Sent from my iPhone



**From:** Elicia Leudemann  
**To:** Brenda Sheridan; Atoosa Reaser; Ian Serotkin; Jeff Morse; Leslee King; Harris Mahedavi; John Beatty; Stephen DeVita; Scott Ziegler; bos@loudoun.gov  
**Subject:** [EXTERNAL] If it's Beatty, it's Ziegler too.  
**Date:** Monday, March 22, 2021 9:53:59 PM

---

The letter calling to censure John Beatty is off the mark on three important points:

1) I live in the Catoctin district and those women don't come close to speaking for me. There is no recall for John Beatty. This is a fabrication. They are speaking for Beth Bart's, not Catoctin

2) The letter to the Equity Committee says the furor was caused by John Beatty's lies. Mr. Beatty never lied. The media clearly identifies what the furor was over in every single article... **the furor was over the "Enemies List", going as far as naming Beth Bart's, not over John Beatty's statement about CRT in the Board Meeting, never once mentioning John Beatty. Ask law enforcement who they are investigating. It isn't Beatty.**

3) Mr. Beatty's statement in no way misinformed, mislead or incited anyone. He did infer that critical race theory underpins the Equity curriculum, which Dr. Zeigler, himself, proved as the truth when he directed parents in his latest email, to a 28-page document outlining the Equity curriculum and, while it is not called CRT, it does echo key critical race theory concepts, or as Mr. Beatty so eloquently put it, "underpinnings".

Further, Dr. Ziegler's response also sent readers to a web site where, among other things, they could find a lesson plan called "Critical Race Theory". There are also pages for educators called "Whiteness", a key CRT term. It also linked to a list of books, by a well known practitioner of Critical Race Theory. Looks like Mr. Beatty wasn't telling any lies, unless Dr. Ziegler was also lying.

So, if you see fit to censure Mr. Beatty, you will have to censure Dr. Ziegler for the same offenses.

Censuring Dr. Ziegler for this is about as ridiculous as censuring Beatty. This is about Beth Barts, and now she is disrupting the Equity Committee. She is continuing to make a mockery of our school system and preventing this Board from doing its job. This is a disgrace. Again.

I am so sorry you all are going through this. It is embarrassing.

Warm wishes,  
Elicia Leudemann

Sent from my iPhone



**From:** Michele Leffler  
**To:** Scott Ziegler  
**Cc:** Mark Smith; Wayde Byard; [bos@loudoun.gov](mailto:bos@loudoun.gov); Paul Thiessen; Lottie Spurlock; Brenda Sheridan; Atoosa Reaser; Jeff Morse; Ian Serotkin; Harris Mahedavi; Leslee King; John Beatty  
**Subject:** [EXTERNAL] Fwd: EL Instruction Newsletter: April 2021  
**Date:** Friday, April 2, 2021 6:05:33 PM

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FYI -- news about the EL community.

Please also discourage school board members from soliciting committee members to engage in retaliation against other school board members. It does not reflect well on the neutrality of the area when helping EVERY voice be heard in Loudoun. I look forward to seeing the School Board Norms, Protocols, and Violations policy being implemented in the near future. It appears some are taking great liberties and I will refrain from passing judgment.

Thank you! Hope you are all having a Good Friday. Enjoy your weekend.

:-) 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:** Virginia Department of Education <[VDOE@public.govdelivery.com](mailto:VDOE@public.govdelivery.com)>  
**Date:** Thu, Apr 1, 2021 at 7:00 AM  
**Subject:** EL Instruction Newsletter: April 2021  
**To:** <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)>

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[View this message online](#)

English Learner Instruction



## **EL Instruction Newsletter- April 2021**

### **News and Updates**

This section includes news and updates relevant to EL Instruction.

#### **Condemning Anti-Asian Rhetoric and Violence**

Virginia's State Superintendent of Public Instruction, Dr. James Lane, recently sent a message that included a call to join together in condemning the recent acts of senseless violence and in committing time and resources to uplifting the students and

communities most impacted. Virginia is home to many English Learners (ELs) who identify as Asian. As Dr. Lane said in his message, "Now more than ever, it is critical that we create and maintain school environments that are affirming, validating, and respectful of who our students are and where they come from."

You can read a message from VDOE's Office of Equity and Community Engagement, as well as Dr. Lane's message, [here](#). There are several resource links included to support efforts to speak against racism and address racial trauma.

Additional teaching and learning resources include:

- [Combating Anti-Asian Racism in the Classroom](#)
- [Lesson of the Day: A Rise in Attacks on Asian-Americans](#)
- [How to Respond to Coronavirus Racism](#)

### **Scholarships Available**

The past year has challenged students in ways we could have never imagined. English learners have been significantly impacted by the pandemic. Ellevation is awarding five \$2,000 scholarships to deserving EL students so they may pursue their higher education. If you know an EL student who should apply, please direct them to [the application](#). **Applications are open until May 14th.**

### **April is National Bilingual/Multilingual Learner Advocacy Month**

Bilingual/multilingual learners are one of the fastest growing student populations in U.S. schools. These students bring multiple assets to schools and add to the rich diversity of VA's student population.

- **Seal of Biliteracy-** VATESOL (Virginia Teachers of English for Speakers of Other Languages) hosted a panel discussion on biliteracy in March to expand awareness of the opportunity for ELs in Virginia to earn a Seal of Biliteracy. The seal serves to certify attainment of biliteracy for students, employers and institutions of higher education. It is a statement of accomplishment that helps to signal evidence of a student's readiness for career and college, and for engagement as a global citizen. Learn more about how ELs can add this credential to their diplomas [here](#) and by contacting your division's World Language Specialist.
- **Toolkit of Social Media Communications-** The U.S. Department of Education's Office of English Language Acquisition (OELA) has created [a toolkit](#) of social media communications that you can share on resources from the Department, OELA, and other organizations in the field. These resources focus on multilingualism, languages and culture, distance learning, student success, and



family engagement. [Here](#) is an infographic on the Benefits of Multilingualism which is a great item to share in support of Multilingual Learner Advocacy Month.

### **New Set of Spanish Language Learning Materials- Review Requested**

The [Driven to Protect Initiative](#) – a program of the Virginia Department of Motor Vehicles – has developed a series of virtual learning lessons about the dangers of drunk driving and a breakthrough technology that is designed to prevent it. We are now in the process of translating these lessons into Spanish, and is looking for volunteers to review the translations.

There are two opportunities:

- This Spring: help review the glossary of terms and a sample lesson. Are the translations user-friendly and useful for your classroom? Does the terminology match up to what you already use? Do you have recommendations for how the translations can be improved?
- This Summer: take the Spanish lessons for a test drive. Overall, how do you like the translations? Are they user-friendly? What feedback, if any, do you have for the translation team?

These lessons help bring STEM to life, giving a behind-the-scenes look at the technology development and testing process, and highlighting the role that Virginia is playing. They also share information about traffic safety and responsible driving – and why driving after drinking is such a dangerous decision. We're excited about having this content in Spanish, and we hope you'll find it useful. If you're interested in being part of the review process, please contact [e-learning@actsautosafety.org](mailto:e-learning@actsautosafety.org).

### **The Center for the Success of English Learners Launches Website to Support Policy and Practice for English Learners**

The IES-funded Center for the Success of English Learners (CSEL) aims to address policies and practices affecting English learners' education access and quality. CSEL has launched [their website](#) to engage with the larger education community, disseminate information and resources based on their findings, and create learning and collaboration opportunities for state and local education agencies. To learn more about their work, click [here](#).

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## **Professional Learning Opportunities**

### **VDOE EL Instruction**



- **Sketch noting for Comprehensible Input for ELs in High School History Courses** -April 5, 2021; 4-5 p.m.
- **PBL for ELs: Authentic Engagement in Science-** April 12, 2021; 4-5 p.m.
- **For Students, By Students-** April 14, 2021; 1:30-2:30 p.m.

This session will feature a video created as part of a student service project to help other Spanish-speaking ELs learn about educational opportunities and encourage them to start planning for after high school. There will be a Q&A session with the students after the video. The session will be conducted mostly in Spanish.

- **Literacy Instruction in Secondary Schools: Merging EL and ELA Best Practices-** April 19, 2021; 4-5 p.m.
- **Leading for Equity for English Learners-** April 21, 2021; 10-11 a.m. or 4-5 p.m.

This session is for *school and division leaders* to explore a sample classroom walkthrough tool and make connections to the main components of the 2020 ELD Standards Framework.

- **Introduction to Virginia's new ELD Standards Framework-** April 26, 2021; 3:30- 4:30 p.m.
- **Supporting Language Development for Multilingual/English Learners in Early Childhood-** April 28, 2021; 3:30-4:30 p.m.

### #EdEquityVA

- **Postsecondary Transition: Intentional and Strategic Best Practices that Allow ALL Students to Access Postsecondary Opportunity-** April 13, 2021; 3-4:30 p.m.

### **External**

- **English Learners in Secondary Schools: Trajectories, Transition Points, and Promising Practices-** April 21, 2021; 3:30 p.m.
- **Hybrid/Concurrent Instruction: Effective Individual and Small-Group Instruction-** April 23, 2021; 10 a.m.
- **Latinx Outreach Summit-** April 24, 2021; 10 a.m. **(Presented only in Spanish)**

The Virtual Latinx Outreach Summit has been created to provide a safe space

for discussion and action to create better conditions for the Latinx community we serve around the state of Virginia. This summit that will bring families and professionals together for a better understanding of Special Education, diversity, culture, and the opportunity to learn about the specific challenges our community faces.

- **Spring 2021 Professional Development Webinar Series from CERCLL** (Center for Educational Resources in Culture, Language, and Literacy)- March – May 2021

#### **AVAILABLE ANYTIME**

- English Learner Instruction Webinar Series Recordings (VDOE, EL Instruction Department)
- Self-paced eLearning modules(WIDA)

### **Promising Practices Resources and Articles of Interest**

This section contains links to resources that support quality EL instruction and engagement.

- Parent Mentor Training (to help other parents understand high-school graduation requirements and the college application process)
- Distance learning toolkit: Key practices to support students who learn differently
- American Dream and Promise Act of 2021
- Supporting Multilingual Learners in Hybrid Classrooms
- Resources for Determining Special Education Eligibility of English Learners

Reference within the articles or resources to any specific commercial or non-commercial product, process, or service by trade name, trademark, manufacturer or otherwise does not constitute or imply an endorsement, recommendation, or favoring by the Virginia Department of Education.

### **Content Connections**

This section contains items advertised in newsletters provided by individual content areas and/or Teacher Direct.

## **Native Voices Bridging Facts and Falsehoods through Human Impact: Our Past, Present, and Collective Future**

VDOE History and Social Science Program and Virginia Humanities invite educators to enhance their content knowledge with experiences shared by three Virginia Tribal Leaders: Chief Stephen R. Adkins, Chickahominy Indian Tribe; Chief Kenneth Branham, Monacan Indian Nation; Chief G. Anne Richardson, Rappahannock Indian Tribe. They will share stories of their past, focus today, and hopes for our collective future. All sessions will be held virtually from 3:30- 5 p.m. The links include session details and advance registration information: **April 28:** [Our Lives-More than a Tourist Destination or an Annual Event: Connecting Educators and Students with Neighbors and Friends.](#)

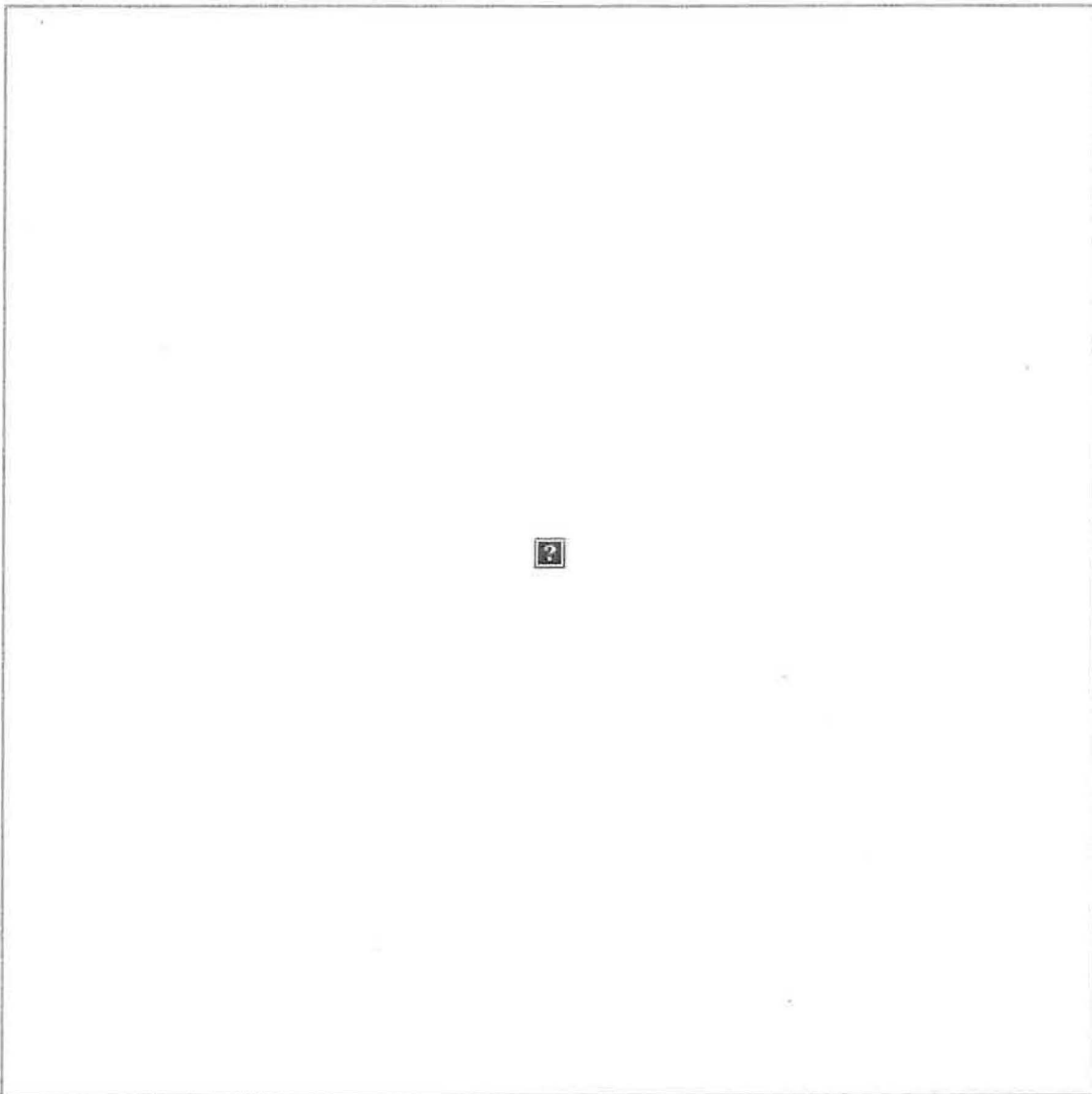
**May 26:** [Our Future-Going Forward Together: Shaping our Communities, Commonwealth, and Country for a Brighter and More Inclusive Tomorrow.](#)

### **PE Support for SEL**

PE goes hand-in-hand with social and emotional learning as it's a learning environment where SEL socialization occurs naturally through active play, teamwork, and motor skill development. Students learn resilience, problem-solving skills, collaboration, cooperation, the joy of exploration, and physical and mental wellness. [Resources](#) from SHAPE America are available that inspire healthy habits, fuel active minds, and teach kids to thrive physically and emotionally.

### **OPEN 2021 National Field Day**

Teachers, administrators, family members, and all adults who plan or run field day experiences can [register](#) for resources designed for virtual or safe in-person participation. Opening ceremonies will be held on May 6 and OPEN National Trainers will help teachers, students, families and communities enjoy their field day events from May 7 through June 18. Check it out today!



This service is provided to you at no charge by the [VDOE Office of Humanities](#). 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 [mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com) using GovDelivery Communications Cloud on behalf of:  
Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219



**From:** Ruby Taylor  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Superintendent Ziegler, Bring More Diversity to Your Schools in A Fun Way <> Please Read  
**Date:** Thursday, April 1, 2021 12:23:09 PM

---

Good Day Superintendent Ziegler,

I hope this message finds you and your loved ones safe and thriving.

My name is Ruby Taylor, I am on a mission to expose students to diversity in various careers and wealth building. Especially for black and brown students and for ALL students.

You can learn more about my story here <https://www.inc.com/magazine/202011/gabrielle-bienasz/legacy-card-game-ruby-taylor-financial-literacy.html>

You can also learn about the card game from an objective point of view here <https://mashable.com/article/legacy-review-bipoc-wealth-gap-game>

We must CELEBRATE diversity in careers and wealth and in doing so we will inspire and empower all students. Visit our website at <https://LegacyCardGame.com>

I look forward to hearing from you, if LEGACY! Card Game could be an asset to your community.

Never Give Up On Your Dreams.

Take Care & Keep Shining

Cheers,

Ruby L. Taylor, M.S.W.  
<https://LegacyCardGame.com>  
[Ruby@LegacyCardGame.com](mailto:Ruby@LegacyCardGame.com)

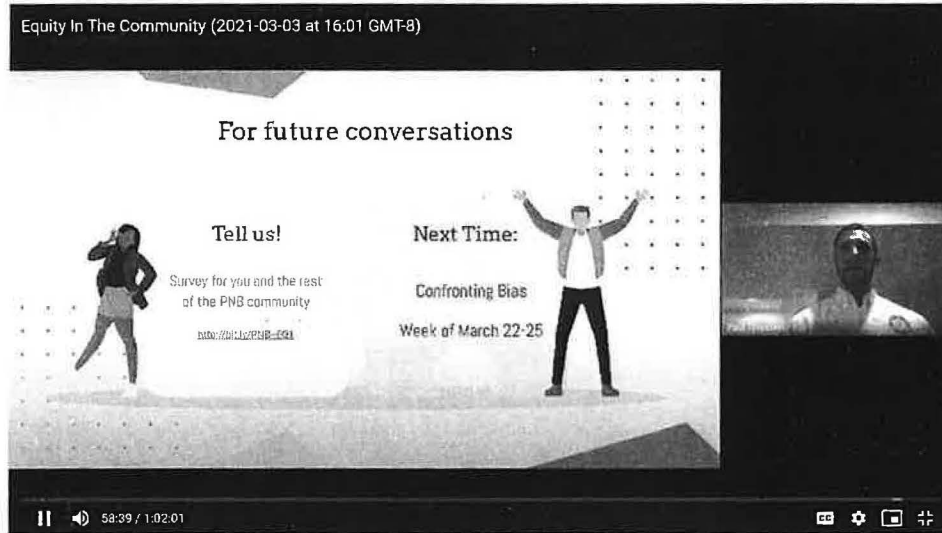
Ruby Taylor  
[legacycardgame.com](https://legacycardgame.com)

**From:** [Michele Leffler](#)  
**To:** [Wayde Byard](#)  
**Cc:** [Scott Ziegler](#); [Mark Smith](#); [Stephen DeVita](#); [bos@loudoun.gov](#); [Paul Thiessen](#); [Jennifer Evans](#)  
**Subject:** [EXTERNAL] Re: How many school board members attended this Hunt District PTA meeting that was not open to the public?  
**Date:** Saturday, April 3, 2021 6:40:05 PM  
**Attachments:** [image.png](#)  
[image.png](#)  
[image.png](#)  
[image.png](#)

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One last thing,

Why didn't this happen?



:-) Michele Leffler

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

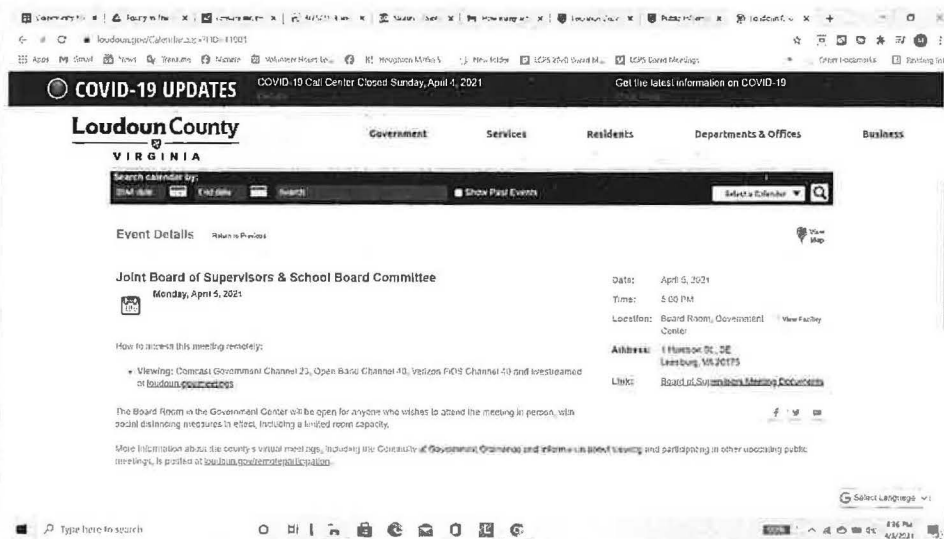
*- The Book of Joy by the Dalai Lama and Desmond Tutu  
(a Tibetan saying)*

On Sat, Apr 3, 2021 at 6:36 PM Michele Leffler <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)> wrote:

Also,

There seems to be no notice of this on the LCPS website. Nor any way to do public comments. Can you please explain?

Thank you. I hope to make a public comment.



:-) Michele Leffler

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On Sat, Apr 3, 2021 at 6:28 PM Michele Leffler <mherseyleffler@gmail.com> wrote:  
LCPS leadership,

It has come to my attention that multiple school board members attended this meeting and it was not described as a public meeting nor was it available for PTA members in Hunt District/Loudoun to attend.

Can you please explain why there was such a lack of oversight on the LCPS school board during this time? It seems to show an extreme level of bias to have a "Town Hall" available only to "elected leaders" and goes against the Community policy SB has.

What happens when this happens and how often has it happened during this school year and under the district leader who has a reputation of kicking people out that she disagrees with and promotes a "silence the opposition" mentality?

I would like to see how the school board practices equity during inequitable environments and extremely toxic leadership. The equity committee is getting emails and perhaps previous equity members shouldn't feel entitled to force others to do what they want them to do. Some of us want to remain neutral and objective to listen to BOTH sides of an issue, not just the popular vote of one school board member that was censured and removed from the committee. How hostile of a work environment is appropriate when it comes to equity work and airing grievances? There seems to be a need to clarify our

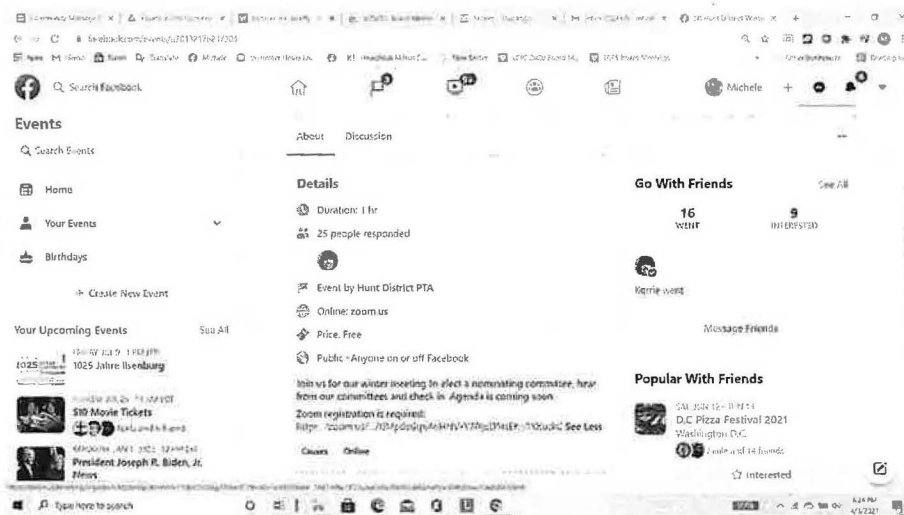
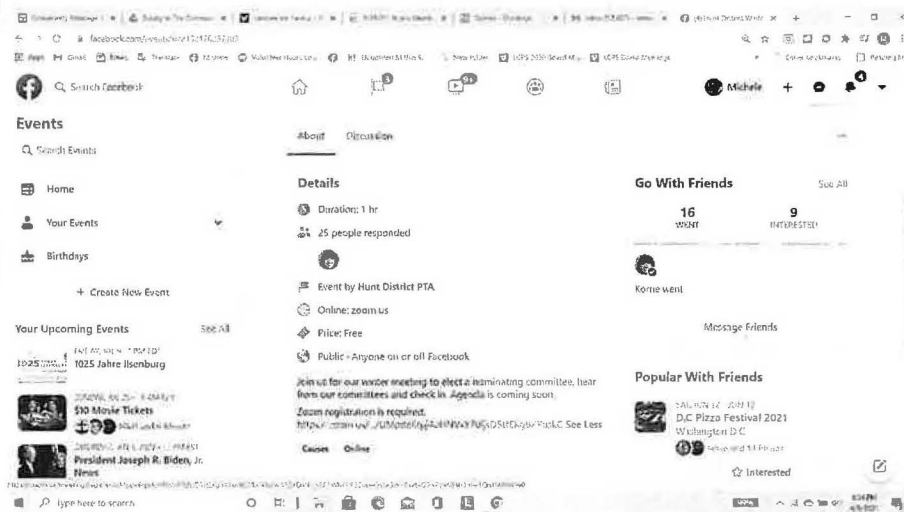


objectives or some will pressure others into following their bias. And as we all know, the area is very divided and there are groups retaliating against one another.

There needs to be better communication and less double standards when it comes to the school board and LCPS leadership.

<https://www.facebook.com/events/678132176237303>

Was this sent out to the public ahead of time to share? Is there a recording? How can we have equity in LCPS if some parent groups feel they are above the policies and procedures of LCPS? Of the 16 that went, how many were school board members? When will there be a more inclusive event with school board members that include something more than pickleball striping of fields? When will communication policies be discussed at the joint board meetings and why hasn't there been more of a two way communication with the community? It seems to be very cliquey with preferential treatment and it makes MANY in the community very uncomfortable. Including me. Who prevents parent group retaliation?



:-) Michele Leffler

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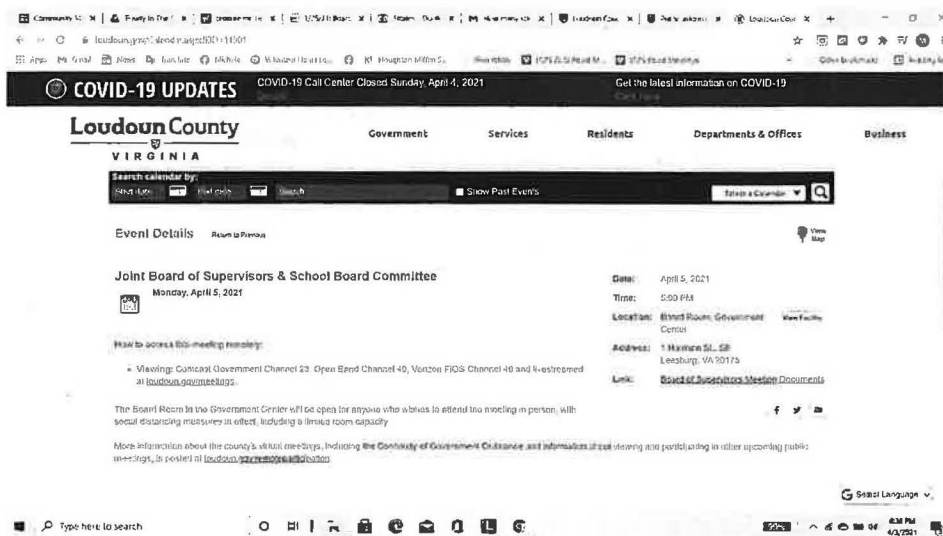
**From:** [Michele Leffler](#)  
**To:** [Wayde Byard](#)  
**Cc:** [Scott Ziegler](#); [Mark Smith](#); [Stephen DeVita](#); [bos@loudoun.gov](#); [Paul Thiessen](#); [Jennifer Evans](#)  
**Subject:** [EXTERNAL] Re: How many school board members attended this Hunt District PTA meeting that was not open to the public?  
**Date:** Saturday, April 3, 2021 6:37:36 PM  
**Attachments:** [image.png](#)  
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The screenshot shows a Facebook event page titled "Event by Hunt District PTA". The event is scheduled for June 12, 2021, at 6:00 PM, and is a 1-hour Zoom meeting. It is a public event on Facebook. The page shows 16 people who went and 9 people who are interested. The event description mentions a winter meeting to elect a nominating committee and a Zoom registration link. The page also features sections for "Your Upcoming Events" and "Popular With Friends".

**Event Details:**

- Duration: 1 hr
- 25 people responded
- Event by Hunt District PTA
- Online: zoom us
- Price: Free
- Public - Anyone on or off Facebook

**Go With Friends:**

- 16 WENT
- 9 INTERESTED

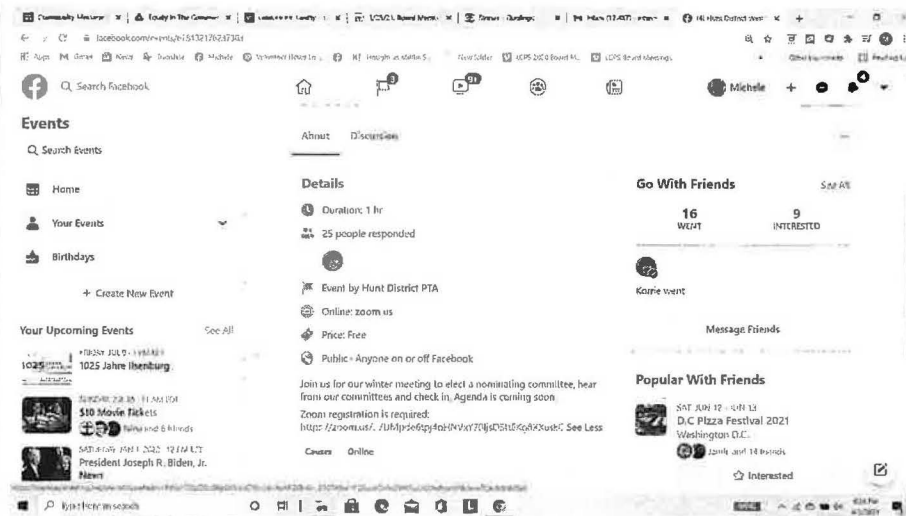
**Popular With Friends:**

- D.C. Pizza Festival 2021

**Your Upcoming Events:**

- 1025 Jahre Benburg
- \$10 Movie Tickets
- President Joseph R. Biden, Jr. News





:-) Michele Leffler

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**From:** Michele Leffler  
**To:** Wayde Byard  
**Cc:** Scott Ziegler; Mark Smith; Stephen DeVita; bos@loudoun.gov; Paul Thiessen; Jennifer Evans  
**Subject:** [EXTERNAL] How many school board members attended this Hunt District PTA meeting that was not open to the public?  
**Date:** Saturday, April 3, 2021 6:29:32 PM  
**Attachments:** [image.png](#)  
[image.png](#)

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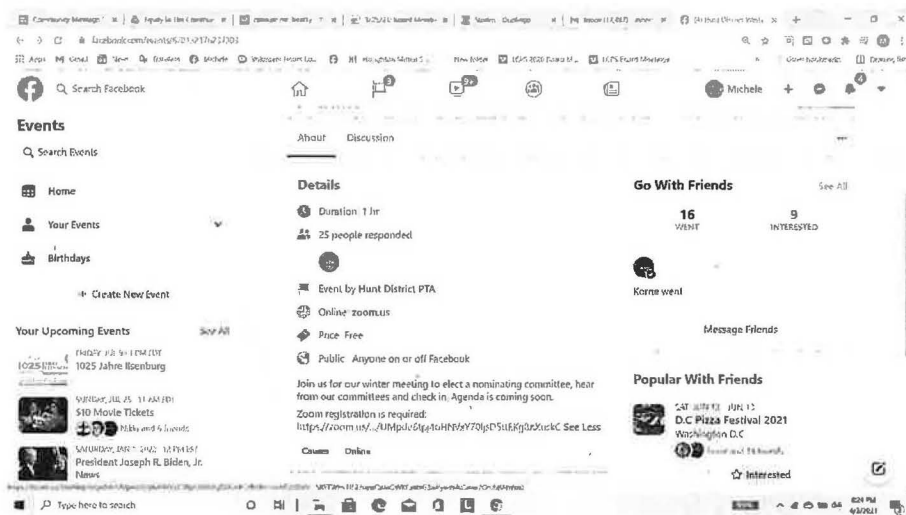
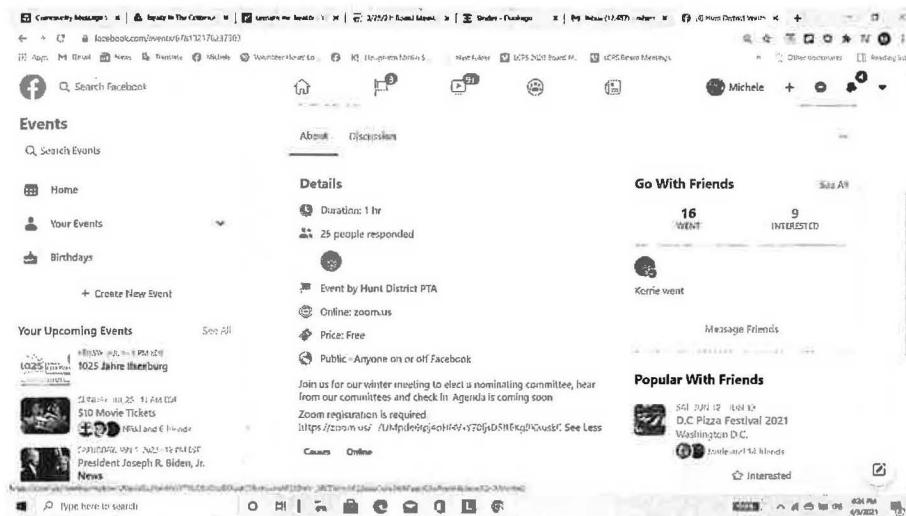
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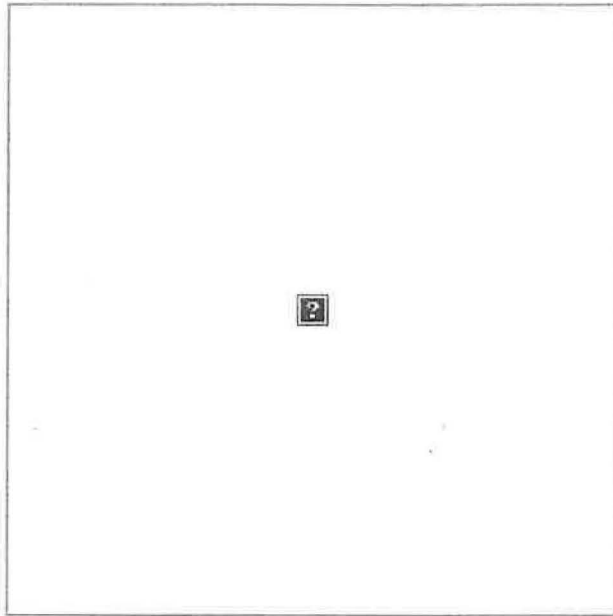
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(a Tibetan saying)***

**From:** [Craig Fifer](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Vaccinate Virginia Partner Update - April 2, 2021  
**Date:** Friday, April 2, 2021 7:27:13 PM

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April 2, 2021

The following information is provided to help partners communicate accurate and timely information to constituents. This information is subject to change as Virginia continues to refine the vaccination effort. Visit [www.vdh.virginia.gov/covid-19-vaccine](http://www.vdh.virginia.gov/covid-19-vaccine) for more information.

If someone forwarded this message to you and you would like to receive future messages directly, please [subscribe to the Partner Update](#).

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## What's New This Week

- Governor Northam [announced](#) that **all individuals in Virginia age 16 and older will be eligible by April 18 to get the COVID-19 vaccine**, ahead of the May 1 nationwide goal set by President Biden.
- **Everyone eligible for vaccination in Phase 1a or 1b** who has [pre-registered](#) has either received an invitation to make an appointment or will in the next two weeks. The Virginia Department of Health is shifting allocations to local health districts that need help meeting demand in Phase 1.
- The pre-registration form at [vaccinate.virginia.gov](http://vaccinate.virginia.gov) now allows users to **update their records to indicate that they have already been vaccinated**, to avoid receiving future reminder and appointment invitations.



With **4 million doses of vaccine administered so far in Virginia**, more than one in three adults have received at least one dose and one in five adults are fully vaccinated. Virginia is administering vaccine doses as quickly as they are provided by the federal government.

- Twenty-two of Virginia's 35 [local health districts](#) have already started **vaccinating essential workers in Phase 1c** after providing appointments to everyone eligible in Phases 1a or 1b on the pre-registration list. Beginning April 4, districts that have invited everyone pre-registered in Phase 1c may invite members of the general public (Phase 2) who have pre-registered. Those at highest risk will continue to receive priority in the scheduling process.
- Governor Ralph Northam [announced](#) several efforts aimed at **increasing Virginia's vaccinator workforce**. Health care providers who are now authorized to administer the COVID-19 vaccine in Virginia include but are not limited to dentists, dental hygienists, veterinarians, optometrists, and health professions students enrolled in an accredited Virginia program. [Eligible providers](#) may serve as vaccinators if they have the appropriate training and meet the supervision requirements. Eligible health care providers may [register to volunteer as a COVID-19 vaccinator](#) through either the Virginia Medical Reserve Corps (for volunteers to help respond to a variety of public health emergencies) or the newly-established Virginia Volunteer Vaccinator Registry (for volunteers who only wish to serve as COVID-19 vaccinators). Approved vaccination providers may [request volunteer vaccinator support](#). Last month, the Governor issued [Third Amended Executive Order Fifty-Seven](#) to provide additional flexibility for vaccinators.
- A **fifth Community Vaccination Center (CVCs)** will open in Suffolk next week, following those in the Chesterfield/Petersburg, Danville, Portsmouth, and Prince William areas. These high-volume vaccination clinics are organized by the Virginia Department of Emergency Management and Virginia Department of Health in collaboration with local health districts; funded by the Federal Emergency Management Agency (FEMA); and operated by a turnkey contractor. **FEMA has also opened a mass vaccination clinic** in Norfolk as part of its Supplemental Allocation Vaccine Effort (SAVE) pilot program. Like local clinics, **the CVC and FEMA sites are by appointment only**, with invitations sent to eligible individuals on the statewide pre-registration list. Locations were selected based on an equity analysis to determine the communities with the most vulnerable populations and the greatest impact from COVID-19. Additional CVCs will open across Virginia in the coming weeks.
- The most recent **amendments to Executive Order 72** took effect April 1, including the increase in the limit on social gatherings from 10 to 50 indoors and from 25 to 100 outdoors. Limits for entertainment and public amusement venues remain at 30% occupancy, but the cap for indoor venues has increased from 250 to 500 persons, and the cap for outdoor gatherings has been removed. The number of spectators allowed at recreational sporting events has increased from 25 to 100 indoors, and from 250 to 500 outdoors, and remains limited at 30% capacity. [Amended guidelines](#) for business sectors are also available.

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## Key Overview Points

- Virginia is administering vaccines from Johnson & Johnson, Moderna and Pfizer-BioNTech. **All three vaccines are safe and virtually eliminate the risk of hospitalization or death from COVID-19.** While there are a variety of differences

between the three vaccines, the most important is that Johnson & Johnson only requires one dose rather than the two doses required by Moderna and Pfizer-BioNTech. Vaccine brands are assigned to clinics based on logistics needs such as shipping quantities and storage temperatures, and not based on demographics or geography. A comparison fact sheet is available in [English](#) and [Spanish](#).

- The U.S. Centers for Disease Control and Prevention (CDC) issued [guidance](#) on March 8 about **what people can do when they are fully vaccinated** (which occurs two weeks after their final vaccine dose), and [guidance](#) on April 2 about **travel by people who are fully vaccinated**. The guidance notes that because public health researchers are still learning how vaccines will affect the spread of COVID-19, even people who are fully vaccinated should keep taking precautions in public places like wearing masks, staying 6 feet apart from others, and avoiding crowds and poorly ventilated spaces. [Executive Order 72](#) maintains limits on social gatherings; the requirement to wear masks in public places; guidelines for businesses; and other provisions.
- About a third of vaccine doses in Virginia are now being administered by **retail pharmacy locations**. **These pharmacies** are currently providing vaccination appointments to anyone eligible in [Phase 1b](#), which includes people age 65 and older, people with high-risk medical conditions, and frontline essential workers. Pharmacies may expand to [Phase 1c](#) on April 11 and Phase 2 (general public) on April 18. Individuals interested in getting vaccinated at a local pharmacy may visit [VaccineFinder.org](#) to find eligible pharmacy locations, hours, phone numbers, and scheduling links where available. While many pharmacies have continued to work directly with local health districts to vaccinate vulnerable populations, some pharmacies have online scheduling for vaccine appointments.
- A **public information toolkit** is available to assist local health districts, localities, and community partners with graphics, talking points, frequently asked questions, and other materials.

---

Office of Governor Ralph Northam | P.O. Box 1475, Richmond, VA 23218

[Unsubscribe scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)

[Customer Contact Data Notice](#)

Sent by [craig.fifer@governor.virginia.gov](mailto:craig.fifer@governor.virginia.gov)



**From:** Scott Ziegler  
**To:** Lisa Boland  
**Subject:** Fwd: School Nurses POD Pay  
**Date:** Sunday, April 4, 2021 8:54:04 PM

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Scott Ziegler  
Interim Superintendent  
Sent from my tablet, please excuse my brevity and typos.

---

**From:** Rene Pettit <Rene.Pettit@lcps.org>  
**Sent:** Wednesday, March 31, 2021 1:29:44 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; 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:** Jeannie Kloman <Jeannie.Kloman@lcps.org>; Kelly Thomas <Kelly.Thomas@lcps.org>; Lenny Compton <Lenny.Compton@lcps.org>  
**Subject:** School Nurses POD Pay

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, 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.

Sincerely,  
Rene Pettit MSN, RN, NCSN

---

Rene' Pettit, MSN, RN, NCSN  
School Nurse, JL Simpson Middle School  
490 Evergreen Mill Rd.  
Leesburg, VA 20175

Rene.Pettit@LCPS.org  
571-252-2841 (phone)  
703-771-6643 (fax)

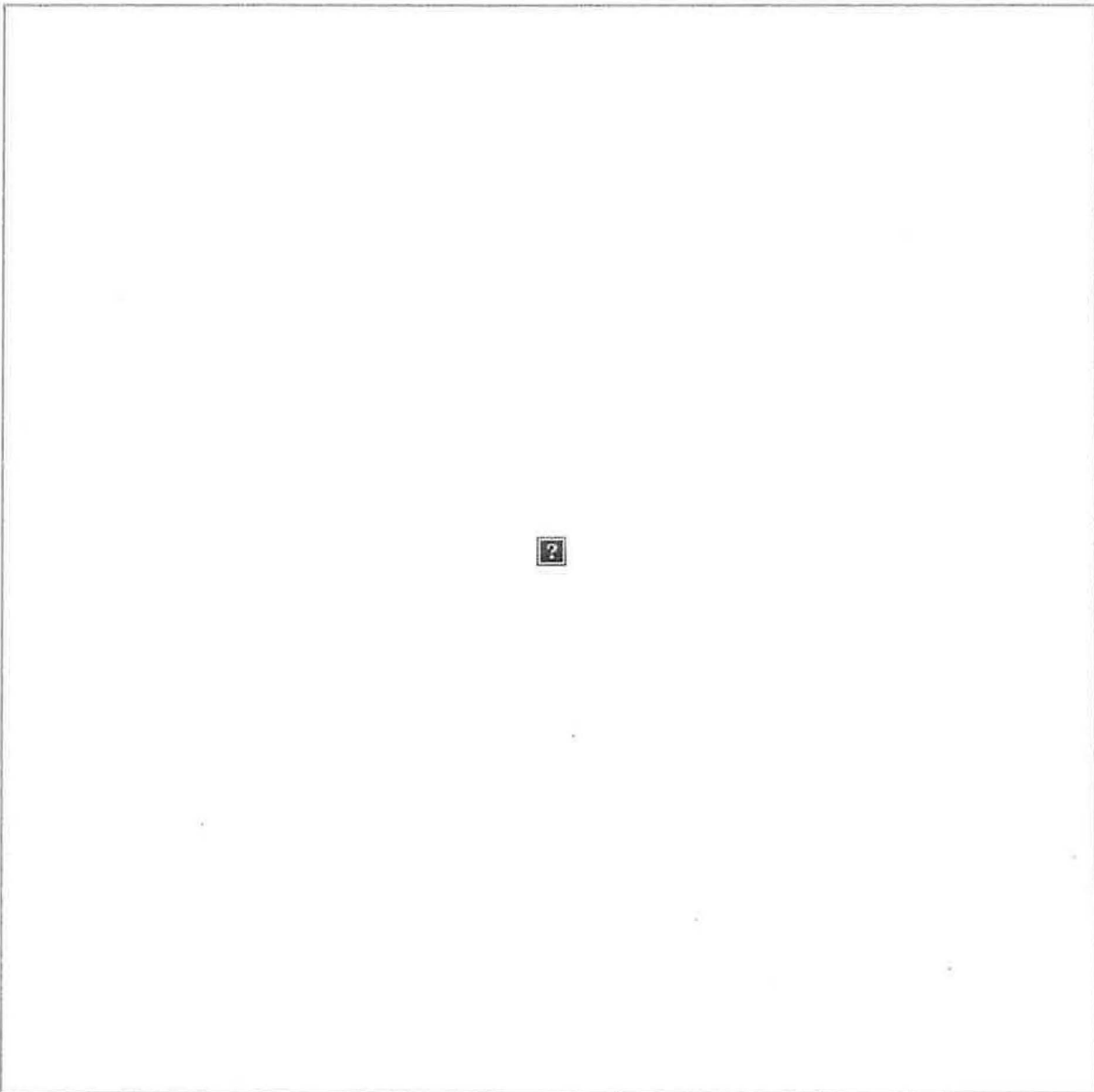
*School nurses play a critical role in making sure children are healthy, safe, and ready to*

**From:** Office of the Governor  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Governor Northam's Week In Review  
**Date:** Sunday, April 4, 2021 6:39:04 PM

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Leading Virginia Forward - Week in Review





Governor Northam tours a pop-up vaccination clinic at Todos Supermarket in Woodbridge on Thursday, April 1. In addition to this site, he visited another community-based COVID-19 vaccine event at First Mount Zion Baptist Church in Dumfries, both organized by the Prince William Health District and aimed at reaching vulnerable populations.

**WEEK OF APRIL 2, 2021**

**As Vaccinations Continue to Climb, Governor Northam Announces Virginia Will Expand Vaccine Eligibility to All Adults by April 18**



#### TAKEAWAYS

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- Details of this announcement
- *"The COVID-19 vaccine is the light at the end of the tunnel—and that light is getting brighter every day as more and more Virginians get vaccinated," said Governor Northam. "We continue to work with diverse providers and community partners across the Commonwealth to distribute vaccines in a fair and equitable way and ensure those at the highest risk are vaccinated first. Expanding vaccine eligibility to all adults marks an important milestone in our ongoing efforts to put this pandemic behind us, and I thank all of the public health staff, health care workers, vaccinators, and volunteers who have helped make this possible."*

#### PRESS



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*The Virginian-Pilot*

- All Virginians over age 16 will be eligible for the COVID-19 vaccine April 18, Northam says

*The Washington Post*

- Virginia will expand vaccine eligibility to all over age 16 by April 18, Northam says

*Richmond Times-Dispatch*

- All adults in Virginia will be eligible for a vaccine by April 18, Northam says

*Associated Press*

- Virginians age 16+ eligible for COVID-19 vaccine on April 18

*The Roanoke Times*

- All Virginians to be eligible for vaccination April 18; Roanoke area expands eligibility to more workers Friday

*Virginia Mercury*

- Virginia to expand vaccine eligibility to everyone 16 and older by mid-April

*WTVR.com*

- COVID-19 vaccine eligibility expanded in Virginia; all 16+ will qualify by April 18

*The Fredericksburg Free Lance-Star*

- State 'on the cusp' of vaccine eligibility for all adults
- 

Governor Northam Approves Landmark Voting Rights Act of Virginia, Acts on State Budget and Remaining Bills from 2021 Special Session



#### TAKEAWAYS

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- Learn more about the Voting Rights Act of Virginia
- *“At a time when voting rights are under attack across our country, Virginia is expanding access to the ballot box, not restricting it,” said Governor Northam. “With the Voting Rights Act of Virginia, our Commonwealth is creating a model for how states can provide comprehensive voter protections that strengthen democracy and the integrity of our elections. I am proud to support this historic legislation, and I urge Congress to follow Virginia’s example.”*
- Details of Governor’s action on budget, additional legislation
- *“Throughout this session, we have focused on responding to the ongoing public health and economic impacts from the COVID-19 pandemic and moving our*

*Commonwealth forward,” said Governor Northam. “These new laws will increase support for Virginia families and businesses, ensure our children and teachers can safely return to classrooms, advance equity, and tackle systemic racism. I am extremely proud of the meaningful progress we have made to enact legislation as unprecedented as the challenges we are facing.”*

## **PRESS**

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### *The Washington Post*

- Northam supports Virginia Voting Rights Act, paid sick leave for home health workers and host of other measures at deadline for action

### *The New York Times*

- Virginia, the Old Confederacy’s Heart, Becomes a Voting Rights Bastion

### *Associated Press*

- Northam acts on sweeping voting rights measure, other bills

### *Richmond Times-Dispatch*

- More families with young children may now have access to \$1,000 per month for child care in Virginia under new law

### *The Winchester Star*

- Gooditis bill expanding midwifery services signed by Northam

### *NBC News*

- Virginia becomes 12th state to ban gay/trans panic defense

### *The Roanoke Times*

- Gov. Ralph Northam encourages directing coal tax credit savings to UVa-Wise

### *The Virginian-Pilot*

- Police in Virginia can no longer keep all their reports secret forever, thanks to a new law

### *Prince William Times*

- Gov. Ralph Northam moves to allow Prince William County to adopt its own health department

### *The Roanoke Times*

- General Assembly to consider Gov. Ralph Northam’s proposals to alter bills, budget
- 

Governor Northam, U.S. Transportation Secretary

## Buttigieg, Leaders from Amtrak, CSX, and VRE Launch \$3.7 Billion Investment to Transform Rail in Virginia



### TAKEAWAYS

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- Details of this announcement
- *"We have an unprecedented opportunity to build a 21st century rail system in Virginia and along the entire East Coast," said Governor Northam. "This historic initiative will help get people and goods where they need to go more efficiently, reduce congestion and pollution, and create a more inclusive economy. Together with our partners at Amtrak, CSX, and VRE, we are making critical investments that will fundamentally transform our transportation infrastructure, delivering long-term economic benefits for our workers and communities as we rebound from the pandemic and into the future."*



**PRESS**

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*Richmond Times-Dispatch*

- Buttigieg joins Northam to seal \$3.7 billion deal to expand passenger rail between D.C., Richmond

*The Washington Post*

- Virginia seals deal for \$3.7 billion rail plan, including new Potomac River bridge

*Bristol Herald Courier*

- Passenger rail agreement has 'potential' for Southwest service

*Associated Press*

- Virginia inks \$4 billion deal with Amtrak, CSX to boost rail

*The Fredericksburg Free Lance-Star*

- VRE to expand service to weekends under major transit initiative

*The Petersburg Progress-Index*

- State plan to expand high-speed rail includes a new corridor from Petersburg to N.C. line

*National Public Radio*

- Virginia Finalizes \$3.7 Billion Deal To Acquire Tracks From CSX

*The Virginian-Pilot*

- Amtrak's 3rd daily train between Norfolk and D.C. should begin this year
- 

Governor Northam Proposes Amendments to Marijuana Legislation, Changes Include Moving Legalization Date Up to July 1, 2021





#### TAKEAWAYS

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- Details of this announcement
- *"Our Commonwealth is committed to legalizing marijuana in an equitable way," said **Governor Northam**. "Virginia will become the 16th state to legalize marijuana—and these changes will ensure we do it with a focus on public safety, public health, and social justice. I am grateful to the advocates and legislators for their dedicated work on this important issue, and I look forward to this legislation passing next month."*

#### PRESS

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*The Roanoke Times*

- Northam makes final push to legalize simple possession of marijuana this July

*Associated Press*

- Virginia governor seeks to accelerate marijuana legalization

*Richmond Times-Dispatch*

- Northam moves to legalize small amounts of marijuana this summer

*Virginia Mercury*

- With Northam's endorsement, Virginia is poised to speed marijuana legalization to July 1

*Richmond Times-Dispatch*

- Northam seeks money for marijuana legalization, backs off confrontation with assembly on U.S. aid

*WJLA.com*

- 'Issue of equity': ACLU applauds Gov. Northam's plan to accelerate marijuana legalization

*The Washington Post*

- Northam proposes legalizing marijuana in Virginia on July 1

*The Virginian-Pilot*

- Marijuana could be legal in Virginia this summer, instead of 2024 as planned

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## Governor Northam Signs Law Creating Tuition-Free Community College Program for Low- and Middle-Income Virginia Students



#### TAKEAWAYS

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- Details of the Governor's signature 'Get Skilled, Get a Job, Give Back' initiative that will help an estimated 36,000 Virginians earn degrees in high-demand fields
- *"Building an equitable and inclusive economy is more important than ever as we emerge from the pandemic," said Governor Northam. "The G3 program will connect thousands of Virginians with the skills, training, and resources they need to secure jobs in high-demand fields and support themselves and their families—all without being forced to shoulder mountains of student debt. Tuition-free community college was one of the key issues I ran on during my campaign for governor, and I am thrilled to be delivering on that promise."*

#### PRESS

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*Kingsport Times News*

- New state legislation makes career-training programs tuition-free at Va. community colleges

*Culpeper Star-Exponent*

- Germanna, all Va. 2-year colleges now free for skills-gap studies

*Washington Business Journal*

- NOVA looks to pull more people into tech fields with Virginia's new community college funding

*WTOP.com*

- Northam signs bill funding Va. community-college education costs

*13NewsNow.com*

- G3 program provides opportunity at community colleges

*Richmond Times-Dispatch*

- J. Stephen Jones and Anne M. Kress: G3: Creating a more robust, equitable Virginia economy
- 

## *In case you missed it...*

*Richmond Times-Dispatch*

- Editorial | Rail deal will go a long way for Virginia

*WHSV.com*

- Governor announces goal to double Virginia's farm exports by 2035

*The Virginian-Pilot*

- FEMA clinic in Norfolk gets more supply, boosts vaccination capacity to 105,000 people

*The Petersburg Progress-Index*

- State says problem with Johnson & Johnson vaccine won't delay move to next round of shots

*The Roanoke Times*

- Editorial | Legislature should back Northam's coal tax credit amendment

*WTOP.com*

- Virginia expands vaccination workforce to keep up with expected demand surge

*Richmond Times-Dispatch*

- 'Breakthrough day' - Va. ends 10-year work requirement for legal immigrants

*The Franklin News-Post*

- Virginia's first lady brings praise and encouragement to Rocky Mount Elementary

*Danville Register & Bee*

- Chatham truck firm's \$5.2 million expansion drives 27 new jobs

*Virginia Mercury*

- Audit overwhelmingly confirms Virginia's election results

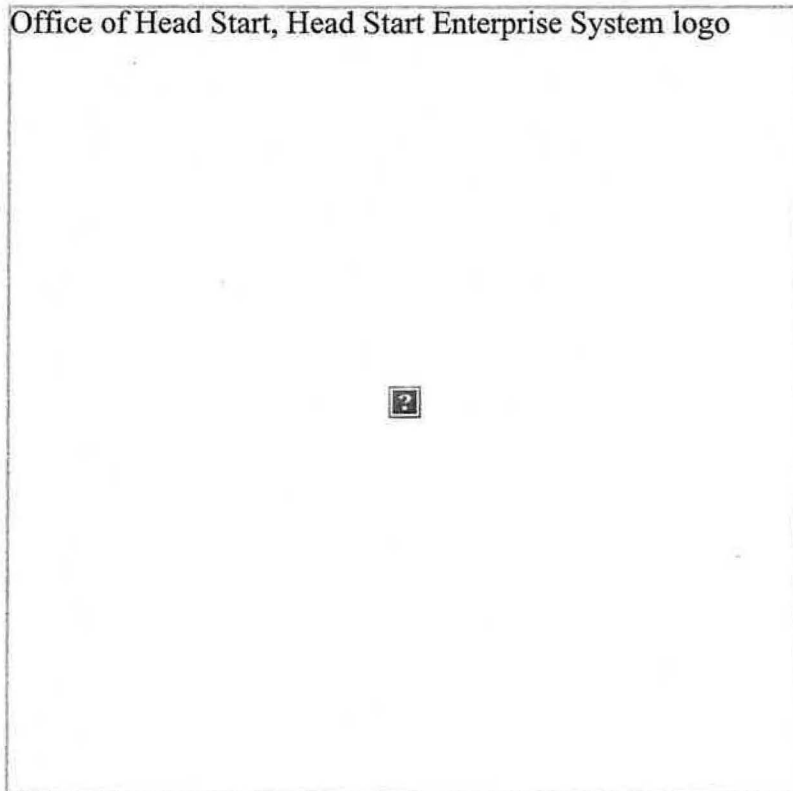
Office of Governor Ralph Northam | P.O. Box 1475, Richmond, VA 23218

[Unsubscribe scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)

[Customer Contact Data Notice](#)

Sent by [press@governor.virginia.gov](mailto:press@governor.virginia.gov)

Fyi



As a result of the Consolidated Appropriations Act, 2021 approximately \$250 million is available for grants to Head Start grantees for one-time activities in response to COVID-19. All Head Start, Early Head Start, and Early Head Start-Child Care Partnership grantees are eligible to receive funding for one-time activities in response to COVID-19. The Consolidated Appropriations Act, 2021, one-time funding will be issued by formula based on federal funded enrollment as required by the appropriation.

Head Start programs may need to undertake a wide range of one-time, specific actions or activities in response to COVID-19. Activities could include:

1. Mental health services, supports, crisis response, and intervention services.
2. Coordination, preparedness, and response efforts with state, local, tribal, and territorial public health departments and other relevant agencies.
3. Provision of meals and snacks not reimbursed by the U.S. Department of

Agriculture (USDA).  
Scott Ziegler Training and professional development for staff on infectious disease management.

5. Purchasing necessary supplies and contracted services to sanitize and clean facilities and vehicles.
6. Other actions that are necessary to maintain and resume the operation of programs, such as hiring substitute staff, investing in technology infrastructure, making improvements to air conditioning systems, or other emergency assistance.

These funds will be staged in a new temporary grant with the acronym HET, HAT, or HNT in HSES. That grant is now available after you log into HSES. Once you select the new grant, go to the Financials tab and start the Non-Competing New application. The total funding amount is pre-populated in the "Other" object class category on the SF-424A of the application. Adjustments to funding amounts are permitted between object class categories on the SF-424A tab; however, the Federal Total cannot be adjusted as it reflects the total amount allocated by the Office of Head Start. Please review the application, edit if needed, and submit the application to the Regional Office.

**Applications are due by April 9<sup>th</sup>.**

The Head Start Act recognizes that lack of resources in a community adversely impacted by a major disaster may prevent Head Start grantees from providing all or a portion of their required non-federal contribution. In order to request a waiver of non-federal match, place the amount of \$0 in Section C of your SF-424A in your application. No separate waiver request is required. For more information, please see Program Instruction [ACF-PI-HS-20-03](#).

**HSES Help Desk**

Head Start Enterprise System

**Email:** [help@hsesinfo.org](mailto:help@hsesinfo.org)

**Toll Free:** 866-771-4737 **Local:** 571-429-4858

**Hours of Operation:**

Monday–Friday 8:00 AM–7:00 PM ET

Excluding federal holidays and  
weather-related federal office closures



**From:** Scott Ziegler  
**To:** Bryant, Alice  
**Subject:** Re: [EXTERNAL] MESSAGE FROM PATTY PITTS...Called Virtual ABTEL Meeting For About One Hour On Monday, April 12, 2021...What Is Your Availability To Participate Between 8AM And 2PM? Your Response Today Is Appreciated!  
**Date:** Sunday, April 4, 2021 9:12:55 PM

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After 1:00 would work for me.

Scott Ziegler  
Interim Superintendent  
Sent from my tablet, please excuse my brevity and typos.

---

**From:** Bryant, Alice <alice.bryant@doe.virginia.gov>  
**Sent:** Tuesday, March 30, 2021 12:23:23 PM  
**To:** Tricia Stohr-Hunt <pstohrhu@richmond.edu>; Andrew Daire <apdaire@vcu.edu>; nwelch@mathews.k12.va.us <nwelch@mathews.k12.va.us>; Carter Jr, Garry W. (O22) <garry.carter@hii-nns.com>; tmercier@bvps.org <tmercier@bvps.org>; wattpb@staffordschools.net <wattpb@staffordschools.net>; Charletta Williams <cwprez49@gmail.com>; Dickey, Selena <sddickey@fcps1.org>; Mary McIntyre <mmcintyre@k12albemarle.org>; Stephen Whitten <swhitten@mcpsweb.org>; downeywl@pwcs.edu <downeywl@pwcs.edu>; jessica.jones@pcs.k12.va.us <jessica.jones@pcs.k12.va.us>; Jennifer P. Andrews <jpandrews@henrico.k12.va.us>; Diane C. Stubbins <stubbinsdc@fuquaschool.com>; Nancy Bradley <nbradley@vt.edu>; pac4v@uvawise.edu <pac4v@uvawise.edu>; pschimmoeller@randolphcollege.edu <pschimmoeller@randolphcollege.edu>; sarahgross221@gmail.com <sarahgross221@gmail.com>; Travis Burns <tburns@nucps.net>; cardellp@gmail.com <cardellp@gmail.com>; district09@senate.virginia.gov <district09@senate.virginia.gov>; DelSVanValkenburg@house.virginia.gov <DelSVanValkenburg@house.virginia.gov>; Monica Osei <monicaosei@schev.edu>; Daniel Lewis <DLewis@vccs.edu>; Mcdaniel, Tara <tara.mcdaniel@doe.virginia.gov>; Maggie Clemmons <maggie.clemmons@doe.virginia.gov>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** Patricia Pitts <patty.pitts@doe.virginia.gov>  
**Subject:** [EXTERNAL] MESSAGE FROM PATTY PITTS...Called Virtual ABTEL Meeting For About One Hour On Monday, April 12, 2021...What Is Your Availability To Participate Between 8AM And 2PM? Your Response Today Is Appreciated!

Good Afternoon, ABTEL Members

I would appreciate your advising Alice as soon as possible of your availability for a "called" ABTEL meeting on Monday, April 12. This meeting will be **in addition to our April 26 meeting. This means that ABTEL will have two meetings in April.**

The purpose of the called meeting is to receive draft Guidelines from the Department of Education staff and to make a recommendation to the Board of Education on Guidelines to meet the following requirements of the 2021 General Assembly. These requirements become effective July 1. The link is provided if you wish to review the entire bill.

**HB 1904** - Teachers and other licensed school board employees;  
cultural competency. (Excerpt below)

*...9. Every person seeking initial licensure or renewal of a license shall complete*

*instruction or training in cultural competency; and*

*10. Every person seeking initial licensure or renewal of a license with an endorsement in history and social sciences shall complete instruction in African American history, as prescribed by the Board....*

**The virtual meeting should be approximately one hour. Please provide your availability to participate on April 12, between 8 a.m. and 2 p.m.**

Alice Bryant  
Secretary to Mrs. Patty Pitts, Assistant Superintendent  
Department of Teacher Education and Licensure  
James Monroe Building  
Virginia Department of Education  
P. O. Box 2120  
Richmond VA 23218-2120  
(804) 371-2522 Fax: (804) 530-4510  
[Alice.Bryant@doe.virginia.gov](mailto:Alice.Bryant@doe.virginia.gov)

Telework: Monday and Friday

Office: Tuesday, Wednesday, and Thursday

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**From:** [Scott Ziegler](#)  
**To:** [Michelle Walker](#)  
**Subject:** Fwd: MSAAC Call to Action Social Media Post  
**Date:** Sunday, April 4, 2021 8:57:01 PM

---

Please see if Ms. Jennings is willing to have a phone call or virtual meeting sometime this week.

Scott Ziegler

Interim Superintendent

Sent from my tablet, please excuse my brevity and typos.

---

**From:** MSAAC Chair <MSAACChair@lcps.org>

**Sent:** Saturday, March 27, 2021 4:43:38 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](mailto: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>

**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,

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,

--

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



---

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

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

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

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

**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

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. 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.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. 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.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Joan Sahlgren  
Director of Communications & Community Engagement

571-252-6547

[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 12:07 PM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto: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](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 12:01 PM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

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

**Subject:** Re: MSAAC Call to Action Social Media Post

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

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

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

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

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

**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:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. 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.

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Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: [@lcpsmsaac](#)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

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

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto: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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nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

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

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**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 9:37 AM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto: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](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 8:39 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto: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](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 2:19 AM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto: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](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac



**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:** Andy Stamp  
**Cc:** Wilkinson, Shawn (Richmond, VA); Farrell, Jennifer (Atlanta, GA)  
**Subject:** [EXTERNAL] FREE Webinar on Best Practices for Cleaning Processes to Protect Your Students and Staff from COVID-19  
**Date:** Monday, April 5, 2021 9:24:38 AM

---

## Virginia Association of School Superintendents

**TO: Superintendent Members of VASS and Their Staff Members**

**FR: Ben Kiser, VASS Executive Director**

**RE: FREE Webinar on Best Practices for Cleaning Processes to Protect Your Students and Staff from COVID-19**

VASS Associate Partner Veritiv is providing a **FREE webinar at 11:00 am on April 15** to assist you with providing the safest school environment for your students and staff members during re-opening. A description of the webinar and registration link are below:

### **Description:**

#### **Myths & Tips: Expert Guidance to Provide a Clean & Safe Learning Environment**

Are your cleaning processes safe and effective against COVID-19? [Join us on April 15, 2021 at 11 AM \(ET\)](#) for an educational discussion about the processes and products you need to effectively and safely protect your students and staff.

**Special Guest Speaker** – John Hamm (Director of Custodial Services for Hanover County Public Schools) - Former Director of Support Services at Henrico Doctor's Hospital and Former Assistant Director of Support Services at UVA Health

We will cover **topics** such as:

- You believe common myths, such as:
  - *spraying Lysol on a surface for 10 seconds kills COVID OR*
  - *using one Clorox Wipe that says kills Covid-19 on the package label will work to disinfect surfaces, such as desks, door handles, etc.*
- Best practices for teachers and custodians to improve classroom and school cleaning
- The difference in chemicals between cleaning, disinfecting, and sanitizing
- The importance of understanding dwell time
- The dangers of using multiple chemical products and how this can cause major safety concerns
- Review of safe and EPA approved Electrostatic Sprayer Applications
- Review and Understanding of Emerging Pathogens Claims vs Covid-19 claims and EPA N List difference

- The Standard Operating Procedures you need to implement to ensure chemicals are safe and effective
- Documents and SOP's to provide to Teachers, Parents and School Board Members for proper disinfection
- Guidance on effective product selection and usage to kill COVID and other viruses
- Local support of your school division for products, training, and process improvements

**To Register, please click on this link:**

<https://veritivcorp.webex.com/veritivcorp/j.php?RGID=ra0d10fdffb7daa8d1e7ea20308b89d8>

Veritiv is a leading national distributor of facility solutions. We work with school systems within the state and across the nation to develop cleaning and hygiene programs that provide a clean, safe, and healthy environment for their students and staff.

**From:** Karen Dawson  
**To:** Aaron Smith; Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Denise Kling; 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 EMAIL: March 31, 2021  
**Date:** Monday, April 5, 2021 8:45:37 AM

---

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:** Wednesday, March 31, 2021 4:31 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] SUPT'S EMAIL: March 31, 2021

john banner



Below you will find a short synopsis of one Superintendent's Email for Wednesday, March 31st, with the separate file attached below. Please note that this email only went to certain division superintendents and has been added to the digest for your information.

**1. Addressing Challenging Behaviors Academy for First and Second Year Assistant Principals [to certain division superintendents]:** The Department of Special Education and Student Services is sponsoring a professional learning opportunity for new assistant principals in order to provide technical assistance and support when addressing the needs of students with challenging behaviors. The attendees will participate in two days of training, four times during the year with the first session scheduled for May 11-12, 2021. To be considered for the Academy, applications must be received by April 23, 2021. The application is also attached below as a separate Word document for your convenience.



- [03-31-21 Application Virtual Addressing Challenging Behaviors Academy.docx](#)
- [03-31-21 Addressing Challenging Behaviors Academy First and Second Year Assistant Principals.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



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This email was sent to [karen.dawson@lcps.org](mailto:karen.dawson@lcps.org) using GovDelivery Communications Cloud on behalf of: Virginia Department of Education • James Monroe Building • 101 N. 14th Street • Richmond, VA 23219

From: Jessica Blythe  
To: Scott Ziegler  
Subject: [EXTERNAL] Virginia Daily Education News, Monday, April 5, 2021  
Date: Monday, April 5, 2021 5:05:43 AM

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## VIRGINIA DAILY EDUCATION NEWS



Monday, April 5, 2021

The *Virginia Daily Education News* is a daily update (Monday through Friday) of education news throughout Virginia. Links are created to various media outlets throughout the state. Click the underlined headlines to view the articles.



### **Moseley Architects is a proud supporter of the Virginia School Boards Association.**

*For more than 50 years, Moseley Architects has served as a trusted partner to Virginia's public schools. We are passionate about design and appreciate collaborating with clients to design learning environments that foster safe and effective teaching and learning experiences.*  
[www.moseleyarchitects.com](http://www.moseleyarchitects.com)

### VSBA April Hot Topic Conference, April 13, 2021

Join us virtually for the 2021 VSBA April Hot Topic Conference. This conference brings together dynamic speakers addressing issues that are important and relevant to every school division. This year we will be discussing the important of collective bargaining. Attendees will hear from...

### 2021 Budget Workshop, May 6, 2021

Join us for the VSBA's Budget Training workshop to learn more about the importance of The Board's Role in Developing the School Budget. In this virtual workshop, based on member requests, board members will learn their role in the budget process and how it relates to the...

### GHS graduation will be held at drive-in theater for second year

For the second time since the COVID-19 pandemic began, Goochland High School seniors will be spending their graduation day at the movies. On June 7, at 8 p.m., Goochland County Public Schools will hold commencement exercises at the Goochland Drive-In Theater in Hadensville...

### Fewer Virginia students have applied for college financial aid this year, and the drop is worse at low-income schools

The pandemic hasn't stopped Lisa Evans, college and career coach at Bethel and Hampton high schools, from working with students on their post-graduation plans. There are still college visits, meetings with students and families, classroom presentations and college application...

### Governor Northam signs bill affecting in-person schooling

Virginia Governor Ralph Northam has signed a bill requiring public schools to offer in-person instruction "at least the minimum number of required instructional hours." Advocates on both sides agree that equates to essentially full-time. It would take effect July 1. "So while we're...

### Central Virginia school districts detail fall education plans

In what has been a year of ups and downs, schools in central Virginia are now looking ahead to the fall. They hope to make things as normal as possible, starting with filling up their parking lots. "At this point what we are looking at is five day a week, in-person instruction for all...

### RCPS looking into offensive posts following Hidden Valley loss to Cave Spring Friday

Roanoke County Public Schools is investigating at least one disturbing social media post following Hidden Valley High School's loss to Cave Spring in Friday's football matchup. The references were allegedly made on social media by members or fans of the Cave Spring High...

### York H.S. student with epilepsy fights for changes in schools

It all started when Jamie Van Cleave was called a demon by an eighth grade classmate. Diagnosed with epilepsy when she was just seven years old, Jamie, now 17, has experienced frightening seizures since she was a first grader. "Jamie typically deals with nocturnal...

### Norfolk Public Schools are seeking input on rebuilding & renovation options for aging school buildings

Norfolk Public Schools and the consulting firm Cooperative Strategies are working to develop the school division's master facility plan to rebuild and renovate Norfolk's aging schools and facilities. As of now, there are 49 schools and student centers operating within NPS the with...

### Albemarle School Board signs off on school naming recommendations

Another Albemarle County school is getting a new name, following a unanimous decision by the School Board on Thursday night. Starting July 1, the division's charter school will be called Community Lab School, which was the name suggested by an advisory committee of...

### Bedford County Public Schools exploring three graduation options

Bedford County Public Schools is exploring three options for in-person 2021 graduation ceremonies, all of which would allow at least two guests per graduate. At the Bedford County School Board's Thursday meeting, Tony Francis, director of secondary programs and career...

### Franklin schools moving to in-person learning 4 days a week

Franklin City Public Schools is moving up to 4 days of in-person learning a week. The school board approved Superintendent Tamara Sterling's recommendation during their work session on Thursday and the change will take effect on Monday, April 19. 1 day per week will still be...

### New Prince William schools superintendent earned praise for work in Chicago

The night that LaTanya McDade, the current chief education officer of Chicago Public Schools, was announced as the next superintendent of Prince William County Public Schools, the praise began pouring in. Superintendents from school divisions in Indianapolis, Baltimore and...

### Complaint asks Gov. to intervene in GCPS decision for football/school

AGreene County parent has filed a complaint at the local, regional and state levels regarding COVID-19 protocols as they pertain to the William Monroe High School football team. Stephen Fitch filed the complaint with Gov. Ralph Northam's office on Monday morning, after...

Lord Botetourt football coach files defamation lawsuit against Roanoke County officials

Lord Botetourt High School head football coach Jamie Harless this week sued a Roanoke County School Board member, the superintendent of schools and two principals alleging they defamed him. In papers filed Monday in Roanoke County Circuit Court, Harless is seeking...

2021 VSBA Business Honor Roll Open Now

Local businesses have the power to shape community attitudes about public schools. Every spring, the VSBA Business Honor Roll provides a way for local school divisions to recognize local businesses for their support, especially as schools face increasing budget uncertainty...

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200 Hansen Road - Charlottesville, Virginia 22911 434-295-8722

Sincerely,

Jessica Blythe  
Director of Membership Services  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[jessica@vsba.org](mailto:jessica@vsba.org), [www.vsba.org](http://www.vsba.org)



**From:** [Katrechia Nolen](#)  
**To:** [Atoosa Reaser](#)  
**Cc:** [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Karen Dawson](#); [Cori Sanzang](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#)  
**Subject:** Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD  
**Date:** Wednesday, February 17, 2021 1:35:32 PM

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Vice-Chair Reaser,

I appreciate the consideration.

Sincerely,

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

On Wed, Feb 17, 2021 at 1:03 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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

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---

**From:** Katrechia Nolen <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>  
**Sent:** Wednesday, February 17, 2021 11:33:46 AM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>



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

---



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**From:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>

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

**To:** [Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com) <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

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

[knolen@kapaxsolutions.com](mailto:knolen@kapaxsolutions.com)

571-239-0653(M)

[My LinkedIn Profile](#)

[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <[huntdd@vapta.org](mailto: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](http://www.huntdistrictpta.org)



***PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.***

***#PTYAY #ptaproud #ptastrong #vapta #huntdistrictpta #membershiptomatters***

**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](mailto:Buta.Biberaj@loudoun.gov)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:Lottie.Spurlock@lcps.org)>  
**Sent:** Wednesday, December 9, 2020 3:08 PM  
**To:** SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>;  
[gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>;  
[kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>;  
[emailkellee@gmail.com](mailto:emailkellee@gmail.com); Katrechia Nolen <[kapaxsolutions.com](mailto:kapaxsolutions.com)>; Kevin Tyson  
<[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta  
<[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert  
<[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>; [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov); [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov); [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Walker, Leah <[leah.walker@doe.virginia.gov](mailto:leah.walker@doe.virginia.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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)

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*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](mailto:Lottie.Spurlock@lcps.org)>

**Sent:** Monday, December 7, 2020 4:16 PM

**To:** [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov) <[Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov) <[gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov)>; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov) <[kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov)>; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com) <[emailkellee@gmail.com](mailto:emailkellee@gmail.com)>; [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com) <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Walker, Leah <[leah.walker@doe.virginia.gov](mailto:leah.walker@doe.virginia.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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 9<sup>th</sup> 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 8<sup>th</sup>.
- 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:** Logan, Amanda  
**To:** Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King; Randall, Phyllis; Umstattd, Kristen; Glass, Sylvia; Briskman, Juli; Buffington, Tony; Letourneau, Matt; Kershner, Caleb; Turner, Mike; Saines, Koran  
**Cc:** Erickson, Lisa; Street, David L.; Arnett, Jeanine; Barbour, Glen; Grimmell, Jennifer; Hemstreet, Tim; Tuggle, Sarah; Bennis, Elizabeth; Masood, Omar; Ivey, Tianni; Banks, Rey; Harris, Zachary; Holmes, Rachael E.; Bartok, Robin; McIntyre, Michelle; Erwin, Kent; Aaron Smith; Black, Shalom; Rivas, Abigail; Carey, Stacy; Bales, Jonathan; Harris, Arlee; Parker, Tom; Midwood, Jared; Mai, Rachael; Gicker, Joel; Suzdak, Valerie; TeKrony, Laura; Scott Ziegler; Mark Smith; Sharon Willoughby; Karen Dawson; Fontana, Amy  
**Subject:** 4/5 Joint Committee Meeting Advanced Sign-up Speakers  
**Date:** Monday, April 5, 2021 12:11:47 PM  
**Attachments:** 04-05-21 Joint Committee Public Input Sign-ups.pdf

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Good afternoon,

There is one advanced sign-up for tonight's Joint Board of Supervisors and School Board Committee meeting. The speaker has indicated their remarks will be regarding Joint Equity Initiatives. Attached is the provided speaker information. Please be aware in-person speakers can sign up at the meeting, however, public input is limited to 15 minutes.

Please let Shalom Black know if you have any questions.

Thank you,

Amanda Logan

*Assistant Deputy Clerk*  
Office of the County Administrator  
County of Loudoun  
1 Harrison Street S.E., P.O.Box 7000, Leesburg VA 20177  
(703) 771-5679  
[Amanda.Logan@Loudoun.gov](mailto:Amanda.Logan@Loudoun.gov)

**From:** [Kirsten Dunnigan](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Kirsten Dunnigan RN, BSN, BS  
**Date:** Monday, April 5, 2021 10:56:55 AM  
**Attachments:** [LCPS Nurse Pay Disparity - Pay Comparison \(1\).pdf](#)

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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:** Katrecia Nolen  
**To:** Schoolboardemail; bos@loudoun.gov  
**Cc:** MSAAC Chair; MSAAC ViceChair; MSAAC Secretary; MSAAC Communications; MSAAC Membership; Keith Nolen (Husband); admin@naacploudoun.org; EQUITYADHOC; district13@senate.virginia.gov <district13@senate.virginia.gov>; district27@senate.virginia.gov <district27@senate.virginia.gov>; district31@senate.virginia.gov <district31@senate.virginia.gov>; district33@senate.virginia.gov <district33@senate.virginia.gov>; DelWGooditis@house.virginia.gov <DelWGooditis@house.virginia.gov>; DelDReid@house.virginia.gov <DelDReid@house.virginia.gov>; DelDLaRock@house.virginia.gov <DelDLaRock@house.virginia.gov>; Delkmurphy@house.virginia.gov <Delkmurphy@house.virginia.gov>; coadmin@loudoun.gov; mike.chapman@loudoun.gov; buta.biberaj@loudoun.gov; district13@senate.virginia.gov; district27@senate.virginia.gov; district31@senate.virginia.gov; district33@senate.virginia.gov; DelWGooditis@house.virginia.gov; DelDReid@house.virginia.gov; Delkmurphy@house.virginia.gov; DelKDelaney@house.virginia.gov; DelISamirah@house.virginia.gov; DelSSubramanyam@house.virginia.gov; mayor@hamiltonva.gov; mayovance@hillsborova.gov; council@leesburgva.gov; nfontaine@lovettsvilleva.gov; blittleton@middleburgva.gov; kfraser@purcellvilleva.gov; sramsey@roundhillva.org; president@naacploudoun.org; donna@mobilehopeloudoun.org; Truphelia Parker; Tonia Bledsoe; Trustinkind@gmail.com; bjones.act@gmail.com; Stacey.Metcalf@inova.org; thoward@loudounchamber.org; donnambohanon@gmail.com; ncline@loudountimes.com; Phillip Thompson; Erica.Campeau@mail.house.gov; Lottie Spurlock; Ryan Tyler; superintendent@lcps.org  
**Subject:** [EXTERNAL] Letter in Support of Office Space for Loudoun Branch NAACP in Douglass School  
**Date:** Friday, March 19, 2021 9:45:46 AM  
**Attachments:** 20210319 - Douglass Renovation - Support from Katrece Nolen.pdf

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Dear Members of the Loudoun County Public School Board and the Loudoun County Board of Supervisors,

Please see my attached letter in support of office space dedicated to the NAACP Loudoun Branch in the renovated Douglass School site.

The time is now to make right an overdue wrong for the families who purchased the land beneath Douglass School and were NEVER adequately compensated. Dedicated office space for the NAACP Loudoun Branch is minuscule in comparison to the value of the land on which the Douglass School currently resides. These families, who established the NAACP Loudoun Branch, were forced to give this valuable land to Loudoun County for \$1 in exchange for building a facility to educate their children.

Regards,

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



**From:** [Atoosa Reaser](#)  
**To:** [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)  
**Cc:** [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Karen Dawson](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#)  
**Subject:** Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD  
**Date:** Sunday, February 21, 2021 3:26:58 PM  
**Attachments:** [Outlook-yvbrp0sw.png](#)  
[Outlook-io5gtaah.png](#)

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Good afternoon,

I believe that there is no committee that has this responsibility, at this time. After the meeting Thursday evening, I will talk with Chair Sheridan and staff, to address this matter. If it will go through L&P, I will get back to you. If it will not, I will ask the Chair to talk with you further.

Thank you,  
Atoosa Reaser



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

**email:** [atoosa.reaser@lcps.org](mailto: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.*

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**From:** Katrechia Nolen <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>  
**Sent:** Friday, February 19, 2021 3:19 PM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Cc:** [Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org); [Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org); [Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org); [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org); [Cori.Sanzano@lcps.org](mailto:Cori.Sanzano@lcps.org); [Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org); [MSAAC Chair](mailto:MSAACChair@lcps.org) <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; [SEAC Chair](mailto:SEACChair@lcps.org) <[SEACChair@lcps.org](mailto: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

[knolen@kapaxsolutions.com](mailto:knolen@kapaxsolutions.com)

571-239-0653(M)

[My LinkedIn Profile](#)

[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Fri, Feb 19, 2021 at 2:52 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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](mailto:atoosa.reaser@lcps.org)

mobile: (571) 291-5325

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**From:** Katrecia Nolen <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>; Cori Sanzano <[Cori.Sanzano@lcps.org](mailto:Cori.Sanzano@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto: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](mailto:knolen@kapaxsolutions.com)  
571-239-0653(M)  
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[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Wed, Feb 17, 2021 at 1:03 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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

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**From:** Katrecia Nolen <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

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

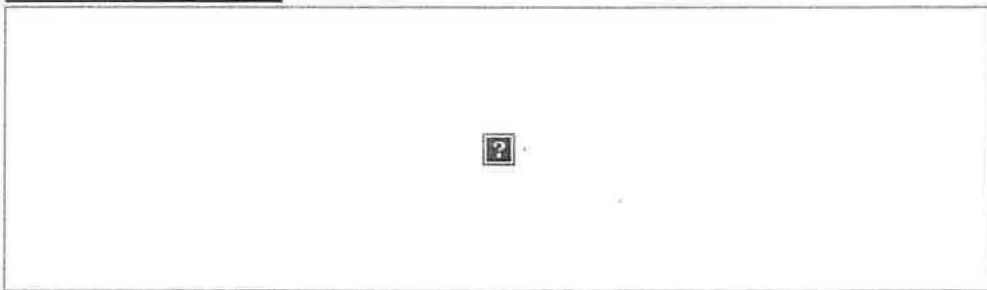
I will include an agenda item at one of our upcoming L&P Committee meeting to include a conversation with our Division Counsel on your question of whether a policy is needed



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](mailto:Kevin.Lewis@lcps.org)>

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

**To:** [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com) <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>

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

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

**To:** Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>

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

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

[knolen@kapaxsolutions.com](mailto:knolen@kapaxsolutions.com)

571-239-0653(M)

[My LinkedIn Profile](#)

[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <[huntdd@vapta.org](mailto: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](http://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](mailto:Buta.Biberaj@loudoun.gov)>

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

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

[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:Lottie.Spurlock@lcps.org)>

**Sent:** Wednesday, December 9, 2020 3:08 PM

**To:** SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton

<[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; gbrown@leesburgva.gov; Kirsten Shabanowitz

<[huntdd@vapta.org](mailto:huntdd@vapta.org)>; kim.simon@dcjs.virginia.gov; Jaime Sanford

<[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; emailkellee@gmail.com;

Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark

<[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Atoosa Reaser

<[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>; Easton.mcdonald@loudoun.gov; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>  
**Sent:** Tuesday, December 8, 2020 9:06 PM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov); [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Walker, Leah <[leah.walker@doe.virginia.gov](mailto:leah.walker@doe.virginia.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:Lottie.Spurlock@lcps.org)>  
**Sent:** Monday, December 7, 2020 4:16 PM  
**To:** [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov) <[Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov) <[gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov)>; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov) <[kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov)>; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com) <[emailkellee@gmail.com](mailto:emailkellee@gmail.com)>; [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com) <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Walker, Leah <[leah.walker@doe.virginia.gov](mailto:leah.walker@doe.virginia.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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 9<sup>th</sup> 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 8<sup>th</sup>.
- 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:** [Katrechia Nolen](#)  
**To:** [Atoosa Reaser](#)  
**Cc:** [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Karen Dawson](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#)  
**Subject:** Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD  
**Date:** Friday, February 19, 2021 3:21:51 PM  
**Attachments:** [Outlook-ymbrrp0sw.png](#)

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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](mailto:knolen@kapaxsolutions.com)  
571-239-0653(M)  
[My LinkedIn Profile](#)  
[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Fri, Feb 19, 2021 at 2:52 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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](mailto:atoosa.reaser@lcps.org)  
**mobile:** (571) 291-5325

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---

**From:** Katrecia Nolen <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>; Cori Sanzano <[Cori.Sanzano@lcps.org](mailto:Cori.Sanzano@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto: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](mailto: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](mailto: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](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

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

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

**To:** [Katrece.Nolen@kapaxsolutions.com](mailto:Katrece.Nolen@kapaxsolutions.com) <[Katrece.Nolen@kapaxsolutions.com](mailto:Katrece.Nolen@kapaxsolutions.com)>

**Cc:** Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov) <[gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov) <[kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov)>; Jaime Sanford <[JSanford@leesburgva.gov](mailto:JSanford@leesburgva.gov)>;



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**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:** Katrechia Nolen <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>

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

**To:** Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>

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

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

[knolen@kapaxsolutions.com](mailto:knolen@kapaxsolutions.com)

571-239-0653(M)

[My LinkedIn Profile](#)

[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <[huntdd@vapta.org](mailto: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](http://www.huntdistrictpta.org)



**PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.**

**#PTYAY #ptaproud #ptastrong #vapta #huntdistrictpta #membershiptomatters**

**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](mailto:Buta.Biberaj@loudoun.gov)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; gbrown@leesburgva.gov; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; kim.simon@dcjs.virginia.gov; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:Lottie.Spurlock@lcps.org)>

**Sent:** Wednesday, December 9, 2020 3:08 PM

**To:** SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton

<[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz

<[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford

<[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com);

[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark

<[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Atoosa Reaser

<[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

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

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov); [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Walker, Leah <[leah.walker@doe.virginia.gov](mailto:leah.walker@doe.virginia.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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)

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*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](mailto:Lottie.Spurlock@lcps.org)>

**Sent:** Monday, December 7, 2020 4:16 PM

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

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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 9<sup>th</sup> 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 8<sup>th</sup>.
- 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:** [Atoosa Reaser](#)  
**To:** [Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)  
**Cc:** [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Karen Dawson](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#)  
**Subject:** Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD  
**Date:** Friday, February 19, 2021 2:52:38 PM  
**Attachments:** [Outlook-yvbrp0sw.png](#)

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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](mailto: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.*

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**From:** Katrechia Nolen <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>  
**Sent:** Wednesday, February 17, 2021 1:33 PM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>; Cori Sanzano <[Cori.Sanzano@lcps.org](mailto:Cori.Sanzano@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto: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,

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

On Wed, Feb 17, 2021 at 1:03 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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:** Katrece Nolen <[Katrece.Nolen@kapaxsolutions.com](mailto:Katrece.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

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



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

**To:** [Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com) <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

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

**To:** Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>

**Cc:** Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@leesburgva.gov](mailto:JSanford@leesburgva.gov)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto:Nyah.Hamlett@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto: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  
President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB  
[knolen@kapaxsolutions.com](mailto:knolen@kapaxsolutions.com)  
571-239-0653(M)  
[My LinkedIn Profile](#)  
[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <[huntdd@vapta.org](mailto: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](http://www.huntdistrictpta.org)



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

**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](mailto:Buta.Biberaj@loudoun.gov)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; gbrown@leesburgva.gov; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; kim.simon@dcjs.virginia.gov; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert

<[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:Lottie.Spurlock@lcps.org)>

**Sent:** Wednesday, December 9, 2020 3:08 PM

**To:** SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; gbrown@leesburgva.gov; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; kim.simon@dcjs.virginia.gov; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; emailkellee@gmail.com; Katrechia.Nolen@kapaxsolutions.com; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

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

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; kim.simon@dcjs.virginia.gov; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Walker, Leah <[leah.walker@doe.virginia.gov](mailto:leah.walker@doe.virginia.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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*

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---

**From:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>

**Sent:** Monday, December 7, 2020 4:16 PM

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

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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 9<sup>th</sup> 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 8<sup>th</sup>.
- 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:** [Katrechia Nolen](#)  
**To:** [Atoosa Reaser](#)  
**Cc:** [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Karen Dawson](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#)  
**Subject:** Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD  
**Date:** Thursday, March 25, 2021 5:30:37 PM  
**Attachments:** [Outlook-ymbrrp0sw.png](#)  
[Outlook-4vg3jpet.png](#)

---

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](mailto:knolen@kapaxsolutions.com)  
571-239-0653(M)  
[My LinkedIn Profile](#)  
[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Tue, Mar 23, 2021 at 10:00 AM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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](mailto: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:** Katrechia Nolen <[Katrechia.Nolen@kapaxsolutions.com](mailto:Katrechia.Nolen@kapaxsolutions.com)>  
**Sent:** Friday, February 19, 2021 3:19 PM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>; Cori Sanzano



<[Cori.Sanzano@lcps.org](mailto:Cori.Sanzano@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; MSAAC Chair  
<[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto: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](mailto:knolen@kapaxsolutions.com)  
571-239-0653(M)  
[My LinkedIn Profile](#)  
[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Fri, Feb 19, 2021 at 2:52 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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](mailto:atoosa.reaser@lcps.org)  
**mobile:** (571) 291-5325

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**From:** Katrecia Nolen <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>; Cori Sanzano <[Cori.Sanzano@lcps.org](mailto:Cori.Sanzano@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto: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](mailto:knolen@kapaxsolutions.com)  
571-239-0653(M)  
[My LinkedIn Profile](#)  
[www.kapaxsolutions.com](http://www.kapaxsolutions.com)

On Wed, Feb 17, 2021 at 1:03 PM Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto: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

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---

**From:** Katrecia Nolen <[Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com)>

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

**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>

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

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

**To:** [Katrece.Nolen@kapaxsolutions.com](mailto:Katrece.Nolen@kapaxsolutions.com) <[Katrece.Nolen@kapaxsolutions.com](mailto:Katrece.Nolen@kapaxsolutions.com)>

**Cc:** Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov) <[gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov)



Obtained via FOIA by Judicial Watch Inc.  
<kim.simon@dcjs.virginia.gov>; Jaime Sanford <JSanford@leesburgva.gov>;  
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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

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

[knolen@kapaxsolutions.com](mailto:knolen@kapaxsolutions.com)

571-239-0653(M)

[My LinkedIn Profile](#)

On Thu, Dec 10, 2020 at 11:19 AM Kirsten Shabanowitz <[huntdd@vapta.org](mailto: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](http://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](mailto:Buta.Biberaj@loudoun.gov)>

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

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto:Nyah.Hamlett@lcps.org)>

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

Obtained via FOIA by Judicial Watch Inc.  
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](mailto:Lottie.Spurlock@lcps.org)>  
**Sent:** Wednesday, December 9, 2020 3:08 PM  
**To:** SEAC Chair <[SEACChair@lcps.org](mailto:SEACChair@lcps.org)>; McDonald, Easton <[Easton.McDonald@loudoun.gov](mailto:Easton.McDonald@loudoun.gov)>; gbrown@leesburgva.gov; Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; kim.simon@dcjs.virginia.gov; Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Tricarico, Robert <[Robert.Tricarico@loudoun.gov](mailto:Robert.Tricarico@loudoun.gov)>  
**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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](mailto:SEACChair@lcps.org)>; [Easton.mcdonald@loudoun.gov](mailto:Easton.mcdonald@loudoun.gov); [gbrown@leesburgva.gov](mailto:gbrown@leesburgva.gov); Kirsten Shabanowitz <[huntdd@vapta.org](mailto:huntdd@vapta.org)>; [kim.simon@dcjs.virginia.gov](mailto:kim.simon@dcjs.virginia.gov); Jaime Sanford <[JSanford@LEESBURGVA.GOV](mailto:JSanford@LEESBURGVA.GOV)>; [emailkellee@gmail.com](mailto:emailkellee@gmail.com); [Katrecia.Nolen@kapaxsolutions.com](mailto:Katrecia.Nolen@kapaxsolutions.com); Kevin Tyson <[Kevin.Tyson@lcps.org](mailto:Kevin.Tyson@lcps.org)>; Virginia C. Patterson <[Virginia.Patterson@lcps.org](mailto:Virginia.Patterson@lcps.org)>; John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>; Biberaj, Buta <[Buta.Biberaj@loudoun.gov](mailto:Buta.Biberaj@loudoun.gov)>

**Cc:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto: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.