

Thank you all for your patience and again for engaging in this important community conversation.

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

571.252.1210

Twitter: @LottieSpurlock

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

From: SEAC Chair <SEACChair@lcps.org>

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

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

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

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

Good Evening Ms. Spurlock,

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

Sharon

Sharon Tropf, Chair

LCPS Special Education Advisory Committee (SEAC)

Follow Us on Facebook: LCPS Special Education Advisory Committee

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

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>

Sent: Monday, December 7, 2020 4:16 PM

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

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

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

Good afternoon Panelists,

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

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

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

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

Best,

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools
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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
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: Tuesday, March 23, 2021 10:00:01 AM
Attachments: [Outlook-vmbp0sw.png](#)
[Outlook-4vg3jpet.png](#)

Good morning,

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

Thank you,
Atoosa Reaser



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

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

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

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

Ms. Reaser,

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

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

- **Transparency and Accountability**

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

Regards,

Katrecia Nolen

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

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

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

Good afternoon,

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

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

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

Thank you,
Atoosa Reaser



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

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

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

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

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

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

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

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

Vice-Chair Reaser,

I appreciate the consideration.

Sincerely,

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

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

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

Thank you,
Atoosa Reaser

Vice Chair and
Algonkian District Member,
Loudoun County School Board

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

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

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

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

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

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

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

Ms. Reaser,

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

Ms. Jennings,

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

Sincerely,

Katrece Nolen

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

Good afternoon,

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

I will include an agenda item at one of our upcoming L&P Committee meeting to include a conversation with our Division Counsel on your question of whether a policy is needed

to implement a review before signature, as well as periodic reviews and updating of MOUs, before the board signs/enters into one. At this point, I believe it will be the March one, and I will ask Ms. Dawson to let you know once that is confirmed.

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

Thank you,
Atoosa Reaser



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

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

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

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

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

Ms. Nolen

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

know if you have any questions or concerns. thanks

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

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

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

To: Kirsten Shabanowitz <huntdd@vapta.org>

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

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

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

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

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

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

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

1. Addition of policy for the MOU to bylaws in the LCPS Policies and Regulations, to include school board approval to authorize a signature, provisions for review, and frequency of update.
2. Transparency and Accountability
 - SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
 - Documented LCPS SRO Complaint resolution process
3. Investigation and Questioning
 - Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
 - Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
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Sincerely,

Katrechia Nolen

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

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

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

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

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

My best

Kirsten

Kirsten Shabanowitz | Director

Hunt District PTA | 570.801.0345

www.huntdistrictpta.org



PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.

#PTYAY #ptaproud #ptastrong #vapta #huntedistrictpta #membershipmatters

Reflections Student Art Contest 2020/21 Theme

"I Matter Because..."

Citizenship Essay Contest 2020/21 Theme

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

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

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

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>

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

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

Thank you Ms. Spurlock and everyone involved for a great conversation.

I appreciate you and your investment in our kids.

Have a great holiday season.

Buta Biberaj
Loudoun County Commonwealth's Attorney
20 East Market Street
Leesburg, Virginia 20176
(571) 291-1202 Cell
(703) 777-0683 Direct
(703) 777-0242 Main office
(703) 777-0160 Facsimile

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

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From: Lottie Spurlock <Lottie.Spurlock@lcps.org>

Sent: Wednesday, December 9, 2020 3:08 PM

To: SEAC Chair <SEACChair@lcps.org>; McDonald, Easton

<Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz

<huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford

<JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com;

Katrechia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark

<John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Atoosa Reaser

<Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>

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

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

Good afternoon, All:

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

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

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

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

Best,

Lottie Spurlock

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

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

From: Lottie Spurlock

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

To: SEAC Chair <SEACChair@lcps.org>; Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

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

Lottie M. Spurlock

Director of Equity
Office of the Superintendent
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Sharon

Sharon Tropf, Chair

LCPS Special Education Advisory Committee (SEAC)

Follow Us on Facebook: LCPS Special Education Advisory Committee

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

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

LPD

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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

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Office of the Superintendent
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Ashburn, VA 20148
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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: [Chris Croll](#)
To: [MSAAC Communications](#); [president@naacploudoun.org](#); [education@naacploudoun.org](#); [MSAAC Chair](#); [MSAAC Secretary](#); [Charlotte McConnell](#)
Subject: [EXTERNAL] Fwd: Censure John Beatty Immediately
Date: Monday, March 22, 2021 9:14:36 AM

As you all know, people who are against equity for all students are a threat to our community. Please join us in demanding that Mr. Beatty be censured for his violation of policy 1030 (since we can't censure him for his beliefs). John may be a nice guy but if he chooses to use his position to serve as the mouthpiece of hate and discrimination, he has to accept the consequences. He does not speak for the majority of the Catoctin District. I know because I served the very same people he now serves and they do not share his beliefs. Thank you for your support.

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

From: **Chris Croll** <christinamcroll@gmail.com>
Date: Sun, Mar 21, 2021 at 3:58 PM
Subject: Censure John Beatty Immediately
To: Schoolboardemail <lcsb@lcps.org>, Scott Ziegler <scott.ziegler@lcps.org>, Ashley Ellis <ashley.ellis@lcps.org>, Lottie Spurlock <lottie.spurlock@lcps.org>, <Phyllis.Randall@loudoun.gov>
Cc: zjohnsonwelch@gmail.com <zjohnsonwelch@gmail.com>, Amy K. Tribié <atribie@gmail.com>

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 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

--

Is youth suicide prevention important to you? If so, please support the [Ryan Bartel Foundation](#).

Christina (Chris) Croll
703-863-8644
ChristinaMCroll@gmail.com
Board of Directors, [Ryan Bartel Foundation](#)

From: Eric Williams
To: Beth Barts
Subject: Confidential Draft Resolution
Date: Sunday, June 21, 2020 6:41:00 PM
Attachments: Resolution - Operation of Schools during School Year 2020-2021.pdf
Sensitivity: Confidential

Good evening.

Thanks for asking. It was posted in executive content in Boarddocs on Friday and is still there. I've attached the confidential document that was posted. Have a good evening.

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

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Sunday, June 21, 2020 5:38 PM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Resolution

Good evening,

Wondering if we could see the potential resolution? I don't see it on board docs.

I think there may be areas we want to support as a board but it would be nice to see it before Tuesday.

Some examples :

- Childcare for staff
- Distance learning for all who want it
- Providing Masks or face shields for staff.
- Following local and state health recommendations social distancing when possible
- continuation of community care

I personally won't feel comfortable signing off on a vague list of concepts. You can do that without us.

Thank you

Beth

Am I missing it?

Thank you.

Beth

From: [Eric Williams](#)
To: [Ian Serotkin](#); [Brenda Sheridan](#)
Cc: [Nyah Hamlett](#); [Lottie Spurlock](#)
Subject: RE: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday
Date: Monday, June 22, 2020 3:48:00 PM
Attachments: [image002.png](#)
[image003.png](#)

I agree. I was overlooking that topic in my quick response. I was envisioning, but did not reference, a more detailed discussion (Board-led) of that topic. Know that we are also going to revise the document reflect our plan to conduct a school by school review of school names and the history associated with them. For example, there may be one or more schools whose name is associated with the names of plantations.

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Monday, June 22, 2020 3:17 PM
To: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>
Subject: Re: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday

I like this plan with the possible exception of needing to treat the process for renaming the Raider mascot differently - I think that if we're going to do that, it needs to be sooner rather than later to avoid having to change it in the middle of the school year. But we can see how the discussion tomorrow goes.



Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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: Brenda Sheridan <Brenda.Sheridan@lcps.org>
Sent: Monday, June 22, 2020 3:04 PM
To: Eric Williams <Eric.Williams@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>
Subject: Re: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday

I like this plan.

Thank you

Brenda L. Sheridan

Loudoun County School Board

Board Chair & Sterling District Representative

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From: Eric Williams <Eric.Williams@lcps.org>

Sent: Monday, June 22, 2020 2:40 PM

To: Ian Serotkin <Ian.Serotkin@lcps.org>

Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>

Subject: RE: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday

Thank you for inviting our thoughts on action plans to combat systemic racism.

Here are some thoughts for consideration at it relate to the item tomorrow night.

1. Brenda turns it over to Ian to make remarks regarding what led to his request
2. I present a slidedeck that primarily provides the text from the document in comprehensible chunks
3. Board members could ask questions and discuss
4. Staff would plan to proceed with actions, some of which do not require Board approval of some of which we would bring back to the Board for specific action
5. Staff could also prepare a general information or action item for the first meeting in August that allows the SB to take action relating to the recommendations (recognizing that some actions would be taken separately, such as policies routed through particular committees)

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

Subject: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday

First off, I wanted to thank you for putting together such a comprehensive action plan

document - it is above and beyond what I expected, and entirely in a good way!

I wanted to touch base to see what your thinking was as far as presenting the item on Tuesday night - my name is on the item as the initiator, but I assume that some combination of the three of you is planning on providing an overview of the plan?

Brenda, I also wanted to see what you were thinking about how the item would be discussed, given that there are 15 different pieces to it?

Thanks,



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To: [Brenda Sheridan](#); [Eric Williams](#)
Cc: [Nyah Hamlett](#); [Lottie Spurlock](#)
Subject: Re: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday
Date: Monday, June 22, 2020 3:16:50 PM
Attachments: [image001.png](#)
[Outlook-yffzjq5y.png](#)

I like this plan with the possible exception of needing to treat the process for renaming the Raider mascot differently - I think that if we're going to do that, it needs to be sooner rather than later to avoid having to change it in the middle of the school year. But we can see how the discussion tomorrow goes.



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Cc: [Nyah Hamlett](#); [Lottie Spurlock](#)
Subject: Re: 7.05 Action Plans to Combat Systemic Racism agenda item - logistics for Tuesday
Date: Monday, June 22, 2020 3:04:29 PM
Attachments: [image001.png](#)

I like this plan.

Thank you

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Board Chair & Sterling District Representative

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email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Wednesday, June 24, 2020 7:12:13 PM
Attachments: [COVID-19 Update for School Board 062420.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again yesterday to collaborate on COVID-19 and other matters.
 2. Participated, along with Asia Jones and Ashley Ellis, in yesterday's conference call with the State Superintendent of Public Instruction and the Associate Commissioner of the Virginia Department of Health.
 3. Met with Nyah Hamlett, Ashley Ellis, Steve Devita, and outside counsel Maree Sneed to discuss our response to the latest communication from the state Attorney General's Office regarding its investigation pertaining to the Academies of Loudoun.
 4. Met with Ashley Ellis, Asia Jones, Sharon Willoughby, and Scott Ziegler to further review classroom and staffing capacity for Phase III operations.
1. Ms. Rae Mitchell has been selected as the preferred candidate for the Director of Elementary Education. Interviews were held on June 5 with a second interview held on June 18, 2020. A memo with additional details from Ashley Ellis, along with a cover letter and resume from Rae Mitchell, is attached. If you have any concerns or questions, please contact me by **5 p.m. on Friday, June 26**. Although official action by the School Board is not scheduled until the June 29 meeting at 4:00 p.m., a public announcement in her community and posting in BoardDocs would occur earlier in the day. This information is confidential until publicly announced on June 29. (pp. 1-6)
2. I've attached my response to a Board member with regard to the "Beyond Phase III" information provided by the Governor's office. (pp. 7-8)
3. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.

PIO/Communications

1. Rob Doolittle shared an updated list of the notifications that LCPS has made to school communities regarding employees and visitors who reported testing positive for COVID-19. (pp. 9-11)

Department of Human Resources & Talent Development

1. Scott Ziegler shared the process for July staff appointments in the attached email. (p. 12)

Optional Reading: Articles

WRC-TV story about LCPS COVID precautions notice, including reference to health department beach-week warnings, June 24

<http://my.tvey.es/Ay3w8>

LoudounNow story regarding public comment, SB proceedings on June 23, June 23

<https://loudounnow.com/2020/06/23/hybrid-school-reopening-plan-panned-by-parents/>

Loudoun Times story regarding some public reaction to proposed reopening plan, June 23

https://www.loudountimes.com/news/parents-students-and-teachers-react-to-lcps-proposed-reopening-plan/article_458217d6-b558-11ea-bc39-bfe0d846e04c.html

LoudounNow story regarding petition to change LCHS mascot, June 23

<https://loudounnow.com/2020/06/23/alums-petition-for-removal-of-loudoun-county-high-school-mascot/>

3M Corp. news release regarding Young Scientist Finalists, including Samvrit Rao of Stone Hill Middle School, June 23

<https://news.3m.com/English/3m-stories/3m-details/2020/3M-Young-Scientist-Challenge-Announces-2020-National-Finalists-and-State-Merit-Winners/default.aspx>

Loudoun Times, Letter to the Editor: LCPS 'hybrid' model not the answer, June 23

https://www.loudountimes.com/opinion/humenik-lcps-hybrid-model-not-the-answer/article_5cbff1b4-b578-11ea-9c2b-3f409a5d3ae4.html

Fox5 DC story regarding parent protest, including reference to LCPS preference for 100% in-person learning and reliance on data to determine plan, June 22

<https://www.fox5dc.com/news/loudoun-county-school-district-parents-protest-reopening-plans>

LoudounNow story regarding proposed expansion of Catocin ES, June 22

<https://loudounnow.com/2020/06/22/expansion-proposed-at-catocin-elementary/>

WUSA-TV story on parent protest, including detailed explanation of potential reopening plan, June 22

<https://www.wusa9.com/article/news/education/loudoun-schools-reopening-plan-parents-protest/65-cf80cc95-aaac-40af-add5-1512221cb1ae>

Eric Williams, Ed.D.
Superintendent

From: Carol Corrado
To: Denise Corbo
Cc: Schoolboardemail; Eric Williams; Ashley Ellis
Subject: Plans for 2020-2021- possible solutions
Date: Wednesday, June 24, 2020 6:20:41 PM

Dear Ms. Corbo,

I want to personally thank you for your strong support of LCPS teachers at yesterday's school board meeting. You truly advocated for us and for what is best for our students, and shared our questions and concerns with the board. Thank you, thank you!

1) The School Board **MUST meet weekly** until a decision is made and a solid plan is designed. This is IMPERATIVE. Waiting until August to meet again is a recipe for disaster. Teachers need time to prepare for whatever plan is chosen, and waiting until the last minute will not help us provide a good educational experience to anyone. During the spring crisis learning, everyone was cheering teachers on, saying how essential and important they are. Waiting to put a plan in place is disrespectful to teachers and it devalues the tremendous efforts they put into their jobs.

2) The discussion about systemic racism in the county should be its own meeting. It deserves to be presented at a time when it can be the sole focus, rather than an afterthought at 11:00 PM. It is just as important and urgent an issue as the plan for the 2020-2021 school year. LCPS needs to plan for implicit bias training for its employees. It needs to take a deep look at the current curriculum to find ways to revamp it to make it more equitable and accurate.

3) Please continue to argue against the hybrid plan as it exists. It will not work for teachers who will have double the workload. Teaching in-person while broadcasting live to those at home WILL NOT WORK. Teachers instruct differently in-person than they do online, which would make doing both basically impossible. There are technological issues in classrooms even on the best of days; I can envision teachers' time being consumed with mundane tech issues instead of valuable instruction. Teachers are stressed about the hybrid plan and are deeply and justifiably concerned about their workloads, their mental health, and the quality of the instruction they will be able to provide when stretched so thin.

4) The hybrid plan as it exists is not equitable. Requiring young children to be on "live" sessions while their parents are at work or while they are in a child care setting will not work; it punishes those with hourly-wage earner parents and those who speak another language at home. Online sessions need to be recorded so that families can view them when their schedules allow.

5) **A suggestion:** I don't know if something similar has been proposed before, and my apologies if it has. What if we used a "pod" or module approach for elementary schools for the fall? Teacher #1 meets every day for a week (week 1) with their "pod" of 10 students (or whatever number can be in one room while social distancing). They meet in-person with appropriate PPE and distancing. During this time, teacher #1 provides NO distance learning or live sessions. Specialists still provide instruction by coming into the classroom.

At the end of the week, the classroom is deeply cleaned and sanitized. The next week (week 2), teacher #2 meets with her pod of students in the same classroom, while teacher #1 provides distance learning to her students. Because #1 has met with her kids for a week, she can assign DL tasks based on their performance during their week together. DL can be online or on paper, based on what works best for her students. For week 3, teachers #1 and #2 are providing DL while teacher #3 meets with her pod of students (again, same classroom, cleaned at the end of the week). This rotation would continue so that each teacher is in person for a solid week, then providing DL for 2 consecutive weeks.

PROS:

- Teachers get greater continuity in their instruction because they will have 5 consecutive days with their kids. This will also help them build the necessary relationships with their students.
- Teachers are teaching both in-person and DL, but since their class size is smaller, it is manageable and able to be targeted to the kids' needs.
- Because teachers and students are home for 2-week stretches, it builds in an automatic quarantine period should someone need it. And teachers would be exposed to fewer kids than if they taught with the hybrid plan.
- During the in-person weeks, resources (like SPED and EL) could be concentrated for the pod that is present.
- If a teacher is at-risk or doesn't wish to be in-person with kids, they could provide the DL while another teacher (with her permission) could provide more in-person instruction.
- Because children are only in class with the children who are in their "pods", parents could potentially make daycare or social arrangements within the pod (like watch each others' kids), which may alleviate some child care concerns. Kids from the same family or same household could be scheduled to be in-person for the same weeks.
- Maximize use of each classroom while still providing needed distancing and cleanings

CONS:

- more teachers would be needed so that "pod" sizes could remain small

There are some caveats with this plan, but from an instructional perspective, it would provide a better quality education than the existing hybrid plan and could potentially provide a safer work environment for teachers and students. Please consider alternatives to the existing hybrid plan- it just will not provide quality, manageable instruction. I would choose 100% distance learning over the proposed hybrid plan so that at least I could focus on one method of teaching instead of trying to manage an unfeasible plan.

I appreciate your time and attention, and I hope teachers can continue to count on your support going forward.

Sincerely,
Carol Corrado

Carol Corrado

Kindergarten Teacher
Guilford Elementary

@MsCorrado_in_K

From: Nyah Hamlett
To: Leslee King; Eric Williams; Ashley Ellis; Asia Jones; Lottie Spurlock
Cc: Brenda Sheridan; Rob Doolittle
Subject: RE: Equity Action Plan
Date: Wednesday, June 24, 2020 2:41:56 PM

Hi Leslee,

Thank you for sharing this. Lottie is planning to raise this topic with the Equity Committee as they review the Comprehensive Equity Plan which is a separate document from the Action Plans to Combat Systemic Racism. Staff plans to work closely with the PIO to properly message the purpose and importance of the documents, as well as, the differences between the two documents.

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
571.252.1030 (office) | 571.209.7787 (cell)

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

From: Leslee King
Sent: Wednesday, June 24, 2020 11:54 AM
To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>
Subject: Equity Action Plan

Gentle People,

It is obvious to me that a lot of thought and work went into the presentation on the equity action plan. Thank you for positive, meaningful and S.M.A.R.T. actions.

Please look at adding EL students into the actions. It seems their dropout rate has risen and that needs to change.

Thank you.

Leslee

From: Leslee King
To: Eric Williams; Nyah Hamlett; Ashley Ellis; Asia Jones; Lottie Spurlock
Subject: Equity Action Plan
Date: Wednesday, June 24, 2020 11:53:36 AM

Gentle People,

It is obvious to me that a lot of thought and work went into the presentation on the equity action plan. Thank you for positive, meaningful and S.M.A.R.T. actions.

Please look at adding EL students into the actions. It seems their dropout rate has risen and that needs to change.

Thank you.

Leslee

From: Samantha Garvin
To: Eric Williams; Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts
Cc: Will Garvin
Subject: [EXTERNAL] Revised Proposal for Improvements on "Every Other Day" Schedule - Re: Proposal for "Every Other Week" Schedule Instead of "Every Other Day" Schedule
Date: Tuesday, June 23, 2020 11:04:49 AM

Dear Superintendent Williams, School Board Chair Sheridan, Vice-Chair Reaser, and Members Corbo, Mahedavi, Serotkin, King, Beatty, Morse, and Barts,

We want to take the opportunity to follow-up with a new proposal for your consideration that essentially is an improved version of the "every other day" proposal that gets the kids in school two days a week, while also employing some of the benefits from a health and ease of mitigation perspective of the "every other week" schedule that we proposed to you. While we still personally prefer an "every other week" schedule for safety reasons, we think this new proposal should be considered as an improvement upon the "every other day" proposal that LCPS is considering. This new proposal is:

Monday and Tuesday - Group A attends school.

Wednesday - Remote learning for all students (essentially, moving Friday of the "every other day schedule" to Wednesday).

Thursday and Friday - Group B attends school.

Benefits of this Proposal Over "Every Other Day" Schedule

1. All students attend school each week (in line with the "every other day" schedule).
2. There is a break of time between both groups of students being at the school, which allows germs to die naturally to some degree, too. This assists in preventing the intermingling of germs between the two groups of students, and thus lessens disruptions when someone is diagnosed with the virus. This incorporates some of the health benefits of the "every other week schedule" that were discussed in our previous email below. While not incorporating the same length of break between groups as the "every other week" schedule, some break is better than no break (the "every other day" schedule provides no break).
3. Wednesday provides a full day for school staff to thoroughly clean between the two groups of students attending school. On the proposed "every other day" schedule, there is only so much time that staff will have between students leaving on Monday and when a whole new group of students with new germs arrive Tuesday morning. Then, staff have to repeat this rushed cleaning on Tuesday after students leave before different students come on Wednesday. Then this process repeats again on Wednesday.
4. This still provides a break of five days that each group has off from school. As discussed with the "every other week" schedule, this provides administration and health officials more time to determine the best course of action for when someone within a class is diagnosed with the virus.
5. Teachers have students two days in a row, which allows for more robust and continuous learning opportunities. It also allows for more thorough instruction before students are sent off to complete their remote assignments.

We greatly appreciate your time and consideration of these ideas. We know that LCPS is moving towards finalizing a plan sooner rather than later. From our perspective, we are more comfortable with this proposal over an "every other day" proposal from a safety perspective. We think it also possibly keeps the kids in school longer (before a required shut down) since it limits exposure mostly to one group of germs instead of exposing them to the germs from both groups of students, which an "every other day" schedule does.

Thanks,
Samantha and William Garvin

On Thu, Jun 18, 2020 at 1:03 PM Samantha Garvin <samanthagarvin2005@gmail.com> wrote:

Dear Superintendent Williams, School Board Chair Sheridan, Vice-Chair Reaser, and Members Corbo, Mahedavi, Serotkin, King, Beatty, Morse, and Barts,

We are writing to you in regards to the recent discussion of the Loudoun County Public Schools ("LCPS") possible implementation of an "every other day" school schedule for the fall in response to the COVID19 pandemic. Before getting to that discussion, though, we want to take the opportunity to tell you what a phenomenal job LCPS did during the 4th Quarter. It was a very challenging time and we understand that neither the schools nor families had time to prepare. We greatly appreciate LCPS's focus on equity and making sure that no children were left behind because they did not have access to computers or to the Internet. We also greatly appreciate that LCPS jumped in quickly to provide food to families. For our family, we could have handled more work and more synchronous learning, but we recognize that this isn't about us alone and that we have to do what we can to help those who have different circumstances than us. We have friends in lots of different states and school districts and overall, we think LCPS struck a great balance of work and expectations and not overly stressing out children, parents, and teachers (at least we hope not) during an already challenging time. We had friends who were expected to have their 1st graders online multiple (3-5) hours a day with short notice, also while counting attendance, while parents tried to work themselves. It was super stressful to those students and families, and I'm sure teachers, too. This is not something that easily could be accomplished for many families, so we appreciate that LCPS took a more balanced approach.

In regards to next year, we fully understand and agree with the need for limiting capacity at the schools. We also agree that it would be best not to have all school aged children at the schools all of the time while the COVID19 pandemic remains an issue. The question that we have is why not use an "every other week" schedule instead of a "every other day" schedule? Under this proposal, half of the student body goes to school one week for 4 days straight and then the other half goes the following week while the first group works remotely. This results in the exact same time in school for the kids as your "every other day" proposal, BUT it provides a safer environment from a viral containment perspective. This "every other week" proposal is something that was specifically discussed in the Virginia Department of Education's ("VDE") "Recover Redesign Restart 2020 A Comprehensive Plan That Moves Virginia Learners and Educators Forward" document on

page 29 (Scenario 3 discusses "pulsing modeling"). Please find below the issues to consider in regards to an "every other day" schedule compared to an "every other week" schedule:

1. Germs Spread Across Both Groups of Students vs One Group of Students: In your "every other day" proposal, the students will be sharing classrooms every other day, which means no matter how many efforts staff put into cleaning the classroom, there still is a greater opportunity for germs to spread between the two groups. Germs in the air can't be cleaned by the schools and while they do die over time, you are providing a less than 24 hour period between two different groups of germs in a classroom. Additionally, if any surface is not properly disinfected or missed, there will not be sufficient time for the germs to die naturally since there is such a short time between the two different groups of students sharing the same space. As LCPS just noted in a Facebook post on June 17, 2020, the "CDC states that the COVID19 virus cannot live on a surface for more than three days."

Alternatively, in an "every other week" schedule, the kids and teachers/staff are exposed to the same group of germs several days in a row, and then there is longer than 72 hours between groups for germs to dissipate. If a teacher is the one diagnosed, then there is a possibility that the teacher exposed only one group of students and not both groups. We can and should use time to assist us in mitigating the risk of spreading the virus via shared germs. In the "every other week" proposal, time alone cuts student exposure to germs in half by exposing them to the germs of those just within their class group as opposed to both their germs and the germs of the other group of students that they are exposed to in the "every other day" proposal. This intermingling of groups also carries over to the buses.

2. Ease of Implementing Actions Upon a Positive COVID19 Diagnosis: For situations when there is a diagnosis of COVID19 (and there most likely will be many), an "every other week" schedule gives more time to figure out next steps with disruption to fewer students. If, for example, a student currently in school is diagnosed on a Tuesday, then that class can immediately be told to stay home while health officials determine the necessary steps. This disruption then affects only one group of students as the other group already is on an off week at home. If you have an "every other day" schedule, then both groups have to stay home. Similarly, if there is an "every other week" schedule and a student is diagnosed during an off week, there are several days that that student already is home and the schools and health department can determine the best course of action already knowing that that student, along with the students in that class group, is at home. We recognize that there still may be an issue with the teacher as the teacher is exposed to both groups, but that still is easier to manage than two classrooms of students at the same time in the "every other day" schedule. In an "every other day" schedule, if a child in the other day of our child's classroom were diagnosed, even if the classroom goes through a thorough cleaning, we would not send our child back for that week as there would not be enough time for the germs to die in-between the ill student leaving the classroom and mine arriving. But, if we had an "every other week" schedule and a child in the previous week were diagnosed, we would continue to send our child as we would know that the germs had a much better chance of dying naturally just in the time difference between the weeks. These issues all carry over into the buses, too. Students who are sick in an "every other day" schedule expose multiple bus loads of children because germs from both groups/days of students are intermingled. The school and the health department have to assess both groups of children on the buses instead of just those within the sick student's group of students on the "every other week"

schedule.

3. Built in 10 Day Break: Another benefit of this schedule from a germ perspective is that students already have a 10 day planned period outside of the building, so there may be minimal disruption in their schedule. Additionally, and importantly, this also may severely limit disruption to the school's schedule as exposure potentially is limited to a much smaller group of students.

4. Child Care Issues: While we do not have to deal with child care issues, many families do. In an "every other week" schedule, students have a straight week off with online learning, which means families can be more creative with their childcare options (e.g., take children to a relative's house for the week) that are not available with an "every other day" schedule. Some employers also are considering having reduced staff in offices via an "every other week" schedule, and employees have the possibility of synchronizing their schedules. We bring up these child care issues because we think that an "every other day" schedule creates more problems compared to an "every other week" schedule. We encourage LCPS to include in their survey about the fall schedule a question regarding "every other day" vs "every other week" to ascertain from those families with child care needs if one of these options is more workable for them. Child care is an important issue for many families and is an area of concern that we hope can be addressed for those families who need it. The starting place is to ascertain which schedule is more workable for them from the outset. The smaller the group of families with child care needs we have, the smaller the group of families for whom we (Loudoun County and the community collectively) have to spearhead solutions.

In conclusion, from our family's perspective, we would be much more likely to send our children to school with an "every other week" schedule, but not that likely with an "every other day" schedule as we do not want to expose them to the germs of the entire class. An "every other week" schedule exposes them to only half the class creating more of a bubble for germs as well as a smaller bubble for mitigation when someone is diagnosed with COVID19. This is a better way to keep kids in school on a more continuous basis and for longer stretches of the school year. We do not see a benefit to an "every other day" schedule sufficient enough to counteract the risk of illness (and corresponding difficulty in mitigating). If there is some benefit to an "every other day" schedule over an "every other week" schedule that counteracts this risk, please articulate that to families.

We greatly appreciate your time and consideration. We know that this is a challenging time and that while we all want kids back in school as normal, the virus has other plans. We appreciate the difficulty of balancing multiple needs with the safety of all involved.

Thanks,

Samantha and William Garvin

(For reference, we have one elementary student and one middle school student)

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Subject: Weekly Update
Date: Monday, January 13, 2020 7:56:37 AM
Attachments: [Weekly Update 011020.pdf](#)

Notes & Highlights

1. Congratulations on the start of the term. We are off to a busy start! We plan to maintain the e-mail format of the Weekly Update, rather than transitioning at this time to distributing the Weekly Update through BoardDocs. We may seek input from Board members in the future regarding the possibility of distribution through BoardDocs. Each edition of the Weekly Update includes four sections: Notes & Highlights, Emails & Other Documents, Articles & Videos, and Important Dates. Generally speaking, the information presented in the first two sections is not intended for sharing with others besides current LCPS School Board members and cabinet members. If there is an item in particular that you would like to share, I respectfully request that you check with me first. For example, once we have confirmed participation in the school visits described in item 3 below, Board members could share information regarding those visits closer to the dates on which they would occur. Thank you.
2. 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.
3. 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
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- Heritage HS (Profile of a Graduate) 2:00 - 3:00

January 31 (10:30 - 3:00)

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- *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
- Loudoun Now article on review panel for "My Princess Boy," December 27
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- 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
- 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

- 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

- 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

- 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.smores.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: [Eric Williams](#)
To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Ian Serotkin](#); [Denise Corbo](#); [Jeff Morse](#); [Beth Barts](#); [Leslee King](#); [Harris Mahedavi](#); [John Beatty](#)
Subject: Weekly Update
Date: Sunday, January 12, 2020 4:28:24 PM
Attachments: [Weekly Update 011020.pdf](#)

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- Loudoun Times-Mirror article on mold remediation at Hillsboro Charter Academy, December 26

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<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

- 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

- 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

-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

- 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.smores.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

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March 13, 2020; School Business Partnership Breakfast, National Conference Center

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From: Denise Corbo
To: Eric Williams
Subject: Re: Weekly Update
Date: Monday, January 20, 2020 2:27:30 AM
Attachments: Outlook-aagdm4z.png

Good morning, Eric.

It's been a busy week and I know I have asked an overwhelming amount of questions. I appreciate you and your staff's effort in providing answers.

I enjoyed reading the Weekly Update. I do have one question about the Staffing Request, Computer Science Supervisor (Go Virginia) - Will this staff member over see, create and manage technology training for all Loudoun County's professional learning for staff or specifically for the program the grant is funding?

Thank you,

Denise



**Denise Corbo | Loudoun County School Board
AT-LARGE Representative**

email: denise.corbo@lcps.org
mobile: (571) 246-3766

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>

Sent: Friday, January 17, 2020 5:01 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Subject: Weekly Update

Notes & Highlights

1. My schedule since the last *Update* included the following commitments, among others:
 - Joined Nyah Hamlett, Brenda Sheridan, Atoosa Reaser, Harris Mahedavi, Ian Serotkin, Jeff Morse, and Beth Barts at the VSBA Capital Conference and in visits with Loudoun legislators;
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- Participated in the Loudoun County School Business Partnership Executive Council meeting;
 - Held weekly meeting with Nyah Hamlett;
 - Spoke by phone with Virginia Secretary of Education, Atif Qarni, regarding equity (he called me after hearing positive feedback about our work in the area of equity);
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 - Met with Scott Ziegler to discuss HRTD matters; and
 - Spent many hours working with Assistant Superintendents on responses to budget questions.
2. The creation of a grant-funded Computer Science Supervisor has been proposed. The position will be funded by the GoVirginia grant for approximately two years, at which time the plan would be to fund it through the Operating budget. This position will lead, design, implement, and evaluate professional learning and curriculum relating to computer science and computational thinking. If you would like more details, details are provided in the accompanying memo and job description. If you have any questions or concerns, please contact me by 5 p.m. on Friday, January 24. We tentatively plan to proceed with this change as early as January 27. Official Board action is not required at this time but I want to make you aware of these changes and provide you the opportunity to ask questions or provide input. This information is confidential until the position is posted. (pp. 1-3)
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To: Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda.Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King
Bcc: Tammy Greene; Eric Williams; Rob Doolittle (rob.doolittle@lcps.org); Ashley Ellis; Asia Jones; Kevin Lewis; Nyah Hamlett; Scott Ziegler; Sharon Willoughby (Sharon.Willoughby@lcps.org); Steve DeVita (stephen.devita@lcps.org); Vince Scheivert
Subject: Weekly Update
Date: Friday, January 17, 2020 5:01:00 PM
Attachments: Weekly Update 011720.pdf

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To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [SEAC Chair](#); [MSAAC Chair](#)
Cc: [Eric Williams](#)
Subject: [EXTERNAL] ELA Textbook Review Committee and Concerns
Date: Friday, January 24, 2020 11:38:28 AM
Attachments: [Comparing Reading Research to Program Design: An Examination of Teachers College Units of Study FINAL.pdf](#)
[ESSA Literacy Education for All.docx](#)
[ECORI Essential Components of Reading Instruction.docx](#)
[Elementary Reading Framework 2018-2019.pdf](#)

Dear School Board Members,

I was able to attend the English Language Arts Textbook/Instructional Resource Adoption Review Committee this past Wednesday night as a community member and stakeholder. Dr. Picard and David Holt, did a lovely job of preparing the space for this meeting with snacks and water. It was clear that they both made a real effort to make up for the earlier scheduling snafu. The set up and initial welcome was appreciated. That said, there are new concerns combined with the continued unresolved questions regarding the overdue review of English Language Arts (ELA) Curricula, the Request for Proposals (RFP) process, ELA Curricula and balanced literacy approach (both as a whole and specifically with Teachers College Units of Study), and the systematic disintegration of LCPS teacher education and professional development around the science of reading.

This past Wednesday night, it was mentioned that **LCPS has neither reviewed nor reevaluated the current ELA curricula in over 10 years.** According to the VDOE website, Textbook Review and Approval Schedules is based on the seven-year revision cycle of the Standards of Learning. The date for LEA Textbook/Materials Review 2019-2020. Therefore, the ELA curricula for all grades is overdue. AND that includes the Units of Study for Phonics and Units of Study K-8. The English Standards of Learning were revised and adopted in 2017. Therefore, reason dictates that the LCPS ELA curricula should be evaluated and either re-adopted or changed completely in accordance with the new SOL requirements.

It must be reiterated that **TCRWP Units of Study is NOT curricula that has been approved by the Virginia Board of Education.** *"The Code of Virginia permits local school boards to use textbooks not approved by the Virginia Board of Education. If a local school board opts to use a textbook that has not been approved by the Board of Education, a local textbook review process should be conducted that includes components similar to the state level review."* http://www.doe.virginia.gov/instruction/textbooks/review_process/index.shtml Therefore, it is my understanding, that all of the ELA Units of Study MUST go through what the Virginia Board of Education has stated is required for a local textbook review. To be clear, there is a reason that Units of Study is not on the list of approved ELA Curricula. The TCRWP Units of Study K-8 and the TCRWP Units of Study for Phonics do not contain the essential components of reading instruction (ECORI) as defined by IDEA/ESEA, nor do they adhere to ESSA definition of Comprehensive Literacy Instruction for All. While I am hopeful that this isn't the case, I must mention that to use the ELA Classroom Library adoption as a way to get around this public process is completely not appropriate and unethical.

I was extremely disappointed to hear that **the RFP for English and Language Arts textbook/instructional resource did not include the unique needs of students with disabilities and struggling learners.** During the question and answer part of the presentation, I asked the the presenter to tell me more about their decodable books for Tier 2 instruction to

help younger and older students practice phonics patterns and to help me understand more about their digital/electronic resources (ebook, audiobook) and accessibility features. I was very excited to learn that they had an easy way for teachers to help their students with disabilities be able to access curricula as easily as their peers. Unfortunately, Dr. Picard stopped the presenter from answering and stated that the RFP did not include decodable books or any digital or accessibility items for students with print based disabilities. Dr. Picard's words were perplexing because it is discriminatory to have an RFP that excludes a population. Conversation became stilted and bias was readily apparent. It is not inclusive to create an RFP that purposely burdens the district's responsibilities to accessibility after the investment. It is critical to build in accessibility and access to curriculum from the "front end" and to follow UDL best practices.

It is perplexing to me that **LCPS has dropped all movement towards instruction according to the Science of Reading.** Two years ago there was a real push in the district towards teaching **all teachers** science based reading instruction. Now, it is only offered to special educators. Therefore, the only kids who might receive any kind of instruction based in the science of reading are the children who are in special education—after they have demonstrated significant problems.

In plain terms, general education students are not receiving reading, handwriting, writing, or spelling instruction according to scientifically validated practices because of the LCPS Department of Instruction and English Language Arts Department mandate to all schools and teachers that they must use a balanced literacy approach and alignment for tier 1 and tier 2. Children are typically not found eligible for special education until 3rd or 4th grade and sometimes, not even until they are well into high school. This wait to fail RtI model specifically excludes the 60% of general education students who require instruction based in the science of reading. Suffice it to say, that you cannot maintain the integrity of the two styles (balanced and structured literacy approach) while doing them, side by side. Dr. Steve Dykstra, head of the Reading League in Wisconsin, explains, "That is like you can maintain the integrity of a low carb diet and eating pie at every meal by keeping the foods on different plates...you cannot do both styles because they are not styles, they are practices built, in one case on facts, and in another on philosophies which ignore those same facts." Two years ago, LCPS spent time creating a strategic plan and allocated money to the education of our teachers in the science of reading. For some reason it just stopped before it even had time to get off the ground. Now, even initial training has languished and gone to waste due to lack of support and blatant rise of new balanced literacy initiatives and projects from the Department of Instruction and the English Language Arts Department.

Bottom line is that **balanced literacy and the Units of Study K-8 is based in the three cueing system and is rife with strategies and philosophies that are in direct opposition to reading research. The Units of Study in Phonics is not explicit, systematic, and will be a "detriment" to English Learners and all beginning readers. This curricula negatively affects our most vulnerable student populations.**

"Dr. Paige, who closely reviewed lessons for their phonics content, noted major failings: 1) There is not enough time given to acquiring the phonics skills, which is particularly dire for students who might not immediately master those patterns or read fluently; 2) the program frequently recommends use of SMV (structure/meaning/visual system—known more widely as the three- cueing system)—which is in direct opposition to an enormous body of settled research; and, 3) insufficient guidance is provided regarding how to use the results of

assessments to inform instruction. This means any student who does not immediately master an aspect of foundational reading is at risk of never getting it. Dr. Goldenberg, whose review of the English learner supports included thorough analysis of the phonics content, corroborated Dr. Paige's findings and reported numerous examples in the Units of Study in Phonics where English learner issues and needs are given scant or no attention. Specifically, he found that the Units of Study program fails to highlight the importance of explicitly and systematically teaching phonic skills (decoding and encoding) to the detriment of English learners and all beginning readers." pg 6 (*Student Achievement Partners*, 2020)

To make matters worse, we know that the Leveled Literacy Intervention is based on the same three cuing approach and is racially biased. All of this sets teachers and kids up to fail. I realize that we live in a very rich district which enables some parents to get their kids tutoring.

This means that some won't fail and some may even manage to squeak by. But, **ESSA requires a Comprehensive Literacy Plan and poorly designed products like these are below ESSA and IDEA standards.** LCPS students and teachers deserve instruction founded in the science of reading. This is a true access to education issue. Vulnerable student populations are being denied access to challenging curriculum and education because the foundation is flawed. The newly elected school board has the space, time and money to really make a difference for ALL children and teachers. Next week there is a webinar by Kareem Weaver, Member of the NAACP Oakland Branch's Education Committee titled, "Casualties of War: Reading Science Denial and Racism's Impact on African American Children."

<https://www.corelearn.com/casualties-of-war-reading-science-denial-and-racisms-impact-on-african-american-children/>

While most of you probably know me because of my outspoken nature in regards to dyslexia, this is not just a "dyslexia" issue. This is a real issue for all LCPS students, even the high achievers. I encourage you all to try to make the time to watch.

I am always available to discuss these items. I have multiple research articles, books and resources to offer...as well as, my own training, and personal experience.

Thank you for your time,

Melinda Mansfield

Attachments:

1. Comparing Reading Research to Program Design: An Examination of *Teachers College Units of Study* (*Student Achievement Partners*, 2020)
2. ESSA: Comprehensive Literacy Instruction for All
3. Essential Components for Literacy Instruction: 20 U.S.C. § 6368(3)(4)(5)(6)(7)
4. LCPS Elementary Framework for Reading

From: Christine Coleman
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King; Eric Williams; Nyah Hamlett; Superintendent's Cabinet
Cc: William Brazier; Tara Hewan; Ashley Ellis
Subject: Equity in the Center Training

Lower Level C.

As you know, LCPS is committed to the important work of closing equity gaps. This initial phase of work includes required professional learning for the Department of Instruction, school-based administrators, and teachers. Currently, Equity in the Center professional learning is a multi-session journey of learning for school staff aimed at addressing issues of race, bias, and cultural insensitivity. The purpose of these sessions is not to provide all of the "answers" to managing and interacting with sensitive subjects, but instead is meant to help educators facilitate and support constructive conversations on these sensitive subjects.

We need to provide session one of Equity in the Center training for the School Board (and the Superintendent's cabinet). Please see the focus of each session for context, but for now, we are just focused on session one, which is what is scheduled for February 18th.

Session I: The WHY of Equity In this session, participants explore their personal Why related to equity work and the data that informs that this work needs to be intentional.

Session II: The ME of Equity In this session, participants will explore how their own individual experiences determine the lens through which they see Equity.

Session III: The Culture of Equity In this session, participants will explore ways that they have created a safe and inclusive space for ALL students to thrive and succeed.

Nyah D. Hamlett, Ed.D.

Chief of Staff

Loudoun County Public Schools

571-252-1030

From: SEAC Chair
To: Ian Serotkin; Beth Barts; SEAC ViceChairPlanning; John Beatty
Cc: Eric Williams; Asia Jones; Patricia Nelson; MSAAC Chair
Subject: Re: SEAC Concerns - draft policy 5330 and draft policy 8155
Date: Monday, January 20, 2020 7:36:32 AM
Attachments: Outlook-imo24icn.png

Thank you, Ms. Barts and Mr. Serotkin for your response and your efforts thus far. I agree that we need to define a workflow, SEAC looks for to working with the Comm & Outreach Committee. I know the SEAC Policy subcommittee has been working on a draft a document that may be useful to begin the discussion. I also agree that Policy 5330 is tricky to avoid adding to the identified issues; I hope to avoid this situation in the future with defining the workflow and giving all parties ample time to provide feedback. For now, I would like to offer the following input for Revised Policy 5330 and concerns for Revised Policy 8155:

Special Education Student Eligibility and Transfer Procedures: Revised Policy 5330 (Former Policy 5-54)

- Replace Rows 1-5 with "Loudoun County Public Schools ("LCPS") maintains an active and continuing child find program designed to identify, locate and evaluate those children residing in the jurisdiction who are birth to age 21, inclusive, who are in need of special education and related services." to capture the full child find responsibility.

Student Support and Services Committee: Revised Policy 8155, School Assignment (Former Policy 8-20)

- Rows 9 - 10: Please elaborate on what is "a more appropriate instructional program" that would warrant an alternate school assignment?
- Row 77-79: SEAC has received many reports from parents and professionals that students use the special permission policy for mental health purposes. Some of these students participate in athletics. Athletics provide a positive social-emotional self-esteem experience. It is my concern that it would be detrimental to the mental health of some students to implement a blanket policy to bar them from athletics due to a perception that some LCPS coaches/staff are misusing the special permission policy.
- Rows 94-98: If a student's consented IEP places a student in a special program that is not available at every school, then it is reasonable to understand that the special permission would have to be to a school that had that program. If the consented IEP does not require a specific program, then restricting the rights of parents with special education students are not educationally justified.
- There is concern that special education parents would not have the same opportunity to move their child as a general education student would solely on the basis of that student's disability. Upon a denial based on special education capacity and disability, then LCPS must provide other viable transfer options.
- Row 156 - 166: Why would "*non-compliance of school rules, behavioral disruptions and/or*

chronic attendance/tardies; chronic attendance/tardies is defined as being absent/tardy for 10% or more of the total days school has been in session" warrant removal from a special permission school if it would not warrant removal from a home school?

- This statement directly targets students with disabilities disproportionately; students should not be removed from special permission placement for any reason that would not typically result in the same removal from their assigned home school.
- From the November 2019 MSAAC/SEAC general body meeting, it was reported by the Director of Research that the discipline referral rates and dis-proportionality for referrals have increased for our minority and special needs student population. Should the elements proposed in Rows 156-166 go into effect, this may disproportionately and negatively impact special permission for this student population.
- SEAC has received numerous reports where this policy provided a positive incentive to principals to discriminate and retaliate against special education students for their disability.
- Emergency Special Permission Procedures - The current timeline for special permission does not account for parents of students who may find it necessary to request a transfer from one school to another after the start of an academic year. There are many good reasons why a student or family might need to transfer during the school year and may not have been able to anticipate it earlier.
- *Why does there need to be a deadline cut-off for Special Permission at all?* If, as Mr. Morse publicly stated, the purpose of the Special Permission policy is to reduce use and misuse of Transfer policy, why would LCPS not try expanding access rather than restricting it? If the School Board is concerned with several hundred appeals due to families missing the deadline doesn't that indicate that the deadline is a problem for many families with otherwise legitimate reasons to request Special Permission?
- Many of the reasons parents request special permission are created by equity problems, such as discrimination, retaliation, and bullying. Expanding access to Special Permission would support increased equity in the school system in a way that also gives the district more ability to protect its interests, such as school capacity. If the School Board is truly serious about improving equity in LCPS, this simple revision to the Special Permission policy would be a force for improving equity in practice in LCPS schools by using existing tools and processes.

Thank you for your consideration, I look forward to continuing SEAC's ongoing collaboration with the School Board.

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: Ian Serotkin <Ian.Serotkin@lcps.org>

Sent: Thursday, January 16, 2020 11:43 AM

To: Beth Barts <Beth.Barts@lcps.org>; SEAC ViceChairPlanning <SEACViceChairPlanning@lcps.org>; SEAC Chair <SEACChair@lcps.org>

Cc: Eric Williams <Eric.Williams@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Patricia Nelson <Patricia.D.Nelson@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>

Subject: Re: SEAC Concerns - draft policy 5330 and draft policy 8155

I too believe a policy explicitly defining the workflow of policy reviews between our standing committees, our advisory committees such as SEAC, and the full board would be very useful, and I look forward to Ms. Barts' Comm & Outreach Committee working to create one. I have also started discussions on appropriate ways to more closely coordinate with SEAC on the SSS committee, where the majority of special education related policies move through.

With regards to SEAC's feedback on policy 5330, I am struggling with how to respond to the concern. I suppose one extreme would be for the policy to simply reference the state regulations and nothing more, and the other extreme would be to explicitly include the full text of all applicable state regulations - the latter of which would make the policy extraordinarily lengthy. Anything in-between those two will, by definition, mean that "bits and pieces" of the state code may be included directly while others are just incorporated by reference. I don't know that it's possible to resolve this without having a much larger conversation about the way that our policies are written in general, nor am I confident that returning the policy to committee will resolve that philosophical issue for this specific policy. However, if SEAC has specific language amendments they would like to suggest to improve policy 5330 - for incorporation of Child Find language or in any other area - I would be more than happy to review and consider moving to amend the policy.

Thanks,

**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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: Beth Barts <Beth.Barts@lcps.org>
Sent: Monday, January 13, 2020 3:46 PM
To: SEAC ViceChairPlanning <SEACViceChairPlanning@lcps.org>
Cc: Schoolboardemail <lcsb@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Patricia Nelson <Patricia.D.Nelson@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>
Subject: Re: SEAC Concerns - draft policy 5330 and draft policy 8155

Thank you for sharing. I agree. I would like to bring forward and discuss on the Comm and Outreach committee (I am the chair) a policy sharing our commitment to include recognized partner LCPS parent groups in any and all policy revisions in the form of allowing time for feedback and review by making sure a copy of upcoming revisions is given to the Leadership of MSAAC and SEAC. Having to look at board docs in order to see upcoming policy updates is not an efficient or transparent manner to operate as a partner. I should not have had to reach out to SEAC the weekend prior to this being an informational item on the agenda. Perhaps that is enough time for the general public but once in committee these groups need to be notified. This is my opinion only.

Thank you.

Sent from my iPhone

On Jan 13, 2020, at 2:14 PM, SEAC ViceChairPlanning <SEACViceChairPlanning@lcps.org> wrote:

Dear Chairman Sheridan, School Board Members and Administration,

Please accept this email on behalf of the SEAC Chair, Sharon Tropf. Ms. Tropf has been locked out of her LCPS SEAC email since last Wednesday, and has not been able to resolve this issue.

Please see attached letter sharing SEAC's unresolved concerns with the proposed draft policy 5330, Special Education Student Eligibility and Placement

Procedures.

Additionally, SEAC has significant concerns with draft Policy 8155, School Assignment. This policy explicitly impacts special education students and has not been shared with SEAC for review or input as outlined in 8VAC20-81-230 D.2. It is unclear why the proposed draft Policy 8155 was not brought before SEAC and is bypassing community input. SEAC explicitly disagrees with not having the opportunity for review and is requesting the School Board to refer draft Policy 8155 back to the subcommittee, allow SEAC the opportunity to review and gather community input, and allow input from other community stake holders.

Thank you.

Shehnaz Khan, Vice Chair of Planning
LCPS Special Education Advisory Committee (SEAC)

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<SEAC Concerns Policy 5330.pdf>

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Budget Presentation to the Hunt District PTA
Date: Wednesday, February 5, 2020 6:18:00 PM
Attachments: [FY21 School Board Adopted Budget Presentation Hunt District PTA.pptx](#)

Thank you for all of your hard work on the budget!

I am giving an approximately 20 minute overview of the FY21 School Board Adopted Operating Budget at this evening's Hunt District PTA meeting.

I've attached a slidedeck that I will display during the presentation as an fyi for you. The slidedeck reflects the revisions made by the School Board, although not every specific change is detailed in this overview.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Eric.Williams@lcps.org
@ewilliams65

From: Nyah Hamlett
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Cc: Eric Williams
Subject: Message to the SBHS Community
Date: Friday, February 7, 2020 5:07:23 PM
Attachments: image001.png

Good evening,

Stone Bridge Principal Tim Flynn will send the message below regarding an offensive student-video project to all Stone Bridge families at 6 p.m., apologizing for the offense and detailing steps to be taken to avoid similar events in the future.

Dear Stone Bridge Families. This is Mr. Flynn.

Today in an English class a student video project was shown. This student video was not reviewed by the teacher prior to its use. This video contained content that was offensive to women, cancer patients, cancer survivors, and African Americans. Loudoun County Public Schools takes issues like this very seriously, and I would like to apologize to the students and families who viewed the video. The Stone Bridge High School Unified Mental Health team, my administrative team, and I will work to address this issue in accordance with School Board Policy and the Student Rights and Responsibilities practices. We will work to address this issue with restorative practices designed to educate and heal. We will continue our work to educate students during our Advisory period on equity, dignity, and respect. We also will review the way projects like this are assigned, so students understand LCPS' expectations for demonstrating respect for all people and creating an inclusive, safe, caring, and challenging learning environment for all students. Please contact me if you have any concerns. Thank you.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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From: [Eric Williams](#)
To: [Brenda Sheridan](#); [John Beatty](#); [Leslee King](#)
Subject: FW: Equity Event Flyer
Date: Friday, January 31, 2020 6:03:00 PM
Attachments: [Pathway to Equity.pdf](#)

FYI.

I'll include this in next week's Weekly Update for the full Board, but I'm emailing you directly with this information since you are members of the Ad Hoc Committee on Equity.

Have a great weekend.

From: Rob Doolittle
Sent: Friday, January 31, 2020 5:38 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Equity Event Flyer

Dr. Williams,

LCPS today announced the plans for "The LCPS Pathway to Equity: A Community Conversation Event," which will be held Feb. 20 from 6:30 to 8:30 p.m.

Details are included in the attached flyer. We also will promote the event through a story on LCPS.org, Facebook and Twitter.

Rob Doolittle
Director, Communications & Community Engagement
LCPS

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Bcc: [Tammy Greene](#); [Eric Williams](#)
Subject: Weekly Update
Date: Friday, January 31, 2020 4:36:00 PM
Attachments: [Weekly Update 013120.pdf](#)

Notes & Highlights

1. My schedule since the last *Update* included the following commitments, among others:
 - Discussed upcoming School Board retreat with Nyah Hamlett, Brenda Sheridan, Atoosa Reaser and Steve Staples (facilitator);
 - Met with Nyah Hamlett, Steve DeVita, and Rob Doolittle to discuss Peachjar regulations;
 - Met individually with Ian Serotkin, Brenda Sheridan, and very briefly with Jeff Morse;
 - Held weekly meeting with Nyah Hamlett;
 - Met with Nyah Hamlett and Rob Doolittle for weekly communications meeting;
 - Met with Scott Ziegler for weekly HRTD meeting;
 - Provided a 90-minute overview of the Superintendent's proposed budget for aides to members of the Board of Supervisors; and
 - Met three times with cabinet to discuss response to budget questions and worked extensively with cabinet members on responses outside of the meetings.
2. As you know, one of the collective responsibilities of the School Board is the supervision and evaluation of my work. The evaluation process includes three conferences in which the School Board and Superintendent meet in closed session: a goal-setting meeting at the start of the year, a "mid-year" meeting during the school year, and an end of year meeting or meetings. The mid-year conference is tentatively scheduled as a closed session during the 4:00 portion of the School Board meeting on February 11. I have attached the *Superintendent Evaluation Procedures* adopted in 2014-2015. (pp. 1-31) My contract with LCPS states that I will be evaluated in accordance with these procedures. During the closed session on February 4, I will provide an overview of the evaluation procedures, update my evaluation goals for the current year, and present information regarding my performance as it relates to the seven performance standards detailed in the appendix of the procedures. (pp. 8-14) I tentatively plan to provide on February 7 detailed written information regarding my performance as it relates to the performance standards. Please set aside at least one hour, and possibly several hours, to review this document between receipt of the information on February 7 and the closed session on February 11. School Board members will have the opportunity to ask questions about the process, ask questions about my performance, and give feedback pertaining to my performance as observed during your time as a School Board member.

Emails & Other Documents

- *Critical Needs Job Fair* from Scott Ziegler, January 28, 2020 (p. 32)
- *Homebound Robot Connection - Priceless!* From Asia Jones, January 29, 2020 (pp. 33-36)
- *Announcements Regarding Board Actions* from Rob Doolittle, January 30, 2020 (pp. 37-39)
- *Support Services Update* (includes information on students crossing Northstar Boulevard) from Kevin Lewis, January 30, 2020 (pp. 40-46)
- *Legislative Report – Week 4* from Nyah Hamlett, January 31, 2020 (pp. 47-139)

- *Multi-Tiered System of Supports (MTSS) January 2020 Newsletter* from Asia Jones, January 30, 2020 (pp. 140-143)
- *Head Start Shared Governance Packet – January* from Ashley Ellis, January 30, 2020 (pp. 144-177)
- *December-January Pupil Services Communique* from Asia Jones, January 31, 2020 (pp. 178-185)
- *Media visit to Admin Building* from Rob Doolittle, January 31, 2020 (p. 186)
- *Policy Review Process* from Rob Doolittle, January 31, 2020 (pp. 187-190)
- *Letters of Appreciation and Commendation* to David Shaffer (Principal, River Bend MS), Tom Sweitzer (Co-Founder, A Place to Be) and Suzie Bartel (Chair, Ryan Bartel Foundation), January 31, 2020 (pp. 191-193)

Articles & Video

- Woodgrove teacher undertakes trip to Antarctica, January 23
<https://loudounnow.com/2020/01/23/back-from-the-bottom-of-the-world-woodgroves-addie-schafer-shares-her-antarctic-adventure/>
- LCPS introducing bus-tracking app, Loudoun Now, January 24
<https://loudounnow.com/2020/01/24/schools-preparing-roll-out-of-bus-tracking-app/>
- Article on Woodgrove PTO President, January 24
https://www.loudountimes.com/news/update-woodgrove-high-school-ptso-president-arrested-after-allegedly-spitting/article_70023e66-3ed2-11ea-8c00-0340eb5c3a1a.html
- Article involving an arrest in Leesburg in which a School Board member is mentioned, January 27
<https://loudounnow.com/2020/01/27/man-arrested-in-leesburg-with-knife-fake-machine-gun/>
- Culture of Kindness at Lincoln Elementary, Loudoun Now, January 27
<https://loudounnow.com/2020/01/27/at-lincoln-elementary-a-culture-of-kindness-takes-root/>
- Demolition of C.S. Monroe Technology Academy set to begin, Loudoun Now, January 28
<https://loudounnow.com/2020/01/28/demolition-of-monroe-building-begins-tomorrow/>
- Academies of Loudoun students win T-Mobile Award, Loudoun Times-Mirror, January 28
https://www.loudountimes.com/news/t-mobile-awards-academies-of-loudoun-students-secure-funding-for/article_c5045000-3d44-11ea-8dd6-7f7d369b698f.html
- Loudoun Times-Mirror article on School Board extending Equity Committee, January 29
https://www.loudountimes.com/news/loudoun-county-school-board-extends-equity-committee-indefinitely/article_a9c4ca7c-42ad-11ea-9407-37e339a05f84.html
- Loudoun Now report on School Board extending Equity Committee, January 29
<https://loudounnow.com/2020/01/29/school-board-removes-deadline-from-equity-committees-work/>
- WTOP report on Park View High School winning e-sports championship, January 29
<https://wtop.com/virginia/2020/01/loudoun-countys-park-view-high-wins-inaugural-esports-championship/>
- WDMV-TV report on School Board raising the cap on admissions to TJ, January 29
<https://www.localdvm.com/news/virginia/new-loudoun-school-board-increases-thomas-jefferson-high-school-admission-cap/>
- LCPS video "The Journey to Freedom"
<https://vimeo.com/379108332>

Important Dates The enclosed calendar includes additional dates through February (pp. 194-195) 3:30 p.m., February 3, 2020; Joint Loudoun County School Board & Loudoun County Board of

Supervisors Committee Meeting, School Administration Building

6:30 p.m., February 4, 2020; Special School Board Meeting and Public Hearing, School Administration Building

5:30 p.m., February 6, 2020; Ad Hoc Committee on Equity Meeting, School Administration Building

3:30 p.m., February 11, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., February 11, 2020; 2nd Tuesday School Board Meeting, School Administration Building

February 17, 2020 – Presidents' Day Holiday – All Schools and Administrative Offices Closed

4:00 p.m., February 18, 2020; Charter School Committee Meeting, School Administration Building

5:30 p.m., February 18, 2020; School Board Work Session regarding Equity, Ida Lee Park Recreation Center, Leesburg

8:00 a.m., February 19, 2020; Curriculum & Instruction Committee Meeting, School Administration Building

4:30 p.m., February 19, 2020; Legislative and Policy Committee Meeting, School Administration Building

6:00 p.m., February 19, 2020; Discipline Committee Meeting, School Administration Building

February 22, 2020; School Board Retreat, Time and Location TBD

6:00 p.m., February 24, 2020; School Board and Board of Supervisors Joint Work Session and Presentation of the FY21 Budget, School Administration Building

5:30 p.m., February 25, 2020; Finance and Facilities Committee Meeting, School Administration Building

6:30 p.m., February 25, 2020; 4th Tuesday School Board Meeting, School Administration Building

5:00 p.m., February 27, 2020; Student Support and Services Committee Meeting, School Administration Building

5:30 p.m., February 27, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building

Save the Date:

March 13, 2020; School Business Partnership Breakfast, National Conference Center

May 8, 2020; 2020 LCPS Retirement Dinner, Lansdowne Resort

From: [Ian Serotkin](#)
To: [Nyah Hamlett](#); [Eric Williams](#)
Cc: [Brenda Sheridan](#)
Subject: Re: Equity ecosystem
Date: Wednesday, January 29, 2020 1:34:53 PM
Attachments: [image003.png](#)
[image002.png](#)
[Outlook-2jbpqgcw.png](#)

Thank you!



**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Wednesday, January 29, 2020 1:09 PM
To: Ian Serotkin <Ian.Serotkin@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>
Subject: RE: Equity ecosystem

Hi Ian,

Dr. Williams and I discussed your request for additional information. I will be working with Drs. Ellis and Jones and Mrs. Spurlock on the highlighted portion of your email below. I also spoke with another Board member today who asked for more specifics to be shared regarding Equity Leads' roles, criteria for selection of the Equity Leads, and evaluating our equity efforts. We will use responses to budget questions and additional information as talking points to dive deeper into this for the Board to better understand the work, the importance of it, and the functions of it. We will be prepared to provide the information tomorrow during the work session.

Brenda,

In lieu of this being an agenda item, I am assuming you want this provided in response to a question that Ian will pose during the meeting. If that assumption is not accurate, please advise.

Thank you,

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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From: Ian Serotkin
Sent: Wednesday, January 29, 2020 11:27 AM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>
Subject: Equity ecosystem

Dr. Williams,

After having had a chance to reflect on last night's equity presentation, I find myself still wanting a higher level of detail regarding the proposed adds. What I was hoping for out of that presentation was a good level of detail on how the "equity ecosystem" would function - how the central equity office, the new positions in DOI, and the school-based equity leads will collaborate and work together. While there were a few slides towards the end of the presentation that touched on this from a very high level, I still don't have the level of comfort I would like in the nuts and bolts of how it will all work.

I'm hoping we can get this additional detail during Thursday's work session. I'd really like to be able to "get to yes" on this given LCPS' commitment to equity.

Thanks,



**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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From: [Nyah Hamlett](#)
To: [Ian Serotkin](#); [Eric Williams](#)
Cc: [Brenda Sheridan](#)
Subject: RE: Equity ecosystem
Date: Wednesday, January 29, 2020 1:09:02 PM
Attachments: [image003.png](#)
[image002.png](#)

Hi Ian,

Dr. Williams and I discussed your request for additional information. I will be working with Drs. Ellis and Jones and Mrs. Spurlock on the highlighted portion of your email below. I also spoke with another Board member today who asked for more specifics to be shared regarding Equity Leads' roles, criteria for selection of the Equity Leads, and evaluating our equity efforts. We will use responses to budget questions and additional information as talking points to dive deeper into this for the Board to better understand the work, the importance of it, and the functions of it. We will be prepared to provide the information tomorrow during the work session.

Brenda,

In lieu of this being an agenda item, I am assuming you want this provided in response to a question that Ian will pose during the meeting. If that assumption is not accurate, please advise.

Thank you,

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Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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From: [Ian Serotkin](#)
To: [Eric Williams](#)
Cc: [Brenda Sheridan](#)
Subject: Equity ecosystem
Date: Wednesday, January 29, 2020 11:27:03 AM
Attachments: [Outlook-0liernjr.png](#)

Dr. Williams,

After having had a chance to reflect on last night's equity presentation, I find myself still wanting a higher level of detail regarding the proposed adds. What I was hoping for out of that presentation was a good level of detail on how the "equity ecosystem" would function - how the central equity office, the new positions in DOI, and the school-based equity leads will collaborate and work together. While there were a few slides towards the end of the presentation that touched on this from a very high level, I still don't have the level of comfort I would like in the nuts and bolts of how it will all work.

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**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org
mobile: (571) 420-1628

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From: Beth Barts
To: Eric Williams; Nyah Hamlett; Rob Doolittle
Cc: Lottie Spurlock
Subject: Concerns
Date: Sunday, January 26, 2020 12:55:32 PM

Good afternoon,

I would like to draw your attention to the social media rumors that the equity committee is going to require parents to take equity training before they are allowed to access their child's parentvue. There is some outrage building.

I realize this is not exactly accurate and was just a suggestion but I wanted to make sure you all were aware.

Beth

Sent from my iPhone

From: [Eric Williams](#)
To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [Beth Barts](#); [Leslee King](#); [Denise Corbo](#); [John Beatty](#)
Subject: Weekly Update
Date: Friday, January 24, 2020 8:06:55 PM
Attachments: [Weekly Update 012420.pdf](#)

Notes & Highlights

1. My schedule since the last *Update* included the following commitments, among others:
 - Made a budget presentation at the Loudoun County Chamber of Commerce Board of Directors meeting;
 - Met with Nyah Hamlett and Rob Doolittle for weekly discussion of communication matters;
 - Met with Nyah Hamlett for our weekly meeting;
 - Met individually with Atoosa Reaser and John Beatty as part of the meetings I am offering to every School Board member;
 - Reviewed the agenda for next week's meeting with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett;
 - Met with Cabinet multiple time to review budget-related questions and held numerous phone conversations with cabinet members to support the work of responding to budget questions;
 - Met with Dr. Mark Ginsberg, Dean, George Mason University's Department of Education and Human Development, Scott Ziegler, and Bob Phillips to discuss ongoing collaboration between GMU and LCPS;
 - Held weekly HRTD meeting with Scott Ziegler;
 - Attended the first 45 minutes of the Ad Hoc Committee on Equity (also attended by Brenda Sheridan, John Beatty, and Ashley Ellis); and
 - Attended a social gathering of the trustees and honorary trustees of the Loudoun Education Foundation.
2. Starting today, the Public Information Office is instituting a new practice to promote awareness of agenda items for School Board meetings. Details are provided in the accompanying email from Rob Doolittle. (pp. 1-3)
3. The agenda of School Board meetings periodically include *Deeper Learning Expos*. Our next meeting includes a presentation highlighting Sully Elementary School. *Deeper Learning Expos* provide opportunities for LCPS students and staff to share information with the School Board regarding deeper learning experiences stemming from authentic teaching and learning. These deeper learning experiences highlight the student experience through the lens of Project-Based Learning (PBL), Personalized Learning (PL), Performance Assessments (PAs), etc. They may also highlight equitable or inclusive practices at schools in support of deeper learning. Typically, a Board member or two ask a question to learn more and/or make a comment affirming the work of students and staff. These are not action items, although they are intended to build School Board and community awareness of our instructional initiatives.

Emails & Other Documents (There is not an expectation that Board members read each of the attachments pertaining to this section. The topics are listed, along with page numbers, so that you can review the items of interest to you.)

- Editorial from Loudoun Now *Important Investment* regarding Loudoun Education Foundation and LCPS Go Virginia grant, December 19, 2019 (p. 4)
- *School Board Email Group* from Nyah Hamlett, January 21, 2020 (pp. 5-6)
- *Congratulations to River Bend Middle School* from Asia Jones, January 22, 2020 (p. 7)
- *Statement of Economic Interests DUE Feb. 3, 2020* from Steve DeVita, January 23, 2020 (pp. 8-25)
- *UPDATE: Bias in Leveled Literacy Materials* from Ashley Ellis, January 23, 2020 (pp. 26-41)
- *Support Services Update* (includes information 'Congestion Must Go' and The North Star School) from Kevin Lewis, January 24, 2020 (p. 42-43)
- Letters of Appreciation and Commendation to students Lally Northcutt (Seneca Ridge MS), William Just (Smart's Mill MS), and Tanya Inaganti (Lunsford MS), January 24, 2020 (sample p. 44)
- Legislative Consultants Weekly Reports #2 and #3 from Nyah Hamlett, January 24, 2020 (pp. 45-126)
- Three sets of draft minutes from Chris Coleman. In most instances, minutes are provided via the Weekly Update before posting in BoardDocs. (Regular School Board meeting 1-14-2020 pp. 127-145 ; Special School Board Meeting 1-16-2020 pp. 146-149; and School Board Work Session 1-21-2020 pp. 150-151)

Articles & Video

- EdTech article about flexible seating in Loudoun County Public Schools, January 17
<https://edtechmagazine.com/k12/article/2020/01/fetc-2020-how-flexible-classrooms-can-support-learning-all>
- Loudoun Times-Mirror article praising School Board, January 20
https://www.loudountimes.com/opinion/editorial-school-board-gets-it-right-on-tj/article_29c5d028-3b9b-11ea-a71d-33a3d69ab576.html
- Bacon's Rebellion column in which LCPS is mentioned, January 20
<https://www.baconsrebellion.com/wp/bacon-bits-in-non-gun-related-news/>
- Ashburn Patch article on Countryside Elementary sidewalk hearings, January 21
<https://patch.com/virginia/ashburn/better-sidewalks-trails-coming-loudoun-elementary-school>
- Dominion High School student journalist honored by PBS, Loudoun Now, January 21
https://www.loudountimes.com/news/dominion-high-school-senior-honored-by-pbs-newshour-for-student/article_d8b21f28-38a9-11ea-a74a-4b8661b4b607.html
- Riverside students create an award-winning, safe-driving PSA, January 21
<https://loudounnow.com/2020/01/21/riverside-student-crafts-winning-message-on-safe-driving/>
- Loudoun Now article on the discussion about the need for School Board aides, January 21
<https://loudounnow.com/2020/01/21/loudoun-school-board-to-reexamine-plan-for-aides/>
- WJLA-TV feature on Dominion High School wrestler, January 21
<https://wjla.com/sports/rising-stars/despite-losing-mother-at-young-age-two-time-virginia-4a-state-champion-perseveres>
- Route 50 article on LGBTQ book controversies in which LCPS is mentioned, January 22
<https://www.route50.com/management/2020/01/proposed-missouri-bill-targeting-childrens-books-could-land-librarians-jail/162584/>
- Loudoun Now article on LCPS efforts to obtain electric buses, January 23
<https://loudounnow.com/2020/01/23/loudoun-schools-hope-for-phase-2-electric-buses-funding/>
- WDMV story on LCPS Congestion Must campaign, January 23
<https://www.localdvm.com/news/virginia/loudoun-county-public-schools-campaigns-to-minimize->

[traffic-congestion-on-school-campuses/](#)

- LCPS video, "A Journey of Education and Remembrance."

<https://vimeo.com/377883495>

Important Dates The enclosed calendar includes additional dates through February (pp. 152-153)

5:00 p.m., January 27, 2020; Select Committee of the School Board for Hearing Appeals Meeting, School Administration Building

6:00 p.m., January 27, 2020; Communications & 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 (6:30 session includes Public Hearing on FY21 Operating Budget)

8:00 a.m., January 29, 2020; Curriculum & Instruction Committee Meeting, School Administration Building

6:00 p.m., January 29, 2020; Discipline Committee Meeting, School Administration Building (Note: Time and Date Change)

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, School Administration Building

10:30 a.m. – 3:00 p.m., January 31, 2020; School Board Member School Visits, Stone Hill MS, Meadowland ES, and Park View HS

3:00 p.m., February 3, 2020; Joint Loudoun County School Board & Loudoun County Board of Supervisors Committee Meeting, School Administration Building

6:30 p.m., February 4, 2020; Special School Board Meeting and Public Hearing, School Administration Building

5:30 p.m., February 6, 2020; Ad Hoc Committee on Equity Meeting, School Administration Building

3:30 p.m., February 11, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., February 11, 2020; 2nd Tuesday School Board Meeting, School Administration Building

February 17, 2020 – Presidents' Day Holiday – All Schools and Administrative Offices Closed

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5:30 p.m., February 18, 2020; School Board Work Session regarding Equity, Ida Lee Park Recreation Center, Leesburg

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4:30 p.m., February 19, 2020; Legislative and Policy Committee Meeting, School Administration Building

6:00 p.m., February 19, 2020; Discipline Committee Meeting, School Administration Building

February 22, 2020; School Board Retreat, Location and Time TBD (Note: Date Change)

6:00 p.m., February 24, 2020; School Board and Board of Supervisors Joint Work Session and Presentation of the FY21 Budget, School Administration Building

5:30 p.m., February 25, 2020; Finance and Facilities Committee Meeting, School Administration

Building

6:30 p.m., February 25, 2020; 4th Tuesday School Board Meeting, School Administration Building

5:00 p.m., February 27, 2020; Student Support and Services Committee Meeting, School Administration Building

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Save the Date:

March 13, 2020; School Business Partnership Breakfast, National Conference Center

May 8, 2020; 2020 LCPS Retirement Dinner, Lansdowne Resort

From: [Huyen N. MacMichael](#)
To: [Eric Williams](#)
Cc: [Beth Barts](#); [Leslee King](#)
Subject: Re: [EXTERNAL] Concerns seen in social media
Date: Thursday, February 13, 2020 8:18:54 AM
Attachments: [image001.png](#)
[image001.png](#)

Good morning,

Thank you for following up to my email. Although I am interested in attending the Equity Community meeting on the 20th, I will be attending my son's elementary concert on that particular evening.

I hope the school communities, especially those where these concerns are popping up, work towards understanding, educating, and healing in regards to racial and inclusivity issues. It is hard work on a very sensitive and complex societal issue and I applaud our school district for taking a firm stand so all students and staff can work towards a better school environment and inclusive community.

I appreciate the thoroughness of your response for this particular incident and hope the people involved find some resolution and are able to learn and move forward from it.

Sincerely,
Huyen MacMichael

On Tue, Feb 11, 2020, 7:05 PM Eric Williams <Eric.Williams@lcps.org> wrote:

Good evening,

Thank you for your email. I am responding to your email entitled, "Racial Bullying in our schools" on behalf of Superintendent, Dr. Williams.

We just wanted to let you know that, we are in receipt of your message, we hear you, and we are working to address the shared concerns of our students, staff, leadership, and the broader LCPS community. Loudoun County Public Schools strives to create a caring, safe, respectful and challenging learning environment for all students, and takes every allegation of harassment and disrespectful treatment, including racial incidents, seriously. LCPS rejects hateful language or actions based on race, religion, country of origin, gender identity, sexual orientation, or ability. Although we are unable to discuss details of any incident regarding specific students, LCPS responds to incidents like this consistent with school board discipline policies, including the consideration of potential disciplinary consequences aligned with the Code of Conduct Student Discipline Guidelines. We also are committed to supporting students, staff, and families through hurtful situations.

Should you be interested in following our Equity Journey or partnering with LCPS to

combat the issues that many school divisions across the nation are facing, as well as, those issues unique to LCPS, please click on this [link](#) for more information. I would also like to invite you to our first Equity Community meeting (see attached flyer) on February 20th. We will be obtaining feedback from the community on our draft equity plan, as well as, a guidance document for responding to racial incidents.

Specific to the incident that you referenced below, on Saturday afternoon, the principal of Broad Run High School a message to all parents of students in the school, acknowledging the situation and declaring LCPS' commitment to creating a caring, inclusive school climate. He then sent the following message yesterday evening after meeting with students, parents, and community members involved and/or impacted by the incident.

Broad Run Community:

I am reaching out to provide additional information regarding a student's recent social media post alleging racist and disrespectful behavior. Loudoun County Public Schools strives to create a caring, safe, respectful and challenging learning environment for all students, and takes every allegation of harassment and disrespectful treatment, including racial incidents, seriously. As indicated in the Equity Statement issued in August, LCPS rejects hateful language or actions based on race, religion, country of origin, gender identity, sexual orientation, or ability. There is an expectation set forth that every individual is valued in Loudoun County Public Schools.

Although we are unable to discuss details of any incident regarding specific students, the Broad Run High School Unified Mental Health Team, my administrative team, and I will work to address this issue in accordance with School Board Policy and the Student Rights and Responsibilities practices. We are committed to supporting students, staff, and families through hurtful situations, including the use of restorative practices.

I am taking additional steps today to review how these situations were handled, and the LCPS central administration has announced plans to conduct a full investigation in support of those impacted and involved. We will continue to keep you apprised as we make progress in addressing this issue and our overall equity journey. Please contact me if you have any questions or concerns.

Thank you again for contacting the Office of the Superintendent. Have a good evening.

Nyah D. Hamlett, Ed.D.

Chief of Staff *responding on behalf of the Superintendent

Loudoun County Public Schools

571-252-1030

Nyah.Hamlett@lcps.org

Twitter: @NyahHamlett



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From: Huyen N. MacMichael [mailto:huyenmac@gmail.com]

Sent: Saturday, February 8, 2020 2:04 PM

To: Beth Barts <Beth.Barts@lcps.org>; Leslee King <Leslee.King@lcps.org>; Eric Williams <Eric.Williams@lcps.org>

Subject: [EXTERNAL] Concerns seen in social media

Dear Ms Barts, Ms King, and Dr Williams,

A friend of mine posted this screenshot (attached) of an Instagram post from a Loudoun County Public School family. The community is sympathetic and upset over the minimized response given by the AP regarding multiple incidents of bullying/teasing related to racial slurs. Hoping this is addressed so students of color do not feel marginalized and unsafe in their school community.

Thank you.

A concerned parent,

Huyen MacMichael

From: [Nyah Hamlett](#) on behalf of [Eric Williams](#)
To: [Huyen N. MacMichael](#)
Cc: [Beth Barts](#); [Leslee King](#)
Subject: RE: [EXTERNAL] Concerns seen in social media
Date: Tuesday, February 11, 2020 7:05:55 PM
Attachments: [Pathway to Equity.pdf](#)
[image001.png](#)

Good evening,

Thank you for your email. I am responding to your email entitled, "Racial Bullying in our schools" on behalf of Superintendent, Dr. Williams.

We just wanted to let you know that, we are in receipt of your message, we hear you, and we are working to address the shared concerns of our students, staff, leadership, and the broader LCPS community. Loudoun County Public Schools strives to create a caring, safe, respectful and challenging learning environment for all students, and takes every allegation of harassment and disrespectful treatment, including racial incidents, seriously. LCPS rejects hateful language or actions based on race, religion, country of origin, gender identity, sexual orientation, or ability. Although we are unable to discuss details of any incident regarding specific students, LCPS responds to incidents like this consistent with school board discipline policies, including the consideration of potential disciplinary consequences aligned with the Code of Conduct Student Discipline Guidelines. We also are committed to supporting students, staff, and families through hurtful situations.

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Thank you again for contacting the Office of the Superintendent. Have a good evening.

Nyah D. Hamlett, Ed.D.

Chief of Staff *responding on behalf of the Superintendent

Loudoun County Public Schools

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Nyah.Hamlett@lcps.org

Twitter: @NyahHamlett



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From: Huyen N. MacMichael [mailto:huyenmac@gmail.com]

Sent: Saturday, February 8, 2020 2:04 PM

To: Beth Barts <Beth.Barts@lcps.org>; Leslee King <Leslee.King@lcps.org>; Eric Williams <Eric.Williams@lcps.org>

Subject: [EXTERNAL] Concerns seen in social media

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Thank you.

A concerned parent,

Huyen MacMichael

From: [Rob Doolittle](#)
To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Leslee King](#); [Jeff Morse](#); [Ian Serotkin](#); [Denise Corbo](#); [Beth Barts](#); [John Beatty](#)
Cc: [Nyah Hamlett](#)
Subject: Broad Run Message
Date: Tuesday, February 11, 2020 3:44:09 PM

Good afternoon.

The message below was sent to the Broad Run community yesterday evening. We previously forwarded it to School Board members who directly represent the school. We are forwarding it to all School Board members now because of the potential for this topic to be a subject of public comment tonight, and because on Saturday all Board members received the initial message sent to the community on this topic.

Thank you.

Rob Doolittle
Director, Communications & Community Engagement
LCPS

From: David Spage <DAVID.SPAGE@LCPS.ORG>
Date: February 10, 2020 at 6:15:16 PM EST
To: Broad Run High School Recipients <recipients@loudoun.parentlink.net>
Subject: Outreach

Broad Run Community:

I am reaching out to provide additional information regarding a student's recent social media post alleging racist and disrespectful behavior. Loudoun County Public Schools strives to create a caring, safe, respectful and challenging learning environment for all students, and takes every allegation of harassment and disrespectful treatment, including racial incidents, seriously. As indicated in the Equity Statement issued in August, LCPS rejects hateful language or actions based on race, religion, country of origin, gender identity, sexual orientation, or ability. There is an expectation set forth that every individual is valued in Loudoun County Public Schools.

Although we are unable to discuss details of any incident regarding specific students, the Broad Run High School Unified Mental Health Team, my administrative team, and I will work to address this issue in accordance with School Board Policy and the Student Rights and Responsibilities practices. We are committed to supporting students, staff, and families through hurtful situations, including the use of restorative practices.

I am taking additional steps today to review how these situations were handled, and the LCPS central administration has announced plans to conduct a full investigation in support of those impacted and involved. We will continue to keep you apprised as we make progress in addressing this issue and our overall equity journey. Please contact me if you have any

questions or concerns.

From: [Leslee King](#)
To: [Rob Doolittle](#)
Cc: [Nyah Hamlett](#); [Eric Williams](#)
Subject: RE: Outreach
Date: Tuesday, February 11, 2020 10:02:27 AM

You should know that this incident is becoming serious. Sylvia Glass and I both received an e-mail from the Mom. Sylvia (Broad Run Supervisor) met with the Mom and daughter. The daughter said that there were two boys and no discipline measures were put on them. The daughter told Sylvia that one teacher (a woman) gave the two boys gift cards because she felt sorry for what they were going through...

Please keep me informed about this investigation.

Leslee King

From: Rob Doolittle
Sent: Monday, February 10, 2020 6:56 PM
To: Harris Mahedavi <Harris.Mahedavi@lcps.org>; Leslee King <Leslee.King@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Fwd: Outreach

Good evening.

The message below was sent to the Broad Run community this evening.

Thank you.

Rob Doolittle

Sent from my iPhone

Begin forwarded message:

From: David Spage <DAVID.SPAGE@LCPS.ORG>
Date: February 10, 2020 at 6:15:16 PM EST
To: Broad Run High School Recipients
<recipients@loudoun.parentlink.net>
Subject: Outreach
Reply-To: David Spage <DAVID.SPAGE@LCPS.ORG>

Broad Run Community:

I am reaching out to provide additional information regarding a student's recent social media post alleging racist and disrespectful

behavior. Loudoun County Public Schools strives to create a caring, safe, respectful and challenging learning environment for all students, and takes every allegation of harassment and disrespectful treatment, including racial incidents, seriously. As indicated in the Equity Statement issued in August, LCPS rejects hateful language or actions based on race, religion, country of origin, gender identity, sexual orientation, or ability. There is an expectation set forth that every individual is valued in Loudoun County Public Schools.

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I am taking additional steps today to review how these situations were handled, and the LCPS central administration has announced plans to conduct a full investigation in support of those impacted and involved. We will continue to keep you apprised as we make progress in addressing this issue and our overall equity journey. Please contact me if you have any questions or concerns.

You are receiving this email because of your relationship with Broad Run High School. If you wish to stop receiving email updates sent through the Blackboard service, please [unsubscribe](#).
Broad Run High School | 21670 Ashburn Road, Ashburn, VA 20147 | 571-252-2300

From: Beth Barts
To: Eric Williams
Subject: Re: Equity breakdown
Date: Friday, February 14, 2020 2:46:47 PM

I absolutely agree. As far as I am concerned we did the hard work up front and presented the budget we expect them to fund.

I am just being a realist privately.

Thank you and have a great weekend.

Beth

Sent from my iPhone

> On Feb 14, 2020, at 2:15 PM, Eric Williams <Eric.Williams@lcps.org> wrote:

>

> Thank you for being open about your thought process. As Nyah mentioned, she will get back to you on this topic next week.

>

> I'm sharing below an excerpt of draft language in today's Weekly Update. It makes sense for School Board members to reflect on how they might envision closing a possible budget gap. I'm sharing the information below so that Board members can CONSIDER not publicly sharing their initial ideas publicly in order to maximize the possibility that the appropriation request will be fully funded.

>

> Thanks. Have a great weekend and Happy Valentine's Day.

>

> Eric

>

> ----

>

> A gap of \$2.5 million exists between the local appropriation requested by the School Board in its adopted budget and the local appropriation included in the County Administrator's proposed budget. However, in accordance with the Board of Supervisors' fiscal guidance, the County Administrator presented an alternative budget scenario for consideration by the Board of Supervisors that would not involve any gap in the requested appropriation to LCPS and the approved appropriation. The "no gap" scenario involves maintaining taxes at the current rate of \$1.045 per \$100 of assessed value, instead of setting the tax rate at \$1.035. In previous years some members of the Board of Supervisors have asked School Board members to identify what they might cut if the requested local appropriation is not fully funded. If asked this question at the joint work session or another venue, you may wish to simply state that you support the local appropriation request included in the School Board Adopted Budget. Providing thoughts on what you might be willing to cut if necessary could send the wrong message in terms of the importance of fully funding the School Board request.

>

> -----Original Message-----

> From: Nyah Hamlett

> Sent: Friday, February 14, 2020 1:33 PM

> To: Beth Barts <Beth.Barts@lcps.org>; Eric Williams <Eric.Williams@lcps.org>

> Subject: RE: Equity breakdown

>

> Good afternoon Beth,

>

> We will provide you with the information that you have requested early next week, when we return from the long weekend.

>

> Have a good weekend.

>

> Nyah D. Hamlett, Ed.D.

> Chief of Staff

> Loudoun County Public Schools

> 571-252-1030

> Nyah.Hamlett@lcps.org

> Twitter: @NyahHamlett

>

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> -----Original Message-----

> From: Beth Barts

> Sent: Thursday, February 13, 2020 8:01 PM

> To: Eric Williams <Eric.Williams@lcps.org>

> Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

> Subject: Equity breakdown

>

> Good evening,

>

> After following the budget presentation and meeting with various stakeholders in the last week, I feel that we may find ourselves closing a 2.5 million dollar gap in the schools budget. While it is early to assume, I like to be prepared.

>

> I am looking at areas where in the 2021 budget a sudden investment was requested. By sudden I mean over and above our typical roll out of program enhancements or new initiatives. In the past we rolled out the following in a smart and thoughtful manner:

>

> Chrome book initiative

> The new gifted program

> Full day K

> personalized learning

> Dual enrollment options

>

>

> All these could have been seen as "inequitable" simply by the fact that not every child had access to these new initiatives at the same time but fiscal limitations required us to expand these initiatives over the course of 3-5 years.

>

> In fact I remember as a parent being quite annoyed that my oldest child did not have the dual enrollment options that his friend did in Ashburn and my youngest child did not have access to the new gifted program that the school up the street had. Despite being annoyed, as a taxpayer I understood that we must often do things in stages in order to meet all our obligations.

>

> I would like to see a similar plan for our equity initiatives. I genuinely feel like we are reacting to a national conversation by trying to be the "first" verses being the "best". There is often much to be proud of in leading the way but there is also much to be said for doing things so they can be actually tracked and measured for success.

>

> I hope you appreciate me being open about my thought process.

>

> I would like to see a breakdown of the 6 million we are spending on equity in the 2021 budget. When the prior board agreed that a Director of Equity was needed, it was acknowledged that this was the first step in addressing the horizontal (by this I mean across all aspects of our schools) concerns when it comes to making sure all children meet their potential and we would be using data to thoughtfully meet this goal.

>

> There is no rush for this and perhaps it is already spelled out. If so, please direct me to the location.

>

> Again I thank you for the incredible patience you have showed and the genuine support your staff has given us. Have a wonderful long weekend.

>

> Beth

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> Sent from my iPhone

From: Eric Williams
To: Beth Barts
Cc: Nyah Hamlett
Subject: RE: Equity breakdown
Date: Friday, February 14, 2020 2:15:00 PM

Thank you for being open about your thought process. As Nyah mentioned, she will get back to you on this topic next week.

I'm sharing below an excerpt of draft language in today's Weekly Update. It makes sense for School Board members to reflect on how they might envision closing a possible budget gap. I'm sharing the information below so that Board members can CONSIDER not publicly sharing their initial ideas publicly in order to maximize the possibility that the appropriation request will be fully funded.

Thanks. Have a great weekend and Happy Valentine's Day.

Eric

A gap of \$2.5 million exists between the local appropriation requested by the School Board in its adopted budget and the local appropriation included in the County Administrator's proposed budget. However, in accordance with the Board of Supervisors' fiscal guidance, the County Administrator presented an alternative budget scenario for consideration by the Board of Supervisors that would not involve any gap in the requested appropriation to LCPS and the approved appropriation. The "no gap" scenario involves maintaining taxes at the current rate of \$1.045 per \$100 of assessed value, instead of setting the tax rate at \$1.035. In previous years some members of the Board of Supervisors have asked School Board members to identify what they might cut if the requested local appropriation is not fully funded. If asked this question at the joint work session or another venue, you may wish to simply state that you support the local appropriation request included in the School Board Adopted Budget. Providing thoughts on what you might be willing to cut if necessary could send the wrong message in terms of the importance of fully funding the School Board request.

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

From: Nyah Hamlett
Sent: Friday, February 14, 2020 1:33 PM
To: Beth Barts <Beth.Barts@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: RE: Equity breakdown

Good afternoon Beth,

We will provide you with the information that you have requested early next week, when we return from the long weekend.

Have a good weekend.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett

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

From: Beth Barts

Sent: Thursday, February 13, 2020 8:01 PM

To: Eric Williams <Eric.Williams@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: Equity breakdown

Good evening,

After following the budget presentation and meeting with various stakeholders in the last week, I feel that we may find ourselves closing a 2.5 million dollar gap in the schools budget. While it is early to assume, I like to be prepared.

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There is no rush for this and perhaps it is already spelled out. If so, please direct me to the location.

Again I thank you for the incredible patience you have showed and the genuine support your staff has given us. Have a wonderful long weekend.

Beth

Sent from my iPhone

From: Nyah Hamlett
To: Beth Barts; Eric Williams
Subject: RE: Equity breakdown
Date: Friday, February 14, 2020 1:33:23 PM

Good afternoon Beth,

We will provide you with the information that you have requested early next week, when we return from the long weekend.

Have a good weekend.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett

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Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Equity breakdown

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Beth

Sent from my iPhone

From: [Beth Barts](#)
To: [Eric Williams](#)
Cc: [Nyah Hamlett](#)
Subject: Equity breakdown
Date: Thursday, February 13, 2020 8:01:10 PM

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Beth

From: [Atoosa Reaser](#)
To: [Eric Williams](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Re: Weekly Update
Date: Tuesday, February 25, 2020 10:33:03 AM

Good morning,

With the visit that the Assistant Secretary of Education is making today to one of our schools today, and other such events, it would be very helpful if we could have a separate email message regarding the opportunity. With so many of us working, having notice as soon as possible would make it more likely that we could attend, if we wanted to, also. Would that be ok?

Thank you,
Atoosa Reaser



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

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

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

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From: Eric Williams <Eric.Williams@lcps.org>
Sent: Friday, February 21, 2020 6:04 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>
Subject: Weekly Update

Notes & Highlights (Please read all notes after the first note. The rest of the Weekly Update is optional reading.)

1. My schedule since the last *Update* included the following commitments, among others:

- Conferenced with Dr. Steve Staples and Nyah Hamlett for planning of School Board governance workshop;
- Met with Ashley Ellis regarding instructional matters;
- Met with Nyah Hamlett and Rob Doolittle for weekly communications update meeting;
- Met with Nyah Hamlett for weekly meeting;
- Recorded a video message for presentation at Capital Community Church's Educators' Appreciation Sunday at which several LCPS teachers will be recognized;
- Held a salary scale informational meeting with Sharon Willoughby, Brenda Sheridan, and Atoosa Reaser;
- Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for next week's regular School Board meeting;
- Met with Scott Ziegler, Steve Devita, Mark Smith (an HRTD Director), and Alix Smith (an HRTD Supervisor) to discuss possible revisions to policy 7560, Professional Conduct;
- Held mid-year evaluation conferences with Ashley Ellis and Asia Jones;
- Met with Tim Hemstreet, Erin McLellan, and Sharon Willoughby for our monthly meeting;
- Met with Scott Ziegler for weekly HRTD update meeting;
- Attended (along with Brenda Sheridan, Atoosa Reaser, Beth Bards, Leslee King, and Harris Mahedvi) the *LCPS Pathway to Equity: A Community Conversation* program;
- Met with Ashley Ellis and Neil Slevin for an update on our computer science initiatives;

2. At the joint work session with the Board of Supervisors on Monday, I will make a presentation regarding the School Board Adopted Budget that is 60-75 minutes in length. Kevin Lewis will share information regarding the CIP portion of the budget request. The draft PowerPoint is included in Executive Content with the BoardDocs agenda for Monday's work session. The excerpt of the presentation relating to the CIP is attached, recognizing that you likely are less familiar with the CIP request. (pp. 1-8)
3. I have attached an email from Sharon Willoughby with information regarding teacher salary scales that will be presented to the School Board at its meeting on Tuesday. Given the complexity of the salary scales, I encourage you to consider calling Sharon or me with any questions you have on Monday or Tuesday before the School Board. You are of course welcome to ask them publicly as well but it may be easier to understand with a phone conversation. (pp. 9-23)
4. The School Board Adopted FY21 Operating Budget includes three additional positions in the Public Information Office (PIO), including a Coordinator, Internal/External Communications. We tentatively plan to post this position with a target start date of May 1, 2020, using anticipated unexpended Operations and Management funds from the PIO budget to pay for the FY20 expenses relating to this position. The job description is attached. We will not offer this position to anyone until we know that the FY21 budget is finalized AND that it retains this position. If you have any concerns or questions, please let me know by 5:00 p.m. on Friday, February 28. (pp. 24-25)
5. Nyah's email to the School Board regarding tomorrow's Governance Workshop is attached. (pp. 26-27)

Optional Reading: Emails & Other Documents (You are welcome to skim the document titles listed below to decide whether to refer to specific pages of the PDF that are of particular interest to you.)

- *RE: Budget Timeline* to Denise Corbo from Sharon Willoughby, February 18, 2020 (pp. 28-29) (communication to individual Board member)
- *Breakdown of Equity Items* to Beth Barts from Nyah Hamlett, February 19, 2020 (pp. 30-31) (communication to individual Board member)
- *Support Services Update* (includes information on Briar Woods HS modular removal, Energy Star award/dinner, and a new school floor plan) from Kevin Lewis, February 20, 2020 (pp. 32-35)
- *Diverse Classroom Libraries* from Ashley Ellis, February 20, 2020 (p. 36)
- *FW: MS Staffing for Additional 4.6 FTE* to Atoosa Reaser from Sharon Willoughby, February 21, 2020 (pp. 37-38) (communication to individual Board member)
- *USDOE Visit* from Ashley Ellis, February 21, 2020 (p. 39)
- *Budget - Position Posting* from Scott Ziegler, February 21, 2020 (p. 40)
- *MSAAC Information* from Scott Ziegler, February 21, 2020 (pp. 41-51)
- *RE: Principal Statements to IHS Community* to Harris Mehedavi from Nyah Hamlett, February 21, 2020 (pp. 52-53) (communication to individual Board member)
- *Award for FY19 CAFR* from Sharon Willoughby, February 21, 2020 (p. 54)
- *Fwd: DDI Information Security Awareness – Do You Know What’s Being Shared on Your Digital Signs?* from Vince Scheivert, February 21, 2020 (pp. 55-56)
- *Legislative Update Report* from Nyah Hamlett, February 21, 2020 (p. 57) (link to report in email)
- Letters of Appreciation and Commendation to Walter Webb (Coach, Champe HS), Colleen Hurley (Counselor, Freedom HS), and student, Athena Wright (Brambleton MS), February 21, 2020 (pp. 57-60)
- *February Head Start Shared Governance Packet* from Ashley Ellis, February 21, 2020 (pp. 61-91)
- Two sets of minutes from Christine Coleman (Regular SB meeting 1-28-20 pp. 92-111 and SB Budget Work Session 01-30-20 p. 112)

Optional Reading: Articles & Video

- Sheriff’s Office honors crossing guards, February 12, Ashburn Patch
<https://patch.com/virginia/leesburg/loudoun-sheriffs-office-honors-countys-crossing-guards>
- Loudoun Times-Mirror story about Holocaust survivors at Dominion High School, February 18
https://www.loudountimes.com/news/dominion-high-school-welcomes-holocaust-survivors-for-adopt-a-survivor/article_0a00a002-5283-11ea-a726-03ae3afe533.html
- Ashburn Patch article about upcoming event at the Ashburn Colored School, February 18
<https://patch.com/virginia/ashburn/ashburn-schoolhouse-look-history-segregated-education>
- Loudoun Now article on the restoration of bus service to Thomas Jefferson High School for Science and Technology, February 19
<https://loudounnow.com/2020/02/19/loudoun-board-to-vote-on-restoring-tjhs-bus-service/>
- Loudoun Times-Mirror article on government salaries in Loudoun County, February 20
https://www.loudountimes.com/news/loudoun-county-s-highest-public-salaries-administrators-governing-bodies-and/article_9e779b9e-5410-11ea-bfb7-5b792147e83c.html
- Loudoun Now story on release of Great Horned Owl at Stone Hill Middle School, February 20
<https://loudounnow.com/2020/02/20/middle-schoolers-wildlife-center-release-injured-owl-back-into-wild/>

- Loudoun Times-Mirror story on local film festival that will include student work, February 20
https://www.loudountimes.com/entertainment/loudoun-arts-film-festival-scheduled-for-august-accepting-submissions/article_9db1b8e8-532a-11ea-a2e6-e33d3d566705.html
 - Loudoun Literacy Council story in which Head Start is mentioned, February 20
<https://loudounnow.com/2020/02/20/loudoun-literacy-council-celebrates-40-years-of-english-instruction/>
 - WJLA-TV story on release of Great Horned Owl at Stone Hill Middle School, February 20
<https://wjla.com/news/local/ashburn-students-save-great-horned-owl-soccer-field-net>
- LCPS anti-vaping video: Loudoun County Public Schools (LCPS) is aggressively combating the problem of e-cigarette use (vaping) among students. Partnering with community agencies to combat the problem is a key piece of the strategy. Learn how LCPS and its partners collaborate to help students make healthy choices.
<https://vimeo.com/386247158>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations)

The enclosed calendar includes additional dates into April (pp. 113-114)

8:00 a.m., February 22, 2020; School Board Retreat, The National Conference Center

4:30 p.m., February 24, 2020; Technology Steering Committee, School Administration Building

6:00 p.m., February 24, 2020; School Board and Board of Supervisors Joint Work Session and Presentation of the FY21 Budget, School Administration Building

3:30 p.m., February 25, 2020; Finance and Facilities Committee Meeting, School Administration Building (Please note: time change)

4:00/6:30 p.m., February 25, 2020; 4th Tuesday School Board Meeting, School Administration Building (Please note: 4:00 session added)

5:00 p.m., February 27, 2020; Student Support and Services Committee Meeting, School Administration Building

March 3, 2020; Student Holiday – County-side Staff Development

6:00 p.m., March 4, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building (Note: Time and Date Change)

5:30 p.m., March 5, 2020; Ad Hoc Committee on Equity Meeting, School Administration Building

5:30 p.m., March 5, 2020; 38th Annual Loudoun County Regional Spelling Bee, Stone Bridge High School

5:30 p.m., March 9, 2020; Discipline Committee Meeting – Closed Session, School Administration Building

3:30 p.m., March 10, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., March 10, 2020; 2nd Tuesday School Board Meeting, School Administration Building

7:30 a.m., March 13, 2020; School Business Partnership Breakfast, National Conference Center

4:30 p.m., March 17, 2020; Legislative and Policy Committee Meeting, School Administration Building

8:00 a.m., March 18, 2020; Curriculum and Instruction Committee Meeting, School Administration Building

6:00 p.m., March 18, 2020; Discipline Committee Meeting, School Administration Building

5:00 p.m., March 19, 2020; Student Support and Services Committee Meeting, School

Administration Building (Note: Date Change)

6:00 p.m., March 19, 2020; Loudoun County Regional Science & Engineering Fair, Rock Ridge High School

6:00 p.m., March 23, 2020; Communications and Outreach Committee Meeting, School Administration Building

5:30 p.m., March 24, 2020; Finance and Facilities Committee Meeting, School Administration Building

6:30 p.m., March 24, 2020; 4th Tuesday School Board Meeting, School Administration Building

6:00 p.m., March 25, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building (Note: Time and Date Change)

March 27, 2020; Student Holiday – Planning/Records/Conference Day

4:30 p.m., March 30, 2020; Technology Steering Committee, School Administration Building

Save the Date:

6:30 p.m., May 19, 2020; SEAC Annual Awards Ceremony; Briar Woods High School

7:00 p.m., May 20, 2020; MSAAC Annual Awards Gala, School Administration Building

From: Michele Leffler
To: Paul Thiessen
Cc: Ian Serotkin; Jeff Morse; Denise Corbo; Nyah Hamlett; Lottie Spurlock; Rob Doolittle; Letourneau, Matt; Randall Phyllis; Wayde Byard; Eric Williams
Subject: [EXTERNAL] Re: Please publish public library events on the school social media
Date: Sunday, February 23, 2020 3:49:52 PM
Attachments: [image.png](#)
[image.png](#)

By the way, on a personal note. I don't enjoy sharing this. At all. But I wanted to let you all know what the experience is like and why people are leaving the area. Because giving up is the easiest thing to do. Especially without support.

:-) 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 Sun, Feb 23, 2020 at 3:12 PM Michele Leffler <mherseyleffler@gmail.com> wrote:
Apparently I attempted to post that on February 18th. That was my husband's birthday. WE would like less drama please at our children's school. It would be a great birthday present. My birthday was February 7th. Equity means something to both of us. It is why I step up in the community. To attempt helping people get along by seeing what we have in common.

Please stop retaliation and ostracism and discrimination. It isn't teaching my children any good lessons when their mother doesn't feel comfortable to go their own school. If retaliation is condemned, please show that to me, because I don't believe it and most minorities in the area I helped don't believe it either.

:-) Michele Leffler

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

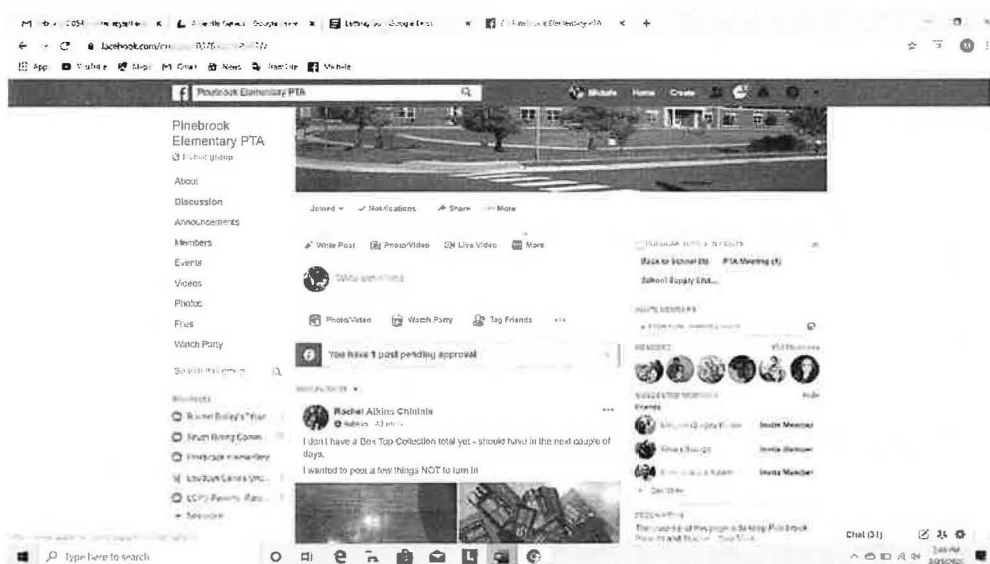
*- The Book of Joy by the Dalai Lama and Desmond Tutu
(a Tibetan saying)*

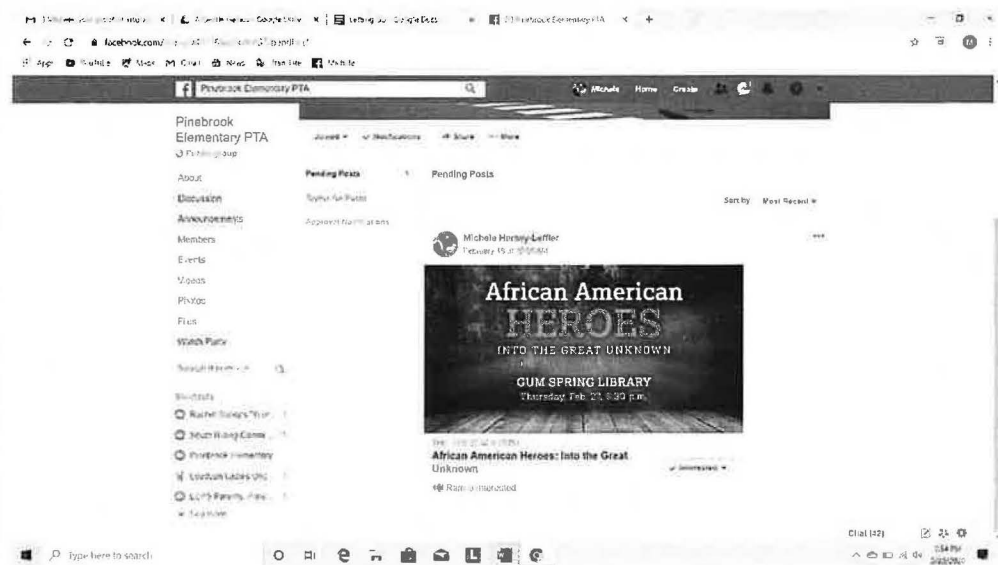
On Sun, Feb 23, 2020 at 3:08 PM Michele Leffler <mherseyleffler@gmail.com> wrote:
Paul et. al,

It's been over 3 days and with 4 administrators on your school's parent Facebook page, this is a bit offensive that it never got posted on your Pinebrook Facebook page. I would like to know why, because nobody has ever responded to me. Is this not retaliation?

Rob Doolittle has talked to Loudoun County Public Libraries who would like Peach Jar to remain in effect. I would like to see library events posted on our social media page for the school. I believe strongly that parents should encourage others to go to the public library because that is a community establishment.

I helped with Conversations for ESOL Adults and for MSAAC. With how cliquey this school is, I can't succeed. There is extreme bias towards me and I am very offended. I would like to have officially school and public library communications looked into because if parents would like to share about an event, that should be encouraged rather than discouraged. I would like to see emotional maturity in leadership, rather than retaliation. I expect respect from my children's school and Hunt District PTA is doing an event on Parent Engagement. Perhaps your PTA is in desperate need of an equity training in overcoming bias and that retaliation is NOT allowed in Loudoun county. Especially towards a military veteran and past president. This is just embarrassing at this point that I served my country and have to deal with things like this.





I have been a positive and optimistic person, but retaliation without oversight is not in my children's best interest. I don't want to have to keep talking about things like this when I was supposed to be protected from such unpleasant experiences. I would formally like for the administration to be trained in equity and BIAS. I hope LCPS starts examining bias towards parents and improve oversight in order to claim "Restorative Practices". Because parents say PTA runs LCPS and it seems to be true.

:-) Michele Leffler

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

From: [Michele Leffler](#)
To: [Paul Thiessen](#)
Cc: [Ian Serotkin](#); [Jeff Morse](#); [Denise Corbo](#); [Nyah Hamlett](#); [Lottie Spurlock](#); [Rob Doolittle](#); [Letourneau, Matt](#); [Randall Phyllis](#); [Wayde Byard](#); [Eric Williams](#)
Subject: [EXTERNAL] Re: Please publish public library events on the school social media
Date: Sunday, February 23, 2020 3:12:56 PM
Attachments: [image.png](#)
[image.png](#)

Apparently I attempted to post that on February 18th. That was my husband's birthday. WE would like less drama please at our children's school. It would be a great birthday present. My birthday was February 7th. Equity means something to both of us. It is why I step up in the community. To attempt helping people get along by seeing what we have in common.

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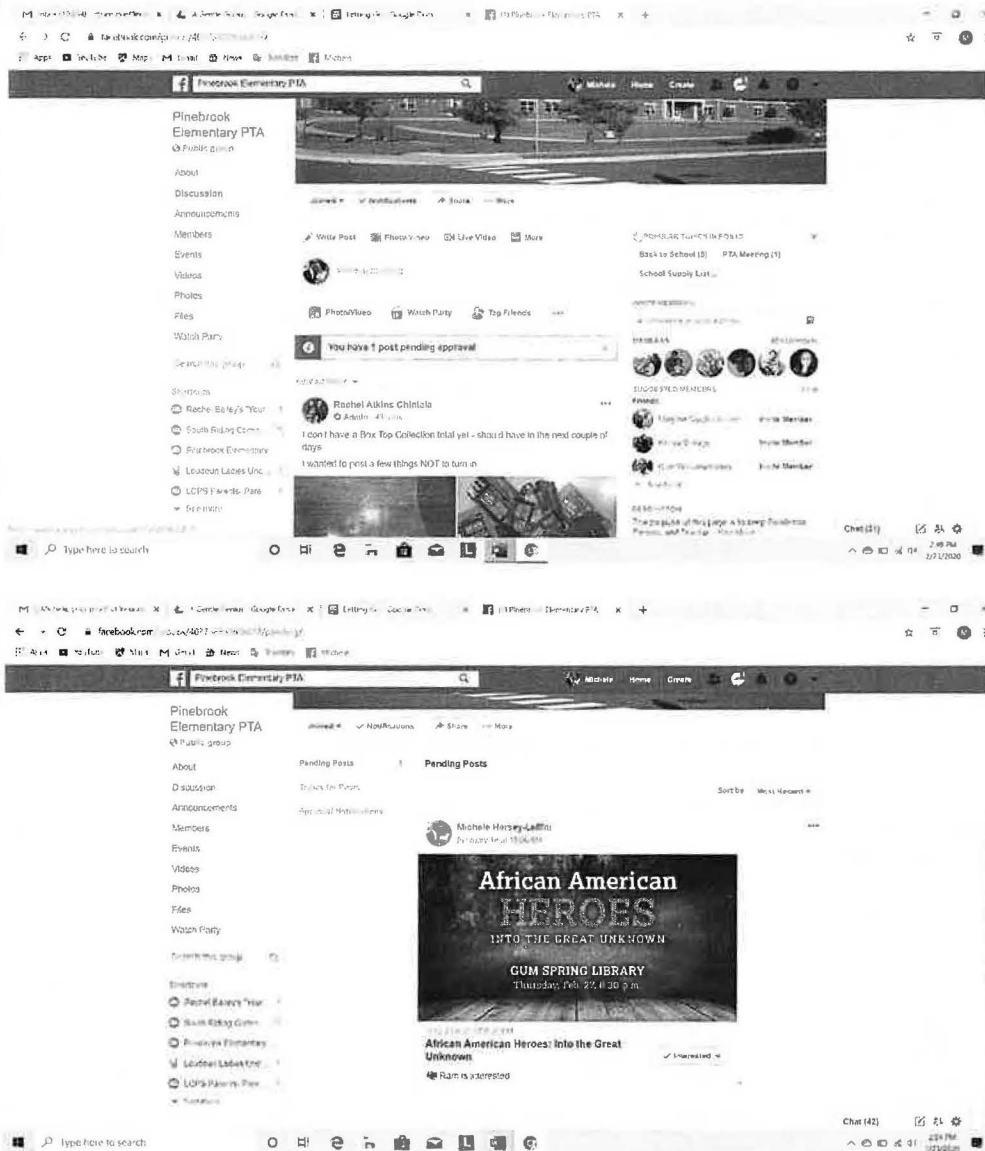
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veteran and past president. This is just embarrassing at this point that I served my country and have to deal with things like this.



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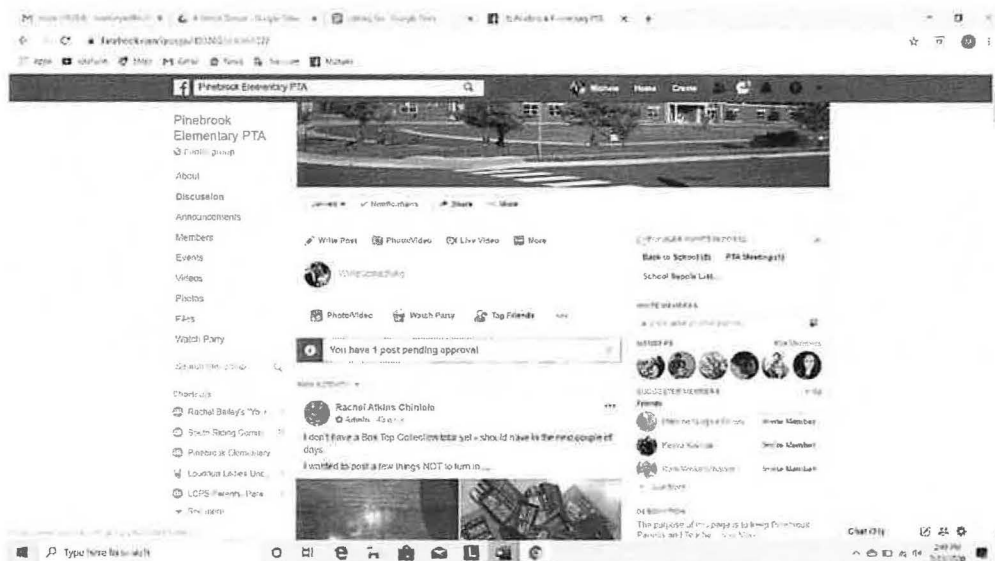
From: Michele Leffler
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Cc: Ian Serotkin; Jeff Morse; Denise Corbo; Nyah Hamlett; Lottie Spurlock; Rob Doolittle; Letourneau, Matt; Randall, Phyllis; Wayde Byard; Eric Williams
Subject: [EXTERNAL] Please publish public library events on the school social media
Date: Sunday, February 23, 2020 3:09:01 PM
Attachments: image.png
 image.png

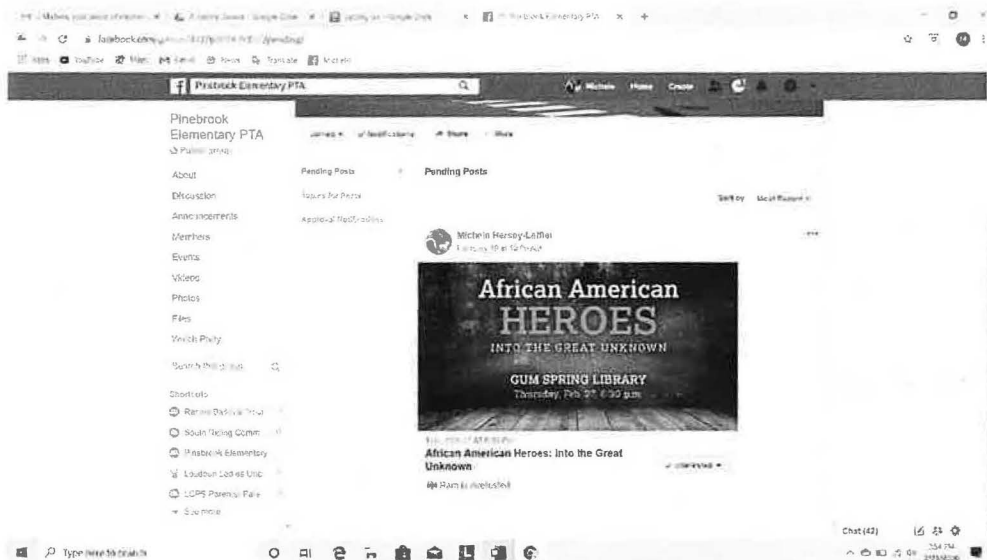
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From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda.Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King
Bcc: Tammy Greene; Rob Doolittle (rob.doolittle@lcps.org); Ashley Ellis (ashley.ellis@lcps.org); Asia Jones; Kevin Lewis; Nyah Hamlett; Scott Ziegler; Sharon Willoughby (Sharon.Willoughby@lcps.org); Steve DeVita (stephen.devita@lcps.org); Vince Scheivert
Subject: Weekly Update
Date: Friday, February 21, 2020 6:03:00 PM
Attachments: Weekly Update 022120.pdf

Notes & Highlights (Please read all notes after the first note. The rest of the Weekly Update is optional reading.)

1. My schedule since the last *Update* included the following commitments, among others:
 - Conferenced with Dr. Steve Staples and Nyah Hamlett for planning of School Board governance workshop;
 - Met with Ashley Ellis regarding instructional matters;
 - Met with Nyah Hamlett and Rob Doolittle for weekly communications update meeting;
 - Met with Nyah Hamlett for weekly meeting;
 - Recorded a video message for presentation at Capital Community Church's Educators' Appreciation Sunday at which several LCPS teachers will be recognized;
 - Held a salary scale informational meeting with Sharon Willoughby, Brenda Sheridan, and Atoosa Reaser;
 - Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for next week's regular School Board meeting;
 - Met with Scott Ziegler, Steve Devita, Mark Smith (an HRTD Director), and Alix Smith (an HRTD Supervisor) to discuss possible revisions to policy 7560, Professional Conduct;
 - Held mid-year evaluation conferences with Ashley Ellis and Asia Jones;
 - Met with Tim Hemstreet, Erin McLellan, and Sharon Willoughby for our monthly meeting;
 - Met with Scott Ziegler for weekly HRTD update meeting;
 - Attended (along with Brenda Sheridan, Atoosa Reaser, Beth Bards, Leslee King, and Harris Mahedvi) the *LCPS Pathway to Equity: A Community Conversation* program;
 - Met with Ashley Ellis and Neil Slevin for an update on our computer science initiatives;
2. At the joint work session with the Board of Supervisors on Monday, I will make a presentation regarding the School Board Adopted Budget that is 60-75 minutes in length. Kevin Lewis will share information regarding the CIP portion of the budget request. The draft PowerPoint is included in Executive Content with the BoardDocs agenda for Monday's work session. The excerpt of the presentation relating to the CIP is attached, recognizing that you likely are less familiar with the CIP request. (pp. 1-8)
3. I have attached an email from Sharon Willoughby with information regarding teacher salary scales that will be presented to the School Board at its meeting on Tuesday. Given the complexity of the salary scales, I encourage you to consider calling Sharon or me with any questions you have on Monday or Tuesday before the School Board. You are of course welcome to ask them publicly as well but it may be easier to understand with a phone conversation. (pp. 9-23)
4. The School Board Adopted FY21 Operating Budget includes three additional positions in the Public Information Office (PIO), including a Coordinator, Internal/External Communications. We tentatively plan to post this position with a target start date of May 1, 2020, using anticipated unexpended Operations and Management funds from the PIO budget to pay for the FY20

expenses relating to this position. The job description is attached. We will not offer this position to anyone until we know that the FY21 budget is finalized AND that it retains this position. If you have any concerns or questions, please let me know by 5:00 p.m. on Friday, February 28. (pp. 24-25)

5. Nyah's email to the School Board regarding tomorrow's Governance Workshop is attached. (pp. 26-27)

Optional Reading: Emails & Other Documents (You are welcome to skim the document titles listed below to decide whether to refer to specific pages of the PDF that are of particular interest to you.)

- *RE: Budget Timeline* to Denise Corbo from Sharon Willoughby, February 18, 2020 (pp. 28-29) (communication to individual Board member)
- *Breakdown of Equity Items* to Beth Barts from Nyah Hamlett, February 19, 2020 (pp. 30-31) (communication to individual Board member)
- *Support Services Update* (includes information on Briar Woods HS modular removal, Energy Star award/dinner, and a new school floor plan) from Kevin Lewis, February 20, 2020 (pp. 32-35)
- *Diverse Classroom Libraries* from Ashley Ellis, February 20, 2020 (p. 36)
- *FW: MS Staffing for Additional 4.6 FTE* to Atoosa Reaser from Sharon Willoughby, February 21, 2020 (pp. 37-38) (communication to individual Board member)
- *USDOE Visit* from Ashley Ellis, February 21, 2020 (p. 39)
- *Budget - Position Posting* from Scott Ziegler, February 21, 2020 (p. 40)
- *MSAAC Information* from Scott Ziegler, February 21, 2020 (pp. 41-51)
- *RE: Principal Statements to IHS Community* to Harris Mehedavi from Nyah Hamlett, February 21, 2020 (pp. 52-53) (communication to individual Board member)
- *Award for FY19 CAFR* from Sharon Willoughby, February 21, 2020 (p. 54)
- *Fwd: DDI Information Security Awareness – Do You Know What's Being Shared on Your Digital Signs?* from Vince Scheivert, February 21, 2020 (pp. 55-56)
- *Legislative Update Report* from Nyah Hamlett, February 21, 2020 (p. 57) (link to report in email)
- Letters of Appreciation and Commendation to Walter Webb (Coach, Champe HS), Colleen Hurley (Counselor, Freedom HS), and student, Athena Wright (Brambleton MS), February 21, 2020 (pp. 57-60)
- *February Head Start Shared Governance Packet* from Ashley Ellis, February 21, 2020 (pp. 61-91)
- Two sets of minutes from Christine Coleman (Regular SB meeting 1-28-20 pp. 92-111 and SB Budget Work Session 01-30-20 p. 112)

Optional Reading: Articles & Video

- Sheriff's Office honors crossing guards, February 12, Ashburn Patch
<https://patch.com/virginia/leesburg/loudoun-sheriffs-office-honors-countys-crossing-guards>
- Loudoun Times-Mirror story about Holocaust survivors at Dominion High School, February 18
https://www.loudountimes.com/news/dominion-high-school-welcomes-holocaust-survivors-for-adopt-a-survivor/article_0a00a002-5283-11ea-a726-03ae3aefe533.html
- Ashburn Patch article about upcoming event at the Ashburn Colored School, February 18
<https://patch.com/virginia/ashburn/ashburn-schoolhouse-look-history-segregated-education>
- Loudoun Now article on the restoration of bus service to Thomas Jefferson High School for Science and Technology, February 19
<https://loudounnow.com/2020/02/19/loudoun-board-to-vote-on-restoring-tjhs-bus-service/>

- Loudoun Times-Mirror article on government salaries in Loudoun County, February 20
https://www.loudountimes.com/news/loudoun-county-s-highest-public-salaries-administrators-governing-bodies-and/article_9e779b9e-5410-11ea-bfb7-5b792147e83c.html
 - Loudoun Now story on release of Great Horned Owl at Stone Hill Middle School, February 20
<https://loudounnow.com/2020/02/20/middle-schoolers-wildlife-center-release-injured-owl-back-into-wild/>
 - Loudoun Times-Mirror story on local film festival that will include student work, February 20
https://www.loudountimes.com/entertainment/loudoun-arts-film-festival-scheduled-for-august-accepting-submissions/article_9db1b8e8-532a-11ea-a2e6-e33d3d566705.html
 - Loudoun Literacy Council story in which Head Start is mentioned, February 20
<https://loudounnow.com/2020/02/20/loudoun-literacy-council-celebrates-40-years-of-english-instruction/>
 - WJLA-TV story on release of Great Horned Owl at Stone Hill Middle School, February 20
<https://wjla.com/news/local/ashburn-students-save-great-horned-owl-soccer-field-net>
- LCPS anti-vaping video: Loudoun County Public Schools (LCPS) is aggressively combating the problem of e-cigarette use (vaping) among students. Partnering with community agencies to combat the problem is a key piece of the strategy. Learn how LCPS and its partners collaborate to help students make healthy choices.
<https://vimeo.com/386247158>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations) The enclosed calendar includes additional dates into April (pp. 113-114)

8:00 a.m., February 22, 2020; School Board Retreat, The National Conference Center
4:30 p.m., February 24, 2020; Technology Steering Committee, School Administration Building
6:00 p.m., February 24, 2020; School Board and Board of Supervisors Joint Work Session and Presentation of the FY21 Budget, School Administration Building
3:30 p.m., February 25, 2020; Finance and Facilities Committee Meeting, School Administration Building (Please note: time change)
4:00/6:30 p.m., February 25, 2020; 4th Tuesday School Board Meeting, School Administration Building (Please note: 4:00 session added)
5:00 p.m., February 27, 2020; Student Support and Services Committee Meeting, School Administration Building
March 3, 2020; Student Holiday – County-side Staff Development
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Save the Date:

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7:00 p.m., May 20, 2020; MSAAC Annual Awards Gala, School Administration Building

From: [Nyah Hamlett](#)
To: [Beth Barts](#)
Subject: RE: Breakdown of Equity Items
Date: Wednesday, February 19, 2020 6:42:04 PM
Attachments: [image001.png](#)

Thank you for checking. It would be most helpful if you could wait until after the weekly update is sent to the full Board, so that the public does not receive information prior to your fellow Board members receiving it, that would be great. Have a good evening.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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

From: Beth Barts
Sent: Wednesday, February 19, 2020 6:39 PM
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Breakdown of Equity Items

Thank you. I would like to share this publicly. Making sure it is not confidential?

Beth

Sent from my iPhone

On Feb 19, 2020, at 6:15 PM, Nyah Hamlett <Nyah.Hamlett@lcps.org> wrote:

Good afternoon Beth,

In response to your email requesting information regarding a breakdown of the 6 million related to equity in the FY21 budget, I have attached a breakdown per your request. Please note that these are equity related expenditures across the departments of instruction, pupil services, and the Office of the Superintendent which are expected to align with the division's commitment to support shared accountability and cross-departmental collaboration around matters of equity for all students. Since this list will likely be of interest to multiple Board members, I will also provide the attachment with this email to Dr. Williams for potential inclusion in the weekly update. Have a good evening.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett

<image001.png>

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<FY21 Budget changes related to Equity.pdf>

From: Beth Barts
To: Brenda Sheridan; Denise Corbo; John Beatty; Jeff Morse; Harris Mahedawi; Leslee King; Atoosa Reaser; Ian Serotkin
Cc: Eric Williams; Nyah Hamlett
Subject: Strategic goals
Date: Monday, February 17, 2020 9:16:19 AM

Good morning,

I wanted to share this particular statistics slide with the entire board.

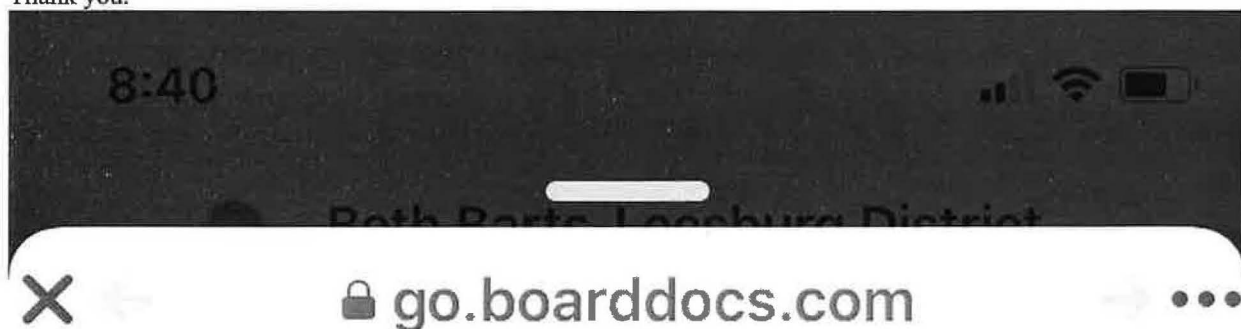
The graduation rate is significantly less for our Latinx students. I am very concerned that we are focusing significant resources on equity without a real understanding of how these resources will improve measurable outcomes such as graduation rates and reading/writing and math scores. I think this starts in the elementary level which is why I am meeting with elementary teachers to discuss our reading curriculum. Over 20 staff members are meeting with me in March.

I would like to see staff expand on these scores to the full board along with the scores for our students with disabilities and our economically disadvantaged students, which also show significant disparity. Only if others are interested of course which is why I am sharing.

I think this is important as we begin to discuss strategic goals as a board.

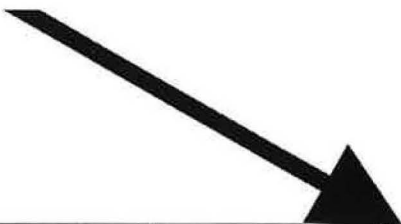
Do not respond to me but staff if you are interested in more information.

Thank you.



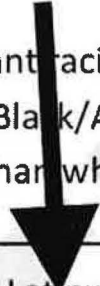
9 of 24

	All Students	English Learners
Graduation	96%	73%
Advanced Diploma	72%	21%
Standard Diploma	25%	52%



ELA Reading	86%	62%
ELA Writing	89%	57%
Math Proficiency	83%	62%

y school divisions in the country, LCPS has significant racial opportunity gaps a
 nent disparities. While graduation rates are close, Black/African-American and
 e Advanced Diplomas at a significantly lower rate than white students.



	White	Latinx	Black
HS Graduation	98%	84%	97%
Advanced Diploma	80%	45%	57%
Standard Diploma	19%	39%	40%
ELA Reading	90%	69%	77%
ELA Writing	92%	75%	80%
Math Proficiency	87%	65%	69%

group interviews, Black/African-American students, parents and community m
 r experience in school does not match students' academic record. As will be e
 rt, Black/African-American students feel marginalized within the school divisio
 'are supported in developing a sense of cultural or academic identity, while at

From: Nyah Hamlett
To: Atoosa Reaser; Brenda Sheridan; Jeff Morse; Denise Corbo; Leslee King; Ian Serotkin; Harris Mahedavi; John Beatty; Beth Barts; Eric Williams; Ashley Ellis; Asia Jones; Scott Ziegler; Kevin Lewis; Sharon Willoughby; Vince Scheivert; Lottie Spurlock
Cc: Christine Coleman; Shari Byrne
Subject: Equity in the Center Training Logistics
Date: Saturday, February 15, 2020 4:46:12 PM

Good evening,

Just a reminder that we are scheduled for Equity in the Center training on Tuesday from 5:30-8:30pm at Ida Lee Park Recreation Center. Dinner (pizza and salad) from Mama Lucci's will be served at 5:00. We will begin the session promptly at 5:30pm. Should you have any questions please let me know. Have a great weekend.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools

Sent from my iPhone - please excuse brevity and/or typos

From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda.Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King
Bcc: Tammy Greene; Rob Doolittle; Ashley Ellis (ashley.ellis@lcps.org); Asia Jones; Kevin Lewis; Nyah Hamlett; Scott Ziegler; Sharon Willoughby (Sharon.Willoughby@lcps.org); Steve DeVita (stephen.devita@lcps.org); Vince Scheivert
Subject: Weekly Update
Date: Friday, February 14, 2020 5:32:00 PM
Attachments: [Weekly Update 021420.pdf](#)

Notes & Highlights (Please read all notes after the first note. The rest of the Weekly Update is optional reading.)

1. My schedule since the last *Update* included the following commitments, among others:
 - Met with Harris Mahedavi as part of the individual meetings I have offered to every School Board member;
 - Held a phone conference with Ron Jordan and Johnna Cossaboon of Advantus Strategies to discuss School Divisions of Innovation bill, SB249;
 - Met with Ashley Ellis to plan for Senior Staff meeting;
 - Met with Rob Doolittle for weekly communication meeting;
 - Joined principals in their monthly meeting, participating in discussions regarding deeper learning;
 - Met with Rob Doolittle to review further draft Peachjar regulations and motions for consideration at the upcoming Communications Committee;
 - Met twice with Ashley Ellis and Virginia Patterson to review school discipline matters;
 - Held a meeting with LCPS Senior Staff (Senior Staff includes cabinet members, their direct reports, and eight principal representatives);
 - Met with Vince Scheivert and Ashley Ellis regarding the Technology Steering Committee;
 - Met with Kevin Lewis to discuss a Facilities Services position vacancy;
 - Met with Scott Ziegler for our weekly HRTD meeting;
 - Attended premier of a new film celebrating friendship and connections through the power of music therapy, by A Place To Be (a partner of LCPS);
 - Attended the Chamber's PolicyMaker Series featuring the Board of Supervisors' Breakfast; and
 - Met with Ashley Ellis and Asia Jones to discuss Measures of Academic Progress as part of my follow up to feedback received recently from School Board members.
2. Kenneth Scott Davies has been selected as the preferred candidate for the vacant Director of Transportation Services position. Mr. Davies has been the Interim Chief of Staff/Executive Officer, Maritime Administration, U.S. Merchant Marine since October 2018. In this role he manages and executes a budget in excess of \$120 million and leads a staff of more than 60 individuals across seven departments. Additional details are provided in the accompanying memo from Kevin Lewis, which also includes Mr. Davies' cover letter and resume. This recommended personnel action is considered confidential at this time and is scheduled to come for School Board approval on February 25. If you have any concerns or questions regarding the approval of this recommendation, please let me know by Thursday, February 20 at 5 p.m. (pp. 1-7)
3. Sharon Willoughby and I tentatively plan to email Board members by Wednesday, February 19 with two or three salary scale options that would be presented as an Information Item at the School Board meeting on February 25. Each option will cap increases at 6% or lower and cost no more than \$11.3 million. The teacher salary scale is extremely complex and so I am offering Board

members one of three 45-minute time slots for an informational meeting with Sharon Willoughby and I regarding the salary scale options. The meeting options are as follows: Wednesday, 2/19 2:45-3:30; Wednesday, 2/19 3:30 to 4:15; and Friday, 21, 8:30 to 9:15. Each meeting will include up to two Board members. Board members could participate in person or by phone. If you would like to participate in one of the meetings, please email Tammy Greene and me with the meeting you plan to attend and whether you plan to participate in person or by phone.

4. No School Board meetings were scheduled between the presentation of the County Administrator's budget and the joint work session with the School Board on Monday, February 24. You may wish to read the accompanying email from Sharon Willoughby regarding the County Administrator's proposed budget in preparation for the joint work session. The PowerPoint presentation attached to her email is not essential reading. (pp. 8-68)
5. A gap of \$2.5 million exists between the local appropriation requested by the School Board in its adopted budget and the local appropriation included in the County Administrator's proposed budget. However, in accordance with the Board of Supervisors' fiscal guidance, the County Administrator presented an alternative budget scenario for consideration by the Board of Supervisors that would not involve any gap in the requested appropriation to LCPS and the approved appropriation. The "no gap" scenario involves maintaining taxes at the current rate of \$1.045 per \$100 of assessed value, instead of setting the tax rate at \$1.035. In previous years some members of the Board of Supervisors have asked School Board members to identify what they might cut if the requested local appropriation is not fully funded. If asked this question at the joint work session or another venue, you may wish to simply state that you support the local appropriation request included in the School Board Adopted Budget. Providing thoughts on what you might be willing to cut if necessary could send the wrong message in terms of the importance of fully funding the School Board request.
6. The accompany email from Ashley Ellis provides a confidential update regarding an incident that allegedly occurred at Broad Run High School on February 5. If you have questions after reading this email, you are welcome to call Ashley Ellis or me. (p. 69)
7. You will note two dates in the Save the Date section below Important Dates. SEAC's annual Excellence in Special Education Awards program on May 19 provides an opportunity for the LCPS community to thank those who through dedication, creativity, patience, and determination excel at helping LCPS students receiving special education to experience success. Elected officials are also invited to join the celebration of those who promote an environment where every student is valued, included, and encouraged to succeed. The 2nd Annual MSAAC Awards will be held on May 20 and provides an opportunity for the community to honor those whose actions result in a measurable benefit in furthering the MSAAC mission during the 2019-2020 school year. In addition to honoring LCPS faculty and staff, students, and MSAAC Delegates, we will celebrate the diversity of our school system through the arts.

Optional Reading: Emails & Other Documents (You are welcome to skim the document titles listed below to decide whether to refer to specific pages of the PDF that are of particular interest to you.)

- *Monthly Financial Report* from Sharon Willoughby, February 12, 2020 (pp. 70-71)
- *Heritage HS Update* from Rob Doolittle, February 13, 2020 (p. 72)
- *Support Services Update* (includes information on School Bus Stop Arm Cameras, Residential Development Referrals, New Federal School Safety Clearinghouse Website, Facilities Services Position Title Change, Loudoun County Sheriff's Office Awards, Custodian Job Fair March 3), from

Kevin Lewis, February 13, 2020 (pp. 73-147)

- *FY21 Special Education Staffing* from Asia Jones, February 13, 2020 (pp. 148-150)
- *New 6th Grade "Teacher Recommendation" Process* from Rob Doolittle, February 13, 2020 (pp. 151-152)
- *Follow-Up Questions from Budget Adoption* from Sharon Willoughby, February 13, 2020 (p. 153)
- *Legislative Report - Weekly Update* from Nyah Hamlett, (link to online document within email p. 154)
- *RE: Question to Beth Barts* from Scott Ziegler, February 14, 2020 (pp. 155-156) (communication to individual School Board member)
- *Schoolology Information* from Ashley Ellis, February 14, 2020 (pp. 157-160)
- *Draft Equity Plan and Responding to Racial Incidents Documents*, from Nyah Hamlett, February 14, 2020 (p. 161)
- Letters of Appreciation and Commendation to Ryan Janaske (student, Trailside MS), Laura Awdish (teacher, Brambleton MS), Katie Rahn (student, Loudoun Valley HS and Academies of Loudoun), February 14, 2020 (pp. 162-164)

Optional Reading: Articles & Video

- WUSA 9 article on death of student at Heritage High School, February 7
<https://www.wusa9.com/article/news/local/virginia/heritage-hs-student-passing/65-64c1efe5-1e9a-4ee9-b054-3182d930ed4b>
- WRC-TV report on death of Heritage High School student, February 10
<https://www.nbcwashington.com/news/local/16-year-old-virginia-girl-dies-from-flu/2213988/>
- WTSP report on death of Heritage High School student, February 10
<https://www.wtsp.com/article/features/16-year-old-dies-after-flu-diagnosis-katie-giovanniello/67-093531c8-152c-4d36-967a-61d2e26a3b80>
- Loudoun Now article on LCPS fourth-grader taking part in the "More Than Peach Project," February 10
<https://loudounnow.com/2020/02/10/fourth-grader-launches-more-than-peach-project/>
- Washington Post article on death of Heritage High School student, February 10
https://www.washingtonpost.com/local/northern-virginia-student-dies-after-contracting-flu-mother-says/2020/02/10/0abcf60-4c66-11ea-9b5c-eac5b16dafa_story.html
- WTTG story on death of Heritage High School student, February 10
<https://www.fox5dc.com/news/virginia-teen-dies-after-flu-diagnosis-family-says>
- Salon article on the relationship between corporations and CTE, February 11
https://www.salon.com/2020/02/11/how-corporations-are-forcing-their-way-into-americas-public-schools_partner/
- Loudoun Times-Mirror article on the death of a Heritage High School student, February 11
https://www.loudountimes.com/news/leesburg-teen-dies-after-being-diagnosed-with-the-flu/article_3720cdc6-4ccc-11ea-99af-175ce8b2e786.html
- Loudoun Now article about the demolition of the former Monroe Technology Center, February 11
<https://loudounnow.com/2020/02/11/monroe-demolition-underway/>
- WAVY-TV report on death of Heritage High School student, February 11
<https://www.wavy.com/news/virginia/virginia-reports-first-pediatric-flu-death-of-the-2019-20-season/>
- Loudoun Times-Mirror article on the naming of two elementary schools, February 11

https://www.loudountimes.com/news/loudoun-school-board-names-two-new-dulles-elementary-schools/article_2ab8fc44-4da7-11ea-ad12-23da12320842.html

- Loudoun Now article on the naming of Elaine Thompson Elementary, February 12

<https://loudounnow.com/2020/02/12/board-names-new-school-for-loudoun-community-leader-historian/>

- Loudoun County Sheriff's Office honors crossing guards, Ashburn Patch, February 12

<https://patch.com/virginia/leesburg/loudoun-sheriffs-office-honors-countys-crossing-guards>

- Loudoun Now report on County Administrator's budget proposal, February 12

<https://loudounnow.com/2020/02/12/hemstreet-proposes-lower-than-expected-tax-rate/>

- WRC-TV report on naming of LCPS elementary schools, February 12

<http://my.tvey.es/a6A2E>

- Loudoun Times-Mirror article on presentation of County Budget, February 13

https://www.loudountimes.com/news/loudoun-county-administrator-presents-billion-budget-for-fiscal/article_908c2e3e-4e19-11ea-8f3a-17e09fddb118.html

- News One article on Black History Month mistakes that includes reference to LCPS, February 13

<https://newsone.com/3902465/black-history-month-school-disasters-most-racist-viral/>

- WRC-TV story about field trip to cemetery for enslaved people, February 7

<https://www.nbcwashington.com/news/local/loudoun-schools-trip-to-former-plantation-teaches-lessons-on-racial-equity/2211819/>

- LCPS video on School-Business Partnership Executive Council honoree. A&A Heating and Air Conditioning in partnership with Tuscarora High School. <https://vimeo.com/386766629>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations)

The enclosed calendar includes additional dates through March (pp. 165-166)

February 17, 2020 – Presidents' Day Holiday – All Schools and Administrative Offices Closed

4:00 p.m., February 18, 2020; Charter School Committee Meeting, School Administration Building

5:30 p.m., February 18, 2020; School Board Work Session regarding Equity, Ida Lee Park Recreation Center, Leesburg

8:00 a.m., February 19, 2020; Curriculum & Instruction Committee Meeting, School Administration Building

4:30 p.m., February 19, 2020; Legislative and Policy Committee Meeting, School Administration Building

6:00 p.m., February 19, 2020; Discipline Committee Meeting, School Administration Building

5:00 p.m., February 20, 2020; Communications & Outreach Committee, School Administration Building (Note: reschedule of March 2 meeting; new start time)

6:30 p.m., February 20, 2020; The LCPS Pathway to Equity: A Community Conversation Event, School Administration Building

8:00 a.m., February 22, 2020; School Board Retreat, The National Conference Center

4:30 p.m., February 24, 2020; Technology Steering Committee, School Administration Building

6:00 p.m., February 24, 2020; School Board and Board of Supervisors Joint Work Session and Presentation of the FY21 Budget, School Administration Building

3:30 p.m., February 25, 2020; Finance and Facilities Committee Meeting, School Administration Building (Please note: time change)

4:00/6:30 p.m., February 25, 2020; 4th Tuesday School Board Meeting, School Administration Building (Please note: 4:00 session added)

5:00 p.m., February 27, 2020; Student Support and Services Committee Meeting, School Administration Building

5:30 p.m., February 27, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building

March 3, 2020; Student Holiday – County-side Staff Development

5:30 p.m., March 5, 2020; Ad Hoc Committee on Equity Meeting, School Administration Building

5:30 p.m., March 9, 2020; Discipline Committee Meeting – Closed Session, School Administration Building

3:30 p.m., March 10, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., March 10, 2020; 2nd Tuesday School Board Meeting, School Administration Building

7:30 a.m., March 13, 2020; School Business Partnership Breakfast, National Conference Center

6:00 p.m., March 19, 2020; Loudoun County Regional Science & Engineering Fair, Rock Ridge High School

Save the Date:

6:30 p.m., May 19, 2020; SEAC Annual Awards Ceremony; Briar Woods High School

7:00 p.m., May 20, 2020; MSAAC Annual Awards Gala, School Administration Building

From: MSAAC Chair
To: Ian Serotkin
Cc: Ashley Ellis; [Schoolboardemail](#); Ryan Tyler; SEAC Chair; Kevin Lewis; [MSAAC Communications](#); [MSAAC PastChair](#); [MSAAC ViceChair](#); Nyah Hamlett; Lottie Spurlock; Eric Williams
Subject: Fw: Further response to your VFOIA request of October 28, 2019
Date: Thursday, February 27, 2020 3:43:01 PM
Attachments: [MSAAC SEAC Discipline Update Nov2019 referral to law enforcement PDF.pdf](#)
[Discipline Report - Federal Report for LCPS.pdf](#)
[Discipline of Students with Disabilities - Referral to Law Enforcement.pdf](#)
[Discipline of Students without Disabilities - Referral to Law Enforcement.pdf](#)
[MSAAC SEAC Discipline Update Nov2019 v3 \(4\).pptx](#)
[2019 Ethnicity Charts Elementary School.pdf](#)

Mr. Serotkin,

I just received a call from a concerned citizen regarding today's Student Support Services Committee meeting agenda item on SROs in Elementary. They were asking me if I had data on LCPS Discipline Disparities and Referrals to Law Enforcement. They expressed similar concerns that I voiced during public comments on this same topic last month. There is a disparity in both discipline and law enforcement referrals in LCPS and having this information is critical to making an informed decision.

During that meeting, I shared data points from these various reports from the U.S. Dept. of Education - Office of Civil Rights and a report provided by the LCPS Dept. of Instruction, in response to a joint MSAAC/SEAC VFOIA request to LCPS. Both sets of reports are attached as unfortunately, this data is nonexistent in the meeting package that was generated for today's Support Services meeting. Instead, a significant amount of data and information presented appears to be strongly supportive of SROs in Elementary schools. Staff does a disservice presenting opinion surveys with metrics such as 84% of all students think "Discipline is fair regardless of race or ethnicity," but the objective LCPS discipline data shows that Black students are 75% and Hispanic students are 44% more likely to be referred to the office.

Also, I see a new survey on LCPS principals indicating support for SROs in LCPS and in elementary schools. I assume this survey was generated in response to Ms. Barts comments during the meeting last month about her personal discussions with principals who overwhelmingly prefer additional counseling support over SROs. I hope this survey was not an attempt to discredit Ms. Bart's statement, but rather should have been expansive enough to entertain the question regarding additional counselors vs law enforcement and also supporting information on the demographics of the respondents as 85% of LCPS elementary school principals are White, 9.7% are Black and 2.7% are Hispanic with the balance of Other.

Regards,

Katrechia (*Katrece*) Nolen

2019 - 2020 Chair, Minority Student Achievement Advisory Committee (MSAAC)

Email: MSAACChair@lcps.org

Website: [MSAAC Website](#)

From: Ashley Ellis <Ashley.Ellis@lcps.org>

Sent: Monday, December 2, 2019 8:11 AM

To: MSAAC Chair <MSAACChair@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>

Cc: Asia Jones <Asia.Jones@lcps.org>; Ryan Tyler <Ryan.Tyler@lcps.org>; SEAC Chair <SEACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; notlrnc@yahoo.com <notlrnc@yahoo.com>

Subject: RE: Further response to your VFOIA request of October 28, 2019

Good morning, Ms. Nolen,

I hope you had a wonderful Thanksgiving! Thanks for your patience as Dr. Tyler prepared the attached information. I believe it is in the format we discussed on the phone. I've included him on this response in case you have questions. We're happy to hop on a phone call if that's helpful.

Have a good day,
Ashley

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

From: MSAAC Chair

Sent: Thursday, November 21, 2019 9:46 PM

To: Wayde Byard <Wayde.Byard@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>

Cc: Asia Jones <Asia.Jones@lcps.org>; Ryan Tyler <Ryan.Tyler@lcps.org>; SEAC Chair <SEACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; notlrnc@yahoo.com

Subject: Re: Further response to your VFOIA request of October 28, 2019

Mr. Byard and Dr. Ellis,

I'm following up to request an update on the timeline for release of the data requested via VFOIA on October 28, 2019. This data is necessary for review of the MOU between LCPS and our local law enforcement. From last night's MSAAC meeting, we were left with the impression that this data is regularly reviewed as a function of monitoring the performance of the PBIS within each respective school and that it was not conducive to waiting until the end of the school year.

Regards,

Katrece (*Katrece*) Nolen
2019 - 2020 Chair, Minority Student Achievement Advisory Committee (MSAAC)
Email: MSAACChair@lcps.org
Website: [MSAAC Website](#)

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

Sent: Tuesday, November 12, 2019 11:35 AM

To: MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>

Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>

Subject: Further response to your VFOIA request of October 28, 2019

Ms. Nolen and Ms. Tropf:

LCPS remains committed to working with MSAAC and SEAC to provide information that you believe is necessary to evaluate the effectiveness and outcomes of various policies and programs, including the statistical information you have requested in the correspondence below. As we indicated, all of the data requested does not exist in a single database and developing the documentation you request will require the commitment of staff resources. As a reminder, for item two there is no one database that houses all of the data points you requested. For example, threat assessment data is not available in our discipline database; therefore, no such records currently exist as requested. Recognizing the importance of this information to your interests, we will work to provide as much of this data as we can consistent with student-privacy requirements, which will take some time and may require that certain data be redacted to avoid providing information that could result in the inadvertent identification of individual students.

To move forward, Ms. Nolen, Dr. Ashley Ellis, Assistant Superintendent of Instruction will reach out to you and is working with staff on next steps including a timeline on which we believe we can provide information encompassed by item one, at no cost. Ms. Tropf, Dr. Asia Jones, Assistant Superintendent of Pupil Services is working with staff on collecting the data for item three at no cost and plans to discuss with you further at your upcoming meeting with her and Dr. Pat Nelson, Director of Special Education.

We hope that this is an acceptable next step in working toward providing the information you have requested.

Thank you.

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

Your October 28, 2019, VFOIA request:

In preparation for the upcoming joint meeting between MSAAC and SEAC, I am making the following formal request in accordance with the Virginia Freedom of Information Act (VFOIA) request:

I am requesting the following data:

1. PROVIDE disaggregated referral data to law enforcement to include the number of referrals, incident prompting the referral, and ethnicity for disabled and non-disabled students by year, per school that has had referrals to law enforcement from 2016 to the present.
2. PROVIDE disaggregated discipline referral data to include the number of referrals, number of threat assessments, incident prompting the referral, and disciplinary outcome (short-term suspension -in-school and out of school, long-term suspension, expulsion, modified expulsion, threat assessments and special education interim placements) of students with and without disabilities, by year, per school and ethnicity from 2016 to present.
3. PROVIDE disaggregated restraint and seclusion data by school, ethnicity and identify children aged 9 and below for the 2018-2019 school year.

An **incident** is an *event* that may involve one or more offenses. An incident also may involve one or more students and may result in one or more disciplinary outcomes. An incident count is not equivalent to a student count, as one student could be involved in multiple incidents throughout the school year.

An **offense** is the problem *behavior* exhibited by the student(s). Nearly 140 offense codes are available to report different behaviors. Each offense has a unique code and a specific definition.

A **disciplinary outcome** is the *sanction* imposed on a student for his/her misconduct. Types of outcomes reported are short-term suspension, long-term suspension, expulsion, modified expulsion, other sanctions, and special education interim placements. Disciplinary counts are numbers of sanctions determined by offense.

Regards,

Katrece (*Katrece*) Nolen

2019 - 2020 Chair, Minority Student Achievement Advisory Committee (MSAAC)

Email: MSAACChair@lcps.org

Website: [MSAAC Website](#)

From: [Ian Serotkin](#)
To: [Atoosa Reaser](#); [Eric Williams](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Re: Weekly Update
Date: Wednesday, February 26, 2020 10:14:35 AM
Attachments: [Outlook-p5rfsqwb.png](#)

I concur with this, and would extend further to anything that SB members are being invited to attend or requested to take action on - for example, the invitation to the ENERGY STAR awards ceremony on April 2nd that was on pg. 32 of the weekly report.

I really appreciate how much detail is provided in the weekly report on different topics, and just want to make sure that I don't miss anything!



**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org
mobile: (571) 420-1628

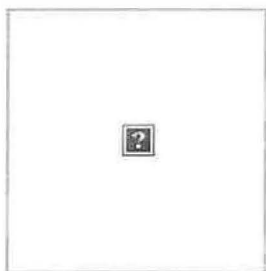
Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws.

From: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Sent: Tuesday, February 25, 2020 10:33 AM
To: [Eric Williams](mailto:Eric.Williams@lcps.org) <Eric.Williams@lcps.org>; [Beth Barts](mailto:Beth.Barts@lcps.org) <Beth.Barts@lcps.org>; [Brenda Sheridan](mailto:Brenda.Sheridan@lcps.org) <Brenda.Sheridan@lcps.org>; [Denise Corbo](mailto:Denise.Corbo@lcps.org) <Denise.Corbo@lcps.org>; [Harris Mahedavi](mailto:Harris.Mahedavi@lcps.org) <Harris.Mahedavi@lcps.org>; [Ian Serotkin](mailto:Ian.Serotkin@lcps.org) <Ian.Serotkin@lcps.org>; [Jeff Morse](mailto:Jeff.Morse@lcps.org) <Jeff.Morse@lcps.org>; [John Beatty](mailto:John.Beatty@lcps.org) <John.Beatty@lcps.org>; [Leslee King](mailto:Leslee.King@lcps.org) <Leslee.King@lcps.org>
Cc: [Nyah Hamlett](mailto:Nyah.Hamlett@lcps.org) <Nyah.Hamlett@lcps.org>
Subject: Re: Weekly Update

Good morning,

With the visit that the Assistant Secretary of Education is making today to one of our schools today, and other such events, it would be very helpful if we could have a separate email message regarding the opportunity. With so many of us working, having notice as soon as possible would make it more likely that we could attend, if we wanted to, also. Would that be ok?

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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

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

From: Eric Williams <Eric.Williams@lcps.org>

Sent: Friday, February 21, 2020 6:04 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Subject: Weekly Update

Notes & Highlights (Please read all notes after the first note. The rest of the Weekly Update is optional reading.)

1. My schedule since the last *Update* included the following commitments, among others:

- Conferenced with Dr. Steve Staples and Nyah Hamlett for planning of School Board governance workshop;
- Met with Ashley Ellis regarding instructional matters;
- Met with Nyah Hamlett and Rob Doolittle for weekly communications update meeting;
- Met with Nyah Hamlett for weekly meeting;
- Recorded a video message for presentation at Capital Community Church's Educators' Appreciation Sunday at which several LCPS teachers will be recognized;
- Held a salary scale informational meeting with Sharon Willoughby, Brenda Sheridan, and Atoosa Reaser;
- Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for next week's regular School Board meeting;
- Met with Scott Ziegler, Steve Devita, Mark Smith (an HRTD Director), and Alix Smith (an HRTD Supervisor) to discuss possible revisions to policy 7560, Professional Conduct;

- Held mid-year evaluation conferences with Ashley Ellis and Asia Jones;
 - Met with Tim Hemstreet, Erin McLellan, and Sharon Willoughby for our monthly meeting;
 - Met with Scott Ziegler for weekly HRTD update meeting;
 - Attended (along with Brenda Sheridan, Atoosa Reaser, Beth Bards, Leslee King, and Harris Mahedvi) the *LCPS Pathway to Equity: A Community Conversation* program;
 - Met with Ashley Ellis and Neil Slevin for an update on our computer science initiatives;
2. At the joint work session with the Board of Supervisors on Monday, I will make a presentation regarding the School Board Adopted Budget that is 60-75 minutes in length. Kevin Lewis will share information regarding the CIP portion of the budget request. The draft PowerPoint is included in Executive Content with the BoardDocs agenda for Monday's work session. The excerpt of the presentation relating to the CIP is attached, recognizing that you likely are less familiar with the CIP request. (pp. 1-8)
 3. I have attached an email from Sharon Willoughby with information regarding teacher salary scales that will be presented to the School Board at its meeting on Tuesday. Given the complexity of the salary scales, I encourage you to consider calling Sharon or me with any questions you have on Monday or Tuesday before the School Board. You are of course welcome to ask them publicly as well but it may be easier to understand with a phone conversation. (pp. 9-23)
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 - Ashburn Patch article about upcoming event at the Ashburn Colored School, February 18
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 - Loudoun Now article on the restoration of bus service to Thomas Jefferson High School for Science and Technology, February 19
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 - Loudoun Now story on release of Great Horned Owl at Stone Hill Middle School, February 20
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- LCPS anti-vaping video: Loudoun County Public Schools (LCPS) is aggressively combating the problem of e-cigarette use (vaping) among students. Partnering with community agencies to combat the problem is a key piece of the strategy. Learn how LCPS and its partners collaborate to help students make healthy choices.
<https://vimeo.com/386247158>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations) The enclosed calendar includes additional dates into April (pp. 113-114) 8:00 a.m., February 22, 2020; School Board Retreat, The National Conference Center

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6:30 p.m., May 19, 2020; SEAC Annual Awards Ceremony; Briar Woods High School
7:00 p.m., May 20, 2020; MSAAC Annual Awards Gala, School Administration Building

From: [Beth Barts](#)
To: [Atoosa Reaser](#); [Eric Williams](#)
Subject: Re: Weekly Update
Date: Tuesday, February 25, 2020 10:39:24 AM

Good morning ,

I was made aware of it yesterday as they were highlighting the teacher cadet program and I happened to find out from someone engaged in that. I don't think we were invited. If we were I missed it.

Thanks,
Beth

Sent from my iPhone

On Feb 25, 2020, at 10:33 AM, Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good morning,

With the visit that the Assistant Secretary of Education is making today to one of our schools today, and other such events, it would be very helpful if we could have a separate email message regarding the opportunity. With so many of us working, having notice as soon as possible would make it more likely that we could attend, if we wanted to, also. Would that be ok?

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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

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

the sender of the error immediately. Accidental transmission of this communication is not intended to waive any privilege or confidentiality protected under Virginia's Freedom of Information Act.

From: Eric Williams <Eric.Williams@lcps.org>

Sent: Friday, February 21, 2020 6:04 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Subject: Weekly Update

Notes & Highlights (Please read all notes after the first note. The rest of the Weekly Update is optional reading.)

1. My schedule since the last *Update* included the following commitments, among others:

- Conferenced with Dr. Steve Staples and Nyah Hamlett for planning of School Board governance workshop;
- Met with Ashley Ellis regarding instructional matters;
- Met with Nyah Hamlett and Rob Doolittle for weekly communications update meeting;
- Met with Nyah Hamlett for weekly meeting;
- Recorded a video message for presentation at Capital Community Church's Educators' Appreciation Sunday at which several LCPS teachers will be recognized;
- Held a salary scale informational meeting with Sharon Willoughby, Brenda Sheridan, and Atoosa Reaser;
- Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for next week's regular School Board meeting;
- Met with Scott Ziegler, Steve Devita, Mark Smith (an HRTD Director), and Alix Smith (an HRTD Supervisor) to discuss possible revisions to policy 7560, Professional Conduct;
- Held mid-year evaluation conferences with Ashley Ellis and Asia Jones;
- Met with Tim Hemstreet, Erin McLellan, and Sharon Willoughby for our monthly meeting;
- Met with Scott Ziegler for weekly HRTD update meeting;
- Attended (along with Brenda Sheridan, Atoosa Reaser, Beth Barts, Leslee King, and Harris Mahedvi) the *LCPS Pathway to Equity: A Community Conversation* program;
- Met with Ashley Ellis and Neil Slevin for an update on our computer science initiatives;

2. At the joint work session with the Board of Supervisors on Monday, I will

- make a presentation regarding the School Board Adopted Budget that is 60-75 minutes in length. Kevin Lewis will share information regarding the CIP portion of the budget request. The draft PowerPoint is included in Executive Content with the BoardDocs agenda for Monday's work session. The excerpt of the presentation relating to the CIP is attached, recognizing that you likely are less familiar with the CIP request. (pp. 1-8)
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To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Friday, June 12, 2020 5:42:42 PM
Attachments: [COVID-19 Update for School Board 061220.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with many of you, along with Nyah Hamlett, in 2x2 meetings regarding planning for the 2020-2021 school year.
 3. Participated in a meeting of the Governor's COVID-19 Education Response & Recovery Work Group.
 4. Met with Student School Board Representatives, Brenda Sheridan, Atoosa Reaser, and Neri Gonzalez-Sales to listen to student input regarding graduation ceremonies.
1. I shared information related to the confidential "week in the life of" documents in response to a question from a Board member. (pp. 1-2)
2. My response to a Board member regarding an action plan for combating systemic racism is included. (pp. 3-8)
3. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.

Business and Finance

1. Sharon Willoughby provided the Monthly Financial Report for May 2020. (pp. 9-10)

Department of Support Services

1. Kevin Lewis provided an update on the status of LCPS campuses and facilities. (pp. 11-13)
2. Information from Kevin Lewis regarding the Federal Program Administrative Review of the National School Lunch Program by VDOE is included. (pp. 14-19)

Department of Human Resources & Talent Development

1. Scott Ziegler provided information regarding the hiring of staff aides. (pp. 20-21)

Optional Reading: Articles

- LoudounNow story on Return to School plans, includes reference to 6/16 school board work session, June 11
<https://loudounnow.com/2020/06/11/state-rolls-out-school-reopening-parameters/>
- District Administration story regarding suicide prevention during COVID, references LCPS' use of Sources of Strength and other protocols, June 11
<https://districtadministration.com/5-ways-to-address-suicidal-thoughts-during-school-closures/>
- Northern Virginia Magazine article regarding impact of distance learning on one LCPS high school teacher, June issue
<https://www.northernvirginiamag.com/family/education/2020/06/11/purcellville-high-school-teacher-addie-schafer-on-distance-learning-and-covid-19s-impact-on-education/>
- Loudoun Times story regarding a second Tuscarora senior featured in Sen. Kaine's graduation-speech program, June 11
https://www.loudountimes.com/news/second-tuscarora-grad-featured-in-sen-kaines-graduation-speaker-contest/article_457ebed8-abe4-11ea-b611-bbe0d56e64b4.html

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Subject: Weekly Update
Date: Friday, February 28, 2020 5:49:26 PM
Attachments: [Weekly Update 022820.pdf](#)
[Strategic Action Topic Activity - 2 25 20 - SB Work Session.pdf](#)

Notes & Highlights (Please read all notes after the first note. The rest of the Weekly Update is optional reading.)

1. My schedule since the last *Update* included the following commitments, among others:
 - Held mid-year evaluation conferences with Sharon Willoughby, Scott Ziegler, and Nyah Hamlett;
 - Met with Sharon Willoughby to discuss the teacher salary scale;
 - Made school visits to Arcola ES, Mercer MS, and Briar Woods HS;
 - Held weekly meeting with Nyah Hamlett;
 - Held weekly communications meeting with Nyah Hamlett and Rob Doolittle;
 - Attended the Chamber's Board of Directors meeting;
 - Met with Nyah Hamlett and Steve DeVita for an update of the Attorney General's inquiry;
 - Met with the LEF Board of Trustees;
 - Judged HRTD's 2nd Annual Chili Cook-off;
 - Held weekly HRTD update meeting with Scott Ziegler; and
 - Met with Scott Ziegler, Steve DeVita, Sharon Willoughby, and Nyah Hamlett to discuss School Board Assistants.
2. I have attached each of the strategic actions from Vision 20/20 (pp. 1-38), as well as this [link](#) to the latest update for each strategic action. If anyone would like a hard copy of this information, please let Tammy Greene know. The activity at the end of our work session this week asked each Board member to assign a green dot to any draft strategic action topic for which they would like to consider a draft strategic action. One potential topic received 9 green dots (Social Emotional Learning and Mental Wellness), two potential topics received 8 green dots (Equity; Recruitment and retention of a high performing diverse workforce), and five potential topics received 6 green dots (Communication; Engagement and learning of students with disabilities; Gifted education; professional learning; and Safety and security). No topic received fewer than 6 green dots. The following additional topics were suggested by one School Board member (Deeper learning; closing the achievement gap; energy efficiency; expansion of STEM Programs and current and future Fine Arts Programs; Literacy; Technology; and Transportation Quality of Service/Bus Fleet). The accompanying spreadsheet (attached as a separate PDF) shows ratings by topic and Board member. Nyah Hamlett and I will work with the Board Chair and Vice Chair on the agenda for the first off-site dedicated work session regarding strategic actions, including an agenda item relating to discussing the results of the green dot activity and make decisions regarding the topics for strategic actions.

Optional Reading: Emails & Other Documents (You are welcome to skim the document titles listed below to decide whether to refer to specific pages of the PDF that are of particular interest to you.)
- *RE: Opt out question* to Beth Barts from Ashley Ellis, February 23, 2020 (pp. 39-40) (communication to individual Board member)

- *Revised LCSB Committee List* from Nyah Hamlett, February 24, 2020 (pp. 41-42)
- *Support Services Update* [includes information on the attendance zone boundary process (includes communication to individual Board member), energy-efficiency initiatives (includes communication to individual Board member), and See Something, Say Something Award) from Kevin Lewis, February 26, 2020 (pp. 43-58)
- *Principal Retirement* from Ashley Ellis, February 26, 2020 (p. 59)
- *Procurement Concern: Gameday Broadcast Network*, email to Beth Barts from Ashley Ellis (pp. 60-61) and a related email to Jeff McSorley from Sharon Willoughby, February 26, 2020 (pp. 62-63) (includes communication to individual Board member)
- *NOVA Workforce Data Request* from Ashley Ellis, February 28, 2020 (pp. 64-66)
- *LCPS McKinney-Vento Data* as of 2-28-2020 from Asia Jones, February (p. 67)
- *Graduations 2020* from Ashley Ellis, February 28, 2020 (pp. 68-70)
- *Academies of Loudoun Growth Plan* from Ashley Ellis, February 28, 2020 (pp. 71-72)
- *Diverse Books - Communication with Teachers/Admin* to Denise Corbo from Ashley Ellis, February 28, 2020 (pp. 73-82)
- *Legislative Report 8 and VASS General Assembly Budget Update* from Nyah Hamlett, February 28, 2020 (pp. 83-90)
- Letters of Appreciation and Commendation to Jennifer Rodgers, (Teacher, Dominion HS), Tom Wellington (Teacher, Park View HS), Adrian Powell (AP, Heritage HS), Michael Pellegrino (Principal, Waxpool ES), and Waxpool ES parent, Nilka Rodgers; February 25 & 28, 2020 (pp. 91-97)

Optional Reading: Articles & Video

- Loudoun Times-Mirror report on incident at Woodgrove High School, February 22
https://www.loudountimes.com/news/woodgrove-high-school-student-brought-handgun-to-school-in-october/article_d46133ec-5504-11ea-9d99-f35728ddcdb3.html
- Washington Post, February 22, Evergreen Mills' student "More Than Peach" project
https://www.washingtonpost.com/local/a-9-year-old-girl-got-people-to-finally-stop-thinking-of-the-peach-colored-crayon-as-the-skin-color-crayon/2020/02/22/89ab7590-5506-11ea-b119-4faabac6674f_story.html
- Washington Post, February 22, Edwin Washington Project
https://www.washingtonpost.com/local/education/a-lost-history-recovered-faded-records-tell-the-story-of-school-segregation-in-virginia/2020/02/22/b682f276-3de8-11ea-b90d-5652806c3b3a_story.html
- Broad Run student going to Disney Dreamers Academy, Loudoun Now, February 24
<https://loudounnow.com/2020/02/24/ashburns-venkat-tapped-for-disney-dreamers-academy/>
- Loudoun Now story on School Board-Board of Supervisors Joint Budget Meeting, February 25
<https://loudounnow.com/2020/02/25/loudoun-supervisors-open-budget-talks-with-public-hearings/>
- PBS News Hour report on a teacher from Dominion High School, February 24
<https://www.pbs.org/newshour/extra/2020/02/educator-voice-how-journalism-builds-curiosity-and-confidence-in-my-students/>
- US News report on anti-vaping efforts between LCPS and Loudoun County Sheriff's Office, February 24
<https://www.usnews.com/news/healthiest-communities/articles/2020-02-24/virginia-county-teaches-dangers-of-vaping-in-drivers-ed>
- Loudoun Now article on Loudoun Laurels seeking nominations, February 24

<https://loudounnow.com/2020/02/24/loudoun-laurels-foundation-seeks-nominations-for-2020-community-service-honorees/>

- Loudoun Times-Mirror article on incident at Independence High School, February 25

https://www.loudountimes.com/news/independence-high-school-substitute-teacher-reportedly-used-racial-slur-in/article_24353c44-57e7-11ea-a1df-47306931ac8a.html

- People magazine feature on student at Evergreen Mill Elementary, February 25

<https://people.com/human-interest/girl-creates-more-than-peach-art-kits-skin-color-crayons-bellen-woodard/>

- Loudoun Times-Mirror article about public comment concerning School Board member remarks, February 26

https://www.loudountimes.com/news/msaac-members-call-for-loudoun-school-board-member-s-resignation/article_5eef9194-58a6-11ea-9dc0-db105fe9e73b.html

- Regional story on corona virus response in Metropolitan Washington schools, Washington Post, February 26

https://www.washingtonpost.com/local/education/canceled-foreign-trips-and-palpable-anxiety-schools-prepare-for-the-coronavirus/2020/02/26/19c2308e-58a8-11ea-ab68-101ecfec2532_story.html?arc404=true

- WTOP story on school response to corona virus, February 26

<https://wtop.com/local/2020/02/metro-dc-area-school-systems-prepare-for-expected-arrival-of-coronavirus/>

- Loudoun Times-Mirror story on LCPS statement about corona virus, February 26

https://www.loudountimes.com/news/loudoun-county-public-schools-issues-statement-on-coronavirus/article_ba0559ca-58b9-11ea-bbe4-6fef63f76143.html

- WDVM story on traffic improvements around Seneca Ridge Middle School and Dominion High School, February 26

<https://www.localdvm.com/news/virginia/on-budget-ahead-of-schedule-seneca-ridge-improvements-are-complete/>

- Updated Loudoun Times-Mirror story on reactions to School Board member comment, February 26

https://www.loudountimes.com/news/update-msaac-member-calls-for-loudoun-school-board-member-s/article_5eef9194-58a6-11ea-9dc0-db105fe9e73b.html

- Ashburn Patch story about Academies of Loudoun student winning environmental award, February 26

- Loudoun Now article on alleged School Board member comments, February 26

<https://loudounnow.com/2020/02/26/amid-continuing-equity-efforts-school-board-member-criticized-for-comments/>

- Patch story about teacher salaries in Northern Virginia, February 27

<https://patch.com/virginia/fairfaxcity/nova-school-districts-pay-teachers-most-least-2020>

- Winchester Star report on Frederick County school budget that mentions Loudoun, February 27

https://www.winchesterstar.com/winchester_star/frederick-supervisors-lean-toward-cent-property-tax-increase/article_8afb7401-f462-5720-afe8-458f66b87ba8.html

- Loudoun Now article concerning equality and justice, February 27

<https://loudounnow.com/2020/02/27/the-path-to-freedom-justice-and-racial-equality-a-history-told-through-the-county-courthouse/>

<https://patch.com/virginia/ashburn/s/h11of/top-environmental-award-goes-academies-loudoun-student>

LCPS video: Video: School-Business Partner Highlight: Salamander Resort & Spa. The Salamander Resort and Spa will be honored at the School-Business Partnership Breakfast on March 13 for its role in supporting the career transition of students with special needs. See how LCPS students acquire five-star workplace skills in one of our community's premier hospitality centers.

<https://vimeo.com/389495249>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations) The enclosed calendar includes additional dates into April (pp. 98-99)

March 3, 2020; Student Holiday – County-wide Staff Development

6:00 p.m., March 4, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building (Note: Time and Date Change)

5:30 p.m., March 5, 2020; Equity Committee Meeting, School Administration Building

5:30 p.m., March 5, 2020; 38th Annual Loudoun County Regional Spelling Bee, Stone Bridge High School

5:30 p.m., March 9, 2020; Discipline Committee Meeting – Closed Session, School Administration Building

3:30 p.m., March 10, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., March 10, 2020; 2nd Tuesday School Board Meeting, School Administration Building

7:30 a.m., March 13, 2020; School Business Partnership Breakfast, National Conference Center

4:30 p.m., March 17, 2020; Legislative and Policy Committee Meeting, School Administration Building

8:00 a.m., March 18, 2020; Curriculum and Instruction Committee Meeting, School Administration Building

6:00 p.m., March 18, 2020; Discipline Committee Meeting, School Administration Building

5:00 p.m., March 19, 2020; Student Support and Services Committee Meeting, School Administration Building (Note: Date Change)

6:00 p.m., March 19, 2020; Loudoun County Regional Science & Engineering Fair, Rock Ridge High School

6:00 p.m., March 23, 2020; Communications and Outreach Committee Meeting, School Administration Building

5:30 p.m., March 24, 2020; Finance and Facilities Committee Meeting, School Administration Building

6:30 p.m., March 24, 2020; 4th Tuesday School Board Meeting, School Administration Building

6:00 p.m., March 25, 2020; Human Resources and Talent Development Committee Meeting, School Administration Building (Note: Time and Date Change)

March 27, 2020; Student Holiday – Planning/Records/Conference Day

4:30 p.m., March 30, 2020; Technology Steering Committee, School Administration Building

Save the Date:

6:30 p.m., May 13, 2020; LCPS Service Awards Ceremony, Trailside Middle School

6:30 p.m., May 19, 2020; SEAC Annual Awards Ceremony; Briar Woods High School

7:00 p.m., May 20, 2020; MSAAC Annual Awards Gala, School Administration Building

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Monday, June 8, 2020 8:59:49 AM
Attachments: [COVID-19 Update for School Board 060520.pdf](#)

Good morning,

We compiled the update below on Friday. I am forwarding it now and will follow up with an additional update late afternoon or early evening.

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with Beth Barts to receive summative evaluation feedback.
 3. Participated in a meeting of the COVID-19 Pre-K through 20 Education Workgroup.
 4. Met with Nyah Hamlett, Rob Doolittle, Natalie Woods of Ed Elements and others to discuss future communication regarding our planning for the 2020-2021 school year.
 5. Joined Ed Elements as a panelist/speaker for a webinar on building responsive return plans for 2020-2021.
1. An Equity Update is provided in the attached email from Lottie Spurlock. (pp. 1-15)
2. Tammy Greene has decided to retire after almost 28 years of service with LCPS. I have greatly appreciated her support and collegiality as Executive Assistant in the Superintendent's Office!
3. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.

PIO/Communications

1. Rob Doolittle provided an updated list of the notifications made to school communities regarding employees who reported testing positive for COVID-19. (pp. 16-18)

Department of Instruction

1. Ashley Ellis has provided the new regulation for Policy 5030 for your information. (pp. 19-23)
2. In her correspondence with Principals today, Ashley Ellis provided updates on

the following: NEA Race Matters Resources for Educators, class rank (Secondary only), Schoology and Revised Transition times. (pp. 24-25)

Optional Reading: Articles

- Washington Post story regarding teacher health concerns in reopening schools, with a quote from Dr. Williams, June 5

https://www.washingtonpost.com/local/education/teacher-health-fall-schools-coronavirus/2020/06/05/12bf261a-99f9-11ea-ac72-3841fcc9b35f_story.html

Eric Williams, superintendent of Loudoun County Schools and a member of Virginia Gov. Ralph Northam's (D) Education Work Group, said reopening can happen only if school districts are entirely transparent with their teachers and staff. Opening up won't happen unless there are good plans in place "so staff and parents won't have anxiety about returning," he said. "We are committing to making decisions based on conditions, not time. It's about data, not dates."

- TechTarget article about use of data analytics in education, including LCPS' use of analytics to assess the success of remote learning, June 4

<https://searchbusinessanalytics.techtarget.com/feature/Student-engagement-data-helps-educators-with-remote-learning>

- Network World story regarding critical efforts of wireless-engineers in supporting students; references LCPS, June 4

<https://www.networkworld.com/article/3560995/covid-19-puts-wlan-engineers-in-the-spotlight.html>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Ian Serotkin](#)
To: [Eric Williams](#)
Cc: [Nyah Hamlett](#)
Subject: Re: Action plans to combat systemic racism
Date: Sunday, June 7, 2020 1:45:16 PM
Attachments: [image001.png](#)

Thank you! Have a great rest of your weekend.

Ian Serotkin, Loudoun County School Board

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

On Jun 7, 2020, at 1:32 PM, Eric Williams <Eric.Williams@lcps.org> wrote:

Thank you for your important questions. I am writing to let you know that we will get back to you soon on this, within the week. Thanks.

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Saturday, June 6, 2020 1:34 PM
To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Schoolboardemail <lcsb@lcps.org>
Subject: Action plans to combat systemic racism

Good afternoon!

I had my attention called towards Dr. Walts (PWCS Superintendent) action plan to combat racism, as found here:

https://www.pwcs.edu/news/what_s_new/dr_walts_action_plan_to_combat_racism.

I was impressed by what he is proposing and it gave me food for thought:

1) Eric/Nyah - Unlike some of our neighboring school districts, I do not believe LCPS has any schools named after Confederate figures. However, I would appreciate official confirmation of this, and if I am mistaken, I believe we should take immediate action to correct.

2) Eric/Nyah - I would like to know your thoughts on prohibiting the wearing/flying of the Confederate flag on school property. I do not believe we currently have any policy or regulation on this currently (although I would happy to be mistaken).

3) Brenda - I know that the Equity Committee was in the process of reviewing the LCPS-LCSO SRO MOU earlier this year, but I do not know the status of this and whether the work is complete or still in progress. Can you please update the board on the status of this action? If it's complete, I'd like to request that the board receive an update as an information item.

While those three actions mirror what PWCS is looking at, I would also be interested interested in hearing from Eric, Nyah, and other board members their perspectives on other immediate actions we can take to combat systemic racism in LCPS.

Respectfully,

<image001.png>

Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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
To: Ian Serotkin
Cc: Nyah Hamlett
Subject: RE: Action plans to combat systemic racism
Date: Sunday, June 7, 2020 1:32:30 PM
Attachments: image001.png

Thank you for your important questions. I am writing to let you know that we will get back to you soon on this, within the week. Thanks.

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Saturday, June 6, 2020 1:34 PM
To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Schoolboardemail <lcsb@lcps.org>
Subject: Action plans to combat systemic racism

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Respectfully,



Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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

To: Beth Barts
Bcc: Nyah Hamlett; Ashley Ellis
Subject: RE: Meeting with Dr. Ellis
Date: Wednesday, March 4, 2020 8:29:23 AM

Thank you for the update. Dr. Ellis had also shared that you had a productive meeting.

I can be available to meet individually with you and I don't have concerns with not doing so at this time. If you have any concerns regarding my performance, I'd ask that we meet so that we can discuss them. I greatly value my relationship with the Board and so one-to-one conversations regarding any performance concerns are appreciated.

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

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Tuesday, March 3, 2020 8:06 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Meeting with Dr. Ellis

Good evening,

I wanted to let you know I was very grateful for the opportunity to meet Friday with Dr. Ellis. We had about an hour and I feel that we went down the list of topics effectively.

We addressed the following-

1- the trending reading curriculum concerns. I appreciate how this is on our radar and look forward to updates quarterly based on the research that the VDOE is doing as well as the Curry school of education at UVA.

2-asking the naacp and MSAAC to come up with a lesson plan by partnering with LCPS admin staff to address what terms (racial slurs) cannot be used in schools. This needs to be specific..... starting at the younger grades. Parents and teachers and students need a standard and structured lesson vetted by all stakeholders. No one knows how to have this conversation!

3- FINE ARTS

Cost to make "resource" an elective to open up the ability to take art and band. Or band and chorus. Or art and another computer course.

Fine arts design school- elementary- a title one eligible school that has space (Leesburg elementary???)

Higher Stipends for drama and band directors. They work 3 "seasons". Parents want this.

4- Better Public Relations Campaign on equity. Parents are sick of the term "equity". They really are. I am sorry but it is the truth. We need to highlight examples that are not about race.

These are some ideas from my district:

ROTC transport. - opens up opportunities for more kids North Star school - highlight all the new programs - not just for kids who are troubled Catocin 3 classroom addition - show how this allows space for equitable learning opportunities

I know we had discussed meeting in March but I think this shares my thoughts and my "why". I am so pleased with

the universal breakfast and full time parent liaisons proposals ... so very grateful! I know not all the above will get done but I think it is important to share my "list".... what makes me work hard each week and what my community cares about.

I also appreciate the heat you took from the BOS regarding the budget. You protected us by answering all the questions and I won't forget that.

Respectfully,

Beth

Sent from my iPhone

From: Beth Barts
To: Eric Williams
Cc: Ashley Ellis; Nyah Hamlett
Subject: Meeting with Dr. Ellis
Date: Tuesday, March 3, 2020 8:05:57 PM

Good evening,

I wanted to let you know I was very grateful for the opportunity to meet Friday with Dr. Ellis. We had about an hour and I feel that we went down the list of topics effectively.

We addressed the following-

1- the trending reading curriculum concerns. I appreciate how this is on our radar and look forward to updates quarterly based on the research that the VDOE is doing as well as the Curry school of education at UVA.

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I also appreciate the heat you took from the BOS regarding the budget. You protected us by answering all the questions and I won't forget that.

Respectfully,

Beth

From: [Ashley Ellis](#)
To: [Denise Corbo](#)
Cc: [Nyah Hamlett](#)
Subject: RE: Read Across America
Date: Tuesday, March 3, 2020 5:27:14 PM

Denise,

Thank you for the feedback regarding the timing of the message. We will certainly take that into consideration and be mindful in the future and as we continue to support our schools in our equity journey.

Thanks also for a productive meeting this afternoon regarding the technology survey. I think we have a solid plan and look forward to sharing it with the IFTs for their feedback on Friday.

Have a good evening,
Ashley

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

From: Denise Corbo
Sent: Tuesday, March 3, 2020 2:59 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Mike Martin <Mike.Martin@lcps.org>
Subject: Re: Read Across America

Ashley,

Thank you for the information and quick response. Unfortunately, I did not receive the same positive feedback from administrators and teachers. The timing of this memo, a day before the onset of Read Across America Day, was insensitive to administrators and teachers as it caused undue stress in their day that stress directly impacts our students and learning as school events and lesson plans have been made several weeks/months in advance.

Secondly, I am disappointed in your response to me, "If a teacher is concerned, they are encouraged to talk to their principal or can reach out to Dr. Martin to discuss." You and I both know, teachers and administrators are not going to put their job on the line, to have a discussion with upper staff when the district has made a written statement about an issue that seems to be a reactionary.

As a district and in the future, I ask that our leadership take a more mindful approach of communicating controversial issues with administrators and instructional staff.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Ashley Ellis <Ashley.Ellis@lcps.org>

Sent: Tuesday, March 3, 2020 8:45 AM

To: Denise Corbo

Cc: Nyah Hamlett; Mike Martin

Subject: FW: Read Across America

Good morning, Denise,

Please see the attached email Dr. Martin sent to elementary school principals. It was sent as part of our ongoing efforts to support teachers in mitigating implicit bias and being racially conscious.

We got positive feedback from principals and teachers regarding the message as well as the article linked in the email.

Please let me know what questions you have.

Thanks,
Ashley

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

From: Denise Corbo <Denise.Corbo@lcps.org>

Date: March 2, 2020 at 6:56:30 PM EST

To: Nyah Hamlett <Nyah.Hamlett@lcps.org>, Mike Martin <Mike.Martin@lcps.org>

Subject: Read Across America

Hi Mike and Nyah,

I just received a few messages from teachers concerned about Read Across America and racial insensitivity of Seuss books. Please help me understand the situation. If there was a message sent, please explain the decision making process and the communication to teachers.

Thank you,

Denise

Get Outlook for iOS

From: [Eric Williams](#)
To: [Ian Serotkin](#)
Cc: [Nyah Hamlett](#)
Bcc: [Eric Williams](#)
Subject: Action plans to combat systemic racism
Date: Friday, June 12, 2020 1:53:00 PM
Attachments: [image001.png](#)
[February 26 2002 School Board Meeting - Information Item.Discussion of MS-3 Name.pdf](#)
[Excerpt from Draft LCPS Action Plans to Combat Systemic Racism.pdf](#)

Good afternoon,

In terms of item 1 in your email below, my understanding is that there are no schools named after Confederate figures. Dr. Hamlett worked with Support Services on this topic and our understanding is that there has been some controversy regarding the [LCHS Raiders mascot](#) and the naming of Mercer Middle School (see attached SB meeting transcript).

Dr. Hamlett and I have worked with staff members to develop a very rough draft of a document that we could use to drive the discussion for a potential information item at the June 23 meeting, if that is what you would like to do. The document outlines potential governance opportunities for the Board as well as steps that staff could take on the operational side.

The draft document includes potential action regarding item two in your email below and an update regarding item three in your email below.

As an example of what the draft document looks like and responsive to items two and three from your email, an excerpt from the draft document that I am referring to is attached to this email.

For your awareness, the Equity Committee is meeting on July 16, so there is the potential for this plan to go before the committee this summer and be brought back to the School Board in August. Please know that the timeline/options mentioned above will not prevent staff from moving forward with our identified action steps.

I'll include this response in the next Update for the Board as an fyi. Thank you for your email.

On Jun 7, 2020, at 1:32 PM, Eric Williams <Eric.Williams@lcps.org> wrote:

Thank you for your important questions. I am writing to let you know that we will get back to you soon on this, within the week. Thanks.

From: Ian Serotkin <Ian.Serotkin@lcps.org>

Sent: Saturday, June 6, 2020 1:34 PM

To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>;

Schoolboardemail <lcsb@lcps.org>

Subject: Action plans to combat systemic racism

Good afternoon!

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While those three actions mirror what PWCS is looking at, I would also be interested interested in hearing from Eric, Nyah, and other board members their perspectives on other immediate actions we can take to combat systemic racism in LCPS.

Respectfully,

<image001.png>

Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslie King
Cc: Nyah Hamlett
Subject: COVID-19 Update for School Board
Date: Friday, June 12, 2020 1:20:59 PM
Attachments: COVID-19 Update for School Board 061120.pdf

Good afternoon,

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. We'll send another update later today.

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

1. My schedule yesterday included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Participated in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Met with Nyah Hamlett.
 4. Held an agenda review of next week's meeting with Brenda Sheridan and Atoosa Reaser.
 5. Met with Natalie Shoults of Ed Elements, Rob Doolittle, Lori Sink, and Ashley Ellis for continued planning for next week's work session.
1. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.

Business and Finance

1. FY20 COVID-19 costs are the subject of Sharon Willoughby's update. (p. 1)

Department of Support Services

1. Kevin Lewis shared information about Hovatter Elementary School's perfect score designation as a "Designed to Earn the ENERGY STAR" project. (pp. 2-3)

Optional Reading: Articles

- Loudoun Times story regarding entering Phase II, references school changes, June 10
https://www.loudountimes.com/news/county-releases-more-guidance-on-phase-two-reopening/article_0e51b150-ab66-11ea-b93c-7bd9fae36d47.html

Loudoun County Health Director David Goodfriend had this to say about the days ahead: "It is important to recognize that while the steps Loudoun residents have taken over the past two months to reduce the spread of infection have caused the health metrics to head in the right direction and allowed us to move to Phase Two of the reopening plan, the potential for exposure to COVID-19 remains present in our

community. So, I continue to recommend that older adults and people with underlying health conditions use extra caution in public, and ask that all of us remain vigilant in practicing infection control measures that include washing hands frequently, staying home when sick, maintaining six foot distances when possible and wearing face coverings in public to help keep us headed in the right direction.”

- LoudounNow story regarding official end of school and graduation ceremonies, June 10

<https://loudounnow.com/2020/06/10/schools-out-for-real/>

- LoudounNow story regarding John Beatty's comments at Tuesday's board meeting, June 10

<https://loudounnow.com/2020/06/10/beatty-responds-to-critics-school-board-issues-statement-on-racism/>

- Loudoun Times story regarding John Beatty's comments at Tuesday's board meeting, June 10

https://www.loudountimes.com/news/beatty-says-he-is-doubling-down-against-racism-following-removal-from-loudoun-school-board-committees/article_25d529a4-ab27-11ea-834b-771c597a5484.html

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Confidential Docs Hot off the Presses!
Date: Thursday, June 11, 2020 8:33:00 PM
Attachments: [Loudoun County Public Schools Focus Group Summary.pdf](#)
[CONFIDENTIAL DRAFT Week in the Life of a Student High School SB work session 061120.pdf](#)
[CONFIDENTIAL DRAFT Week in the Life of a Student Elementary SB work session 061120.pdf](#)

Good evening again,

I just finished working with other team members on two confidential draft "Week in the Life of a Student" narratives focused on Phase III teaching and learning. We will present other documents at the work session, but these drafts will be helpful for those of you participating in 2x2 meetings tomorrow. The draft narratives are very likely to be revised before the work session on Tuesday.

I've also attached a summary of feedback from sprint 3 focus groups. This summary is confidential until it is posted in BoardDocs tomorrow.

Thanks. And enjoy the rest of your evening.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Michael Evans
To: Brenda Sheridan
Cc: Ian Serotkin; Jeff Morse; Denise Corbo; John Beatty; Nyah Hamlett; Eric Williams
Subject: [EXTERNAL] Racism
Date: Wednesday, June 10, 2020 10:27:11 PM

Brenda,

What does LCPS mean when they refer to an apparent presumed fact in the email on June 9th regarding the "persistence of systemic racism in the United States"?

Thank you,

Mike Evans
Father of three minority LCPS students

From: Eric Williams
To: [Atwosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Reatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Wednesday, June 10, 2020 5:58:54 PM
Attachments: [COVID-19 Update for School Board 061020.pdf](#)
[image001.png](#)
[image002.png](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again Tuesday to collaborate on COVID-19 and other matters.
 2. Met with Scott Ziegler regarding the personnel matter about which I communicated with the Board earlier today.
 3. Met with Rob Doolittle to discuss forthcoming communication regarding preparing for the new school year.
 4. Participated, along with Department of Instruction staff, in a PBL and PL strategy session led by Ed Elements and PBLWorks.
 5. Led a meeting of NVRC Superintendents and their identified staff members to collaborate on planning for the new school year.
1. My end of year email to all LCPS staff is included. (p. 1)
2. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.

Optional Reading: Articles

- Loudoun Times photo feature on LVHS graduation, June 8
https://www.loudountimes.com/news/in-photos-loudoun-valley-hs-graduates-parade-through-purcellville/article_05eae6c4-a91a-11ea-a52f-a76a2dcf63a1.html

- Patch story on a graduation speech by Shreyaa Venkat, a senior at Broad Run High School in Ashburn, posted by Sen. Kaine, June 8
<https://patch.com/virginia/ashburn/broad-run-hs-senior-tells-class-2020-pursue-your-dreams>

Noteworthy Tweet:

 [Lena Michelle @Please_Muse_Me](#) USA • Jun 9 • 2:23 am 

@LCPSOfficial do we think it's time to get rid of the LCHS Raider!?! When my Dad desegregated into the school the Confederate flag was still a part of the mascot, when I was there the stars were removed and the flag was blue and gold as if that was fooling anyone. #TimeForChange

- Loudoun Times story regarding schools reopening; references School Board agenda items related to reopening plans, June 9
https://www.loudountimes.com/news/virginia-schools-to-return-to-at-least-partial-in-person-instruction-in-fall/article_874f8990-aa82-11ea-b2cc-ef017c32142b.html

- LoudounNow presentation of School Board community message on racism, June 9
<https://loudounnow.com/2020/06/09/loudoun-county-school-board-statement-on-racism-june-9-2020/>

- WDM Local story regarding schools reopening; references prior story about LCPS opening plans, June 9
https://www.localdvm.com/news/virginia/gov-northam-to-present-school-reopening-plan-at-2-p-m/?utm_source=newsfore&utm_medium=email&utm_campaign=2195&tqid=0eThdSZ_XUABN5ult5ouGNtqZQ6cFHO3e51CNGAVGQ

- Loudoun Times story on graduations, updated with new photos of June 9 ceremonies, June 9
https://www.loudountimes.com/news/in-photos-loudoun-high-schools-begin-socially-distanced-graduations/article_f6581468-a9bc-11ea-9763-1fe231f95194.html

Eric Williams, Ed.D.
 Superintendent
 Loudoun County Public Schools

From: Nyah Hamlett
To: [Hilary Schubert](#); [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [Brenda Sheridan](#); [Eric Williams](#)
Subject: RE: [EXTERNAL] Equitable In-Person Instruction in 2020/21
Date: Tuesday, June 9, 2020 2:47:36 PM
Attachments: [image001.png](#)

Good afternoon,

Thank you for reaching out to the School Board and/or the Superintendent's Office regarding the LCPS Return to School Planning process. We recognize that this remains an emotional time with the extended school closure, end of year virtual activities, COVID's impact on our community, and very difficult current events to say the least. Again, we thank you for taking time to provide your feedback. We are also appreciative of the 200+ stakeholders who have engaged in this work alongside us to date. Your added insight, ideas, and concerns expressed are helpful.

As you may know, Northern Virginia is currently in Phase One of the Forward Virginia Blueprint. The phase Northern Virginia is in when the new school year starts will greatly affect how LCPS returns to school. The Governor and State Superintendent of Public Instruction announced a summary of operational options for school divisions in each phase this afternoon. These phase-specific K-12 options will be aligned with the Center for Disease Control and Prevention's (CDC) and Virginia Department of Health's (VDH) K-12 specific guidance on recommended physical distancing practices and other prevention strategies.

LCPS will be in touch as we update the broader LCPS community throughout our planning process. You may also be interested in viewing the Loudoun County School Board work session on Tuesday, June 16 for more information.

Take good care,

Nyah D. Hamlett, Ed.D.

Chief of Staff *responding on behalf of the Superintendent

Loudoun County Public Schools

571-252-1030 | Nyah.Hamlett@lcps.org



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

From: Hilary Schubert [mailto:hilary1013@verizon.net]

Sent: Saturday, June 6, 2020 4:41 PM

To: Denise Corbo <Denise.Corbo@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Leslee King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Eric Williams <Eric.Williams@lcps.org>

Subject: [EXTERNAL] Equitable In-Person Instruction in 2020/21

Dear School Board Members and Superintendent Williams,

I appreciate the time and effort you are putting in to find options for schooling in the fall of 2020. I realize it is a very daunting and complex issue to address. As the parent of two very "involved" high school students, this has been a remarkably difficult time.

I understand that one of the "outside the box" options being considered is that all LCPS schools would be used to house K-5 grade children for in-person learning and middle and high school students would be online. Although I understand its merits for the elementary school children and their parents, I do not believe in-person learning opportunities for secondary students should be sacrificed in favor of elementary students. The stakes are higher for secondary students. Their schooling "counts" (especially for college admissions) and they have fewer years to bridge the gap of an experimental year of learning with a virtual learning model; not to mention their content usually requires more support than most parents can give.

If you take into account equity alone, this option gives elementary children FIVE DAYS a week of in-person learning and middle and high school students ZERO. On the face, that is not equitable. In addition to that, assuming middle and high school sports and extracurricular activities would all be cancelled, those students are left with nothing to bind them together. Mental health for this age group is a serious concern, and keeping these children separated for even longer than they have already been separated will be do real damage to their psyche. My youngest daughter is so involved in the school—it is her life—and she is being damaged by this circumstance right before my eyes.

I understand that the elementary children may be in need of more in-person instruction and this consideration will solve a daycare problem for working parents, but you have to be fair and consistent. Middle and high schoolers deserve the opportunity to attend classes and interact with teachers and their peers for educational purposes as well as mental health. I hope whatever school capacity is allowed per the governor, you will implement equitable in-person opportunities for students across grade levels. If we are at 50% capacity limitations as determined by the governor, then all grade levels should be at 50%, not elementary at 100% and secondary at 0%.

I am in favor of LCPS's commitment to providing a 100% online option for those students unable (health reasons) or uncomfortable with returning to in person learning and maybe there are staff members who would prefer to teach those online classes rather than return due to health or personal reasons so hopefully matches can be made to connect those groups.

Thank you for your consideration.

Hilary and Tom Schubert
Parents of two students at Rock Ridge High School

From: Nyah Hamlett
To: Nancy M; Eric Williams; Ian Serotkin; John Beatty
Subject: RE: [EXTERNAL] 2020-21 School Year Distance Learning Proposal
Date: Tuesday, June 9, 2020 2:37:44 PM
Attachments: image001.png

Good afternoon,

Thank you for reaching out to the School Board and/or the Superintendent's Office regarding the LCPS Return to School Planning process. We recognize that this remains an emotional time with the extended school closure, end of year virtual activities, COVID's impact on our community, and very difficult current events to say the least. Again, we thank you for taking time to provide your feedback. We are also appreciative of the 200+ stakeholders who have engaged in this work alongside us to date. Your added insight, ideas, and concerns expressed are helpful.

As you may know, Northern Virginia is currently in Phase One of the Forward Virginia Blueprint. The phase Northern Virginia is in when the new school year starts will greatly affect how LCPS returns to school. The Governor and State Superintendent of Public Instruction announced a summary of operational options for school divisions in each phase this afternoon. These phase-specific K-12 options will be aligned with the Center for Disease Control and Prevention's (CDC) and Virginia Department of Health's (VDH) K-12 specific guidance on recommended physical distancing practices and other prevention strategies.

LCPS will be in touch as we update the broader LCPS community throughout our planning process . You may also be interested in viewing the Loudoun County School Board work session on Tuesday, June 16 for more information.

Take good care,

Nyah D. Hamlett, Ed.D.

Chief of Staff *responding on behalf of the Superintendent

Loudoun County Public Schools

571-252-1030 | Nyah.Hamlett@lcps.org



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From: Nancy M [<mailto:greatlk58@gmail.com>]

Sent: Thursday, June 4, 2020 10:58 PM

To: Eric Williams <Eric.Williams@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; John Beatty <John.Beatty@lcps.org>

Subject: [EXTERNAL] 2020-21 School Year Distance Learning Proposal

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

From: **Nancy M** <greatlk58@gmail.com>

Date: Wed, Jun 3, 2020, 4:24 PM

Subject: 2020-21 School Year Distance Learning Proposal

To: <lcsb@lcps.org>

To LCPS School Board,

As parents of high school students, we are in **COMPLETE DISAGREEMENT** with one of the proposals for the school year 2020-21 that states:

ES students will be 100% in-person learning and MS and HS students would be 100% distance learning.

There are valid arguments why all grade levels need some type of in-person learning. At the higher grade levels, in-person education is so critical due to the rigor and complexities of their studies. The online system displayed this Spring is insufficient moving forward particularly for the higher level learning.

Fairness and equity among all LCPS students need to be considered and applied in any decision regarding in-person learning/distance learning for school year 2020-21.

Thank you,
Douglas and Nancy Matyas
Woodgrove High School

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Monday, June 8, 2020 6:28:04 PM
Attachments: [COVID-19 Update for School Board 060820.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with Nyah Hamlett, Ashley Ellis, Rob Doolittle, Lori Sink, and Natalie Woods (of Ed Elements) for return to school planning.
1. Two emails regarding Schoology are included for the full Board's information. (pp. 1-2)
2. We continue our practice of attempting to post supporting documents for Tuesday School Board meetings in BoardDocs by late Friday before the meeting. Given the weekly meeting schedule, the rapidly changing nature of information, and the unprecedented work load, it is not always possible to post documents in accordance with this preferred timeline. This has occurred since the school closure in cases involving documents created by staff and documents provided by School Board members. The posting of documents after Friday is more likely to occur with COVID-19 related topics, including requests for agenda items set forth at the previous week's meeting. We will also continue to post draft documents in Executive Content in some situations. For example, this afternoon we are posting a draft slidedeck pertaining to the COVID-19 Update in Executive Content.
3. I met today with Tim Hemstreet to plan the agenda for a meeting of Northern Virginia Superintendents and Chief Administrative Officers (County Administrators, County Executives, etc.) regarding plans for the new school year. The meeting, which Tim and I will co-facilitate, is tentatively scheduled for June 17.
4. The Board and staff have received emails from at least one community member regarding live streaming or broadcasting committee meetings. You may recall that staff provided information in a previous update that addresses the process for public engagement. The updated document can be found [here](#). Essentially, the revisions include:
 - a. **Beginning June 1, the public now has access to view all virtual committee meetings live by registering as an attendee for the Webex Event.** The public will need to fill out the online registration form prior to the meeting and should indicate whether they wish to give public

comment before submitting it. Members of the public who register as an attendee do not have to make public comment in order to watch the meetings live. The registration link for each meeting is unique and can be found on the [LCPS district calendar](#). The PIO will send a notice to the community through social media channels and the LCPS website to This eliminates the need for DDI and PIO staff from having to report to the Admin Building for all committee meetings. Should Board members have questions, please contact Nyah Hamlett.

6. You received an email today from Nyah Hamlett informing you that as we receive the links for graduation events, we will send them via email or place them in the School Board update.
 1. **Broad Run Virtual Ceremony** - Live June 8 at 7 pm
 2. **Broad Run Live Streaming of Graduation** - Live Mon-Wed, June 8-10, 8 am – 2 pm)
 3. **Loudoun Valley Live Graduation Streaming** - Live June 8 and June 9 8 am – 6 pm, June 10 8 am – 4 pm)
 4. Loudoun Valley Virtual Senior Celebration is June 11 at 9 am. We will share the link once it is available.
7. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.

Department of Instruction

1. Information from VDOE regarding our Virginia Preschool Initiative (VPI) program is provided from Ashley Ellis. (pp. 3-4)
2. Ashley Ellis provided the Community Connections 4th Quarter newsletter. (pp. 5-8)

Department of Support Services

1. Kevin Lewis provided information related to a new energy management program in which 30 LCPS schools are enrolled. (p. 9)

Optional Reading: Articles

- District Administration story regarding steps taken by superintendents to address racism; references Dr. Williams June 1 message to parents, June 8

<https://districtadministration.com/superintendents-racism-equity-protests-george-floyd-confederate-flag/>

“Also in Virginia, Loudoun County Public School Superintendent Eric Williams urged parents to talk to their children about ‘about the history and persistence of racism and racialized violence in America and locally.’”

- Loudoun Times story on Purcellville protest; quotes African American student citing inability of Black student union to find a sponsor at Woodgrove HS, June 7

https://www.loudountimes.com/news/update-more-than-1-000-march-in-purcellville-in-support-of-black-lives-matter-movement/article_9bf26bb2-a909-11ea-b1a5-a78e44fee46f.html

“As an African American at a predominately Caucasian school, Arnett expressed her viewpoint that black students “are not afforded equal opportunities as compared to our white counterparts,” citing her and other students’ recent failure to secure a sponsor for a black student union at Woodgrove.”

- PBS News Hour story featuring Susan Rokus as one of five victims of Coronavirus in U.S., June 5

<https://www.pbs.org/newshour/show/stories-of-5-coronavirus-victims-in-the-u-s>

Susan Rokus was a beloved elementary school teacher in Loudoun County, Virginia, for almost five decades. A woman of faith, friends say Susan was respectful and truthful, qualities she instilled in her young students. She was particularly skilled at helping children overcome challenges with reading through empathy and positivity. Susan also loved tea time with friends, tennis and fashion. She was 73 years old.

- Blue Virginia blog item on absence of African American students in 2024 admitted class at TJ and the debate around a Virginia bill to regulate admissions, June 7

<https://bluevirginia.us/2020/06/as-people-across-america-protest-racial-inequity-1-public-high-school-in-the-country-tj-in-fairfax-va-just-admitted-zero-african-americans>

“73% of students admitted to the Class of 2024 are Asian-American, with 17.7% White, 3.3% Hispanic, and...believe it or not, there are ZERO African Americans (out of 160 who applied). That’s right, at a time when the entire country is focused on racial inequity and injustice, the 486-strong “TJ” Class of 2024 will contain just 16 Hispanics and no Black students at all.” (Original emphasis.)

- Loudoun Times story on pending Black Lives Matter rallies; reference to focus on equity in LCPS at rally on June 7, June 5

https://www.loudountimes.com/news/loudoun-county-organizers-naacp-partner-for-four-upcoming-rallies-in-support-of-black-lives-matter/article_9a7465c2-a753-11ea-913c-ab64985a14c9.html

- WUSA feature on vigils celebrating Fitz Thomas, June 7

<https://www.wusa9.com/article/news/local/virginia/loudoun-county-teen-dies-after-went-missing-while-swimming/65-502603c8-303a-429c-b027-e9864825de77>

- WDMV Local story regarding LCPS response to social-media posts with racist content, June 5

<https://www.localdvm.com/news/virginia/loudoun-county-public-schools-officials-investigate-racist-post-on-social-media/>

Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: Beth Barts
To: Eric Williams
Subject: Re: Chief of staff public blog
Date: Monday, June 8, 2020 3:38:09 PM

Dr. Williams,

Thank you for sharing my concerns with her. While I agree that all employees most certainly have free speech, I genuinely hope she doesn't feel that way about our school board efforts when it comes to our attempts to meet our equity needs given our budget shortfall.

As far as the conversation, we had received quite a few emails referencing these social media posts on Instagram with both the names of minors and schools they were attending listed and I was looking for a more definitive answer on the steps we were taking to make sure all our children were safe.

I also shared I had just gotten off the phone with a member of the secret service whose child was identified and needed her to know families were reaching out.

Thank you.

Beth Barts

Sent from my iPhone

On Jun 8, 2020, at 2:56 PM, Eric Williams <Eric.Williams@lcps.org> wrote:

Ms. Barts,

Governmental employers must be very cautious about punishing or limiting free speech. My sense is that Dr. Hamlett was speaking as a private citizen on a matter of public concern. I am not aware of her speech via the blog interfering with her ability to fulfill her responsibilities.

Dr. Hamlett and I spoke on the telephone on Thursday shortly after the two of you spoke on the telephone regarding social media posts and the impact on all involved. Here are some key points from Dr. Hamlett's description of her call with you. According to Dr. Hamlett, at one point in the call,

- she asked you if she was correct that you were concerned about the mental health of students who were being outed for posting racist comments but not concerned about the mental health of black kids and other kids of color who are impacted by racist posts;

- you told her that you weren't condoning what was posted, but that she needed to understand that kids make mistakes;
- she assured you that she is aware of that and told you that if parents or kids need support, they can reach out to their school principal or member of their Unified Mental Health Team;
- before ending the call, she reiterated that she would share your concerns with John Clark and Kevin Lewis.

Please know that LCPS wants to support the mental health of all of our students.

Thank you.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Sunday, June 7, 2020 7:36 AM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Chief of staff public blog

Dr. Williams,

While I appreciate Ms. Hamlett's right to share her story, have concerns that as your chief of staff her words could be a reflection on LCPS. She is not the equity supervisor but your chief of staff. While perhaps she is not referring to LCPS teachers or the LCPS equity budget, I personally perceived it that way and I wonder if many in our community would as well. This has been going on for a while.

In addition I spoke with her Friday referencing concerns about students social media posts being used for vengeance. Many of these students posted things as young teens in private and now their lives are being destroyed by screen shots that can't even be verified. Colleges removing them, scholarships rescinded. I shared I was worried about the mental health of all involved. Her response was how students of color may have felt seeing those posts. This is not appropriate. We do not employ an "eye for an eye" mentality. What happened to restorative practices?

Please consider addressing this.

Thank you.

Beth Barts

Her blog—

<image001.jpg>

<image002.jpg>

Sent from my iPhone

From: [Eric Williams](#)
To: [Beth Barts](#)
Subject: RE: Chief of staff public blog
Date: Monday, June 8, 2020 2:55:00 PM

Ms. Barts,

Governmental employers must be very cautious about punishing or limiting free speech. My sense is that Dr. Hamlett was speaking as a private citizen on a matter of public concern. I am not aware of her speech via the blog interfering with her ability to fulfill her responsibilities.

Dr. Hamlett and I spoke on the telephone on Thursday shortly after the two of you spoke on the telephone regarding social media posts and the impact on all involved. Here are some key points from Dr. Hamlett's description of her call with you. According to Dr. Hamlett, at one point in the call,

- she asked you if she was correct that you were concerned about the mental health of students who were being outed for posting racist comments but not concerned about the mental health of black kids and other kids of color who are impacted by racist posts;
- you told her that you weren't condoning what was posted, but that she needed to understand that kids make mistakes;
- she assured you that she is aware of that and told you that if parents or kids need support, they can reach out to their school principal or member of their Unified Mental Health Team;
- before ending the call, she reiterated that she would share your concerns with John Clark and Kevin Lewis.

Please know that LCPS wants to support the mental health of all of our students.

Thank you.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Sunday, June 7, 2020 7:36 AM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Chief of staff public blog

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Please consider addressing this.

Thank you.

Beth Barts

Her blog—

1. Seek opportunities to educate your children at home despite what they're being taught or who is teaching them in school.

Diversity, equity, and inclusion (DEI) are not buzz words, programs, checklists, or initiatives. The words are being misused and overused by many. As educational leaders, in order for us to drive and expand our vision, it must be embedded within every action taken and considered as we solve problems of practice. I challenge educational leaders to omit the words from your vocabulary and model the way! It takes trauma informed leadership to recognize and address racial trauma of self and others.

School Boards and school district leaders have to genuinely collaborate with the black community, which means recognizing that although they are responsible for the education of all students, if they focus on a major overhaul of policies and systemic structures that have stifled the progress of black children, all children still benefit. Mental health and social emotional learning resources, Restorative Justice, culturally responsive instructional frameworks, and anti-racist curriculum for educators, students, families, and caregivers are essential to authentic equity work. A DEI training here and there and a minuscule equity budget won't cut it. The words "equity" and "inequity" can no longer be used to describe

To: Beth Barts
Subject: RE: Chief of staff public blog
Date: Monday, June 8, 2020 2:52:25 PM

Ms. Barts,

Governmental employers must be very cautious about punishing or limiting free speech. My sense is that Dr. Hamlett was speaking as a private citizen on a matter of public concern. I am not aware of her speech via the blog interfering with her ability to fulfill her responsibilities.

Dr. Hamlett and I spoke on the telephone on Thursday shortly after the two of you spoke on the telephone regarding social media posts and the impact on all involved. Here are some key points from Dr. Hamlett's description of her call with you. According to Dr. Hamlett,

- she asked you if she was correct in that you were concerned about the mental health of the students who were being outed for posting racist comments but not concerned about the mental health of black kids and other kids of color who are impacted by racist posts;
- you told her that you weren't condoning what was posted, but that she needed to understand that kids make mistakes;
- she assured you that she is aware of that and told her that if parents or kids need support, they can reach out to their school principal or member of their Unified Mental Health Team.
- before ending the call, she reiterated that she would share your concerns with John Clark and Kevin Lewis.

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Sunday, June 7, 2020 7:36 AM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Chief of staff public blog

Dr. Williams,

While I appreciate Ms. Hamlett's right to share her story, have concerns that as your chief of staff her words could be a reflection on LCPS. She is not the equity supervisor but your chief of staff. While perhaps she is not referring to LCPS teachers or the LCPS equity budget, I personally perceived it that way and I wonder if many in our community would as well. This has been going on for a while.

In addition I spoke with her Friday referencing concerns about students social media posts being used for vengeance. Many of these students posted things as young teens in private and now their lives are being destroyed by screen shots that can't even be verified. Colleges removing them, scholarships rescinded. I shared I was worried about the mental health of all involved. Her response was how students of color may have felt seeing those posts. This is not appropriate. We do not employ an "eye for an eye" mentality. What happened to restorative practices?

Please consider addressing this.

Thank you.

Beth Barts

Her blog—

1. Seek opportunities to educate your children at home despite what they're being taught or who is teaching them in school.

Diversity, equity, and inclusion (DEI) are not buzz words, programs, checklists, or initiatives. The words are being misused and overused by many. As educational leaders, in order for us to drive and expand our vision, it must be embedded within every action taken and considered as we solve problems of practice. I challenge educational leaders to omit the words from your vocabulary and model the way! It takes trauma informed leadership to recognize and address racial trauma of self and others.

School Boards and school district leaders have to genuinely collaborate with the black community, which means recognizing that although they are responsible for the education of all students, if they focus on a major overhaul of policies and systemic structures that have stifled the progress of black children, all children still benefit. Mental health and social emotional learning resources, Restorative Justice, culturally responsive instructional frameworks, and anti-racist curriculum for educators, students, families, and caregivers are essential to authentic equity work. A DEI training here and there and a minuscule equity budget won't cut it. The words "equity" and "inequity" can no longer be used to describe

From: [Leslee King](#)
To: [Ian Serotkin](#); [Eric Williams](#)
Cc: [Nyah Hamlett](#); [Schoolboardemail](#)
Subject: RE: Action plans to combat systemic racism
Date: Sunday, June 14, 2020 4:43:04 PM
Attachments: [image001.png](#)

I would add to the discussion of banning confederate flags. We need to ban confederate flag symbols and Nazi symbols such as swastikas.

Regards,
Leslee

From: Ian Serotkin
Sent: Sunday, June 14, 2020 10:38 AM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Schoolboardemail <lcsb@lcps.org>
Subject: Re: Action plans to combat systemic racism

Thank you for following up with this information. Yes, please move forward with an information item at the June 23rd meeting to discuss these actions. Please also include potential renaming of the LCHS mascot from the Raiders in that item.

Thanks,



Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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>
Sent: Friday, June 12, 2020 1:53 PM
To: Ian Serotkin <Ian.Serotkin@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Action plans to combat systemic racism

Good afternoon,

In terms of item 1 in your email below, my understanding is that there are no schools named after Confederate figures. Dr. Hamlett worked with Support Services on this topic and our understanding is that there has been some controversy regarding the LCHS Raiders mascot and the naming of Mercer Middle School (see attached SB meeting transcript).

Dr. Hamlett and I have worked with staff members to develop a very rough draft of a document that we could use to drive the discussion for a potential information item at the June 23 meeting, if that is what you would like to do. The document outlines potential governance opportunities for the Board as well as steps that staff could take on the operational side.

The draft document includes potential action regarding item two in your email below and an update regarding item three in your email below.

As an example of what the draft document looks like and responsive to items two and three from your email, an excerpt from the draft document that I am referring to is attached to this email.

For your awareness, the Equity Committee is meeting on July 16, so there is the potential for this plan to go before the committee this summer and be brought back to the School Board in August. Please know that the timeline/options mentioned above will not prevent staff from moving forward with our identified action steps.

I'll include this response in the next Update for the Board as an fyi. Thank you for your email.

On Jun 7, 2020, at 1:32 PM, Eric Williams <Eric.Williams@lcps.org> wrote:

Thank you for your important questions. I am writing to let you know that we will get back to you soon on this, within the week. Thanks.

From: Ian Serotkin <Ian.Serotkin@lcps.org>

Sent: Saturday, June 6, 2020 1:34 PM

To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Schoolboardemail <lcsb@lcps.org>

Subject: Action plans to combat systemic racism

Good afternoon!

I had my attention called towards Dr. Walts (PWCS Superintendent) action plan to combat racism, as found here:

https://www.pwcs.edu/news/what_s_new/dr_walts_action_plan_to_combat_racism.

I was impressed by what he is proposing and it gave me food for thought:

- 1) Eric/Nyah - Unlike some of our neighboring school districts, I do not believe LCPS has any schools named after Confederate figures. However, I would appreciate official confirmation of this, and if I am mistaken, I believe we should take immediate action to correct.
- 2) Eric/Nyah - I would like to know your thoughts on prohibiting the wearing/flying of the Confederate flag on school property. I do not believe we currently have any policy or regulation on this currently (although I would happy to be mistaken).
- 3) Brenda - I know that the Equity Committee was in the process of reviewing the LCPS-LCSO SRO MOU earlier this year, but I do not know the status of this and whether the work is complete or still in progress. Can you please update the board on the status of this action? If it's complete, I'd like to request that the board receive an update as an information item.

While those three actions mirror what PWCS is looking at, I would also be interested interested in hearing from Eric, Nyah, and other board members their perspectives on other immediate actions we can take to combat systemic racism in LCPS.

Respectfully,

<image001.png>

Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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From: Beth Barts
To: Schoolboardemail
Cc: Eric Williams; Nyah Hamlett
Subject: raider name
Date: Sunday, June 14, 2020 11:23:45 AM

Good morning,

I fully support Mr. Serotkin's move to discuss the renaming the Loudoun County Raiders. Couple things to point out.

1- If we force the Raiders to change their name we must fund the changes.

All uniforms. Repainting the Hallways, the gym, all the wrapping around the regular fields, the football field. We are looking at significant expense. However if this name of 65 years is deemed wrong we cannot then say we expect you to still wear it on your backs and see it in the halls.

2-My son was a Raider and will always be a Raider. Those ties run deep. The word Raider has been associated with LCHS for over half a century. With 65 years of history we need to be prepared to hear from potentially thousands of alumni. LCHS has the biggest donation fund of any school. Just sharing what we need to be prepared for.

3-This is not something that should be sent to the equity committee as there are NO representatives from the Leesburg community on it and not one current or former Raider parent.

4-I have been talking all week to students of color and they had no idea the history behind the name. None. They want that history to be part of the curriculum at LCHS. They don't want their name changed but they do want it to be acknowledged that they are no longer "Mosbys Raiders" but "County Raiders" and the history of how they have evolved to this point.

5-A committee should be created of those this decision impacts including LCHS Raider students, Raider alumni, members of the Leesburg and greater Loudoun black community, Raider teachers, a member of the NAACP.

This is not for a school board without any black representatives to decide without significant feedback from the Raider community in my humble opinion.

<https://lcpshistory.blogspot.com/2012/05/lchs-flag-controversy.html?m=1>





Thank you.

Beth

Sent from my iPhone

From: Ian Serotkin
To: Eric Williams
Cc: Nyah Hamlett; Schoolboardemail
Subject: Re: Action plans to combat systemic racism
Date: Sunday, June 14, 2020 10:38:18 AM
Attachments: Outlook-4122ktp2.png

Thank you for following up with this information. Yes, please move forward with an information item at the June 23rd meeting to discuss these actions. Please also include potential renaming of the LCHS mascot from the Raiders in that item.

Thanks,



**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
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email: ian.serotkin@lcps.org
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Sent: Saturday, June 6, 2020 1:34 PM

To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Schoolboardemail <lcsb@lcps.org>

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<image001.png>

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Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

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From: [Denise Corbo](#)
To: [Nyah Hamlett](#); [Eric Williams](#)
Cc: [Lottie Spurlock](#); [Ashley Ellis](#); [Vince Scheivert](#)
Subject: Re: Equity Prospective
Date: Monday, July 13, 2020 5:07:55 PM
Attachments: [image001.png](#)

Nyah,

That was not shared by Dr. William today at the Town Hall. He stated there would be a default to the hybrid.

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Monday, July 13, 2020 4:19:48 PM
To: Denise Corbo <Denise.Corbo@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>
Subject: RE: Equity Prospective

Good afternoon,

My apologies for not responding to this email. I thought that I responded last week to inform you and the Board that I plan to work with members of cabinet to discuss the plan for follow up to parents and what that plan entails. We plan to discuss this topic in cabinet, provide the Board with an update and potentially answer the question in the FAQ document.

School Board blind copied for awareness of my response.

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
Nyah.Hamlett@lcps.org | Twitter: @NyahHamlett
571-252-1030



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From: Denise Corbo

Sent: Monday, July 13, 2020 3:43 PM

To: Eric Williams <Eric.Williams@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>

Subject: Re: Equity Prospective

Eric,

As stated in my previous email, that was ignored, you state in your resolution - "LCPS will approach its work in planing for the 2020-2021 school year with an equity prospective." How is a default equitable for parents who don't know the options? I propose the default is a personal email or phone call to allow employees and parents to make the choice for what is best for their child and health.

I have blind copied the board so they can make their opinions know to you.

Sincerely,

Denise



Denise Corbo | Loudoun County School Board

AT-LARGE Representative

email: denise.corbo@lcps.org

mobile: (571) 246-3766

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From: Denise Corbo <Denise.Corbo@lcps.org>

Sent: Tuesday, July 7, 2020 8:13 AM

To: Eric Williams <Eric.Williams@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>

Subject: Equity Prospective

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Sending a general email and making a group phone call is a great way to communicate with all parents, however it does not ensure all parents will take action to actively select a learning model for their child. I am concerned with a track record of 50% of parents NOT accessing ParentVue, many parents will miss the deadline and providing a default negates the divisions equitable responsibility to offer each family a choice.

Your resolution states, "LCPS will approach its work in planing for the 2020-2021 school year with an equity prospective." Please explain the division's plan to ensure decision making is equitable for each family and child.

Sincerely,

Denise



Denise Corbo | Loudoun County School Board

AT-LARGE Representative

email: denise.corbo@lcps.org

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From: Nyah Hamlett
To: Denise Corbo; Eric Williams
Cc: Lottie Spurlock; Ashley Ellis; Vince Scheivert
Subject: RE: Equity Prospective
Date: Monday, July 13, 2020 4:19:50 PM
Attachments: image001.png

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571-252-1030



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Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>
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Sincerely,

Denise



Denise Corbo | Loudoun County School Board

AT-LARGE Representative

email: denise.corbo@lcps.org

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AT-LARGE Representative

email: denise.corbo@lcps.org

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From: Denise Corbo
To: Eric Williams
Cc: Nyah Hamlett; Lottie Spurlock; Ashley Ellis; Vince Scheivert
Subject: Re: Equity Prospective
Date: Monday, July 13, 2020 3:43:06 PM

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I have blind copied the board so they can make their opinions know to you.

Sincerely,

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Subject: Equity Prospective

Good morning, Eric.

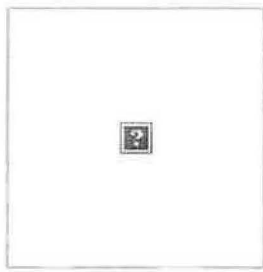
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From: [John Beatty](#)
To: [petitschoux@gmail.com](#); [Denise Corbo](#); [Ashley Ellis](#); [Eric Williams](#)
Cc: [Nyah Hamlett](#)
Subject: RE: [EXTERNAL] stolen synchronous learning time
Date: Monday, July 13, 2020 10:52:12 AM

Dr. Ellis,

Do you have any information about the change in synchronous learning times?

Thank you,
John Beatty

Catoctin District Member,
Loudoun County School Board

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From: Jan Mercker <petitschoux@gmail.com>
Sent: Sunday, July 12, 2020 2:06 PM
To: Denise Corbo <Denise.Corbo@lcps.org>; John Beatty <John.Beatty@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: [EXTERNAL] stolen synchronous learning time

Board members and administrators,

I was appalled to hear that LCPS admin has taken the unconscionable step of REDUCING time set aside for synchronous distance learning for middle and high school students. This was done in a sneaky Friday night news dump AFTER so many of us had made up our minds to take the safest approach and choose distance learning for our students.

I've heard the idea of "equity" with the hybrid model thrown around. However, this fails to take into consideration the larger class size expected for DL classes and issues with connection and internet access that may take up class time. DL students will need the extra face time with teachers.

As it stands, you are failing students and families who choose to take the safest approach.

I urge you to do the right thing for all of our students and restore the precious synchronous learning time that was initially promised. It's the very least you can do to support students during these challenging times.

Jan Mercker
Lovettsville
703-431-6621

From: Traci Tyo
To: Denise Corbo; Eric Williams; Leslee King
Subject: [EXTERNAL] Reduction in DL block hours
Date: Sunday, July 12, 2020 7:28:35 PM

Good Morning,

I'm saddened & frustrated by Fridays' recent changes which reduced DL block times from 1 hour twice a week, to 41 minutes each. While I recognize this is a highly contentious issue, I don't believe the goal should be equity alone, but rather educating our students & ideally tracking together when they can ultimately rejoin their classmates.

If equity is the goal, certainly a classroom of up to 35 students taught remotely, can't compare to 10-11 students with direct contact. Additionally, there is time lost at the onset of any class getting everyone settled in & attentive. How much can we reasonably assume our students will learn in that short time frame vs a 1 & 1/2 hour block. In this scenario you've equally matched time, but not the opportunity or access to education.

If equity is the goal, then all IEP students, as well as those with 504 plans & child studies would be accommodated accordingly. However, the physical requirements imposed by Covid-19 don't make this possible.

If equity is the goal, then students who attend MATA, AOS, & AET would not have the opportunity to both attend those classes in person & synchronous learning on their alternate days.

While parents who select HL may feel the current adjustment provides equity, it simply does not. HL is constrained physically by the health requirements to ensure safety. It's unfortunate that the county is unable to supplement those days in school with additional days of synchronous learning. However that doesn't provide ample justification for making the DL environment ineffective for those students who have chosen not to risk direct contact.

It's my hope that you will reconsider your decision to reduce the DL block times and instead, restore it back to the 1 hour originally proposed & accepted by many parents across the county. This adjustment allows both for the larger class size & the need to settle students down for class on 2 separate days. If education is the goal, then the options for one student should not limit that of another.

Very respectfully yours,
Traci Tyo

From: Jan Mercker
To: Denise Corbo; John Beatty; Ashley Ellis; Eric Williams
Subject: [EXTERNAL] stolen synchronous learning time
Date: Sunday, July 12, 2020 2:05:55 PM

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From: Beth Barts
To: Eric Williams
Subject: Chief equity position
Date: Sunday, July 12, 2020 11:12:33 AM

Good morning,

I will not be approving the hiring of a new chef equity officer. This is not an appropriate time to "reorganize your cabinet". If you want a new chief of staff, perhaps Ms. Hamlett can apply for one of the equity positions we did fund.

The public is going to go insane if you try and get this approved.

You don't have the votes.

Beth

Sent from my iPhone

From: Shelli
To: Eric Williams; Beth Barts; Denise Corbo
Subject: [EXTERNAL] LOCO's Options for the Fall
Date: Saturday, July 11, 2020 5:46:06 PM

Loudoun County Public Schools I have remained quiet and non-judgmental of your handling of learning for the upcoming year. No one including you all could have been prepared and no one could have been trained. Got it! However, you held meetings, sent documentation and did town halls presenting options that are in fact, now inaccurate. People made their decisions based on those options. While u may say that now they are equitable, I'm first off, surprised equity wasn't considered until now. I'm secondly concerned that I made my initial decision with the understanding that there would be more FaceTime in DL with teachers. While this wasn't equitable, this was in fact the option provided. Therefore, many made decisions based on that fact of more time. I now learn that this is no longer the case. That in off hours, a tweet and Facebook announcement was deemed sufficient as informing parents of the change regarding their child's education. Until now, I have sat quiet. Not wanting to be in your place having to make these tough decisions. However, your handling of this is now absurd.

Do you feel as decision makers in one of the largest counties in the country, that informing parents on social media is appropriate? That the discussions that have been happening and the choices presented, are not in fact the choices in the eleventh hour? Why is this mishandling allowed by anyone? Why can't the leadership of LOCO get it together? You owe our kids more. Communication is basic. You have not effectively communicated which is at the root of your problems. Do better for our kids.

Can anyone tell me who Eric Williams reports to? Someone needs to look at these decisions and the mishandling of information and communication. I've stayed quiet too long.

From: Robert Drozd
To: Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts
Cc: Eric Williams
Subject: [EXTERNAL] Re: Fall Return to School Decision
Date: Saturday, July 11, 2020 12:42:46 PM

Regarding the LCPS Return to School Plan, I would like to offer the following. This email is long, and I will be offering it up for consideration in the various social media groups of which I'm a member. First, I continue to express my appreciation for the difficult work you are all doing. It's a hard job balancing everyone's needs and desires. Being retired military, I understand hard; nevertheless, it's the job you all signed up for and we, the people, expect you'll carry it out with everything you have.

There continue to be many, many questions from all sides regarding Dr. Williams' plan. Many were addressed during the recent School Board (SB) Town Hall. However, as I listened, it seemed most questions considered were about information already explained in the plan. Furthermore, many questions seemed duplicative. I suspected many more and harder questions existed that were not answered, and, according to numerous parents' social media comments, this suspicion appears to have been accurate. And, there seem to be just as many updates and modifications being announced near-daily by LCPS. Lastly, there is no allowance in the plan for option selection changes should new guidelines be announced, Phase changes occur, or other external factors arise. Based upon the continuing concerns, questions, and adjustments, I assert LCPS cannot reasonably expect the parental decisions required by 15 July to be binding. I recognize the counter-argument is that LCPS needs the response to be binding in order to plan. (Parents, too, need solid information in order to plan, so we get it.) If this position holds, then the 15 July decisions must be equally binding on ALL parties, including LCPS staff and administration.

During the Town Hall, Dr. Williams seemed to push back against new guidance from Richmond regarding the adoption of WHO's 1 meter (~3 ft) social distancing standard over the CDC's 6 ft standard. He first implied this new guidance was not valid because it wasn't in the existing published guidance. He then indicated keeping the 6 ft standard was out of willingness to deviate from guidance where necessary, using the example of breaching the distance standards during student movement. (Though he previously indicated unwillingness to deviate from guidance when asked to do so for 100% in-person education.) What he did not mention is that the room layouts upon which the plan was built already incorporated a 2 ft margin, in that they used 8 ft separation instead of 6 ft. Were LCPS to adopt the 1 meter separation - as Fairfax appears to be considering - Dr. Williams' team would need to re-survey spaces and revise the plan substantially. Why does this one issue matter in the larger picture? Because, whether one agrees with the 1 meter distance or not, the degree to which Dr. Williams pushed back against it is indicative of the obstinance we may expect from LCPS in its drive to stick to the plan should other guidelines or external factors arise down the road. What will happen if the State directs full opening beyond Phase 3? Or reverts to Phase 2? There appears to be no flexibility or responsiveness from LCPS.

One very specific issue continues to plague parents with no solid answer from LCPS:

If Hybrid classes are "paused" (plan language) for a quarantine requirement or the State returns to Phase 2, how are the students expected to continue their synchronous learning. Many parents assume students will transition to distance learning (DL). However, during the Town Hall it was explicitly explained that hybrid learners will NOT be moved into existing synchronous DL classes, nor allowed to join them voluntarily because they will have different teachers and may be at different pacing. That leaves unexplained what synchronous DL will look like under quarantine or closure conditions. Because I consider it unprofessional, I don't normally use the caps lock for emphasis, but **THIS IS A BIG ISSUE AMONG MANY PARENTS THAT NEEDS RESOLUTION BEFORE THEIR DECISION CAN BE RENDERED!**

Lastly, as others have been thinking about large issues, I have been considering the smaller details that should be considered, some of which I've alluded to in my previous email. Rather than wait for LCPS, the SB, or other bodies to develop policies to which we then must respond, I've elected to draft language that I hope will be a starting point for discussion/adoption. Please note, I'm not a lawyer, so if I've selected language that isn't quite right legally, I hope any changes will retain both the intent and imperative of the issue. The **INTENT** of all below is to ensure LCPS does not impose or enforce policies that unduly or in-equitably impact distance learners vis-a-vis their in-person learner peers.

Acknowledging the authorities granted to LCPS for conducting public school activities do not extend into private residences or property, the following policies shall be adopted for the 2020-2021 school year:

- **PRIVACY RIGHTS:** Because distance learning will involve both audio and video access within private property, during all online interactions between students and staff, participants shall at all times demonstrate respect for personal privacy. All participants will refrain from inappropriate language or explicitly offensive attire. However, objects or imagery viewed inside a private residence shall not be, in any way, cause for discipline. Participants may suspend video during online sessions, either by student choice or request from staff, so long as other means remain to confirm attendance and as necessary to participate in instruction (e.g., audio-only). Under no circumstances shall any participant record, screen capture, or in any other way document objects or imagery observed inside a private residence, except in such circumstances as a participant's safety is in immediate jeopardy or a criminal act is underway. Should any such imagery be recorded under this exception, it shall only be shared with senior-most administrative officials with need and, if necessary, law enforcement and/or medical first responders. Under no circumstances will such imagery be shared online. Violations will subject the offending participant(s) to disciplinary action. The potential for bullying under these circumstances is exceptionally high and is expressly forbidden.
- **DRESS CODE:** Distance learning participants are exempt from all dress codes except those that directly bear upon respect for other participants as outlined in **PRIVACY RIGHTS**. (Examples: Yes, this means DL participants may wear pajamas in their own homes; no, they may not wear "revealing" attire.)

Additionally...

- **STUDENT ATTENDANCE:** To comply with attendance requirements, synchronous in-person learning requires personal presence (PP) and synchronous distance learning requires virtual presence (VP). Virtual presence requirements shall in no way exceed those of PP. Except for the agreed upon schedule differences identified within the LCPS Return to School Plan, this restriction includes, but is not limited to, presence outside school hours, during times when PP is otherwise precluded by LCPS (e.g., school closures), or during times when the student is excused for illness or other approved absence. There shall be no difference in standards for PP or VP when approving excused absence; VP shall not be expected in any situation for which PP would not be expected. Furthermore, because VP can be accomplished from anywhere at which a participant has network connectivity, and parents need flexibility to manage their households, childcare options, and other requirements, LCPS shall not and cannot impose any physical location restrictions upon participants during distance learning.
- **EMERGENCY CONDITIONS / SEVERE WEATHER:** The use of internet service provider networks through which to accomplish distance learning creates a situation in which networks are now part of the necessary infrastructure for LCPS education delivery. Therefore, just as broken water pipes, failed heating systems, power outages, etc. may drive schools to close, network outages may drive cancellation of distance learning, even if such cancellations occur for only some portion of participants. Therefore, network outages shall be included in justifiable causes for VP absence and/or distance learning cancellation. Likewise, CDC guidance regarding use of electronics during electrical storms states that when lightning is close by, "Avoid electronic equipment of all types. Lightning can travel through electrical systems and radio and television reception systems. Avoid corded phones. However, cordless or cellular phones are safe to use during a storm." The CDC further emphasizes, "Lightning strikes may be rare, but they still happen and the risk of serious injury or death is severe. Take thunderstorms seriously." Therefore, severe weather that includes electrical activity shall be justifiable causes for VP absences and/or distance learning cancellation. Because such weather may not occur for an entire day or over the entire geographic area in which distance learning participants are located, participants will be expected to use sound judgement and LCPS administration shall not challenge participants' decisions unless it has explicit evidence on which to do so.

Any of the preceding policies that require approval above that of LCPS and the SB shall be submitted AND advocated for by LCPS and the SB to the appropriate body(ies).

Thank you for your consideration of the above concerns and proposals. I look forward to your responses prior to the 08:00, 15 July decision deadline.

Regards,
Robert Drozd

Ashburn, VA

On Fri, Jul 3, 2020 at 12:33 PM Robert Drozd <nuxdrozd@gmail.com> wrote:

I would like to express my appreciation for the very difficult work the School Board members are carrying out. You will invariably not please everyone; such is the nature of public service. I commend you for taking upon yourselves these difficult tasks. So long as you review all matters objectively, listen to all your constituents fairly, and employ sound data and science to reach your decisions, everyone will ultimately be satisfied, even if not happy. I do not agree with your decision, but I commend your work, nonetheless.

I would like to specifically recognize Mr. Morse for his efforts to include information from the American Academy of Pediatrics (AAP) in which "...the AAP strongly advocates that all policy considerations for the coming school year should start with a goal of having students physically present in school." Certainly its position doesn't preclude the proposals put forth by Dr. Williams, only that decisions proceed from the starting goal of a physical return to school. Regrettably, the Board, in taking the affirmative action to exclude highly-relevant, science-based information by voting down the amendment to add the AAP guidance (and by at least one of the reasons cited - that including it could lead to consideration of a 100% in-person return that at least one member could not support) has permanently negated the Board members' ability to credibly and truthfully claim their decisions and votes on the matter were grounded in the available science.

We will press forward and explore all available options necessary to ensure a safe and quality education for our daughter. However, that effort does not mean we will have stopped our oversight of the LCPS School Board and Administration. These actions have awakened in many a need to dig and challenge LCPS decision-making far more deeply. I, personally, will be examining with a fine tooth comb any new or changed/unchanged policies put forward in support of the modifications to the 2020-2021 school year, including the privacy issues raised in my previous email, as well as grading, attendance, and attire. I will also be looking for appropriate equity between policies for students and those for staff.

I wish you all the very best and look forward to the next steps.

Regards,
Robert Drozd
Ashburn, VA

On Mon, Jun 29, 2020 at 1:04 PM Robert Drozd <nuxdrozd@gmail.com> wrote:

Bottom Line Up Front: Tonight the LCPS School Board is expected to vote regarding how to proceed with returning students to school in the fall. The board is charged with considering and representing the views of all parents, staff, and students in Loudoun County; I don't envy you that responsibility. I am unable to speak this evening, but am writing today to ensure that my and my family's views are heard, listened to, and considered. The positions proposed to-date by the Superintendent include 100% return to in-person education (which he seems to

have summarily and unilaterally dismissed), 100% distance learning, and a hybrid approach of two days in-person and three days distance learning. Our background is that we are a dual-income family with one daughter, a rising Junior, still in LCPS. For the record, my family and I prefer 100% in-person education for those who choose WITH 100% distance learning for those not yet comfortable with returning to in-person education.

There are a number of points I want to be sure are raised, many of which may be duplicative to those you've already heard or read elsewhere, or which may be raised this evening. I hope you will review them all, in case they include new ones not previously considered.

1. The Governor's office has been very clear that, though it has provided guidance, that guidance is not directive in nature and decisions regarding how to open schools are in the hands of local school boards. Past efforts by Northern Virginia municipalities to seek exemptions from the Governor's guidance - namely to keep NoVA closed while the rest of Virginia entered Phase 1 - demonstrate strict adherence to guidance is not always the preferred path.
 - There are many and varied assessments in the public space from credible education and medical communities, and I stress that includes the mental health community, that must be considered, and I am not confident the Superintendent is giving all views due diligence. That, of course, is why the board, as representatives of the entire community, has directive oversight of the Superintendent's actions.
2. While I strongly support including survey results in order to assess the views of constituents, I also must push back on over-reliance upon, as well as possible misinterpretation of, the data found in the survey that was sent to the LCPS community. I'm specifically concerned about the following:
 - The response rate may not be properly representative of the population set. Raw numbers of responses alone do not account for population variances across the county, multiple responses from the same household, etc.
 - The proposals identified within the survey were not fully described and have morphed since it was conducted (e.g., a fuller description of the hybrid and the possibility of combining 100% in-person with 100% distance), leaving the validity of some responses now questionable.
 - The 43% of staff who indicated they meet one or more criteria making them eligible to remain home were not asked the correct question. The question asked respondents about meeting eligibility criteria, not about their *willingness* to return to in-person school (irrespective of eligibility). That is an important distinction, especially as possibly erroneous assumptions have been made based upon this question. Some have already misquoted the results saying 43% *won't* return, which is not what the survey stated.
 - Finally, the survey did not provide the granularity necessary to make sound decisions. Specifically, because staff are not fungible, either by academic discipline or by assigned school, a sweeping statement

regarding "43%" does not tell the Administration the make-up of the 57%-plus staff population willing to return. Are they all Elementary teachers? Are they all HS teachers? Are they all from 25% of the schools, leaving 75% of schools with no personnel? How many math and science teachers are willing to return vs how many languages and arts teachers? Are the football coaches among those who won't return, in which case the larger question of fall football (and likely many other teacher-led extracurriculars) is moot? The list goes on.

3. Our schools are only one place in the community from which the virus - any virus - can be acquired. If Virginia remains in Phase 3 this fall, every family is just as likely to be exposed from work, shopping, etc. I would assert we're more likely to be exposed from elsewhere because the disciplined conditions under which the schools will carry out protocols (masks, distance, washing, etc) will likely exceed those found in shopping malls, grocery stores, restaurants, etc.
4. We live in a society that has come to rely on full-day in-school education that enables parents to work full-time. In many cases, that means both parents, particularly in an exceptionally affluent county such as Loudoun. I assert that remaining at home to support distance learning, particularly with regard to younger children, will not be a realistic option for many without incurring substantial economic harm. The greatest harm will be to those least able to economically carry the burden.
5. Delivering distance education requires more skills than simply operating a virtual meeting platform. Building a curriculum that works at a distance is different from one that works in a classroom setting. Our older daughter used distance learning for her high school freshman year because of our overseas assignment, but that was through an experienced, private on-line high school. Based upon this past spring, I am very concerned our teachers do not have all the training and tools necessary to successfully deliver an on-line curriculum, particularly one that retains the high quality educational experience for which LCPS is known.
6. We have not heard any discussion of grading policies, or where LCPS will allow policy exceptions (e.g., granting of credit for non-LCPS courses). If students and parents are expected to adapt and make unique allowances under these circumstances, we have a right to expect LCPS will be equally lenient and proactively supportive of alternative educational methods.
7. Lastly, privacy rights: there is at least one anecdotal report from another community of an instance in which a teacher conducting distance learning observed a BB gun in the bedroom of a student, shared the image of the student's bedroom with other staff, and ultimately called the police to the student's house. The police responded, found nothing wrong, and left. This is deeply disturbing from a privacy rights perspective, and I will be looking for specific and detailed protections in place and codified for both students and teachers regarding privacy when using on-line systems. Inviting someone into one's home, even virtually, is not an invitation to "rummage through the medicine cabinet." I absolutely respect teachers and the profession; however, let's not pretend that all are saints (true of any profession). There are too many instances in the news that demonstrate

otherwise. This is partly why SafeSport requires parents of minors to be present during virtual training sessions.

I'm not sure this is comprehensive enough, based upon what I've read elsewhere, but I need to send this email in time for you to read and digest its contents. I look forward to listening to the conversation tonight. Good luck.

Regards,
Robert Drozd
Ashburn, VA

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Thursday, July 9, 2020 5:26:57 PM
Attachments: [COVID-19 Update for School Board 070920.pdf](#)

Good evening,

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

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

1. My schedule since the last Update included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again Tuesday and today to collaborate on COVID-19 and other matters.
 2. Participated in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Met with Kevin Lewis and Ashley Ellis to discuss learning choice deadlines.
 4. Prepared for and participated in the Virtual Town Hall for Families as well as the Virtual Town Hall for Teachers and Teacher Assistants.
 5. Met with Supervisor Kristen Umstattd at her request to answer questions about our return to school planning.
 6. Interviewed by WRC-TV (channel 4) news reporter, Scott MacFarlane.
 7. Joined the gathering of community members for Q&A with Virginia Secretary of Education, Atif Qarni (organized by BoS Chair Randall).
 8. Met with the VDOE's Cross System Policy Alignment Subcommittee.
1. I've included a letter Governor Northam sent to School Board Chairs of the Commonwealth requesting the review of the history of school names. (p. 1)
2. We plan to add a revised resolution to the June 29 meeting in BoardDocs on Friday, June 10 to make a technical change by changing the word "diameter" to "radius" under the Phase Guidance for Virginia Schools section, second bullet. The first item under this bullet will now read *"the assignment of space to students in individual classrooms based on three-foot radius circles, and"*.
3. I have included my response to a Board member who inquired about hard copies of Board meeting documents. (pp. 2-3)
4. I have instructed cabinet members to continue working on the development of a FAQ responses that will be posted to the website and updated regularly. Additionally, Dr. Jones and Dr. Nelson will be hosting a special education town hall meeting on the evening of Monday, July 13 from 5:00PM-6:00PM. Invitations and announcements are set to go out this evening.

5. Nyah Hamlett is working on an orientation session for School Board Staff Aides. Recognizing that Staff Aides are being hired at different times, we plan to provide a link to a recorded session that Staff Aides can view and certify that they watched as they are hired.
6. Per the attachments and following confirmation with Bev Tate and Kevin Lewis, the planning department will begin producing a report when they geocode membership in mid to late September that provides a breakdown by percentages of schools by electoral district. The report will be similar to what Planning currently prepares for elementary to middle feeder detail, which is also based on annual September geocoding. (pp. 4-7)

Department of Instruction

1. Ashley Ellis provided the second quarter Comment and Complaint Report (April - June 2020). (pp. 8-11)

Department of Digital Information

1. Vince Scheivert provided information to a Board member regarding the Information Security Team's incident response plan. (pp. 12-22)

Department of Human Resources & Talent Development

1. Scott Ziegler provided his response to a Board member regarding furloughs. (pp. 23-24)

Optional Reading: Articles

Loudoun Times story regarding Virtual Town Hall meeting, including responses to 14 questions, July 9

https://www.loudountimes.com/news/lcps-leaders-answer-back-to-school-questions-from-community/article_6fdd5508-c1de-11ea-97f6-afaa8d5d1e06.html

LoudounNow story regarding extension of decision deadline, July 9

<https://loudounnow.com/2020/07/09/loudoun-extends-deadline-for-choosing-fall-class-option/>

Loudoun Times story regarding extension of decision deadline, July 8

https://www.loudountimes.com/news/update-lcps-extends-learning-model-selection-deadline-to-july-15/article_a5f49b40-bfc4-11ea-bae8-dbb5254609db.html

WTOP story regarding FCPS reaction to White House criticism, references LCPS and deadline extension, July 8

<https://wtop.com/fairfax-county/2020/07/fairfax-county-schools-reject-trump-administration-criticism-of-reopening-plan/>

WUSA-TV story regarding LCPS townhall and extension of decision deadline, July 8

<https://www.wusa9.com/article/news/education/loudoun-county-return-to-school-plan-parents-raise-questions/65-fa463678-49d5-44ca-8236-e70e59caf09c>

Time Magazine story regarding teachers deciding to retire rather than teach, including interview with Catoctin ES teacher who is retiring; references number of cases reported among LCPS staff, July 8

<https://time.com/5864158/coronavirus-teachers-school/>

Harrisonburg (Va.) Daily News Record regarding Northam's letter to school board chairs to drop confederate names (mentions LCHS Raiders decision), July 8

https://www.dnronline.com/news/northam-letter-encourages-schools-to-drop-confederate-names/article_ea9d36f3-ddb4-599c-a83a-0781dfca4899.html

Fox5 story on White House push to open schools, references LCPS, July 7

<http://my.tvey.es/f7QKm>

Loudoun Times story on LCPS Class of 2020 graduates' future plans, July 7

https://www.loudountimes.com/news/survey-more-than-87-percent-of-loudoun-county-public-schools-class-of-2020-heading-to/article_55144a5c-c07a-11ea-89a2-533020ea51f1.html

Loudoun Times story on Ashburn MS student selected for 3M science prize, July 7

https://www.loudountimes.com/news/ashburn-middle-school-student-a-finalist-in-3m-young-scientist-challenge/article_41354d2e-bb07-11ea-9297-8fe6da695d74.html

Loudoun Times story regarding announcement of LCPS return-to-school options, July 6

https://www.loudountimes.com/news/lcps-families-to-pick-hybrid-or-distance-learning-for-fall-by-july-13/article_a5f49b40-bfc4-11ea-bae8-dbb5254609db.html

Fox5 report on announcement of LCPS return-to-school options, July 6

<http://my.tvey.es/a2W3J>

Washington Post story regarding Virginia schools removing Confederate symbols, names and mascots (references LCHS), July 6

https://www.washingtonpost.com/local/education/virginia-schools-confederate-names/2020/07/06/4c67faec-bc75-11ea-80b9-40ece9a701dc_story.html

"After hours of debate, Loudoun County voted last month to remove the mascot for Loudoun County High School: the Raiders, named for Confederate Col. John S. Mosby's troops, guerrilla-style fighters who wrought havoc on Union supply lines."

Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: Denise Corbo
To: Eric Williams
Cc: Nyah Hamlett; Lottie Spurlock; Ashley Ellis; Vince Scheivert
Subject: Equity Prospective
Date: Tuesday, July 7, 2020 8:13:25 AM

Good morning, Eric.

I just read the following, "REMEMBER: Families who do not select an option by 8AM on July 13, 2020, in ParentVue, will be enrolled in Option 1, the hybrid learning model."

Sending a general email and making a group phone call is a great way to communicate with all parents, however it does not ensure all parents will take action to actively select a learning model for their child. I am concerned with a track record of 50% of parents NOT accessing ParentVue, many parents will miss the deadline and providing a default negates the divisions equitable responsibility to offer each family a choice.

Your resolution states, "LCPS will approach its work in planing for the 2020-2021 school year with an equity prospective." Please explain the division's plan to ensure decision making is equitable for each family and child.

Sincerely,

Denise



**Denise Corbo | Loudoun County School Board
AT-LARGE Representative**

email: denise.corbo@lcps.org

mobile: (571) 246-3766

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: Christina Tragle
To: Eric Williams; Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beaty; Jeff Morse; Beth Barts
Subject: [EXTERNAL] Questions Regarding "Return to School Information for Families"
Date: Monday, July 6, 2020 7:56:48 PM

Dr. Williams and the LCPS School Board,

Thank you for the document and FAQs describing return to school. We appreciate all that you are doing and recognize the incredible challenges you have in proposing these solutions.

I have the following questions in order to make an informed decision by 8am next Monday July 13th. I have submitted these via the on-line portal for town-hall meeting questions. However, **given the very small amount of time allotted to the meeting and the brevity of the document describing our choices, I would be so grateful if any questions could be answered in advance!**

1. **Comparable Hourly Comparison Between Hybrid and 100% Distance:** Can you please provide an apples to apples comparison (using number of hours) for the live instruction provided for the hybrid model and the 100% distance model, whereby LIVE instructions means "face time with a live teacher where they are talking to and instructing students?" Specific and exact data and hours has been excluded from the hybrid model examples on p. 12 of the phase III hybrid model even though it has been provided for the 100% distance model. This is leading parents and students to assume that less live instruction is given to students under the hybrid model. Therefore, it is assumed that either:
 - a. the models are not equitable in providing our children education, thereby disadvantaging those forced to choose hybrid because of work
 - b. it has been purposefully excluded to dissuade our students from choosing the hybrid model OR
 - c. the information was left out inadvertently
 Atoosa Reaser specifically addressed this in her questions at the 6/29/20 board meeting and I thought that it was agreed that clarification would be added. Therefore, parents are assuming that options (a) and (b) must be the reason for this excluded data. I look forward to this clarifying guidance.
2. **Definition of Synchronous:** What is LCPS definition of synchronous learning under either the hybrid or the 100% distance model? Does it mean face time with a live teacher where they are talking to and instructing students? Or does it mean videos recorded by a teacher or other on-line platforms?
3. **Synchronous Definition Identical for Hybrid Versus 100% Distance?:** Is the definition of synchronous and asynchronous identical for both the hybrid model and the 100% distance model? Can you give us an example?
4. **Microphones and Cameras for Middle and High School Teachers for Asynchronous Days:** Why are middle and high school students in the hybrid plan being provided only asynchronous options on their days at home? Why can't the teachers simply use a microphone and camera on those days for their students?
5. **Asynchronous Instruction by Whom:** For the hybrid model, who is preparing the

asynchronous material for the at-home days? The same teacher as the synchronous days? If so, again, why can't the teacher use a microphone and live stream their face and voice while teaching the class just like in the 100% distance model? No students would be "streamed." Only the live teacher. It seems that would create much less work for the teacher and faculty and also facilitate a seamless transition if quarantine is necessary.

6. **Equity in Testing Format:** For the hybrid model, can you ensure that there is equity in the testing formats so that hybrid students aren't only coming to school for the teachers to proctor tests? I want to ensure that if my child is going to school 2 days a week, that time is fully utilized for live instruction only. Whatever testing method is being implemented for the 100% distance model, that also should be utilized for the hybrid students.
7. **Plan for Hybrid Teacher or Student Quarantine:** What is the plan for a teacher or student that needs to be quarantined under the hybrid method? If microphones and cameras were used per my questions 5 and 6 above, this scenario would be a seamless transition for those only mildly ill. Will the sudden quarantine result in the student being at home in the dark like 4th quarter again having only 100% asynchronous education until they are out of quarantine?
8. **100% Distance Teachers at School?:** Are the 100% distance teachers going to be teaching from school provided space or from their homes? If from school, why is LCPS utilizing valuable real estate for distance and satellite instruction? On the 6/29/20 virtual meeting, Dr. Williams answered Jeff Morse's question about space considerations by stating that satellite classrooms were necessary for 100% distance instruction and implied that space would be used by those teachers teaching 100% distance. Is this true? Why waste a classroom on one teacher with no students? Also, why jeopardize a 100% distance teacher to quarantine when they can be productive from home?
9. **SOLs:** Given the precious little time devoted to live instruction in these two models, can you confirm that SOLs will not be administered this year, assuming we are not back in school full time for 2nd semester? Can you confirm that LCPS will be requesting a waiver (or whatever procedure is appropriate) as was done in the 4th quarter of 2020?
10. **Sports and Extracurriculars Available for Both Hybrid and 100% Distance Models?:** I am under the understanding that LCPS gives VHSL the authority on how and if sports will be played in high school this year. If VHSL allows sports to be played, can both the hybrid model and 100% distance model students still play sports and participate in extra-curriculars?
11. **Sports Schedule:** I have heard discussion that sports schedules might be shifted such that traditional winter sports may be held approx.. Dec – Feb, traditional fall sports may be held approx.. Feb – April, and traditional spring sports may be held approx.. April – June. How could a student play golf in the snow in March, for example? Or a student run cross country at Oatlands in the snow in March? Can you please address how this might work for our high school students who are depending on scholarships and admission applications for participation in these sports? Are guidance counselors prepared to guide our students that may have had a college admission plan incorporating college sports but no longer does?
12. **One Interpretation From One Doctor:** Can you please address why LCPS has enlisted only the advice of Dr. Goodfriend for all decisions applicable to the CDC and VDOH guidance? Why

From: Beth Barts
To: Jared Briscoe
Cc: Denise Corbo; Jeff Morse; Atoosa Reaser; Brenda Sheridan; Ian Serotkin; Leslee King; John Beatty; Harris Mahedavi
Subject: Re: [EXTERNAL] Please Keep the Raider
Date: Saturday, June 20, 2020 7:21:21 PM

Jared,

I am so glad you reached out. I absolutely know that LCHS is the most inclusive and best high school in the county. We experienced this first hand when Nick came from Smarts to LCHS.

This is difficult. We are and always will be a Raider family. YOU will always be a Raider along with thousands of other alumni. The problem is that we know the history. Once you know you can't then "not know" when it comes to this stuff.

I have young families telling me that they will not send their kids to a school with a confederate mascot. I have some students who have shared they are worried they will be called "the racist Raiders" at games. I have teachers telling me it is time. Alumni telling me it is long overdue.

Do you wonder why the mascot kept being changed every couple years? Now it looks like Zorro on a silly pony. It kept being changed because the history of it made some people uncomfortable. Think about that.

LCHS is not a racist school. The answer is very simple even if really hard. "When you know better ... you do better". For all the kids coming after you. The new generation of LCHS students.

I wish you the best in your future endeavors,

Beth Barts

Sent from my iPhone

> On Jun 20, 2020, at 6:51 PM, Jared Briscoe <jbrisc17@gmail.com> wrote:

>

>

> Hi Mrs. Barts,

> You may have heard of me from your son, Nick but in case you haven't already, I recently just graduated from LCHS with the class of 2020. In all of my years of being involved in the raider community, not once have I ever thought about our mascot being associated with racism. The environment at LCHS embraces the diversity we have. As an African-American student, I can also say that I've never experienced an instance of discrimination or racism towards myself at LCHS. I would oppose keeping the mascot if discrimination was an issue at our school but that has never been the case.

>

> Thank you for your time,

> Jared Briscoe

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Bcc: [Rob Doolittle](#); [Tammy Greene](#); [Eric Williams](#); [Ashley Ellis \(ashley.ellis@lcps.org\)](#); [Asia Jones](#); [Kevin Lewis](#); [Scott Ziegler](#); [Sharon Willoughby \(Sharon.Willoughby@lcps.org\)](#); [Steve DeVita \(stephen.devita@lcps.org\)](#); [Vince Scheivert](#)
Subject: COVID-19 Update for School Board
Date: Thursday, June 18, 2020 6:48:00 PM
Attachments: [COVID-19 Update for School Board 061820.pdf](#)
[image002.png](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Participated, along with Nyah Hamlett, Ashley Ellis, and Asia Jones in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Held monthly meeting with Tim Hemstreet, Erin McLellan, Sharon Willoughby and Kevi Lewis.
 4. Met with Scott Ziegler, Steve DeVita, Mark Smith and Alix Smith to review a personnel matter.
 5. Joined a meeting of the Governor's Cross System Policy Alignment Subcommittee.
1. We are sending a message to the LCPS community this evening that includes detailed information regarding state guidance regarding public health precautions. The message also includes a link to new web pages that present information that was shared with the School Board on Tuesday, as well as a link to a video. The video presents the "Week in the Life" stories of Sebastian and Anna. It features voiceovers by two of our students playing the roles of Sebastian and Anna, as well as narration by Wayde Byard, and comments by me. There are two versions of the video, including one in which I deliver my remarks in Spanish. Viewers have the option to select closed captioning in Spanish and Korean. I've attached a confidential PDF of the message, which is being translated now. It is confidential until distributed by our Public Information Office within the next few hours. Most of the links in the PDF will be active, except for the links to the web page which has not yet been activated. (pp. 1-7)
2. Due to the Juneteenth holiday tomorrow, I will not be sending an update (although I will still be working). The next update is scheduled for Monday, June

22.

3. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.

PIO/Communications

1. An email is attached from Rob Doolittle regarding a Facebook group that was created to promote 100% in-person learning in Virginia. (pp. 8-9)

Department of Instruction

1. Ashley Ellis provided the Edmentum Final Report. (pp. 10-15)

Optional Reading: Articles

Loudoun Times article regarding School Board work session, June 17

https://www.loudountimes.com/news/loudoun-school-board-takes-up-plans-for-next-school-year/article_e0170e56-b0b1-11ea-91ec-833c1aa71fc0.html

LoudounNow article on School Board work session, June 17

<https://loudounnow.com/2020/06/17/loudoun-school-board-briefed-on-2-day-school-plan/>

Patch.com Story regarding Loudoun County offices closing for Juneteenth; quotes from Dr. Williams' message to staff announcing holiday, June 17

<https://patch.com/virginia/leesburg/loudoun-observe-juneteenth-official-holiday-starting-friday>

Loudoun County Public Schools also announced that Friday will be a paid holiday for its employees in honor of Juneteenth.

"Given our commitment to diversity, equity, and inclusion, and with the full support of the entire Loudoun County School Board, I am pleased to announce that LCPS will join the Commonwealth of Virginia in designating Juneteenth (June 19, 2020) as a paid division holiday for 2020 for all staff members who are scheduled to work," LCPS Superintendant Eric Williams said Wednesday in a statement.

Winchester Star story regarding track coach moving to Trailside MS, June 17

https://www.winchesterstar.com/winchester_star/millbrook-cross-country-track-coach-shirk-resigns-after-10-years-assistant-hall-to-coach-track/article_acbe0a22-c394-5d20-8205-727808364bba.html

"I just decided to work [in Loudoun County Public Schools] because it just gives me the opportunity to provide a little better for my family."

Notable:

LCPS tweet announcing Juneteenth holiday attracted 46 retweets and 126 likes in 12 hours, reflecting higher engagement than most LCPS tweets.

<https://twitter.com/LCPSOfficial/status/1273378258214694914>



Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Samantha Garvin
To: Eric Williams; Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts
Cc: Will Garvin
Subject: [EXTERNAL] Proposal for "Every Other Week" Schedule Instead of "Every Other Day" Schedule
Date: Thursday, June 18, 2020 1:03:52 PM

Dear Superintendent Williams, School Board Chair Sheridan, Vice-Chair Reaser, and Members Corbo, Mahedavi, Serotkin, King, Beatty, Morse, and Barts,

We are writing to you in regards to the recent discussion of the Loudoun County Public Schools ("LCPS") possible implementation of an "every other day" school schedule for the fall in response to the COVID19 pandemic. Before getting to that discussion, though, we want to take the opportunity to tell you what a phenomenal job LCPS did during the 4th Quarter. It was a very challenging time and we understand that neither the schools nor families had time to prepare. We greatly appreciate LCPS's focus on equity and making sure that no children were left behind because they did not have access to computers or to the Internet. We also greatly appreciate that LCPS jumped in quickly to provide food to families. For our family, we could have handled more work and more synchronous learning, but we recognize that this isn't about us alone and that we have to do what we can to help those who have different circumstances than us. We have friends in lots of different states and school districts and overall, we think LCPS struck a great balance of work and expectations and not overly stressing out children, parents, and teachers (at least we hope not) during an already challenging time. We had friends who were expected to have their 1st graders online multiple (3-5) hours a day with short notice, also while counting attendance, while parents tried to work themselves. It was super stressful to those students and families, and I'm sure teachers, too. This is not something that easily could be accomplished for many families, so we appreciate that LCPS took a more balanced approach.

In regards to next year, we fully understand and agree with the need for limiting capacity at the schools. We also agree that it would be best not to have all school aged children at the schools all of the time while the COVID19 pandemic remains an issue. The question that we have is why not use an "every other week" schedule instead of a "every other day" schedule? Under this proposal, half of the student body goes to school one week for 4 days straight and then the other half goes the following week while the first group works remotely. This results in the exact same time in school for the kids as your "every other day proposal," BUT it provides a safer environment from a viral containment perspective. This "every other week" proposal is something that was specifically discussed in the Virginia Department of Education's ("VDE") "Recover Redesign Restart 2020 A Comprehensive Plan That Moves Virginia Learners and Educators Forward" document on page 29 (Scenario 3 discusses "pulsing modeling"). Please find below the issues to consider in regards to an "every other day" schedule compared to an "every other week" schedule:

1. Germs Spread Across Both Groups of Students vs One Group of Students: In your "every other day" proposal, the students will be sharing classrooms every other day, which

means no matter how many efforts staff put into cleaning the classroom, there still is a greater opportunity for germs to spread between the two groups. Germs in the air can't be cleaned by the schools and while they do die over time, you are providing a less than 24 hour period between two different groups of germs in a classroom. Additionally, if any surface is not properly disinfected or missed, there will not be sufficient time for the germs to die naturally since there is such a short time between the two different groups of students sharing the same space. As LCPS just noted in a Facebook post on June 17, 2020, the "CDC states that the COVID19 virus cannot live on a surface for more than three days." Alternatively, in an "every other week" schedule, the kids and teachers/staff are exposed to the same group of germs several days in a row, and then there is longer than 72 hours between groups for germs to dissipate. If a teacher is the one diagnosed, then there is a possibility that the teacher exposed only one group of students and not both groups. We can and should use time to assist us in mitigating the risk of spreading the virus via shared germs. In the "every other week" proposal, time alone cuts student exposure to germs in half by exposing them to the germs of those just within their class group as opposed to both their germs and the germs of the other group of students that they are exposed to in the "every other day" proposal. This intermingling of groups also carries over to the buses.

2. Ease of Implementing Actions Upon a Positive COVID19 Diagnosis: For situations when there is a diagnosis of COVID19 (and there most likely will be many), an "every other week" schedule gives more time to figure out next steps with disruption to fewer students. If, for example, a student currently in school is diagnosed on a Tuesday, then that class can immediately be told to stay home while health officials determine the necessary steps. This disruption then affects only one group of students as the other group already is on an off week at home. If you have an "every other day" schedule, then both groups have to stay home. Similarly, if there is an "every other week" schedule and a student is diagnosed during an off week, there are several days that that student already is home and the schools and health department can determine the best course of action already knowing that that student, along with the students in that class group, is at home. We recognize that there still may be an issue with the teacher as the teacher is exposed to both groups, but that still is easier to manage than two classrooms of students at the same time in the "every other day" schedule. In an "every other day" schedule, if a child in the other day of our child's classroom were diagnosed, even if the classroom goes through a thorough cleaning, we would not send our child back for that week as there would not be enough time for the germs to die in-between the ill student leaving the classroom and mine arriving. But, if we had an "every other week" schedule and a child in the previous week were diagnosed, we would continue to send our child as we would know that the germs had a much better chance of dying naturally just in the time difference between the weeks. These issues all carry over into the buses, too. Students who are sick in an "every other day" schedule expose multiple bus loads of children because germs from both groups/days of students are intermingled. The school and the health department have to assess both groups of children on the buses instead of just those within the sick student's group of students on the "every other week" schedule.

3. Built in 10 Day Break: Another benefit of this schedule from a germ perspective is that students already have a 10 day planned period outside of the building, so there may be minimal disruption in their schedule. Additionally, and importantly, this also may severely limit disruption to the school's schedule as exposure potentially is limited to a much smaller

group of students.

4. Child Care Issues: While we do not have to deal with child care issues, many families do. In an "every other week" schedule, students have a straight week off with online learning, which means families can be more creative with their childcare options (e.g., take children to a relative's house for the week) that are not available with an "every other day" schedule. Some employers also are considering having reduced staff in offices via an "every other week" schedule, and employees have the possibility of synchronizing their schedules. We bring up these child care issues because we think that an "every other day" schedule creates more problems compared to an "every other week" schedule. We encourage LCPS to include in their survey about the fall schedule a question regarding "every other day" vs "every other week" to ascertain from those families with child care needs if one of these options is more workable for them. Child care is an important issue for many families and is an area of concern that we hope can be addressed for those families who need it. The starting place is to ascertain which schedule is more workable for them from the outset. The smaller the group of families with child care needs we have, the smaller the group of families for whom we (Loudoun County and the community collectively) have to spearhead solutions.

In conclusion, from our family's perspective, we would be much more likely to send our children to school with an "every other week" schedule, but not that likely with an "every other day" schedule as we do not want to expose them to the germs of the entire class. An "every other week" schedule exposes them to only half the class creating more of a bubble for germs as well as a smaller bubble for mitigation when someone is diagnosed with COVID19. This is a better way to keep kids in school on a more continuous basis and for longer stretches of the school year. We do not see a benefit to an "every other day" schedule sufficient enough to counteract the risk of illness (and corresponding difficulty in mitigating). If there is some benefit to an "every other day" schedule over an "every other week" schedule that counteracts this risk, please articulate that to families.

We greatly appreciate your time and consideration. We know that this is a challenging time and that while we all want kids back in school as normal, the virus has other plans. We appreciate the difficulty of balancing multiple needs with the safety of all involved.

Thanks,

Samantha and William Garvin

(For reference, we have one elementary student and one middle school student)

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Wednesday, June 17, 2020 6:22:59 PM
Attachments: [COVID-19 Update for School Board 061720.pdf](#)

Good evening,

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

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

1. My schedule Tuesday and today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again yesterday to collaborate on COVID-19 and other matters.
 2. Participated, along with members of Cabinet in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Worked with Ashley Ellis, Kevin Lewis, Asia Jones and Rob Doolittle to review district web pages that will be activated today or tomorrow regarding Return to School planning.
 4. Met with Ashley Ellis, Steve Devita, and outside counsel Maree Sneed to discuss Academies of Loudoun admissions.
 5. Met with Brenda Sheridan and Atoosa Reaser to review the agenda for next Tuesday's meeting.
 6. Co-facilitated, along with Tim Hemstreet, a meeting of NVRC Superintendents and Chief Administrative Officers (County Administrators, County Executives, etc.) to discuss the region's return to school plans.
1. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.

Department of Instruction

1. Ashley Ellis provided an update regarding grant-funded supplemental staffing for the Head Start Program support. (pp. 1-4)

Department of Human Resources & Talent Development

1. Scott Ziegler provided an update shared with a Board member regarding the number of contracts and employment notifications signed by employees. (pp. 5-7)

Optional Reading: Article

-Loudoun Times Editorial: Entering a whole new world (encouragement and praise for 2020 graduates), June 13

https://www.loudountimes.com/opinion/editorial-entering-a-whole-new-world/article_78d14dfe-ad7f-11ea-a54e-c76c14c58f32.html#tncms-source=article-nav-next

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Atoosa Reaser](#)
To: [Eric Williams](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Re: Juneteenth Holiday
Date: Wednesday, June 17, 2020 3:40:08 PM

I appreciate the opportunity to support your designation, and your ensuring the employees recognize our support.

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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

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

From: Eric Williams <Eric.Williams@lcps.org>

Sent: Wednesday, June 17, 2020 2:46 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: Juneteenth Holiday

I am writing as a follow-up to a phone call you received today from Brenda Sheridan or Atoosa Reaser. Thank you for your support of the designation of June 19, 2020 (Juneteenth) as a holiday for 12-month employees. I will reference your support in the announcement to employees today. Here is additional information:

Yesterday, Governor Northam announced the designation of Juneteenth as a permanent paid state holiday. According to the press release, "Juneteenth is the oldest known commemoration of the end

of slavery in the United States. It marks the day in 1865 that enslaved people in Galveston, Texas, the last of the former Confederate states to abolish slavery, finally heard that the Civil War had ended, and learned that the Emancipation Proclamation had made them free nearly two years earlier.”

“Since 1619, when representative democracy and enslaved African people arrived in Virginia within a month of each other, we have said one thing, but done another,” said Governor Northam. “It’s time we elevate Juneteenth not just as a celebration by and for some Virginians, but one acknowledged and commemorated by all of us. It mattered then because it marked the end of slavery in this country, and it matters now because it says to Black communities, this is not just your history—this is everyone’s shared history, and we will celebrate it together. This is a step toward the Commonwealth we want to be as we go forward.”

This morning Loudoun County Government announced that it is also adding Juneteenth (this Friday, June 19) and the Friday after Thanksgiving to the holidays for its employees, while eliminating Lee-Jackson Day as a holiday (it was observed on January 17, 2020). LCPS does not provide a holiday for Lee-Jackson Day.

Given our commitment to diversity, equity, and inclusion. I am tentatively planning to follow the Governor’s example by designating Juneteenth as a holiday for 12-month LCPS employees this year.

The potential designation of the day as a holiday for 2021 would be considered later this year when the entire 2021 work calendar for 12-month employees is developed.

In case you are curious, LCPS and Loudoun County Government follow a similar holiday schedule. With today’s action by Loudoun County Government to adjust its holiday schedule, County employees have 13 paid holidays. Adding Juneteenth as a holiday for 12-month LCPS employees would also result in 13 paid holidays for our 12-month employees.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Leslee King
To: Eric Williams; Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty
Cc: Nyah Hamlett
Subject: RE: Juneteenth Holiday
Date: Wednesday, June 17, 2020 2:50:06 PM

Glad the board approved. 12-month employees deserve a day off (long weekend)

Regards,

Leslee King

From: Eric Williams

Sent: Wednesday, June 17, 2020 2:47 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: Juneteenth Holiday

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Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Bcc: [Scott Ziegler](#); [Rob Doolittle](#)
Subject: Juneteenth Holiday
Date: Wednesday, June 17, 2020 2:46:00 PM

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Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Carol Corrado
To: Brenda Sheridan
Cc: Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Eric Williams; Ashley Ellis
Subject: Concerns about proposals for in-person and distance learning for 2020-2021
Date: Wednesday, June 17, 2020 1:22:11 PM

Dear Ms. Sheridan,

I am a Kindergarten teacher at Guilford Elementary, and I writing to express serious concerns I have about the proposed plan for the 2020-2021 school year that I watched being discussed during yesterday's board meeting (6/16). I have seen you at many Guilford events, and I know you have been a strong advocate for our community and our school. I know that you are aware that a school like Guilford has needs that differ greatly from most other schools in the county. I hope you and the rest of the board will take into account the needs of students like those at Guilford when you are planning for the upcoming school year.

I am concerned that this plan does not provide enough in-person instruction for our students, particularly the youngest ones. For many of our Kindergarten students, this is their first school experience as well as their first exposure to the English language. The amount of time away from the classroom is going to greatly slow the process of adjusting to school and acquiring English for these children. Our Guilford students thrive because we teachers are able to develop strong, meaningful personal relationships with them- I fear we will not be able to develop those connections with so much distance learning in place. Young students, particularly EL students, learn best with hands-on experiences; there is not enough in-person learning time provided for them to gain the deep learning they deserve. For many of our students, being in school is their "safe place," where they have structure and access to needed services, like guidance and counseling, and where they can be away from difficult situations that may be happening in their homes. Being physically out of school so much will not be helpful for them. They desperately need more than 2 in-person days a week.

I am also greatly concerned about the equity and practicality of distance learning sessions. Our families frequently need instruction on using technology to support their children's learning. Will the county provide bilingual training for parents so that their children will truly be able to access distance learning? Will the county be able to guarantee adequate internet access so that kids can connect to their class online? Chromebooks are not particularly easy for our Kindergarteners to use, especially when they are not with a teacher who can instruct them on it. How will the county help students learn to use these devices so that online learning is even possible? Many of our children are in the care of older siblings, other relatives, and even other families when they are not physically in school, because their parents have to work. How will they access distance learning in a child care setting? Will they be able to keep to a complicated distance learning schedule when they are in the care of others who many not be equipped to monitor that? Many of our students live in multi-family households; having a relatively quiet spot which is conducive to online learning may not be possible for many of them.

In addition to concerns for students, I have many concerns for teachers. How are we to provide in-person learning to students at the same time as we provide 30 minutes a day of

live distance learning? Clearly we cannot do two things at the same time. How is planning time being handled for teachers? We will need this time more than ever to collaborate with our team and to rethink how we teach, both of which are incredibly necessary and incredibly time-consuming. This spring, we teachers had to teach ourselves many new technological strategies or figure things out on the fly. Will additional equipment and training be provided for teachers on things like how to film themselves, how to create online assignments, etc.?

I appreciate that creating a plan for next school year is truly a Herculean task, and I appreciate your time and effort toward this goal. I urge you and the other board members to please consider ways that will significantly allot more in-person learning time and provide strategies and resources to help teachers and parents be successful. Please ensure that your plans are equitable so that our youngest and most at-risk learners are not left behind.

Thank you for your consideration,
Carol Corrado

Carol Corrado
Kindergarten Teacher
Guilford Elementary

@MsCorrado_in_K

From: Denise Corbo
To: Nyah Hamlett; Eric Williams
Cc: Scott Ziegler
Subject: Re: Transition Plan
Date: Tuesday, July 14, 2020 9:23:07 PM
Attachments: image001.png

Eric and Nyah.

Thank you for confirming that K-3 hybrid staff are expected to work during phase 2. Our employees are very concerned about their personal health risk with reporting to work in phase 3 and their fear is extremely elevated if they are required to teach in person if we are in phase 2.

For the record, I feel the health risk for staff and students is too high. I am not comfortable with this and do not support in person instruction of any kind if we are in phase 2.

In addition, Eric states the return to school plan includes equity, please explain the equity in the health risks for employees who are assigned in person learning vs. DL. DL teachers/staff will have zero risk and in person learning staff will be high risk. Please explain the benefit and compensation equity between the two models. If employees become ill on the job or have to quarantine, they are required to take their own leave or have to jump through a series of program hoops where their leave may or may not be covered.

It would be helpful to have a flow chart to show what teachers need to do if they are quarantined or exposed. Scott highlighted many of the protocols for what is expected and it would be helpful to show that information on a flow chart format.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Tuesday, July 14, 2020 7:04 PM
To: Denise Corbo; Eric Williams
Subject: RE: Transition Plan

Hi Denise,

Based on School Board approval of the resolution (see excerpt and highlighted language below), K-3 students would still be in the hybrid model during phase II. As you are aware, these plans could evolve as we continue to make conditions based decisions. I hope this clarification helps.

"Whereas, on June 16th, 2020, the Superintendent of Loudoun County Public Schools presented a preliminary plan to the Loudoun County School Board outlining LCPS' strategies for reopening schools this fall while mitigating the spread and public health risk of COVID-19 and consistent with the Centers for Disease Control and Prevention (CDC) and Virginia Department of Health mitigation recommendations; and"

"Be it further resolved, that the Loudoun County School Board endorses concepts regarding the provision of in-person learning during Phase I, Phase II, Phase III, and beyond Phase III, including the following:

- In-person learning during Phase I should include in-person learning for students with disabilities;
- In-person learning during Phase II should include in-person learning for students with disabilities, English learners; and students in Pre-Kindergarten through grade 3; and
- All students should have in-person learning opportunities during Phase III"

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
Nyah.Hamlett@lcps.org | Twitter: @NyahHamlett
571-252-1030



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From: Denise Corbo
Sent: Monday, July 13, 2020 5:44 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Transition Plan

Eric,

Did I understand this correctly? Did you state, that k-3 would continue with the hybrid model even if we move to phase 2? If this statement is true, when and where was this information shared with the public? What is the transition plan when the phases change?

Thank you,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Denise Corbo
To: Nyah Hamlett; Eric Williams
Subject: Re: Changes
Date: Tuesday, July 14, 2020 11:00:22 AM

Nyah,

Since Friday there was a change to the schedules and plans. Learning labs, phase 2 K-3 will continue in hybrid, etc. Any new information or changes since Friday would be helpful.

Thanks,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Tuesday, July 14, 2020 10:04:45 AM
To: Denise Corbo <Denise.Corbo@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: RE: Changes

Hi Denise,

Please provide more information about your request.

Are there specific changes that you are referring to? Changes since when? What is the public aware of that the Board has not received information about?

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
571.252.1030 (office) | 571.209.7787 (cell)

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From: Denise Corbo
Sent: Tuesday, July 14, 2020 9:48 AM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Changes

Eric,

Please provide a list of changes and additions to the plans this far and as we move forward. It's concerning that the public knows more than the board members. I **am directly involved and can hardly keep up.**

Changes have caused mass confusion. This leads to the question of equity, how many families and staff members have no idea about the changes? I'm sure 1/2 of the community we are asking to make a decision have no idea about the plans, changes or know they have a choice.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Nyah Hamlett
To: Denise Corbo; Eric Williams
Subject: RE: Changes
Date: Tuesday, July 14, 2020 10:04:49 AM

Hi Denise,

Please provide more information about your request.

Are there specific changes that you are referring to? Changes since when? What is the public aware of that the Board has not received information about?

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
571.252.1030 (office) | 571.209.7787 (cell)

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From: Denise Corbo
Sent: Tuesday, July 14, 2020 9:48 AM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Changes

Eric,

Please provide a list of changes and additions to the plans this far and as we move forward. It's concerning that the public knows more than the board members. **I am directly involved and can hardly keep up.**

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Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large

(571) 246-3766

From: Denise Corbo
To: Eric Williams
Cc: Nyah Hamlett
Subject: Changes
Date: Tuesday, July 14, 2020 9:47:39 AM

Eric,

Please provide a list of changes and additions to the plans this far and as we move forward. It's concerning that the public knows more than the board members. I am directly involved and can hardly keep up.

Changes have caused mass confusion. This leads to the question of equity, how many families and staff members have no idea about the changes? I'm sure 1/2 of the community we are asking to make a decision have no idea about the plans, changes or know they have a choice.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Monday, July 13, 2020 7:10:08 PM
Attachments: [COVID-19 Update for School Board 071320.pdf](#)

Good evening,

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

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

1. My schedule since the last Update included the following appointments, among others:
 1. Visited Steuart Weller Elementary School, one of three Extended School Year in-person learning sites, to observe in-person learning and speak with staff members and parents.
 2. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 3. Conducted a Town Hall for non-instructional staff.
1. I've included an email from parent, Brain Carey, who participated in the Q&A call with Secretary Qarni hosted by Chair Randall last week. Dr. Carey is a research microbiologist employed by the Army. (pp. 1-2)
2. As you may recall from the June 30 School Board update and our communication protocol, it is very important that Board members please copy Nyah Hamlett on emails to Assistant Superintendents and Rob Doolittle. It is also important that Board members copy Nyah Hamlett when emailing me if you do not wish to just email Dr. Hamlett directly. With the Board's expectation of timely and accurate communication and our collective desire to foster a respectful and collaborative relationship between Board and staff, in Dr. Hamlett's role as Chief of Staff, her responsibilities largely relate to Board relations so she monitors responsiveness to Board member inquiries and supports me regarding actions pertaining to matters of interest to the Board. You don't need to copy me on those emails; she will forward particular emails to me as needed, but her awareness of Board inquiries is helpful to us all in the follow up needed.
3. We plan to conduct a school day simulation with and for the LCPS Administrative Leadership Team (ALT) the week of July 27. As a reminder, ALT consists of school and district administrators, including but not limited to Principals, Assistant Principals, Deans, School Counseling Directors, Athletic Directors, Specialists, Supervisors, Coordinators, Directors, the Superintendent's Cabinet, etc. School Board members will be invited to

observe. The purpose of the simulation is to provide a learning experience for administrators who have direct contact with students, staff, and families on a daily basis. We plan to use the simulation to inform discussions and professional learning plans during our annual ALT conference the following week. We are also leaving open the possibility of repeating the simulation or a partial simulation prior to school opening and following debrief of the lessons learned. Dr. Hamlett is taking the lead in planning and coordinating the simulation with the assistance of others. Board members will be invited to participate as well. We will present an information item.

Department of Instruction

1. Ashley Ellis provided a link to the website created to provide Return to School presentations in multiple languages. (p. 3)
2. Ashley Ellis provided an updated Return to School Plan for Families and reminder to select a learning option in PVUE to be sent to all families. (pp. 4-12)

Department of Pupil Services

1. Asia Jones provided the finalized COVID-19 Mitigation Health Plan and documents referenced in the plan. (pp. 13-63)
2. Asia Jones provided the presentation shared at the Special Education Town Hall. (pp. 64-69)

Department of Support Services

1. Kevin Lewis' response to a Board member regarding camp safety guidelines during use of LCPS property is attached. (pp. 70-72)

Optional Reading: Articles

Virginia Mercury story regarding teacher concerns about returning, quoting David Palanzi, LEA president, July 13

<https://www.virginiamercury.com/2020/07/13/amid-political-tug-of-war-teachers-look-ahead-with-fear-uncertainty-as-new-school-year-rushes-onward/>

WTOP News story regarding Loudoun teachers' participation in a town hall with Sen. Boysco, July 12

<https://wtop.com/loudoun-county/2020/07/loudoun-teachers-back-distance-learning-as-parents-make-choice/>

WTOP News story regarding Prince William County PS school plans, references LCPS, July 12

<http://my.tvey.es/n9YPk>

WUSA-TV story regarding LCPS cleaning plans, July 11

<https://www.wusa9.com/article/news/local/virginia/loudoun-county-schools-reopening->

guidelines-safety/65-3ad6dfe3-d72a-45e3-9e54-3aa78353cf8e

DCist story regarding area school openings, references LCPS, July 10

<https://dcist.com/story/20/07/10/as-some-schools-plan-to-reopen-this-d-c-school-is-staying-closed/>

WUSA-TV feature regarding LCPS return to school options, town hall, parents concerns, July 9

<http://my.tvey.es/Np5m8>

WUSA-TV story regarding state-wide calls to repurpose SRO budgets, featuring Pastor Michelle Thomas, July 9

<https://www.wusa9.com/article/news/education/groups-want-funding-for-virginia-school-resource-officers-reallocated-to-mental-health/65-15ce09a9-0dff-4ca4-8c2d-ae3f656ce0cd>

News story regarding winners of Sen. Kaine's graduation speaker video contest including several LCPS students, July 9

<https://augustafreepress.com/kaine-names-winners-of-graduation-speaker-video-contest/>

LoudounNow editorial regarding returning to school: "Daunting Tasks," July 9

Daunting Tasks

Considering the incredible number of moving parts Loudoun's public school administrators will be juggling in the weeks ahead, it is safe to say that a return to full-time, in-school classes would have been the easier path this fall.

Clearly safe to say; not so clearly safe to do.

Parents showed a strong preference to get their kids back to class. Survey results showed only one-third would choose full-time distance learning if a viable in-class option was available. However, no scenario emerged during weeks of exploration that would accommodate a five-days-a-week schedule without ignoring the physical distancing guidelines advocated by public health authorities around the globe. Yes, guidelines are not requirements, but we're beginning to see the high price communities in other areas are paying when they downplay their importance.

Most other area school districts also have focused their planning around a two-day in-school program. As of this week, only Jefferson County, WV was moving toward a traditional five-day schedule.

There are plenty of competing concerns mixed into the equation.

At-home learning, whether three or five days a week, creates a childcare headache—even financial hardships—for the parents of more than 83,000 students, and those parents include teachers who will have to find someone to watch their children, too. Members of the American Academy of Pediatrics are among those who now are questioning whether the benefits of having kids in class should outweigh distancing recommendations. Some of the health officials who in March raised concerns about closing schools because of the potential to spread the infections to more at-risk residents are now recommending against a return to class because of the same concern. And there are those who worry that the hybrid system will have the result of exposing students to an even greater number of community members as they spend time at home, at school and then at another daycare environment during their distance

learning days. And, as the governor frequently reminds us, we're all safer if we just stay home.

It is in that context that school leaders came up with the two educational choices to roll out in September. There are no perfect options.

It is understandably frustrating that families will have just a few days to lock in their selection and will have to live with that choice through January. However, that deadline is just the start of a massive planning effort that will develop schedules for each student, sort out teacher assignments among those who are willing to teach in the classroom and those who will teach virtually, figure out how to transport students using only a fraction of the division's bus capacity, hammer out the lesson plans for two different instructional approaches, and figure out what happens when infections do spread among the staff or students.

Those are daunting tasks, but a simple return to normal is not yet among the options.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Robert Drozd](#)
To: [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#)
Cc: [Eric Williams](#)
Subject: [EXTERNAL] Re: Fall Return to School Decision
Date: Sunday, July 19, 2020 1:33:29 PM

I am disappointed that, having now sent three emails to all of you, one of which offered some specific policy options for consideration, none of you have provided even a professional courtesy response.

Regards,
Robert Drozd

Sent from my iPhone

On Jul 11, 2020, at 12:42 PM, Robert Drozd <nuxdrozd@gmail.com> wrote:

Regarding the LCPS Return to School Plan, I would like to offer the following. This email is long, and I will be offering it up for consideration in the various social media groups of which I'm a member. First, I continue to express my appreciation for the difficult work you are all doing. It's a hard job balancing everyone's needs and desires. Being retired military, I understand hard; nevertheless, it's the job you all signed up for and we, the people, expect you'll carry it out with everything you have.

There continue to be many, many questions from all sides regarding Dr. Williams' plan. Many were addressed during the recent School Board (SB) Town Hall. However, as I listened, it seemed most questions considered were about information already explained in the plan. Furthermore, many questions seemed duplicative. I suspected many more and harder questions existed that were not answered, and, according to numerous parents' social media comments, this suspicion appears to have been accurate. And, there seem to be just as many updates and modifications being announced near-daily by LCPS. Lastly, there is no allowance in the plan for option selection changes should new guidelines be announced, Phase changes occur, or other external factors arise. Based upon the continuing concerns, questions, and adjustments, I assert LCPS cannot reasonably expect the parental decisions required by 15 July to be binding. I recognize the counter-argument is that LCPS needs the response to be binding in order to plan. (Parents, too, need solid information in order to plan, so we get it.) If this position holds, then the 15 July decisions must be equally binding on ALL parties, including LCPS staff and administration.

During the Town Hall, Dr. Williams seemed to push back against new guidance from Richmond regarding the adoption of WHO's 1 meter (~3 ft) social distancing standard over the CDC's 6 ft standard. He first implied

this new guidance was not valid because it wasn't in the existing published guidance. He then indicated keeping the 6 ft standard was out of willingness to deviate from guidance where necessary, using the example of breaching the distance standards during student movement. (Though he previously indicated unwillingness to deviate from guidance when asked to do so for 100% in-person education.) What he did not mention is that the room layouts upon which the plan was built already incorporated a 2 ft margin, in that they used 8 ft separation instead of 6 ft. Were LCPS to adopt the 1 meter separation - as Fairfax appears to be considering - Dr. Williams' team would need to re-survey spaces and revise the plan substantially. Why does this one issue matter in the larger picture? Because, whether one agrees with the 1 meter distance or not, the degree to which Dr. Williams pushed back against it is indicative of the obstinance we may expect from LCPS in its drive to stick to the plan should other guidelines or external factors arise down the road. What will happen if the State directs full opening beyond Phase 3? Or reverts to Phase 2? There appears to be no flexibility or responsiveness from LCPS.

One very specific issue continues to plague parents with no solid answer from LCPS: If Hybrid classes are "paused" (plan language) for a quarantine requirement or the State returns to Phase 2, how are the students expected to continue their synchronous learning. Many parents assume students will transition to distance learning (DL). However, during the Town Hall it was explicitly explained that hybrid learners will NOT be moved into existing synchronous DL classes, nor allowed to join them voluntarily because they will have different teachers and may be at different pacing. That leaves unexplained what synchronous DL will look like under quarantine or closure conditions. Because I consider it unprofessional, I don't normally use the caps lock for emphasis, but **THIS IS A BIG ISSUE AMONG MANY PARENTS THAT NEEDS RESOLUTION BEFORE THEIR DECISION CAN BE RENDERED!**

Lastly, as others have been thinking about large issues, I have been considering the smaller details that should be considered, some of which I've alluded to in my previous email. Rather than wait for LCPS, the SB, or other bodies to develop policies to which we then must respond, I've elected to draft language that I hope will be a starting point for discussion/adoption. Please note, I'm not a lawyer, so if I've selected language that isn't quite right legally, I hope any changes will retain both the intent and imperative of the issue. The **INTENT** of all below is to ensure LCPS does not impose or enforce policies that unduly or inequitably impact distance learners vis-a-vis their in-person learner peers.

Acknowledging the authorities granted to LCPS for conducting public school activities do not extend into private residences or property, the following policies shall be adopted for the 2020-2021 school year:

- **PRIVACY RIGHTS:** Because distance learning will involve both

audio and video access within private property, during all online interactions between students and staff, participants shall at all times demonstrate respect for personal privacy. All participants will refrain from inappropriate language or explicitly offensive attire. However, objects or imagery viewed inside a private residence shall not be, in any way, cause for discipline. Participants may suspend video during online sessions, either by student choice or request from staff, so long as other means remain to confirm attendance and as necessary to participate in instruction (e.g., audio-only). Under no circumstances shall any participant record, screen capture, or in any other way document objects or imagery observed inside a private residence, except in such circumstances as a participant's safety is in immediate jeopardy or a criminal act is underway. Should any such imagery be recorded under this exception, it shall only be shared with senior-most administrative officials with need and, if necessary, law enforcement and/or medical first responders. Under no circumstances will such imagery be shared online. Violations will subject the offending participant(s) to disciplinary action. The potential for bullying under these circumstances is exceptionally high and is expressly forbidden.

- **DRESS CODE:** Distance learning participants are exempt from all dress codes except those that directly bear upon respect for other participants as outlined in PRIVACY RIGHTS. (Examples: Yes, this means DL participants may wear pajamas in their own homes; no, they may not wear "revealing" attire.)

Additionally...

- **STUDENT ATTENDANCE:** To comply with attendance requirements, synchronous in-person learning requires personal presence (PP) and synchronous distance learning requires virtual presence (VP). Virtual presence requirements shall in no way exceed those of PP. Except for the agreed upon schedule differences identified within the LCPS Return to School Plan, this restriction includes, but is not limited to, presence outside school hours, during times when PP is otherwise precluded by LCPS (e.g., school closures), or during times when the student is excused for illness or other approved absence. There shall be no difference in standards for PP or VP when approving excused absence; VP shall not be expected in any situation for which PP would not be expected. Furthermore, because VP can be accomplished from anywhere at which a participant has network connectivity, and parents need flexibility to manage their households, childcare options, and other requirements, LCPS shall not and cannot impose any physical location restrictions upon participants during distance learning.
- **EMERGENCY CONDITIONS / SEVERE WEATHER:** The use of internet service provider networks through which to accomplish distance learning creates a situation in which networks are now part

of the necessary infrastructure for LCPS education delivery. Therefore, just as broken water pipes, failed heating systems, power outages, etc. may drive schools to close, network outages may drive cancellation of distance learning, even if such cancellations occur for only some portion of participants. Therefore, network outages shall be included in justifiable causes for VP absence and/or distance learning cancellation. Likewise, CDC guidance regarding use of electronics during electrical storms states that when lightning is close by, "Avoid electronic equipment of all types. Lightning can travel through electrical systems and radio and television reception systems. Avoid corded phones. However, cordless or cellular phones are safe to use during a storm." The CDC further emphasizes, "Lightning strikes may be rare, but they still happen and the risk of serious injury or death is severe. Take thunderstorms seriously." Therefore, severe weather that includes electrical activity shall be justifiable causes for VP absences and/or distance learning cancellation. Because such weather may not occur for an entire day or over the entire geographic area in which distance learning participants are located, participants will be expected to use sound judgement and LCPS administration shall not challenge participants' decisions unless it has explicit evidence on which to do so.

Any of the preceding policies that require approval above that of LCPS and the SB shall be submitted AND advocated for by LCPS and the SB to the appropriate body(ies).

Thank you for your consideration of the above concerns and proposals. I look forward to your responses prior to the 08:00, 15 July decision deadline.

Regards,
Robert Drozd
Ashburn, VA

On Fri, Jul 3, 2020 at 12:33 PM Robert Drozd <nuxdrozd@gmail.com> wrote:

I would like to express my appreciation for the very difficult work the School Board members are carrying out. You will invariably not please everyone; such is the nature of public service. I commend you for taking upon yourselves these difficult tasks. So long as you review all matters objectively, listen to all your constituents fairly, and employ sound data and science to reach your decisions, everyone will ultimately be satisfied, even if not happy. I do not agree with your decision, but I commend your work, nonetheless.

I would like to specifically recognize Mr. Morse for his efforts to include information from the American Academy of Pediatrics (AAP) in which "...the AAP strongly advocates that all policy considerations for the coming school year should start with a goal of having students physically

present in school." Certainly its position doesn't preclude the proposals put forth by Dr. Williams, only that decisions proceed from the starting goal of a physical return to school. Regrettably, the Board, in taking the affirmative action to exclude highly-relevant, science-based information by voting down the amendment to add the AAP guidance (and by at least one of the reasons cited - that including it could lead to consideration of a 100% in-person return that at least one member could not support) has permanently negated the Board members' ability to credibly and truthfully claim their decisions and votes on the matter were grounded in the available science.

We will press forward and explore all available options necessary to ensure a safe and quality education for our daughter. However, that effort does not mean we will have stopped our oversight of the LCPS School Board and Administration. These actions have awakened in many a need to dig and challenge LCPS decision-making far more deeply. I, personally, will be examining with a fine tooth comb any new or changed/unchanged policies put forward in support of the modifications to the 2020-2021 school year, including the privacy issues raised in my previous email, as well as grading, attendance, and attire. I will also be looking for appropriate equity between policies for students and those for staff.

I wish you all the very best and look forward to the next steps.

Regards,
Robert Drozd
Ashburn, VA

On Mon, Jun 29, 2020 at 1:04 PM Robert Drozd <nuxdrozd@gmail.com> wrote:

Bottom Line Up Front: Tonight the LCPS School Board is expected to vote regarding how to proceed with returning students to school in the fall. The board is charged with considering and representing the views of all parents, staff, and students in Loudoun County; I don't envy you that responsibility. I am unable to speak this evening, but am writing today to ensure that my and my family's views are heard, listened to, and considered. The positions proposed to-date by the Superintendent include 100% return to in-person education (which he seems to have summarily and unilaterally dismissed), 100% distance learning, and a hybrid approach of two days in-person and three days distance learning. Our background is that we are a dual-income family with one daughter, a rising Junior, still in LCPS. For the record, my family and I prefer 100% in-person education for those who choose WITH 100% distance learning for those not yet comfortable with returning to in-person education.

There are a number of points I want to be sure are raised, many of

which may be duplicative to those you've already heard or read elsewhere, or which may be raised this evening. I hope you will review them all, in case they include new ones not previously considered.

1. The Governor's office has been very clear that, though it has provided guidance, that guidance is not directive in nature and decisions regarding how to open schools are in the hands of local school boards. Past efforts by Northern Virginia municipalities to seek exemptions from the Governor's guidance - namely to keep NoVA closed while the rest of Virginia entered Phase 1 - demonstrate strict adherence to guidance is not always the preferred path.
 - There are many and varied assessments in the public space from credible education and medical communities, and I stress that includes the mental health community, that must be considered, and I am not confident the Superintendent is giving all views due diligence. That, of course, is why the board, as representatives of the entire community, has directive oversight of the Superintendent's actions.
2. While I strongly support including survey results in order to assess the views of constituents, I also must push back on over-reliance upon, as well as possible misinterpretation of, the data found in the survey that was sent to the LCPS community. I'm specifically concerned about the following:
 - The response rate may not be properly representative of the population set. Raw numbers of responses alone do not account for population variances across the county, multiple responses from the same household, etc.
 - The proposals identified within the survey were not fully described and have morphed since it was conducted (e.g., a fuller description of the hybrid and the possibility of combining 100% in-person with 100% distance), leaving the validity of some responses now questionable.
 - The 43% of staff who indicated they meet one or more criteria making them eligible to remain home were not asked the correct question. The question asked respondents about meeting eligibility criteria, not about their *willingness* to return to in-person school (irrespective of eligibility). That is an important distinction, especially as possibly erroneous assumptions have been made based upon this question. Some have already misquoted the results saying 43% *won't* return, which is not what the survey stated.
 - Finally, the survey did not provide the granularity necessary to make sound decisions. Specifically, because staff are not fungible, either by academic discipline or by assigned school, a sweeping

statement regarding "43%" does not tell the Administration the make-up of the 57%-plus staff population willing to return. Are they all Elementary teachers? Are they all HS teachers? Are they all from 25% of the schools, leaving 75% of schools with no personnel? How many math and science teachers are willing to return vs how many languages and arts teachers? Are the football coaches among those who won't return, in which case the larger question of fall football (and likely many other teacher-led extracurriculars) is moot? The list goes on.

3. Our schools are only one place in the community from which the virus - any virus - can be acquired. If Virginia remains in Phase 3 this fall, every family is just as likely to be exposed from work, shopping, etc. I would assert we're more likely to be exposed from elsewhere because the disciplined conditions under which the schools will carry out protocols (masks, distance, washing, etc) will likely exceed those found in shopping malls, grocery stores, restaurants, etc.
4. We live in a society that has come to rely on full-day in-school education that enables parents to work full-time. In many cases, that means both parents, particularly in an exceptionally affluent county such as Loudoun. I assert that remaining at home to support distance learning, particularly with regard to younger children, will not be a realistic option for many without incurring substantial economic harm. The greatest harm will be to those least able to economically carry the burden.
5. Delivering distance education requires more skills than simply operating a virtual meeting platform. Building a curriculum that works at a distance is different from one that works in a classroom setting. Our older daughter used distance learning for her high school freshman year because of our overseas assignment, but that was through an experienced, private on-line high school. Based upon this past spring, I am very concerned our teachers do not have all the training and tools necessary to successfully deliver an on-line curriculum, particularly one that retains the high quality educational experience for which LCPS is known.
6. We have not heard any discussion of grading policies, or where LCPS will allow policy exceptions (e.g., granting of credit for non-LCPS courses). If students and parents are expected to adapt and make unique allowances under these circumstances, we have a right to expect LCPS will be equally lenient and proactively supportive of alternative educational methods.
7. Lastly, privacy rights: there is at least one anecdotal report from another community of an instance in which a teacher conducting distance learning observed a BB gun in the bedroom of a student, shared the image of the student's bedroom with other staff, and ultimately called the police to the student's house. The police

responded, found nothing wrong, and left. This is deeply disturbing from a privacy rights perspective, and I will be looking for specific and detailed protections in place and codified for both students and teachers regarding privacy when using on-line systems. Inviting someone into one's home, even virtually, is not an invitation to "rummage through the medicine cabinet." I absolutely respect teachers and the profession; however, let's not pretend that all are saints (true of any profession). There are too many instances in the news that demonstrate otherwise. This is partly why SafeSport requires parents of minors to be present during virtual training sessions.

I'm not sure this is comprehensive enough, based upon what I've read elsewhere, but I need to send this email in time for you to read and digest its contents. I look forward to listening to the conversation tonight. Good luck.

Regards,
Robert Drozd
Ashburn, VA

From: Teacher LCPS
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Eric Williams; Ian Serotkin; John Beatty; Leslee King; Ashley Ellis; Harris Mahedavi; Jeff Morse
Subject: [EXTERNAL] LCPS is contributing to inequity
Date: Saturday, July 18, 2020 8:55:08 AM

Let's talk equity.

What happens when our population of students coming from families without healthcare returns to school? This exact population is widely comprised of EL families, those 3,000+ families that didn't respond included.

The systemic inequity in healthcare WILL become even more of an issue. Research has already shown that our minorities are disproportionately being affected by this virus. A physical return to school is increasing the likelihood of these (as well as all) families being exposed. We are increasing the likelihood that they will face the virus with no healthcare. In essence, by continuing with the hybrid model, LCPS is creating an environment that contributes to the systemic inequity of healthcare. This is not ok.

There will be an increase in COVID cases. We will see an increase in cases with our minority populations. If we return, will LCPS help fund the healthcare bills of those without coverage? Until LCPS can provide healthcare assistance to those without, LCPS should not be encouraging the physical return to school.

This screams inequity, but perhaps our white privilege keeps preventing us from seeing that.

From: Wendy Caudle Hodge
To: Jeff Morse; Beth Barts; Harris Mahedavi; Scott Ziegler
Cc: Eric Williams; Lottie Spurlock; Nyah Hamlett; brends.sheridan@lcps.org; MSAAC Chair
Subject: [EXTERNAL] Equity Lead hiring process concern
Date: Friday, July 17, 2020 1:35:20 PM

Good afternoon,

I would like to understand the process across the division for selecting the equity Lead. Two different administrators told me that they are appointing an equity lead, with one telling me this while the position was still anticipated. Not giving all staff the opportunity to apply for the Equity Lead is inequitable. To successfully hire a diverse staff, ensuring professional growth and leadership opportunities are shared with all staff is the bare minimum.

I know a job announcement, a job description (which included guidance to help Principals identify competent candidates and make an informed hiring decision) was sent to principals as well as an application which leads me to believe the intent by LCPS administration was to offer all school based staff an opportunity to apply. I am extremely concerned that this did not happen in at least two schools.

Many of us pushed for the equity lead position because we deeply understand the need for this in schools and the value it will bring to all our children. You must ensure these positions are held by staff who have already demonstrated competence in equity, culture and especially racial competence because it is a known area of weakness for the division. This is not the time or position for on-the-job training.

I'd like to know the following:

Is there a presentation for the division wide process for hiring the equity lead?

If so, is the presentation available to parents and community members to view?

Is the Equity Lead an appointed position?

If not, were all school based staff members made aware of the equity lead position?

Were all staff members given the opportunity to apply for the Equity Lead?

Do all applicants get an interview?

We know from the Equity assessment that staff and administration have a low level of racial consciousness. What specific guidance and guidelines were given to Principals to ensure they select a culturally competent, racially aware, dedicated advocate with deep understanding of equity issues?

Will the equity leads undergo regular review to assess their growth and efficacy as an equity lead?

If so, who conducts the assessments?

Sincerely,

Wendy Caudle Hodge

From: Pal Sunkara
To: Eric Williams; Lottie Spurlock; LCPS-SUP-SCHOOLS; Schoolboardemail; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan
Cc: kcardoza@american.edu; valerie.strauss@washpost.com; nstyer@loudounnow.com; krodriquez@loudounnow.com; pszabo@loudounnow.com; hannah.natanson@washpost.com
Subject: [EXTERNAL] Loudoun County Higher Education Goes From Merit Based To Luck/Lottery
Date: Friday, July 24, 2020 2:42:57 PM

LCPS Staff, School Board Members,

I am writing this as a concerned citizen of Loudoun county and as a parent of three kids currently enrolled in LCPS. I have included members of the media who usually report on education issues in the Washington DC metro area as well in this communication as I deem the pending decisions by LCPS warrant a bit more scrutiny.

My comments are pertaining to the July 21, 2020 School Board Meeting (<https://go.boarddocs.com/vsba/loudoun/Board.nsf/Public>) where the **Detailed Action Plan to Combat Systemic Racism** were discussed.

As a community we have to commend LCPS taking proactive steps to combat racism of any type including systemic racism that may have been part and parcel of the education system. To this end, the proposals submitted by Dr. Williams and his staff which include protocols and training to respond to racial incidents, assessing the criteria for admission into Academies of Loudoun (AOL), potentially renaming the LCPS mascot, and apologizing for operating segregated schools will make LCPS more equitable, right some of the old wrongs and help combat systemic racism. **However, the suggested measures to increase the diversity of the applicant pool for AOL come up short and may make the situation worse from an equitable participation perspective.**

LCPS Board members Ms. Barts, Mr. Morse, Mr. Mahedavi and Ms. Reaser rightly expressed deep concerns about the potential measures the Superintendent's office proposed including the introduction of a lottery to select the final list of candidates for AOL. **From my perspective, a school district with \$1.3 Billion in budget and in the wealthiest county in America by per capita income, resorting to a lottery is both - hasty decision making and LCPS staff trying to find a quick solution (no dirt on their hands approach) to address issues brought forth by VA AG and NAACP.** There are three areas of concern and are listed below:

- **Critical Thinking or Bust:** One of the measures to increase diversity is to reduce the number and types of tests. As Mr. Morse stated during the meeting, it took 2 years for LCPS to get to where we are after switching from PSAT (which was deemed hard for our students) to critical thinking tests (CCTDI, STEM Thinking, CCTDI-N etc.) that are deemed more equitable. Now the proposal is to reduce them further and may do away with critical thinking all together and just use STEM Thinking Skills. *Do any of you in the LCPS staff or school board believe that rising 8th grade students after a few months of instruction will be able to ace the STEM Thinking Skills Assessment? Majority of these students "prepare" for these tests.* At least for the PSAT tests, interested students and parents can utilize free online resources and textbooks to prepare. There are no resources for the STEM Thinking Skills Test except private tutoring, classes etc. How is this going to realistically improve equity and equality in the student body that will be

preparing and applying to AOL?

- In addition, the reason companies like Amazon are coming to NoVA is to make use of high-tech talent that VA promised. *What is the use of the talent that can memorize formulas but can't think critically?* LCPS should re-evaluate the test decision and may have to consider their own custom built admission test that will be more equitable and cover critical subject areas.
- **Lottery - Economically Disadvantaged Weightage:** As a member of the LCPS community, I am glad we are looking to economic status as one of the weightage characteristics. However, as Ms.Barts pointed out, in a county like Loudoun, LCPS cannot automatically apply race filters to get to economic status. This has to be micro targeted at the student and family level to determine appropriate weighting and there may be privacy concerns. In addition, how does LCPS take into account the CoVID related economic distress which may stay with us for at least another year or more? LCPS should be transparent and publish the weightings.
- **Lottery - Geographic Distribution Criteria (Most Troublesome of All):** By potentially including a geographic distribution weightage or criteria, *LCPS is codifying into the AOL admissions process, the old adage of Geography is Destiny, which is wrong on many levels.* We all know that in the past, people moving into Loudoun county used to "shop for schools" and buy homes in the school districts they preferred.
 - Over the years, LCPS instruction and resources have increased dramatically and the trend of school/real estate combination shopping has largely abated. LCPS will be reintroducing this into the thoughts of Loudoun residents, *who may be thinking that a certain district gives them a better chance to get into AOL. This will result in the start of a new "school based" flight.*
 - In addition, *how is this equitable to high density school districts such as Dulles, Ashburn, Sterling, Algonkian, etc.,* where a student with a better rank (in the rank ordered finalist pool) from these districts/schools will be knocked off the list because of the forced need to accommodate students from other districts. We are not condoning Hunger Games style matchups, are we? *This in my opinion is a travesty and the LCPS school board should reject this unanimously.* Imagine explaining to a student who has put heart and soul into the effort to get into AOL, that he/she could not get in because of where they live. LCPS should improve outreach and recruitment in under-represented districts and schools and organically increase numbers rather than artificial quotas, which is fundamentally unfair at high school level.

Finally, any and all of these proposals should be put up for public comments and if needed a survey of LCPS parents should be done before rushing into AOL admissions decisions so close to the timeline.

As a full disclosure and media release, if any of you included in this email want to use anything I said in this email, please feel free to use it and you can quote me on it or you can contact me for further comments. I hope LCPS Staff and School Board will make the right choice for the county and keep our talented kids focused on all round development vs. believing in magic and luck (governed by an algorithm).

Thank you for your time.

Pal Sunkara
571-278-2967

From: Hillenbrand, Missy
To: Phyllis.Randall@loudoun.gov; Eric Williams; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; John Beatty; Jeff Morse; Brenda Sheridan; Schoolboardemail; Schoolboardemail; Beth Barts; Leslie King
Cc: Hillenbrand, Missy
Subject: [EXTERNAL] LCPS Discussion Group Questions for school board
Date: Friday, July 24, 2020 12:22:47 PM
Attachments: SB questions from FB Open school group 7-24-20.docx

Good afternoon,

Please see attached document of questions/concerns that I've collected from my LCPS discussion Facebook group of almost 11k parents in the county. I'd appreciate if you could address this at your next school board meeting or in a reply that I can post to my page. Many parents are still exploring their options with homeschooling, private schools, etc. and really need answers from you in order to determine the best path for their children.

Secondly, I have consulted with a virologist in my group that believes with proper symptom tracking/testing and diagnostics, we could start the safe phase in of children back to school when the school board determines timing is correct. Please see message below from him along with links to testing diagnostics:

(Brian Carey/Virologist PhD) In terms of the symptom tracking and diagnostics system, I'll preface anything I say with that I'm a research virologist not a public health virologist so while I can explain how the systems work and what works best, I'm not certain how to best implement it for a school system of 80,000 kids. That being said, symptom tracking can be done in a number of ways. I believe that the easiest would be an app or internet based system that parents could go on daily and certify that their children (or anyone in their home) have not been exposed (knowingly of course) and do not exhibit the primary symptoms. This could also be achieved by having a team at the school every morning and literally screening the kids as they come in similar to how hospitals do at their entrance. Basically asking if they have any symptoms (with kids they'd for sure need to list them out) and maybe even doing a temperature with one of those infrared heat guns (<https://buythermopro.com/knowledge/infrared-thermometer-gun-temperature-screening/#:~:text=You%20can%20rely%20on%20a,the%20surface%20temperature%20of%20foods.>). That method could cause a bottleneck in terms of getting kids into school though. Alternatively, a better and probably more functional method would be a hybrid system with an app/internet based system as well as screening such that if a parent forgets or neglects to certify their child is symptom free, that kid can be screened at school.

Kids that present at school with symptoms (or an exposure is identified) can be taken for further diagnostic screening. LCPS would need to make everyone aware that any diagnostic done at school is preliminary and that any positive result would need to be confirmed by a physician/diagnostic lab. That would be a legal thing that I have no idea how to address. Plenty of diagnostics are available to rapidly identify disease (types of diagnostics described below). I'll place links below to different options. The problem that will arise is procurement of said tests. I can make a test at my job in a day or less but 80,000+ tests are difficult to make. A lot of the manufacturers are having difficulty keeping up with demand but if anyone has any clout and ability to get these tests, it is Loudoun County. If the richest county in America can't get the tests, I don't know who can. I do not know how much these tests cost as we make our own tests at work for the most part and most places just have a "request quote" button. That being said, for 80,000 tests (I know not all kids will be tested but enough should be on hand to do so

if need be), I'd say 150-200k could get the job done. Then you need to have people who can do it but frankly training the school nurses and some teachers wouldn't be too difficult.

Diagnostic methods:

Reverse transcriptase quantitative polymerase chain reaction (RT-qPCR): Gold standard COVID diagnostic. It detects the presence of viral genetic material (RNA) with extreme accuracy. Essentially a definitive test to diagnose or rule out COVID. Very low false positive/negative rate. Unfortunately, it is not a feasible method for rapid diagnostic as it takes an 1.5 to 2 hours from sample to result (if done immediately). Kids can't be waiting for 2 hours in a nurse's office or somewhere for a result.

<https://www.thermofisher.com/us/en/home/clinical/clinical-genomics/pathogen-detection-solutions/taqpath-covid-19-diagnostic-kit.html>

[https://www.bio-rad.com/featured/en/sars-cov-2-covid-19-testing-solutions.html?tlp-link=\[FeatureNav\]%20\[Diagnosis%20and%20Confirmation\]](https://www.bio-rad.com/featured/en/sars-cov-2-covid-19-testing-solutions.html?tlp-link=[FeatureNav]%20[Diagnosis%20and%20Confirmation])

<https://www.clinisciences.com/en/read/newsletter-26/new-rt-qpcr-kit-for-covid-19-diagnosis-2284.html>

<https://www.takarabio.com/products/covid-19-research/viral-detection-with-qpcr/viral-detection-via-qpcr>

Loop mediated isothermal amplification (LAMP): This is a variant of the above described PCR. The test also detects viral genetic material with a lesser degree of sensitivity and accuracy. This is probably the best bet for rapid diagnosis at schools. A sample is taken the same as it is for any other COVID test (nasal swab) and placed in a buffer. That sample is put in a machine that heats up the sample and can detect the viral RNA. The way this works though allows for more false negatives/positives. A student who tests positive should be sent for confirmatory testing. A negative test should be evaluated by symptom (ie any kid with a fever should be going home regardless). Procurement problems for this would be getting enough instruments to have at each school.

<https://www.alere.com/en/home/product-details/id-now-covid-19.html>

<https://www.neb.com/products/e2019-sars-cov-2-rapid-colorimetric-lamp-assay-kit#Product%20Information>

Antigen lateral flow assay: If you've ever had a flu test or a strep test at minute clinic or your doctor's office, you've had an antigen lateral flow assay. This would be wonderful if we could implement these. The issue is that these tests are not nearly as sensitive, can give a lot more false positives, and are not as available yet due to increased regulations on this type of test (due to their higher rate of false positives). That said, I'd much rather have a non-sick kid sent home for a week or two due to a false positive than have a sick kid get by and infect others. These tests are cheap and super easy to administer. They also give results very fast and detects actual virus instead of viral RNA (that can persist after infection is cleared).

<https://www.quidel.com/immunoassays/rapid-sars-tests/sofia-sars-antigen-fia>

<https://www.bd.com/en-us/offerings/capabilities/microbiology-solutions/point-of-care-testing/bd-veritor-sars-cov-2>

Antibody lateral flow assay: This test isn't appropriate to give in this situation. While a positive result can mean someone is actively infected, what it really means is that this person was exposed in some way to an antigen similar to COVID. That could mean they have COVID, had COVID, were vaccinated against COVID, or had another coronavirus that somehow generates similar antibodies.

<https://www.raybiotech.com/covid-19-igm-igg-rapid-test-kit/>
<https://eaglebio.com/product/coronavirus-covid-19-igg-elisa-assay/>
<https://eaglebio.com/product/coronavirus-covid-19-igm-elisa-assay-kit/>
<https://www.aurorabiomed.com/covid-19-igm-igg-antibody-rapid-test-kit/>

Lastly, I have contacted a friend that works with designing schools across the country for safe return. Please see link below to see examples of classroom configurations, modifications, etc. A final recommendation that has been presented from many pediatricians across the area are to install HEPA filters at our schools to ensure quality air filtration.

https://www.ki.com/returntoschool/?fbclid=IwAR1hLWR8G3VrwGo2zS85cXm6pdTRCiPG8k_not2iiDQ-_pUIEVxnZsHa8FY

Thank you ALL for everything you are doing to ensure the safe return to school for our children! Have a nice weekend!!

Missy Killenbrand

Sold Supplies Account Executive

Xerox Corporation

703-304-1355— mobile

From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Cc: Nyah Hamlett
Subject: FW: COVID-19 Update for School Board
Date: Thursday, July 23, 2020 6:24:10 PM
Attachments: COVID-19 Update for School Board 072320.pdf

Good evening,

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

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

1. My schedule since the last Update included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again several times to collaborate on COVID-19 and other matters.
 2. Participated, along with Scott Ziegler, in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Updated Principals at their meeting.
 4. Presented to the Loudoun County Chamber of Commerce's Board of Directors on Wednesday morning.
 5. Joined, along with Nyah Hamlett and Lottie Spurlock, a virtual Meet and Greet of MSAAC Leaders.
 6. Held monthly meeting with Tim Hemstreet, Erin McLellan, Kevin Lewis, and Sharon Willoughby.
 7. Was interviewed live by Chris Cuomo on CNN's Cuomo Prime Time Wednesday evening and by Fox 5 Morning News anchor Steve Chenevey today.
1. A Board member asked that we register for the VSBA webinar, "Reopening Public Schools: Personnel and Special Education Issues in a Changed World". You may view the recording of this webinar by following the link [here](#). The slides and handout from the presentation are attached. (pp. 1-59)
2. [Registration for the 2020 #EdEquityVA Virtual Summit](#) is now open on a first come first served basis. Governor Ralph R. Northam, Virginia Secretary of Education, Atif Qarni and Superintendent of Public Instruction, Dr. James Lane typically kicks off the summit that brings together educators and leaders from across the state to explore the implications of institutional racism in public education and raise state discourse and action around courageous teaching and leading, equity, and the principles of anti-racism. Day one, August 5 is for Teachers, Principals, Instructional leaders, and Equity Coordinators and the second day, August 6 is for Superintendent Teams, Administrators, School Board Members, and Division Level Equity Leads. Both days will include a keynote address by

Dr. Bettina Love, author of We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom. In alignment with the mutually agreed upon professional learning plan referenced in the LCPS Action Plan to Combat Systemic Racism all sessions provided will focus on building an educator workforce that is positioned for anti-racism and cultural proficiency.

3. Please see the attached email that Nyah Hamlett sent to Chair Randall's Chief of Staff in reference to the Action Plan to Combat Systemic Racism, the apology specifically. We thought that this may be helpful as Ian Serotkin mentioned the potential of the Board of Supervisors joining LCPS and LCSB in the apology to the Black community. (pp. 60-61)

Business and Finance

1. Sharon Willoughby provided a response to a recent email regarding the LCPS budget and the effect enrollment has on staffing. (pp. 62-63)

Department of Digital Information

1. Vince Scheivert provided a demographic breakdown of the return-to-learn selections made. (p. 64-65)

Department of Human Resources & Talent Development

1. Scott Ziegler shared a response to a Board member regarding the selection process for the assignment of staff to the hybrid learning and distance learning models. (pp. 66-67)

Optional Reading: Articles

Fox5 DC morning news story regarding LCPS decision, including live interview with Dr. Williams, July 23

<http://my.tvey.es/s3G5Y>

CNN's Cuomo Prime Time story regarding challenges for local school districts nationwide, including a live interview with Dr. Williams, July 22

<http://my.tvey.es/g7P6A>

WTOP story regarding LCPS decision to open with 100% distance learning, quoting superintendent's letter, July 23

<https://wtop.com/loudoun-county/2020/07/why-loudoun-co-decided-to-begin-the-school-year-with-virtual-learning/>

Patch.com story regarding reasons for switching to distance learning, quoting superintendent's letter, July 22

<https://patch.com/virginia/ashburn/s/h6p2h/loudoun-schools-superintendent-lists-reasons-going-virtual>

LoudounNow story regarding selection process for LCHS mascot, July 22

<https://loudounnow.com/2020/07/22/monday-deadline-set-for-raider-replacement-suggestions/>

LoudounNow story regarding LCPS board discussion in advance of decision to switch to 100% distance learning; includes link to reader poll regarding decision, July 22

<https://loudounnow.com/2020/07/22/loudoun-schools-now-to-open-with-100-distance-learning/>

Washington Post story regarding impact of area school closings on families, including Loudoun examples, July 22

https://www.washingtonpost.com/local/education/it-feels-like-its-never-going-to-end-weary-dc-area-parents-brace-for-more-all-virtual-school/2020/07/22/b4828058-cc1e-11ea-bc6a-6841b28d9093_story.html

Letter to the Loudoun Times editor advocating for school construction, July 22

https://www.loudountimes.com/opinion/ohneiser-nows-the-time-for-loudoun-to-catch-up-with-school-construction/article_a3e6a6d4-cc41-11ea-9ce3-a71663c0a5b6.html

LoudounTimes story regarding School Board meeting and LCPS return to school plans, July 22

https://www.loudountimes.com/news/loudoun-school-board-approves-full-time-distance-learning-for-the-fall/article_26ed7b7a-cbd9-11ea-8e58-935be53ce764.html

LoudounNow story regarding LCPS return to school plans, July 22

<https://loudounnow.com/2020/07/22/loudoun-schools-now-to-open-with-100-distance-learning/>

WUSA story regarding LCPS return to school plans, July 22

<https://www.wusa9.com/article/news/education/loudoun-county-public-schools-approves-all-virtual-learning-for-fall/65-1b04f0e8-8c3f-4993-a45f-fa9df55c0cff>

InsideNova story regarding LCPS return to school plans, July 22

https://www.insidenova.com/headlines/loudoun-schools-shift-to-100-online-start-to-school-year/article_c1956520-cb8e-11ea-a1e3-cbe9e0d4a381.html

WJLA story regarding school board meeting and LCPS return to school plans, July 21

<https://wjla.com/news/local/loudoun-co-schools-distance-learning>

Washington Post story regarding recommendations for distance learning by Loudoun, Fairfax and Montgomery County superintendents, July 22

https://www.washingtonpost.com/local/education/superintendent-of-loudoun-schools-calls-for-all-virtual-start-to-classes/2020/07/21/9f7c6ae4-cb64-11ea-bc6a-6841b28d9093_story.html

WTOP News story regarding LCPS recommendation for distance learning in LCPS, July 21

<https://wtop.com/loudoun-county/2020/07/loudoun-county-public-schools-start->

update/

WJLA story regarding LCPS recommendation for distance learning in LCPS, July 21

<https://wjla.com/news/local/loudoun-co-schools-distance-learning>

Loudoun Times story regarding board agenda item and LCPS recommendation for distance learning, July 21

https://www.loudountimes.com/news/loudoun-school-board-may-consider-full-distance-learning-for-fall-semester/article_2d1703f0-cb60-11ea-8369-a787d023f9b4.html

The Patch.com story regarding LCPS recommendation for distance learning, July 21

<https://patch.com/virginia/ashburn/s/h6ngk/loudoun-school-chief-reverses-course-calls-all-virtual-start>

DCist.com story regarding Fairfax and Loudoun superintendents' recommendations regarding distance learning, July 21

<https://dcist.com/story/20/07/21/fairfax-schools-superintendent-walks-back-plan-for-in-person-instruction-recommends-all-virtual-learning/>

InsideNOVA story regarding LCPS recommendation for distance learning, July 22

https://www.insidenova.com/headlines/loudoun-schools-superintendent-now-advocates-100-online-start-to-school-year/article_c1956520-cb8e-11ea-a1e3-cbe9e0d4a381.html

The Hill story regarding recommendations for distance learning by Loudoun, Fairfax and Montgomery County superintendents, July 21

<https://thehill.com/homenews/state-watch/508400-virginias-largest-school-district-superintendent-reverses-on-reopening>

Bethesda Magazine story regarding Montgomery County superintendent's distance-learning announcement, references LCPS, July 21

<https://bethesdamagazine.com/bethesda-beat/schools/mcps-will-not-have-in-person-classes-through-first-semester-of-academic-year/>

Alexandria Living Magazine story regarding Fairfax County superintendent's distance-learning recommendation, references LCPS, July 21

<https://alexandrialivingmagazine.com/news/fcps-superintendent-states-preference-for-virtual-learning-t/>

The Patch.com story regarding second Broad Run HS student testing positive for COVID-19, July 21

<https://patch.com/virginia/ashburn/second-broad-run-student-athlete-tests-positive-coronavirus>

Eric Williams, Ed.D.

Superintendent
Loudoun County Public Schools

From: [Lisa P. McFarlane](#)
To: [Ashley Ellis](#); [Denise Corbo](#)
Cc: [Nyah Hamlett](#); [Eric Williams](#)
Subject: [EXTERNAL] Re: FW: [EXTERNAL] slavery lessons to kindergarteners
Date: Wednesday, July 22, 2020 3:41:50 PM

Hi Denise,

I did access the portal and did find that there is in fact slavery curriculum beginning with Kindergarteners. Specifically the "Teaching Hard History American Slavery" as found below. This is VERY "heavy" content to teach K-2 grades in my opinion especially by parents in a potential home schooling situation due to COVID-19. I was educated in the Fairfax County school system and don't think this was part of the curriculum until middle school and then more deeply in high school.

Perhaps I am missing something or have been mistaken as the article does appear to be accurate based on what I found online. Please advise.

Thanks,
Lisa McFarlane

These teaching tolerance resources are specific to elementary age students. (K-2, 3-5).

The Social Justice standards provide examples of developmentally appropriate learning outcomes around issues of identity, diversity, justice and action.

The Teaching Hard History Framework provides essential knowledge, resources and guidance for developmentally appropriate instruction around the hard history of slavery.

Two helpful resources to start with are this webinar and this podcast episode "In the Elementary Classroom".

Grades K-2

Essential Knowledge 1

Students should be encouraged to think and talk about the meaning of freedom.

Essential Knowledge 2

Students should know that slavery is when a person owns another person as property.

Essential Knowledge 3

Students should know that enslaved Indigenous people and Africans came from nations with diverse cultures and traditions and that they continued many of these traditions while enslaved.

Essential Knowledge 4

Students should know that enslaved people had families that could be split up at any time.

Essential Knowledge 5

Students should know that enslaved people hated being enslaved, and resisted bondage in many ways.

Essential Knowledge 6

Students should know that enslaved people tried to maintain their cultures while building new traditions that continue to be important.

Essential Knowledge 7

Students should know that enslavers exploited the many types of highly skilled labor of enslaved people for their own profit.

Essential Knowledge 8

Students should understand that slavery and race are intimately connected, that slavery came to be associated with blackness, and that white people developed racist ideas to justify enslaving people of color.

Essential Knowledge 9

Students will know that many people worked individually and in groups to end slavery.

Essential Knowledge 10

Students will know slavery was the cause of the Civil War.



On Mon, Jul 20, 2020 at 5:12 PM Ashley Ellis <Ashley.Ellis@lcps.org> wrote:

Good afternoon, Ms. McFarlane,

This morning I was also made aware of the article you mentioned below. There are several inaccuracies in the article, and we've reached out to the author to ask her to correct them in the publication.

The LCPS curriculum is developed as a collaborative effort between central content offices, such as Social Science and Global Studies, and teachers. Curriculum is reviewed and revised based on the instructional priorities of the district administration and based on developments in the related content area. For LCPS, equity

and culturally responsive teaching are district priorities.

The LCPS Social Science and Global Studies Curriculum can be found on the division website, <https://www.lcps.org/Page/212975>. The LCPS Curriculum for Kindergarten, First, Second and Third Grade is titled, "Me & My Community." Teachers are directed to teach from the LCPS Curriculum, which is based on the Virginia Standards of Learning.

The Teaching Tolerance resource, "Teaching Hard History Framework," that you reference in your email is **not** a part of the LCPS curriculum. The Teaching Tolerance resources are optional resources that are available to teachers to use in accomplishing the teaching objectives and standards of learning for each grade level. For kindergarten, for example, other resources that are available to teachers include content from the Federal Reserve Bank of St. Louis, the U.S. Census, the Harvard Graduate School of Education and more.

These resources are provided free of charge to the public. They are not specifically developed or paid for by LCPS.

Thank you for forwarding the article and asking the question.

Sincerely,

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

From: Lisa P McFarlane <lisapmcfarlane@gmail.com>

Sent: Monday, July 20, 2020 4:00 PM

To: Denise Corbo <Denise.Corbo@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>

Subject: Re: [EXTERNAL] slavery lessons to kindergarteners

Thank you for your response. I look forward to both of us being enlightened on this topic.

On Mon, Jul 20, 2020 at 12:39 AM Denise Corbo <Denise.Corbo@lcps.org> wrote:

Dear Ms. McFarlane,

Thank you for reaching out and bringing this to my attention. Although Loudoun is cited in the article, this article is the first I've heard of the curriculum addition. I am adding the administrative staff to this email and hope they are able to address your concerns.

Sincerely,

Denise

**Denise Corbo | Loudoun County School Board
AT-LARGE Representative**

email: denise.corbo@lcps.org

mobile: (571) 246-3766

*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: Lisa P McFarlane <lisapmcfarlane@gmail.com>
Sent: Sunday, July 19, 2020 11:41 AM
To: Schoolboardemail <lcpsb@lcps.org>
Subject: [EXTERNAL] slavery lessons to kindergarteners

Greetings,

I strongly oppose the teaching of mature content (the horrors of slavery) to kindergarten-aged children. Why is the LCSB allowing the Southern Poverty Law Center to politicized the LCPS with this type of content to students of this age/level of maturity? What steps can the parents and taxpayers in Loudoun County take to ensure that this type of influence doesn't traumatize our youth? And how in the world did this get approved to begin with?

Totally outrageous and very concerning!

<https://freebeacon.com/campus/virginia-mandates-slavery-lessons-for-kindergarteners/>

Sincerely,

Lisa McFarlane

--

Thanks,

Lisa

--

Thanks,

Lisa

Thanks,
Lisa

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Bcc: [Tammy Greene](#); [Rob Doolittle](#); [Stephen DeVita](#)
Subject: COVID-19 Update for School Board
Date: Tuesday, July 21, 2020 1:32:00 PM
Attachments: [COVID-19 Update for School Board 072020.pdf](#)

Good afternoon,

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. I had finalized this last night, intending to send it to you last night! I will see you at our meeting shortly.

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

1. Cabinet members and Rob Doolittle met again yesterday (Monday) to collaborate on COVID-19 and other matters.
2. I have included an email response from Lottie Spurlock regarding an inquiry that Board members received about the Equity Leads application process. (pp. 1-3)
3. I have included an attachment that was posted in BoardDocs this morning (Tuesday morning) in the agenda item pertaining to the plan to address systemic racism. This document summarizes the changes to the admissions process that LCPS Administration tentatively plans to implement for admissions for the 2021-2022 school year. If the Board does not wish to proceed with these changes for the 2021-2022 school year, we will not proceed with them. (pp. 4-5)

Business and Finance

1. Sharon Willoughby provided additional information related to the Supplemental Appropriation Motion on today's agenda. (p. 6)

Department of Instruction

1. Ashley Ellis provided information regarding the Teaching Tolerance curriculum in response to an email from a "Loudoun Parents" email address (pp. 7-9) in addition to information about an article posted on "New Curriculum on Social Justice" in the Washington Free Beacon. (pp. 10-12)
2. The Academies of Loudoun return to school preferences are identified in the attached email from Ashley Ellis. (p. 13)

Department of Pupil Services

1. Asia Jones provided a cost estimate for surgical masks and goggles. (p. 14)

Department of Support Services

1. Kevin Lewis provided camp safety guidelines and updated links in response to a Board member's request. (pp. 15-22)
2. Kevin Lewis provided information related to the traffic signal approved at Northstar Boulevard. and Braddock Road. (p. 23)

Department of Human Resources & Talent Development

1. Scott Ziegler shared a response to a Board member regarding extending the Hybrid/DL teacher deadline. (pp. 24-25)

Optional Reading: Articles

Loudoun Times story regarding parent choices and teacher preferences, July 20

https://www.loudountimes.com/news/lcps-parents-teachers-indicate-back-to-school-preferences/article_592b6ee8-ca8b-11ea-b666-1f988b8a9233.html

LoudounNow story regarding contribution to Frances Hazel Reid ES playground fund, July 20

<https://loudounnow.com/2020/07/20/donations-support-frances-hazel-reid-elementary-playground/>

Washington Post story regarding growing trend toward distance learning among area school systems, references LCPS, July 18

https://www.washingtonpost.com/local/education/dc-maryland-virginia-schools-fall-virus/2020/07/18/dc3fcd12-c836-11ea-8ffe-372be8d82298_story.html

WRC story regarding area school system plans, references LCPS, July 19

<https://www.wusa9.com/article/news/education/fairfax-county-teachers-push-district-to-change/65-9b13a057-a5e8-4690-a2f1-4677d8b285e8>

Washington Free Beacon story regarding slavery lessons in LCPS kindergartens (inaccurate, will be addressed), July 19

<https://freebeacon.com/campus/virginia-mandates-slavery-lessons-for-kindergarteners/>

LoudounNow story regarding results of parent choice process, July 17

<https://loudounnow.com/2020/07/17/loudouns-class-choice-half-and-half/>

Patch.com story regarding parent-choice and teacher-preference data, July 17

<https://patch.com/virginia/leesburg/half-loudoun-parents-pick-100-percent-distance-learning-option>

InsideNOVA story regarding parent-choice and teacher-preference data, July 17

https://www.insidenova.com/headlines/half-of-loudoun-county-students-select-distance-learning-for-new-school-year/article_3d286ed2-c83b-11ea-9372-a3bd3ad8dac6.html

Patch.com report regarding student athlete who tested positive for COVID-19, July 17

<https://patch.com/virginia/ashburn/student-athlete-broad-run-tests-positive-coronavirus>

LoudounNow story regarding LCPS choice verification process, July 16

<https://loudounnow.com/2020/07/16/loudoun-parents-have-until-saturday-to-confirm-fall-instruction-choice/>

DCist story regarding DC school plans, references LCPS options, July 16

<https://dcist.com/story/20/07/16/dc-coronavirus-spike-browser-delays-public-school-fall-decision/>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Atoosa Reaser](#)
To: [Eric Williams](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#); [Nyah Hamlett](#)
Subject: Re: COVID-19 Update for School Board
Date: Saturday, July 25, 2020 6:32:59 PM

Hello Nyah,

The link to the video clip does not work. Could you reply with it please?

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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

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

From: Eric Williams <Eric.Williams@lcps.org>
Sent: Thursday, July 23, 2020 6:24 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: FW: COVID-19 Update for School Board

Good evening,

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

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

1. My schedule since the last Update included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again several times to collaborate on COVID-19 and other matters.
 2. Participated, along with Scott Ziegler, in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Updated Principals at their meeting.
 4. Presented to the Loudoun County Chamber of Commerce's Board of Directors on Wednesday morning.
 5. Joined, along with Nyah Hamlett and Lottie Spurlock, a virtual Meet and Greet of MSAAC Leaders.
 6. Held monthly meeting with Tim Hemstreet, Erin McLellan, Kevin Lewis, and Sharon Willoughby.
 7. Was interviewed live by Chris Cuomo on CNN's Cuomo Prime Time Wednesday evening and by Fox 5 Morning News anchor Steve Chenevey today.
1. A Board member asked that we register for the VSBA webinar, "Reopening Public Schools: Personnel and Special Education Issues in a Changed World". You may view the recording of this webinar by following the link [here](#). The slides and handout from the presentation are attached. (pp. 1-59)
2. [Registration for the 2020 #EdEquityVA Virtual Summit](#) is now open on a first come first served basis. Governor Ralph R. Northam, Virginia Secretary of Education, Atif Qarni and Superintendent of Public Instruction, Dr. James Lane typically kicks off the summit that brings together educators and leaders from across the state to explore the implications of institutional racism in public education and raise state discourse and action around courageous teaching and leading, equity, and the principles of anti-racism. Day one, August 5 is for Teachers, Principals, Instructional leaders, and Equity Coordinators and the second day, August 6 is for Superintendent Teams, Administrators, School Board Members, and Division Level Equity Leads. Both days will include a keynote address by Dr. Bettina Love, author of [We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom](#). In alignment with the mutually agreed upon professional learning plan referenced in the [LCPS Action Plan to Combat Systemic Racism](#) all sessions provided will focus on building an educator workforce that is positioned for anti-racism and cultural proficiency.
3. Please see the attached email that Nyah Hamlett sent to Chair Randall's Chief of Staff in reference to the Action Plan to Combat Systemic Racism, the apology specifically. We thought that this may be helpful as Ian Serotkin mentioned the potential of the Board of Supervisors joining LCPS and LCSB in the apology to the Black community. (pp. 60-61)

Business and Finance

1. Sharon Willoughby provided a response to a recent email regarding the LCPS budget and the effect enrollment has on staffing. (pp. 62-63)

Department of Digital Information

1. Vince Scheivert provided a demographic breakdown of the return-to-learn selections made. (p. 64-65)

Department of Human Resources & Talent Development

1. Scott Ziegler shared a response to a Board member regarding the selection process for the assignment of staff to the hybrid learning and distance learning models. (pp. 66-67)

Optional Reading: Articles

Fox5 DC morning news story regarding LCPS decision, including live interview with Dr. Williams, July 23

<http://my.tvey.es/s3G5Y>

CNN's Cuomo Prime Time story regarding challenges for local school districts nationwide, including a live interview with Dr. Williams, July 22

<http://my.tvey.es/g7P6A>

WTOP story regarding LCPS decision to open with 100% distance learning, quoting superintendent's letter, July 23

<https://wtop.com/loudoun-county/2020/07/why-loudoun-co-decided-to-begin-the-school-year-with-virtual-learning/>

Patch.com story regarding reasons for switching to distance learning, quoting superintendent's letter, July 22

<https://patch.com/virginia/ashburn/s/h6p2h/loudoun-schools-superintendent-lists-reasons-going-virtual>

LoudounNow story regarding selection process for LCHS mascot, July 22

<https://loudounnow.com/2020/07/22/monday-deadline-set-for-raider-replacement-suggestions/>

LoudounNow story regarding LCPS board discussion in advance of decision to switch to 100% distance learning; includes link to reader poll regarding decision, July 22

<https://loudounnow.com/2020/07/22/loudoun-schools-now-to-open-with-100-distance-learning/>

Washington Post story regarding impact of area school closings on families, including Loudoun examples, July 22

https://www.washingtonpost.com/local/education/it-feels-like-its-never-going-to-end-weary-dc-area-parents-brace-for-more-all-virtual-school/2020/07/22/b4828058-cc1e-11ea-bc6a-6841b28d9093_story.html

Letter to the Loudoun Times editor advocating for school construction, July 22
https://www.loudountimes.com/opinion/ohneiser-nows-the-time-for-loudoun-to-catch-up-with-school-construction/article_a3e6a6d4-cc41-11ea-9ce3-a71663c0a5b6.html

LoudounTimes story regarding School Board meeting and LCPS return to school plans, July 22
https://www.loudountimes.com/news/loudoun-school-board-approves-full-time-distance-learning-for-the-fall/article_26ed7b7a-cbd9-11ea-8e58-935be53ce764.html

LoudounNow story regarding LCPS return to school plans, July 22
<https://loudounnow.com/2020/07/22/loudoun-schools-now-to-open-with-100-distance-learning/>

WUSA story regarding LCPS return to school plans, July 22
<https://www.wusa9.com/article/news/education/loudoun-county-public-schools-approves-all-virtual-learning-for-fall/65-1b04f0e8-8c3f-4993-a45f-fa9df55c0cff>

InsideNova story regarding LCPS return to school plans, July 22
https://www.insidenova.com/headlines/loudoun-schools-shift-to-100-online-start-to-school-year/article_c1956520-cb8e-11ea-a1e3-cbe9e0d4a381.html

WJLA story regarding school board meeting and LCPS return to school plans, July 21
<https://wjla.com/news/local/loudoun-co-schools-distance-learning>

Washington Post story regarding recommendations for distance learning by Loudoun, Fairfax and Montgomery County superintendents, July 22
https://www.washingtonpost.com/local/education/superintendent-of-loudoun-schools-calls-for-all-virtual-start-to-classes/2020/07/21/9f7c6ae4-cb64-11ea-bc6a-6841b28d9093_story.html

WTOP News story regarding LCPS recommendation for distance learning in LCPS, July 21
<https://wtop.com/loudoun-county/2020/07/loudoun-county-public-schools-start-update/>

WJLA story regarding LCPS recommendation for distance learning in LCPS, July 21
<https://wjla.com/news/local/loudoun-co-schools-distance-learning>

Loudoun Times story regarding board agenda item and LCPS recommendation for distance learning, July 21
https://www.loudountimes.com/news/loudoun-school-board-may-consider-full-distance-learning-for-fall-semester/article_2d1703f0-cb60-11ea-8369-a787d023f9b4.html

The Patch.com story regarding LCPS recommendation for distance learning, July 21
<https://patch.com/virginia/ashburn/s/h6ngk/loudoun-school-chief-reverses-course-calls-all-virtual-start>

DCist.com story regarding Fairfax and Loudoun superintendents' recommendations regarding distance learning, July 21

<https://dcist.com/story/20/07/21/fairfax-schools-superintendent-walks-back-plan-for-in-person-instruction-recommends-all-virtual-learning/>

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The Hill story regarding recommendations for distance learning by Loudoun, Fairfax and Montgomery County superintendents, July 21

<https://thehill.com/homenews/state-watch/508400-virginias-largest-school-district-superintendent-reverses-on-reopening>

Bethesda Magazine story regarding Montgomery County superintendent's distance-learning announcement, references LCPS, July 21

<https://bethesdamagazine.com/bethesda-beat/schools/mcps-will-not-have-in-person-classes-through-first-semester-of-academic-year/>

Alexandria Living Magazine story regarding Fairfax County superintendent's distance-learning recommendation, references LCPS, July 21

<https://alexandrialivingmagazine.com/news/fcps-superintendent-states-preference-for-virtual-learning-t/>

The Patch.com story regarding second Broad Run HS student testing positive for COVID-19, July 21

<https://patch.com/virginia/ashburn/second-broad-run-student-athlete-tests-positive-coronavirus>

Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: [Denise Corbo](#)
To: [Eric Williams](#)
Subject: Re: Distance Learning Equity
Date: Tuesday, April 7, 2020 1:59:38 PM
Attachments: [image001.png](#)
[Outlook-2bxrd1vp.png](#)

Hi Eric,

I don't have time right now. I think it's best to give answers to the entire board for clarification.

Thanks,

Denise



**Denise Corbo | Loudoun County School Board
AT-LARGE Representative**

email: denise.corbo@lcps.org

mobile: (571) 246-3766

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From: Eric Williams <Eric.Williams@lcps.org>
Sent: Tuesday, April 7, 2020 1:26 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Distance Learning Equity

Is there a time this afternoon when we might speak by phone?

From: Denise Corbo
Sent: Monday, April 06, 2020 5:58 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Distance Learning Equity

Good evening, Eric.

I would like for you to answers my questions prior to tomorrow's meeting.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Monday, April 6, 2020 5:26:12 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>
Subject: RE: Distance Learning Equity

Hi Denise,

There is an information item on tomorrow's agenda that addresses Chromebook and hotspot distribution data and the plans moving forward. If you still have questions following tomorrow's update I will work with you, Eric, and the appropriate Assistant Superintendents to schedule a conference call for us to discuss.

Thanks,

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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From: Denise Corbo <Denise.Corbo@lcps.org>

Sent: Friday, April 3, 2020 9:14 PM

To: Eric Williams <Eric.Williams@lcps.org>

Subject: Re: Distance Learning Equity

Eric,

I appreciate you taking the time to respond to my email. Unfortunately, I am having a difficult time seeing the leadership in equitable actions from you and the staff. We can't throw the word out there without action or we lose all creditably.

I have been highly verbal with you and the staff about my concerns with meeting the needs of all children. I shared my concerns and offered many simple suggestions when we approved the purchase of the computers a month ago and thereafter. I asked for your plan to address equity with the laptop distribution access. I was told to wait. There was nothing shared at the board meeting or prior about any action or plan for meeting the equitable needs or how we will be supporting our neediest children until this email.

My suggestion for a simple hand out of directions when handing out laptops to support families in need was ignored by you and the staff. I went to see the distribution in action I call it to your attention and was told the second day there would be directions. I checked in at one of the title 1 schools the following day and there was still no directions being distributed.

1. Please explain why we didn't give out printed directions when we distributed laptops for those who need them.
2. Please explain why I was told there was going to be directions printed during the distribution of laptops and when I did a site visit the following day and it didn't happen.
3. Please explain why there was a FedEx request to ship 1,800 laptops.
4. Please explain why the plan you explained in your email was not shared with the board when I expressed concern and asked for the plan?
5. Please explain why you and your staff didn't speak about any distribution plans at the Tuesday meeting.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Eric Williams <Eric.Williams@lcps.org>
Sent: Friday, April 3, 2020 3:55:15 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Subject: Distance Learning Equity

I greatly appreciate your emphasis on serving ALL children. I share that focus.

Prior to the School Board meeting on Tuesday, LCPS started to implement and further develop plans to identify students who had not yet picked up a laptop with the aim of providing a laptop to every student. A more detailed expression of that aim would include the phrase "that wants one" since parents across the division have declined the Chromebooks because their students have access to other devices at home (although these families are not the ones we are focused on in terms of equitable digital access).

Prior to receipt of your email, we launched plans for personalized outreach to families who did not pick up a laptop as part of the recent laptop distribution. We look forward to the opportunity to provide the School Board more information regarding this topic at our next School Board meeting.

The intent behind input from Board members following the email from FedEx is appreciated because it reflects Board members' commitment to thorough communication. The specific feedback provided did not change our course of action because our approach has been to explore other ways of providing laptops before home delivery, while still implementing the motion approved by the School Board. Of course any steps we take will be informed by our primary focus on the health of all involved (staff members, parents, students). I'm optimistic that Board members, staff members, parents, and students will be pleased with the additional progress we make following the Board's approval of the motion.

I'll include your email and this response in today's Update for the School Board as an fyi for other Board members.

Thank you.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Denise Corbo <Denise.Corbo@lcps.org>

Sent: Thursday, April 2, 2020 9:45 AM

To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

Subject: Distance Learning Equity

Eric,

We can all agree it is the responsibility of our school division and the school board to service ALL children. We have children at every school in every district who are disadvantaged and need us more than ever during this crisis. In collaboration with a group of principals, teachers and staff who are working on the frontline, we created the motion I presented on Tuesday to ensure distance learning equity throughout the county.

As a district, we can be so proud of our proactive efforts in purchasing and providing 1:1 devices to students in grades 3-12. However, we cannot say we are fully 1:1 if there are presumably 1,800 children without a laptop and we have made no attempt to find out why. In my opinion, if we don't take action, we have failed 1,800 children and families.

We know every school is tracking students who have picked up their computers through a database. Within 15 minutes or less, each school is able to compile a list names and contact information for students who have not picked up computers. I would suggest each school principal hold an online meeting and task a group of staff who have a "light load" or who are key players (attendance secretaries, counselors, specialists, parent liaisons, instructional facilitators, teacher assistants and all other staff) to call or email each family to find out why the laptops have not been picked up. Perhaps some students have moved,

some families may not want laptops, some might be able to pick them up in coordination with food delivery, some may need home delivery through drop off and as a last resort we would mail them through FedEx.

The inadvertent transparency of the FedEx email sent to the board was a blessing. It provided an opportunity for the board to offer clarity and direction. I would hope outreach to students and being fiscally responsible is among our highest priorities as we move forward.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: [Eric Williams](#)
To: [Denise Corbo](#)
Cc: [Nyah Hamlett](#)
Subject: RE: Distance Learning Equity
Date: Tuesday, April 7, 2020 1:26:00 PM
Attachments: [image001.png](#)

Is there a time this afternoon when we might speak by phone?

From: Denise Corbo
Sent: Monday, April 06, 2020 5:58 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Distance Learning Equity

Good evening, Eric.

I would like for you to answers my questions prior to tomorrow's meeting.

Sincerely,
Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Monday, April 6, 2020 5:26:12 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>
Subject: RE: Distance Learning Equity

Hi Denise,

There is an information item on tomorrow's agenda that addresses Chromebook and hotspot distribution data and the plans moving forward. If you still have questions following tomorrow's update I will work with you, Eric, and the appropriate Assistant Superintendents to schedule a conference call for us to discuss.

Thanks,

Nyah D. Hamlett, Ed.D.
Chief of Staff

Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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From: Denise Corbo <Denise.Corbo@lcps.org>
Sent: Friday, April 3, 2020 9:14 PM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Re: Distance Learning Equity

Eric,

I appreciate you taking the time to respond to my email. Unfortunately, I am having a difficult time seeing the leadership in equitable actions from you and the staff. We can't throw the word out there without action or we lose all creditably.

I have been highly verbal with you and the staff about my concerns with meeting the needs of all children. I shared my concerns and offered many simple suggestions when we approved the purchase of the computers a month ago and thereafter. I asked for your plan to address equity with the laptop distribution access. I was told to wait. There was nothing shared at the board meeting or prior about any action or plan for meeting the equitable needs or how we will be supporting our neediest children until this email.

My suggestion for a simple hand out of directions when handing out laptops to support families in need was ignored by you and the staff. I went to see the distribution in action I call it to your attention and was told the second day there would be directions. I checked in at one of the title 1 schools the following day and there was still no directions being distributed.

1. Please explain why we didn't give out printed directions when we distributed laptops for those

<https://alexandrialivingmagazine.com/news/fcps-superintendent-states-preference-for-virtual-learning-t/>

The Patch.com story regarding second Broad Run HS student testing positive for COVID-19, July 21

<https://patch.com/virginia/ashburn/second-broad-run-student-athlete-tests-positive-coronavirus>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Atoosa Reaser
To: Eric Williams; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King; Nyah Hamlett
Subject: Re: COVID-19 Update for School Board
Date: Saturday, July 25, 2020 6:33:29 PM

P.S. To clarify - it is the link in the email to Chair Randall.

Thank you,
Atoosa Reaser



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

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

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

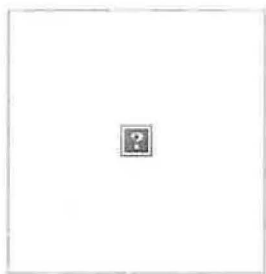
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From: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Sent: Saturday, July 25, 2020 6:32 PM
To: Eric Williams <Eric.Williams@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: COVID-19 Update for School Board

Hello Nyah,

The link to the video clip does not work. Could you reply with it please?

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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From: Eric Williams <Eric.Williams@lcps.org>

Sent: Thursday, July 23, 2020 6:24 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: FW: COVID-19 Update for School Board

Good evening,

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

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

1. My schedule since the last Update included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again several times to collaborate on COVID-19 and other matters.
 2. Participated, along with Scott Ziegler, in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Updated Principals at their meeting.
 4. Presented to the Loudoun County Chamber of Commerce's Board of Directors on Wednesday morning.
 5. Joined, along with Nyah Hamlett and Lottie Spurlock, a virtual Meet and Greet of MSAAC Leaders.
 6. Held monthly meeting with Tim Hemstreet, Erin McLellan, Kevin Lewis,

and Sharon Willoughby.

7. Was interviewed live by Chris Cuomo on CNN's Cuomo Prime Time Wednesday evening and by Fox 5 Morning News anchor Steve Chenevey today.
1. A Board member asked that we register for the VSBA webinar, "Reopening Public Schools: Personnel and Special Education Issues in a Changed World". You may view the recording of this webinar by following the link [here](#). The slides and handout from the presentation are attached. (pp. 1-59)
2. [Registration for the 2020 #EdEquityVA Virtual Summit](#) is now open on a first come first served basis. Governor Ralph R. Northam, Virginia Secretary of Education, Atif Qarni and Superintendent of Public Instruction, Dr. James Lane typically kicks off the summit that brings together educators and leaders from across the state to explore the implications of institutional racism in public education and raise state discourse and action around courageous teaching and leading, equity, and the principles of anti-racism. Day one, August 5 is for Teachers, Principals, Instructional leaders, and Equity Coordinators and the second day, August 6 is for Superintendent Teams, Administrators, School Board Members, and Division Level Equity Leads. Both days will include a keynote address by Dr. Bettina Love, author of [We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom](#). In alignment with the mutually agreed upon professional learning plan referenced in the [LCPS Action Plan to Combat Systemic Racism](#) all sessions provided will focus on building an educator workforce that is positioned for anti-racism and cultural proficiency.
3. Please see the attached email that Nyah Hamlett sent to Chair Randall's Chief of Staff in reference to the Action Plan to Combat Systemic Racism, the apology specifically. We thought that this may be helpful as Ian Serotkin mentioned the potential of the Board of Supervisors joining LCPS and LCSB in the apology to the Black community. (pp. 60-61)

Business and Finance

1. Sharon Willoughby provided a response to a recent email regarding the LCPS budget and the effect enrollment has on staffing. (pp. 62-63)

Department of Digital Information

1. Vince Scheivert provided a demographic breakdown of the return-to-learn selections made. (p. 64-65)

Department of Human Resources & Talent Development

1. Scott Ziegler shared a response to a Board member regarding the selection process for the assignment of staff to the hybrid learning and distance learning models. (pp. 66-67)

Optional Reading: Articles

Fox5 DC morning news story regarding LCPS decision, including live interview with Dr. Williams, July 23

<http://my.tvey.es/s3G5Y>

CNN's Cuomo Prime Time story regarding challenges for local school districts nationwide, including a live interview with Dr. Williams, July 22

<http://my.tvey.es/g7P6A>

WTOP story regarding LCPS decision to open with 100% distance learning, quoting superintendent's letter, July 23

<https://wtop.com/loudoun-county/2020/07/why-loudoun-co-decided-to-begin-the-school-year-with-virtual-learning/>

Patch.com story regarding reasons for switching to distance learning, quoting superintendent's letter, July 22

<https://patch.com/virginia/ashburn/s/h6p2h/loudoun-schools-superintendent-lists-reasons-going-virtual>

LoudounNow story regarding selection process for LCHS mascot, July 22

<https://loudounnow.com/2020/07/22/monday-deadline-set-for-raider-replacement-suggestions/>

LoudounNow story regarding LCPS board discussion in advance of decision to switch to 100% distance learning; includes link to reader poll regarding decision, July 22

<https://loudounnow.com/2020/07/22/loudoun-schools-now-to-open-with-100-distance-learning/>

Washington Post story regarding impact of area school closings on families, including Loudoun examples, July 22

https://www.washingtonpost.com/local/education/it-feels-like-its-never-going-to-end-weary-dc-area-parents-brace-for-more-all-virtual-school/2020/07/22/b4828058-cc1e-11ea-bc6a-6841b28d9093_story.html

Letter to the Loudoun Times editor advocating for school construction, July 22

https://www.loudountimes.com/opinion/ohneiser-nows-the-time-for-loudoun-to-catch-up-with-school-construction/article_a3e6a6d4-cc41-11ea-9ce3-a71663c0a5b6.html

LoudounTimes story regarding School Board meeting and LCPS return to school plans, July 22

https://www.loudountimes.com/news/loudoun-school-board-approves-full-time-distance-learning-for-the-fall/article_26ed7b7a-cbd9-11ea-8e58-935be53ce764.html

LoudounNow story regarding LCPS return to school plans, July 22

<https://loudounnow.com/2020/07/22/loudoun-schools-now-to-open-with-100-distance-learning/>

WUSA story regarding LCPS return to school plans, July 22

<https://www.wusa9.com/article/news/education/loudoun-county-public-schools-approves-all-virtual-learning-for-fall/65-1b04f0e8-8c3f-4993-a45f-fa9df55c0cff>

InsideNova story regarding LCPS return to school plans, July 22

https://www.insidenova.com/headlines/loudoun-schools-shift-to-100-online-start-to-school-year/article_c1956520-cb8e-11ea-a1e3-cbe9e0d4a381.html

WJLA story regarding school board meeting and LCPS return to school plans, July 21

<https://wjla.com/news/local/loudoun-co-schools-distance-learning>

Washington Post story regarding recommendations for distance learning by Loudoun, Fairfax and Montgomery County superintendents, July 22

https://www.washingtonpost.com/local/education/superintendent-of-loudoun-schools-calls-for-all-virtual-start-to-classes/2020/07/21/9f7c6ae4-cb64-11ea-bc6a-6841b28d9093_story.html

WTOP News story regarding LCPS recommendation for distance learning in LCPS, July 21

<https://wtop.com/loudoun-county/2020/07/loudoun-county-public-schools-start-update/>

WJLA story regarding LCPS recommendation for distance learning in LCPS, July 21

<https://wjla.com/news/local/loudoun-co-schools-distance-learning>

Loudoun Times story regarding board agenda item and LCPS recommendation for distance learning, July 21

https://www.loudountimes.com/news/loudoun-school-board-may-consider-full-distance-learning-for-fall-semester/article_2d1703f0-cb60-11ea-8369-a787d023f9b4.html

The Patch.com story regarding LCPS recommendation for distance learning, July 21

<https://patch.com/virginia/ashburn/s/h6ngk/loudoun-school-chief-reverses-course-calls-all-virtual-start>

DCist.com story regarding Fairfax and Loudoun superintendents' recommendations regarding distance learning, July 21

<https://dcist.com/story/20/07/21/fairfax-schools-superintendent-walks-back-plan-for-in-person-instruction-recommends-all-virtual-learning/>

InsideNOVA story regarding LCPS recommendation for distance learning, July 22

https://www.insidenova.com/headlines/loudoun-schools-superintendent-now-advocates-100-online-start-to-school-year/article_c1956520-cb8e-11ea-a1e3-cbe9e0d4a381.html

The Hill story regarding recommendations for distance learning by Loudoun, Fairfax and Montgomery County superintendents, July 21

<https://thehill.com/homenews/state-watch/508400-virginias-largest-school-district->

superintendent-reverses-on-reopening

Bethesda Magazine story regarding Montgomery County superintendent's distance-learning announcement, references LCPS, July 21

<https://bethesdamagazine.com/bethesda-beat/schools/mcps-will-not-have-in-person-classes-through-first-semester-of-academic-year/>

Alexandria Living Magazine story regarding Fairfax County superintendent's distance-learning recommendation, references LCPS, July 21

<https://alexandrialivingmagazine.com/news/fcps-superintendent-states-preference-for-virtual-learning-t/>

The Patch.com story regarding second Broad Run HS student testing positive for COVID-19, July 21

<https://patch.com/virginia/ashburn/second-broad-run-student-athlete-tests-positive-coronavirus>

Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: [Eric Williams](#)
To: [Beth Barts](#)
Bcc: [Eric Williams](#)
Subject: FY21 Budget Collaboration
Date: Thursday, May 7, 2020 2:11:00 PM

I am grateful for you taking the time to share your perspective. I hear you saying, among other statements, that you are frustrated because you are concerned that our EL students are among those who will be "left behind."

School Board members play a valuable role in considering staff recommendations regarding the budget, considering revisions to staff recommendations, and approving a final budget. This process involves Board members making statements regarding how staff recommendations might or should be changed.

I seek to approach this process with a spirit of collaboration, without judgement, while also assuming positive intentions of others, and I invite Board members to do the same. ~~also assume positive intentions~~. When I make statements that I know will display a different perspective from Board members, I attempt to do so in a positive, collaborative tone. I recognize that Board members will make changes to what I've recommended in terms of reconciliation. That is not a problem. I know we are passionate about these decisions because of how important they are. Different perspectives and opinions are a helpful part of the process. Please know that when I provide information to the School Board I try to do so in a way that minimizes direct confrontation with individual Board members.

I look forward to collaborating with and supporting the School Board as it makes its decisions regarding the FY21 budget. As is our practice, I'll include this response in a Board update email, recognizing that Board members were copied on the initial email.

Thank you.

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Thursday, May 7, 2020 9:32 AM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Asia Jones <Asia.Jones@lcps.org>; Schoolboardemail <lcsb@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>
Subject: Fwd: ChromeBooks vs. iPADS for K

Dr. Williams and my school board colleagues,

I know many of you must wonder why I seem so annoyed, sharp and demanding at times. Why I seem difficult and ask so many questions. Why I use my bully pulpit on FB to get our community engaged.

As you speak to equity Dr. Williams and ask us to fund Supervisors for Equity and Cultural Competence instead of more EL teachers, parent liaisons and counselors, I need you and others to

understand my frustration.

the EL parents in my community are lining up hours early for the free meals being offered at a vacant building in Leesburg by a local attorney

The EL parents in my community can't read the packets being sent home to help their children learn and many of their children can't read yet either.

The EL parents in my community are the ones getting sick according to my friends in the ER because they are still trying to find work and can't sit at home telecommuting like many of us in Loudoun.

The only school supplies given out to students in Leesburg who had nothing are the ones that my community raised money for. Weeks ago. We have been out of school for 2 months and my title one eligible kids have received nothing from LCPS.

When we go back to school, who do you think along with our students with disabilities will be the ones "left behind"? Where will the opportunity gap widen the most? Our EL population. 300K. That is what you have budgeted for "extra" for these students. 2 facilitators.

I don't think the equity supervisors will be reaching out to local organizations this winter to find donations to help with heating bills, or finding free counseling services, or free healthcare, or glasses, or running coat drives or extra food. You know who will? The part time liaisons, the School Counselors and the EL teachers. The boots on the ground.

Will the equity leads speak Spanish? Will they be the ones providing for the needs above? Will they have backgrounds in mental health? That is what we need to focus on for the coming year. We are only seeing the tip of the iceberg. Fairfax is focusing on mental health as a school board. As should we.

The fact that we are discussing these Admin expenditures before making sure each LCPS elementary school has ONE full time school counselor is appalling to me. These schools are not even in my district. We are all reading how this closure is impacting the mental health of our students.

Please read the email below to better understand how we are not meeting the needs of those who are the most vulnerable.

Thank you for allowing me to share my frustrations. I recognize we are all working very hard to

meet the expectations of our communities and our communities are very different. I look forward to this budget reconciliation and hope that it addresses some of these areas of concern.

Respectfully,

Beth Barts

Begin forwarded message:

From: Karen Jones <Karen.Jones@lcps.org>

Date: May 7, 2020 at 8:27:04 AM EDT

To: John Beatty <John.Beatty@lcps.org>, Beth Barts <Beth.Barts@lcps.org>, Denise Corbo <Denise.Corbo@lcps.org>

Subject: ChromeBooks vs. iPADS for K

Good morning!

I don't think I have ever written a letter to a Board Member, but feel compelled while in this unique situation COVID19 has put us in. As troubling as it is, I am confident positive changes will come out of all this. But I also realize communication with all stakeholders will be critical to make effective changes. So, I have to speak up!

I think the most important point I can make is that Kindergarten is so often overlooked by lumping it with first and second grades (K-2). While K-2 is preferred over K-5, most often, K is not well served in either case. Kindergarten is a unique grade level.

... Kindergarten skills are REQUIRED for first grade success (it was recently mentioned in a board meeting that no grade level is dependent on skills from the previous year ... excuse me!)

... Kindergarten and first grade have become very rigorous and K skills are not taught in

first grade (there are no aides in first grade and tier three support is limited). Just knowing letter names and sounds is no longer sufficient ... kinders need to exhibit ability to apply that knowledge to reading and writing before exposed to first grade curriculum.

... Kinders are promoted to first grade if they 'progressed' during the year. Progression is not sufficient ... that could mean they couldn't write their name at the beginning of school and now they can, maybe they know 10 letter names at the end of the year, etc

... Some kinders can benefit from another year of K but there is much admin

resistance because students can only be held back one year in their school career ... if retained in K they wouldn't be able to also be retained in high school to facilitate graduation ... excuse me, if they aren't retained in K they won't make it to high school without an attitude of defeat. I might agree with the finding that retention may not always be the best choice but I definitely think retention in Kindergarten is a totally different situation.

... Success in kindergarten is highly dependent on developmental factors.

... Significant and necessary growth in K's occurs during the Spring ... which students have not had

... Kindergartners have traditionally experienced significant 'summer slide' beginning first grade even lower than when they completed K

IS THERE ANY WAY RISING FIRST GRADERS CAN BE SCREENED AT THE BEGINNING OF THE YEAR AND SORTED AS TO WHETHER THEY NEED K CURRICULUM OR READY FOR FIRST? Teaching a combination of these students will be very difficult.

As an EL teacher and PEP representative, I advocate for equity for my students which has to apply to parents in the case of Kinders. 4-8 EL students attend their weekly synchronous learning compared to 20+ in the non-EL classes. WE NEED EQUITY FOR PARENTS. Many of my EL families cannot read English (some can't even read Spanish). All of the work packets were in English. Kinders are not independent enough to complete this work without their parents. Kinders can't read! Paper pencil activities require reading, especially if there is an example or directions. School wide newsletters and teacher emails are all sent in English.

Parents are also having difficulty navigating their phones ... many don't have computers. They are seeking assistance on how to open emails! They can't navigate through the website to find lessons (many don't know tech terminology like 'click', 'scroll', etc and sometimes a heading/link isn't labeled as such) IF DISTANCE LEARNING CONTINUES, EL PARENTS MUST BE PROVIDED SUPPORT FOR TECHNOLOGY, TEACHING TIPS, AND EMOTIONAL SUPPORT.

Our EL Kinders, all kinders at our school I think, don't use Chromebooks due to their lack of dexterity and the unreliability of Chromebooks. Our students would be further inhibited with Chromebooks. Kinders use iPADS independently most of the year with much success. Granted I am only one voice, but PLEASE REQUEST THAT A SURVEY BE CONDUCTED AMONG AT LEAST KINDER TEACHERS FOR CHROMEBOOK VS. IPAD. The issues may not apply in first and second, but perhaps Kindergarten can be considered on the merits of only kindergarten development.

Thank you for the opportunity to hear the board meetings and to write an email.

I thought I'd write only about the computers but issues are mounting that go far beyond just computers.

Thank you for your support!

Karen Jones

Karen Jones M.Ed.

Kindergarten EL Teacher

Frederick Douglass Elementary School

From: [Beth Barts](#)
To: [Eric Williams](#)
Cc: [Asia Jones](#); [Schoolboardemail](#); [Ashley Ellis](#)
Subject: Fwd: ChromeBooks vs. iPADS for K
Date: Thursday, May 7, 2020 9:31:53 AM

Dr. Williams and my school board colleagues,

I know many of you must wonder why I seem so annoyed, sharp and demanding at times. Why I seem difficult and ask so many questions. Why I use my bully pulpit on FB to get our community engaged.

As you speak to equity Dr. Williams and ask us to fund Supervisors for Equity and Cultural Competence instead of more EL teachers, parent liaisons and counselors, I need you and others to understand my frustration.

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When we go back to school, who do you think along with our students with disabilities will be the ones "left behind"? Where will the opportunity gap widen the most? Our EL population. 300K. That is what you have budgeted for "extra" for these students. 2 facilitators.

I don't think the equity supervisors will be reaching out to local organizations this winter to find donations to help with heating bills, or finding free counseling services, or free healthcare, or glasses, or running coat drives or extra food. You know who will? The part time liaisons, the School Counselors and the EL teachers. The boots on the ground.

Will the equity leads speak Spanish? Will they be the ones providing for the needs above? Will they have backgrounds in mental health? That is what we need to focus on for the coming year. We are only seeing the tip of the iceberg. Fairfax is focusing on mental health as a school board. As should we.

The fact that we are discussing these Admin expenditures before making sure each LCPS elementary school has ONE full time school counselor is appalling to me. These schools are not even in my district. We are all reading how this closure is impacting the mental health of our students.

Please read the email below to better understand how we are not meeting the needs of those who are the most vulnerable.

Thank you for allowing me to share my frustrations. I recognize we are all working very hard to meet the expectations of our communities and our communities are very different. I look forward to this budget reconciliation and hope that it addresses some of these areas of concern.

Respectfully,

Beth Barts

Begin forwarded message:

From: Karen Jones <Karen.Jones@lcps.org>

Date: May 7, 2020 at 8:27:04 AM EDT

To: John Beatty <John.Beatty@lcps.org>, Beth Barts <Beth.Barts@lcps.org>, Denise Corbo <Denise.Corbo@lcps.org>

Subject: ChromeBooks vs. iPADS for K

Good morning!

I don't think I have ever written a letter to a Board Member, but feel compelled while in this unique situation COVID19 has put us in. As troubling as it is, I am confident positive changes will come out of all this. But I also realize communication with all stakeholders will be critical to make effective changes. So, I have to speak up!

I think the most important point I can make is that Kindergarten is so often overlooked by lumping it with first and second grades (K-2). While K-2 is preferred over K-5, most often, K is not well served in either case. Kindergarten is a unique grade level.

... Kindergarten skills are REQUIRED for first grade success (it was recently mentioned in a board meeting that no grade level is dependent on skills from the previous year ... excuse me!)

... Kindergarten and first grade have become very rigorous and K skills are not taught in

first grade (there are no aides in first grade and tier three support is limited).

Just knowing letter names and sounds is no longer sufficient ... kinders need to exhibit ability to apply that knowledge to reading and writing before exposed to first grade curriculum.

... Kinders are promoted to first grade if they 'progressed' during the year.

Progression is not sufficient ... that could mean they couldn't write their name at the beginning of school and now they can, maybe they know 10 letter names at the end of the year, etc

... Some kinders can benefit from another year of K but there is much admin resistance because students can only be held back one year in their school career ... if retained in K they wouldn't be able to also be retained in high school to facilitate graduation ... excuse me, if they aren't retained in K they won't make it to high school without an attitude of defeat. I might agree with the finding that retention may not always be the best choice but I definitely think retention in Kindergarten is a totally different situation.

... Success in kindergarten is highly dependent on developmental factors.

... Significant and necessary growth in K's occurs during the Spring ... which students have not had

... Kindergartners have traditionally experienced significant 'summer slide' beginning first grade even lower than when they completed K

IS THERE ANY WAY RISING FIRST GRADERS CAN BE SCREENED AT THE BEGINNING OF THE YEAR AND SORTED AS TO WHETHER THEY NEED K CURRICULUM OR READY FOR FIRST? Teaching a combination of these students will be very difficult.

As an EL teacher and PEP representative, I advocate for equity for my students which has to apply to parents in the case of Kinders. 4-8 EL students attend their weekly synchronous learning compared to 20+ in the non-EL classes. WE NEED EQUITY FOR PARENTS. Many of my EL families cannot read English (some can't even read Spanish). All of the work packets were in English. Kinders are not independent enough to complete this work without their parents. Kinders can't read! Paper pencil activities require reading, especially if there is an example or directions. School wide newsletters and teacher emails are all sent in English. Parents are also having difficulty navigating their phones ... many don't have computers. They are seeking assistance on how to open emails! They can't navigate through the website to find lessons (many don't know tech terminology like 'click', 'scroll', etc and sometimes a heading/link isn't labeled as such) IF DISTANCE LEARNING CONTINUES, EL PARENTS MUST BE PROVIDED SUPPORT FOR TECHNOLOGY, TEACHING TIPS, AND EMOTIONAL SUPPORT.

Our EL Kinders, all kinders at our school I think, don't use Chromebooks due to their lack of dexterity and the unreliability of Chromebooks. Our students would

be further inhibited with Chromebooks. Kinders use iPADS independently most of the year with much success. Granted I am only one voice, but PLEASE REQUEST THAT A SURVEY BE CONDUCTED AMONG AT LEAST KINDER TEACHERS FOR CHROMEBOOK VS. IPAD. The issues may not apply in first and second, but perhaps Kindergarten can be considered on the merits of only kindergarten development.

Thank you for the opportunity to hear the board meetings and to write an email. I thought I'd write only about the computers but issues are mounting that go far beyond just computers.

Thank you for your support!
Karen Jones

*Karen Jones M.Ed.
Kindergarten EL Teacher
Frederick Douglass Elementary School*

From: [Eric Williams](#)
To: [Ian Serotkin](#)
Subject: Scenario Planning
Date: Tuesday, May 5, 2020 1:01:00 PM
Attachments: [Planning for COVID-19 Scenarios LCPS 050520.pdf](#)

Ian,

Thank you for your ideas and questions relating to stakeholder engagement. The attached slidedeck was posted recently in BoardDocs. I feel like we are making good progress with stakeholder engagement. I'll give a shout out to you for your role in helping get us to where we are.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Beth Barts
To: SEAC Chair
Cc: Eric Williams; Schoolboardemail; Asia Jones; Patricia Nelson; SEAC ViceChairPlanning; SEAC ViceChairMembership; SEAC Secretary; SEAC ViceChairCommunications; SEAC PastChair
Subject: Re: Budget Concerns
Date: Tuesday, May 5, 2020 9:03:04 AM

Thank you Sharon for your letter. It is important we hear from not just families but representatives of our parent advisory groups.

I agree that we need to focus on our students with disabilities and also our EL/minority students.

When I look at the budget and I see where the small amount of funding we have available (beyond growth standards) is being focused in Dr. Williams recommendations, I see 300k being spent on 2 instructional facilitators for our EL families, 3M on Special Education staffing (22 extra teachers and 12 assistants) as well as quite a bit in other areas that do not provide direct academic support.

I am very worried about the lack of any mental health enhancements to be frank and the removal of the parent liaisons to full time status.

I support the 12.8 positions for differentiated instruction that he has listed under equity.

While all students will need some review and catching up, for our special populations the regression will be the most significant and thus require the greatest commitment on the part of LCPS.

Thank you again for sharing your thoughts.

Beth

Sent from my iPhone

On May 5, 2020, at 7:28 AM, SEAC Chair <SEACChair@lcps.org> wrote:

Dear School Administration, Madam Chair and School Board Members,

I am writing to share the SEAC Executive Committee's concerns with the proposed budget changes. The Executive Committee fully supports investing in educational equity and providing significant student-centered supports for our special education and minority students as we move into learning "recovery".

When referring to Educational Equity SEAC is utilizing the National Equity Project's definition, "Educational equity means that each individual receives what they need to develop to their full academic and social potential."

Bearing this in mind, it is vitally important for LCPS to focus on the learning needs of our most vulnerable students and to ensure that the disproportionate learning gaps are not exacerbated when addressing these learning needs. The MWEA "COVID Slide" April 2020 report highlights this need, the SEAC Executive Committee believes it is important to keep special education and minority students in the forefront when considering the budget priorities.

https://www.nwea.org/content/uploads/2020/04/KAP5122-Collaborative-Brief_Covid19-Slide-APR20_FW.pdf

"Preliminary COVID slide estimates suggest students will return in fall 2020 with roughly 70% of the learning gains in reading relative to a typical school year. However, in mathematics, students are likely to show much smaller learning gains, returning with less than 50% of the learning gains and in some grades, nearly a full year behind what we would observe in normal conditions."

To accomplish this, LCPS needs to focus on our teachers and students. The SEAC Executive Committee does not support any cuts to staffing, the current proposed special education teacher ratios have been identified as a significant area of concern and SEAC stands firm in our belief the proposed ratios will not meet the needs of our special education students. While looking at the proposed budget cuts, please consider the following to continue to move LCPS towards providing educational equity. The budget needs to:

1. Ensure we meet the social, emotional, and health needs of all our students and teachers. Special considerations should be made for our special education and minority student populations.
2. Ensure equitable instructional practices that focus on improving, NOT increasing, the learning gaps for our special education and minority students. With a focus on instruction for our most vulnerable students, lower student to teacher ratios will be needed.
3. Evidence-based instruction should become the focus. The 2019 SEAC Annual Report fully outlines these needs. Students need to be afforded the opportunity to recuperate learning and progress that would have been made while in the brick and mortar school setting.

If schools do not open in the fall, additional staff training for teachers on how to effectively plan and deploy virtual learning will be needed. This includes addressing PreK-2nd grade, as well as addressing the shortcomings of the current distance learning. Parents cannot be the teacher. Our teachers need to lead instruction and our parents need to support them, not the other way around.

SEAC desires to work with LCPS to find the right solutions for supporting our special education students, please let us know how we can be a resource during this unusual time.

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: [Beth Barts](#)
To: [Schoolboardemail](#)
Cc: [Nyah Hamlett](#); [Eric Williams](#)
Subject: Fwd: K-2 Chromebooks
Date: Wednesday, April 29, 2020 6:59:57 PM

FYI.

Sent from my iPhone

Begin forwarded message:

From: Kristen Ludington <Kristen.Ludington@lcps.org>
Date: April 29, 2020 at 6:27:06 PM EDT
To: Beth Barts <Beth.Barts@lcps.org>
Subject: K-2 Chromebooks

Good Evening Mrs. Barts,

As a Leesburg resident, Leesburg kindergarten teacher, and a parent of a second grader and kindergartener, I support providing Chromebooks for K-2 students, if distance learning will be continuing. In normal times, they wouldn't need the devices. In COVID-19 times, they are essential. Providing Chromebooks for all students would simplify things and **provide equity**. The biggest issue that I have is 25% of my class is without devices and unable to participate in google classroom. It would have been more, but some of my students have older siblings. Those 25% are my kids that need it the most. It breaks my heart. At least find a way (hopefully right now) to provide devices to those that need them. We have computers at our school not being used and are told that we can't loan them out. I feel like the red-tape could be cut for this quarter.

It is so difficult as a teacher to plan lessons and provide tech support for so many different devices. It's very hard to know if a website will work across all the different platforms. Go Math works on a computer but struggles on a tablet. Sometimes Go Math needs flash player, sometimes it doesn't. Flash player has to be enable on some devices. The way to access google classroom is different if through an app or through a computer. It is also more complicated if parents have their own google accounts and the device keeps switching from student to parent accounts. This adds up to frustrated parents just trying to log in and not even getting to the lesson portion. Trust me, I am trying to keep it simple, but tech issues are unavoidable. Computers just work so much better than tablets. I mean, I

think iPads are way more appropriate for kindergarteners, but they just aren't good enough for distance learning.

As a parent of a Kinder and 2nd grader, I'm lucky since my husband has an extra work computer laying around. It has been very tricky sharing devices, especially in regard to their google meet sessions. It also prolongs the actual teaching time, which leads to my frustrated children in tears. I have no concerns about K-2 kids having a computer to use to access google classroom. As a parent, I wouldn't let them roam the internet. Parents just have to be their monitoring their younger children and provide boundaries.

Thank you for asking and always wanting to learn more. I appreciate it.

Kristen Ludington

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Bcc: [Rob Doolittle](#); [Tammy Greene](#); [Eric Williams](#); [Ashley Ellis \(ashley.ellis@lcps.org\)](#); [Asia Jones](#); [Kevin Lewis](#); [Scott Ziegler](#); [Sharon Willoughby \(Sharon.Willoughby@lcps.org\)](#); [Steve DeVita \(stephen.devita@lcps.org\)](#); [Vince Scheivert](#)
Subject: COVID-19 Update for School Board
Date: Monday, April 27, 2020 6:30:00 PM
Attachments: [COVID-19 Update for School Board 042720.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 - a. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 - b. Met with Ashley Ellis, Nyah Hamlett and EdElements staff to plan Wednesday's Senior Staff meeting focused on COVID-19 scenario planning.
 - c. Held four budget discussion meetings with Sharon Willoughby and varying groups of two School Board members. One more meeting of two Board members on the budget is scheduled for tomorrow.
2. There are three Public Speakers registered to speak live during public comment at tomorrow's meeting. You may recall that registration for public comment for virtual meetings closes at 5:00PM the business day prior to the meeting, so this is the final list for the April 28 meeting. (p.1)
3. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.
4. The next Daily Update is scheduled for Wednesday.

PIO/Communications

1. Attached is an updated list from Rob Doolittle of the notifications that LCPS has made to school communities regarding employees who reported testing positive for COVID-19. (pp. 2-3)
2. Rob Doolittle shares an email sent to all parents/guardians of high school students regarding AP testing. (pp. 4-5)
3. Rob Doolittle describes the actions taken to promote Thursday's Special Education Parent Information Session. (pp. 6-9)

Department of Instruction

1. Ashley Ellis shares about a collaborative project taking place to ensure students in Title I schools have access to books in their homes and includes book lists. (pp. 10-26)
2. Updates were provided by Ashley Ellis to principals on the following topics: content office virtual check ins, Continuity of Education for English Learners webinar, navigating college options for your high school graduate (high school only), and an AP update (high school only). (pp. 27-28)
3. The April Head Start Governance Packet is attached. (pp. 29-92)

Department of Support Services

1. Kevin Lewis shares the "Designed to Earn the Energy Star" SEDI submission forms for Hovatter ES and Elaine S. Thompson ES. (pp. 93-99)

Optional Reading: Articles

- Loudoun Times article on public meetings during emergencies; quotes Ms. Barts from April 21 school board meeting, April 24

<https://loudounnow.com/2020/04/24/state-amends-transparency-law-legalizing-what-county-board-was-already-doing/>

- USEPA Awards EPA Awards \$780,000 to Clean Up Buses in Virginia (press release); references \$200,000 grant to LCPS, April 24

<https://www.epa.gov/newsreleases/epa-awards-780000-clean-buses-virginia>

"The Loudoun County Public School system has been a longtime leader for sustainability in our community," said Congresswoman Jennifer Wexton (Virginia, 10th District). "Their ambitious efforts over the years to create greener learning environments for our students have saved taxpayer dollars and contributed significantly to improving our public and environmental health. This federal grant to replace older diesel school buses will make an important difference in our local efforts to build a healthy and sustainable future for our kids here in Loudoun County."

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Beth Barts
To: Eric Williams
Cc: Denise Corbo; Harris Mahedavi; Jeff Morse; John Beatty; Ian Serotkin; Brenda Sheridan; Leslee King; Atoosa Reaser; Beth Barts
Subject: Monday meeting with Dr. Williams and Chair Sheridan 4:00-4:30
Date: Sunday, April 26, 2020 7:58:20 PM
Attachments: image003.png

Good evening Dr. Williams,

I look forward to asking some questions about the following budget items below. I appreciate the opportunity for us to talk in small groups about the budget reconciliation process.

Removal : 2.7M total

Supervisor of Equity	166K	-admin
Equity Stipends	382K	-no new initiatives for 2020-21
Supervisor Equity and Culture	166K	-admin
Instruction -Reading Facilitator -elem (4)	452K	-not school based (concerns about reading program)
Instructor -Reading Facilitator -high school (2)	226K	-not school based (concerns about reading program)
Safety and Security Manager	147K	-admin
Coordinator Digital Experience 1	139K	-admin
Schoology	75K	-students and staff finally comfortable with google classroom
Chrome book filter position	167K	-admin
No reduction in athletic fees	800K	-already waive for students who are Economically disadvantaged

Additions- all school based 2.5M total --- rationale based on impacts of COVID 19 for the next 2 years.....

Full time parent Liaisons for Title 1 eligible schools Economically disadvantaged students	200K	increased numbers of
Teacher special education -school based (10) -cut 4 lack of ability to meet IEPs with school closure	1.1M	assist with regression based on
Middle school counselor 1-300 (4)	440K	mental health
High School Counselor (7)	777K	mental health

Thank you

Beth



**Beth Barts | Loudoun County School Board
Leesburg District Representative**

email: beth.barts@lcps.org

mobile: (571) 440-1473

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

From: Beth Barts
To: Eric Williams
Cc: Nyah Hamlett; Ashley Ellis
Subject: Equity positions
Date: Friday, April 24, 2020 4:53:47 PM

Good evening Dr. Williams,

Thank you for such an excellent presentation. I appreciate having the weekend to go over this in depth.

While I am proud that "equity for all" is a commitment and mindset that we share as a board -as demonstrated by our device roll-out and community care program- I cannot support the creation of any new non school-based equity positions while we are in this global pandemic.

We also have no idea if we will even be able to return to the buildings the first part of the year so paying stipends for teachers to provide additional equity related services is not an appropriate use of funding at this time. All new initiatives need to be put on hold as we focus on how to address all the potential scenarios with distance learning.

To be frank—— we should remove the fees to apply for the Academies (remove barriers) and increase our parent liaisons hours as the free and reduced numbers are set to go up significantly over the next year. Equity leads won't find food, glasses, coats, school supplies and health care for students.

Thank you again for this information.

Beth



Not Recommended Reductions
 \$8,548,078

42

Category	Department/Division	Description	FTE Adj	Not Recommended Reduction
EO	Central Office: Chief of Staff	Supervisor, Equity	1.0	166,455
EO	Central Office: Chief of Staff	New Stipend - Equity Lead (93 x \$3,821)		382,428
EO	Instruction: English Language Learner	Instructional Facilitator, English Language and Literacy	2.0	226,344
	Instruction: English Language Learner	Part Time - EL Seasonal and Welcome		70,449

EO	Instruction: English Language Learner	Center		70,449
EO	Instruction: English Language Learner	Increased Contract days from 208 to 217 for EL School Counselor		5,019
EO	Instruction: English Language Learner	Increased Contract days from 208 to 217 for EL School Counselor	1.0	5,123

Not Recommended Reductions
\$8,548,078

43

Category	Department/Division	Description	TE	Not Recommended Reduction
EO	Instruction: Equity & Culturally Responsive Instruction	Supervisor, Equity and Culturally Responsive Instruction	1.0	166,455
EO	Pupil Services: Student Assistance Services	Stipend - Restorative Practices Leads (5 x \$800) previously funded by grant		4,306
EO	Pupil Services: Student Assistance Services	Stipend - Restorative Practices Co-Leads (5 x \$400) previously funded by grant		2,153
OM	Digital Innovation	New Enterprise Budget and Financial Reporting Software System Annual Maintenance Fees		340,034
ESS	Instruction: Elementary Education	Teacher, Reading - Staffing Standard Position Reallocated to Instructional Facilitator	(4.0)	(418,224)

Not Recommended Reductions
\$8,548,078

44

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beaty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Monday, April 20, 2020 5:22:03 PM
Attachments: [COVID-19 Update for School Board 042020.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with Scott Ziegler to discuss a personnel matter.
 3. Met with Ian Serotkin to discuss scenario planning and continuity of operations planning.
2. The next COVID-19 Update for the School Board is scheduled for Wednesday, recognizing that we have a Board meeting tomorrow. We will continue this pattern for future School Board meetings as well.
3. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document. This process is designed to allow Board members to see questions that have been submitted by other Board members and to remain in close contact with cabinet by submitting questions that you have received from your constituents real time. The spreadsheet is sorted by department, so please put your questions in the document by clicking on the appropriate department's tab. If questions end up in the wrong tab, cabinet members will move the question to their colleague's tab. Questions will continue to be answered through daily updates, in the FAQ posted to the [LCPS COVID Preparedness webpage](#), and/or through an information item presented in a virtual Board meeting. Additionally, members of Cabinet may provide a brief response in the document or, at minimum, identify the source of information for Board members to reference. Board members are welcome to refer parents and community members to Principals, Level Directors, Dr. Patterson, or the appropriate Assistant Superintendent per our communication protocol. Instructions with screenshots on how to access your LCPS GoogleDrive were included in the Friday, April 3 Daily Update and the Monday, April 13 Daily Update. The April 13 update also included instructions on how to search for keywords.

Department of Instruction

1. The LCPS School Division of Innovation Application is included in the attached email provided by Ashley Ellis. (pp. 1-23)
2. Ashley Ellis's updates to principals today includes information on learning guides at meal stops/sites, content office virtual check ins, and 2019-2020 WIDA ACCESS for ELLs score report. (pp. 24-25)

Optional Reading: Articles

- LoudounNow story about potential impact of COVID-19 budget measures on school spending, April 17

<https://loudounnow.com/2020/04/17/covid-19-budget-measures-likely-spike-school-raise-plans/>

- Loudoun Times editorial supporting assessments of Q4 work by LCPS students, April 17

https://www.loudountimes.com/opinion/editorial-a-head-scratcher-from-the-chairwoman/article_2f3c63ca-80fe-11ea-b1d9-3b4bcbb00fe4.html

Patch.com – “Good news for a change.” Story about worker cleared for return to work, April 17

<https://patch.com/virginia/ashburn/s/h33gf/loudoun-school-staffer-medically-cleared-return-work>

- InsideNoVa story quotes Dr. Williams' announcement about graduation plans, April 17

https://www.insidenova.com/news/education/latest-info-on-nova-graduations-dates-set-for-stafford-manassas/article_2a7a9cf0-80ed-11ea-9e75-0bed41c2143e.html

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Bcc: [Tammy Greene](#); [Rob Doolittle](#); [Eric Williams](#); [Ashley Ellis \(ashley.ellis@lcps.org\)](#); [Asia Jones](#); [Kevin Lewis](#); [Scott Ziegler](#); [Sharon Willoughby \(Sharon.Willoughby@lcps.org\)](#); [Steve DeVita \(stephen.devita@lcps.org\)](#); [Vince Scheivert](#)
Subject: COVID-19 Update for School Board
Date: Friday, April 17, 2020 5:05:00 PM
Attachments: [COVID-19 Update for School Board 041720.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Participated as a presenter in the American Association of School Administrators' webinar entitled *Pivot to eLearning at Scale: a K-12 Leadership Test*.
2. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document. We are hopeful that this will allow Board members to see questions that have been submitted by other Board members and to remain in close contact with cabinet by submitting questions that you have received from your constituents real time. The spreadsheet is sorted by department, so please put your questions in the document by clicking on the appropriate department's tab. If questions end up in the wrong tab, cabinet members will move the question to their colleague's tab. Questions will continue to be answered through daily updates, in the FAQ posted to the [LCPS COVID Preparedness webpage](#), and/or through an information item presented in a virtual Board meeting. Additionally, members of Cabinet may provide a brief response in the document or, at minimum, identify the source of information for Board members to reference. Board members are welcome to refer parents and community members to Principals, Level Directors, Dr. Patterson, or the appropriate Assistant Superintendent per our communication protocol. Instructions with screenshots on how to access your LCPS GoogleDrive were included in the Friday, April 3 Daily Update and the Monday, April 13 Daily Update. The April 13 update also included instructions on how to search for keywords.
3. Although there are fewer submissions today, we are still sending you this Update to provide you with links to articles and a few other items.

Department of Instruction

1. Ashley Ellis provided an update on Google Meet for all principals, and updates for elementary principals on the use of Phoenix Gradebook for Q4, and adjusted guidance for recording synchronous engagement activities. (pp. 1-2)

Department of Digital Innovation

1. Vince Scheivert shares the hotspot distribution plan during closure in the attached email. (pp. 3-15)

Optional Reading: Articles

- Washington Times story regarding distance learning programs at Fairfax and LCPS, April 16

<https://www.washingtontimes.com/news/2020/apr/16/fairfax-county-public-schools-postpones-distance-l/>

In Loudoun County, schools Superintendent Eric Williams acknowledged that distance learning isn't going perfectly, noting difficult situations with staff, parents and students. But as the school system starts its new phase of distance learning, he said he is thrilled with the progress and enthusiasm.

Loudoun County Public Schools (LCPS) have been distance learning since March 30, focusing on previous content. Starting Wednesday, teachers started introducing new content.

"We know that distance learning is not going to be a substitute for face-to-face learning, but how do we maximize student growth and learning while understanding these unique times and the capacity is different," Mr. Williams said.

All 84,739 LCPS students and staff members have Google accounts, which allows teachers to monitor more closely who signs onto the Google virtual classroom; trolling hasn't been a problem, officials said.

The county already had put a focus on closing the technology gap and distributed 55,000 Chromebooks over the last two years. LCPS recently purchased an additional 14,000 Chromebooks and 1,500 virtual "hotspots," almost all of which have been distributed.

- LoudounNow story on rules for public meetings during emergencies, April 16
<https://loudounnow.com/2020/04/16/supervisors-defend-public-hearings-during-emergency/>

- InsideNOVA story on NVCC offering free summer courses for area high school students, April 16

https://www.insidenova.com/news/nova-to-offer-jumpstart-tuition-free-summer-online-courses-for-high-schoolers/article_d85d6cfa-7ff6-11ea-a40e-c7859f3af799.html

Eric Williams, Ed.D.

Superintendent
Loudoun County Public Schools

From: Beth Barts
To: Eric Williams
Subject: Re: FY21 Budget Collaboration
Date: Thursday, May 7, 2020 2:24:29 PM

Thank you. I would like to see the entire budget. If it is not possible for this year due to time constraints (I can't understand why), I would like to see it as we see begin budget discussions for next year. I am happy to spend the month of July looking over it for my pleasure reading.

I will be speaking to this during member comments.

Beth

Sent from my iPhone

On May 7, 2020, at 2:12 PM, Eric Williams <Eric.Williams@lcps.org> wrote:

I am grateful for you taking the time to share your perspective. I hear you saying, among other statements, that you are frustrated because you are concerned that our EL students are among those who will be "left behind."

School Board members play a valuable role in considering staff recommendations regarding the budget, considering revisions to staff recommendations, and approving a final budget. This process involves Board members making statements regarding how staff recommendations might or should be changed.

I seek to approach this process with a spirit of collaboration, without judgement, while also assuming positive intentions of others, and I invite Board members to do the same. ~~also assume positive intentions.~~ When I make statements that I know will display a different perspective from Board members, I attempt to do so in a positive, collaborative tone. I recognize that Board members will make changes to what I've recommended in terms of reconciliation. That is not a problem. I know we are passionate about these decisions because of how important they are. Different perspectives and opinions are a helpful part of the process. Please know that when I provide information to the School Board I try to do so in a way that minimizes direct confrontation with individual Board members.

I look forward to collaborating with and supporting the School Board as it makes its decisions regarding the FY21 budget. As is our practice, I'll include this response in a Board update email, recognizing that Board members were copied on the initial email.

Thank you.

From: Beth Barts <Beth.Barts@lcps.org>

Sent: Thursday, May 7, 2020 9:32 AM

To: Eric Williams <Eric.Williams@lcps.org>

Cc: Asia Jones <Asia.Jones@lcps.org>; Schoolboardemail <lcsb@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>

Subject: Fwd: ChromeBooks vs. iPADS for K

Dr. Williams and my school board colleagues,

I know many of you must wonder why I seem so annoyed, sharp and demanding at times. Why I seem difficult and ask so many questions. Why I use my bully pulpit on FB to get our community engaged.

As you speak to equity Dr. Williams and ask us to fund Supervisors for Equity and Cultural Competence instead of more EL teachers, parent liaisons and counselors, I need you and others to understand my frustration.

the EL parents in my community are lining up hours early for the free meals being offered at a vacant building in Leesburg by a local attorney

The EL parents in my community can't read the packets being sent home to help their children learn and many of their children can't read yet either.

The EL parents in my community are the ones getting sick according to my friends in the ER because they are still trying to find work and can't sit at home telecommuting like many of us in Loudoun.

The only school supplies given out to students in Leesburg who had nothing are the ones that my community raised money for. Weeks ago. We have been out of school for 2 months and my title one eligible kids have received nothing from LCPS.

When we go back to school, who do you think along with our students with disabilities will be the ones "left behind"? Where will the opportunity gap widen the most? Our EL population. 300K. That is what you have budgeted for "extra" for these students. 2 facilitators.

I don't think the equity supervisors will be reaching out to local organizations this winter to find donations to help with heating bills, or finding free counseling services, or free healthcare, or glasses, or running coat drives or extra food. You know who

will? The part time liaisons, the School Counselors and the EL teachers. The boots on the ground.

Will the equity leads speak Spanish? Will they be the ones providing for the needs above? Will they have backgrounds in mental health? That is what we need to focus on for the coming year. We are only seeing the tip of the iceberg. Fairfax is focusing on mental health as a school board. As should we.

The fact that we are discussing these Admin expenditures before making sure each LCPS elementary school has ONE full time school counselor is appalling to me. These schools are not even in my district. We are all reading how this closure is impacting the mental health of our students.

Please read the email below to better understand how we are not meeting the needs of those who are the most vulnerable.

Thank you for allowing me to share my frustrations. I recognize we are all working very hard to meet the expectations of our communities and our communities are very different. I look forward to this budget reconciliation and hope that it addresses some of these areas of concern.

Respectfully,

Beth Barts

Begin forwarded message:

From: Karen Jones <Karen.Jones@lcps.org>
Date: May 7, 2020 at 8:27:04 AM EDT
To: John Beatty <John.Beatty@lcps.org>, Beth Barts <Beth.Barts@lcps.org>, Denise Corbo <Denise.Corbo@lcps.org>
Subject: ChromeBooks vs. iPADS for K

Good morning!

I don't think I have ever written a letter to a Board Member, but feel compelled while in this unique situation COVID19 has put us in. As troubling as it is, I am confident positive changes will come out of all this. But I also realize communication with all stakeholders will be critical to make effective changes. So, I have to speak up!

I think the most important point I can make is that Kindergarten is so often overlooked by lumping it with first and second grades (K-2).

While K-2 is preferred over K-5, most often, K is not well served in either case. Kindergarten is a unique grade level.

... Kindergarten skills are REQUIRED for first grade success (it was recently mentioned in a board meeting that no grade level is dependent on skills from the previous year ... excuse me!)

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first grade (there are no aides in first grade and tier three support is limited). Just knowing letter names and sounds is no longer sufficient ... kinders need to exhibit ability to apply that knowledge to reading and writing before exposed to first grade curriculum.

... Kinders are promoted to first grade if they 'progressed' during the year. Progression is not sufficient ... that could mean they couldn't write their name at the beginning of school and now they can, maybe they know 10 letter names at the end of the year, etc

... Some kinders can benefit from another year of K but there is much admin resistance because students can only be held back one year in their school career ... if retained in K they wouldn't be able to also be retained in high school to facilitate graduation ... excuse me, if they aren't retained in K they won't make it to high school without an attitude of defeat. I might agree with the finding that retention may not always be the best choice but I definitely think retention in Kindergarten is a totally different situation.

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IS THERE ANY WAY RISING FIRST GRADERS CAN BE SCREENED AT THE BEGINNING OF THE YEAR AND SORTED AS TO WHETHER THEY NEED K CURRICULUM OR READY FOR FIRST? Teaching a combination of these students will be very difficult.

As an EL teacher and PEP representative, I advocate for equity for my

students which has to apply to parents in the case of Kinders. 4-8 EL students attend their weekly synchronous learning compared to 20+ in the non-EL classes. WE NEED EQUITY FOR PARENTS. Many of my EL families cannot read English (some can't even read Spanish). All of the work packets were in English. Kinders are not independent enough to complete this work without their parents. Kinders can't read! Paper pencil activities require reading, especially if there is an example or directions. School wide newsletters and teacher emails are all sent in English. Parents are also having difficulty navigating their phones ... many don't have computers. They are seeking assistance on how to open emails! They can't navigate through the website to find lessons (many don't know tech terminology like 'click', 'scroll', etc and sometimes a heading/link isn't labeled as such) IF DISTANCE LEARNING CONTINUES, EL PARENTS MUST BE PROVIDED SUPPORT FOR TECHNOLOGY, TEACHING TIPS, AND EMOTIONAL SUPPORT.

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Thank you for the opportunity to hear the board meetings and to write an email. I thought I'd write only about the computers but issues are mounting that go far beyond just computers.

Thank you for your support!
Karen Jones

*Karen Jones M.Ed.
Kindergarten EL Teacher
Frederick Douglass Elementary School*

From: [Eric Williams](#)
To: [Beth Barts](#)
Subject: FY21 Budget Collaboration
Date: Thursday, May 7, 2020 2:24:00 PM

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*Karen Jones M.Ed.
Kindergarten EL Teacher
Frederick Douglass Elementary School*

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Monday, May 11, 2020 6:07:04 PM
Attachments: [COVID-19 Update for School Board 051120.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to organize Sprint 2 of COVID-19 scenario planning.
 3. Sharon Willoughby and I held a budget meeting with Brenda Sheridan and Leslee King, and a separate budget meeting with Atoosa Reaser and Harris Mahedavi.
 4. Spoke with Tim Hemstreet regarding the letter from the chief elected officials to the Governor urging him to set regional targets for reopening. The attachment includes the letter as well as a related memo from municipal health directors to the chief administrative officer of their municipality. We also discussed our plans to promote additional collaboration among Northern Virginia Regional Commission municipalities and school divisions. (pp. 1-5)
1. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.
2. There was an orientation session today for the 35 stakeholders who will join forces with Senior Staff to engage in the iterative planning process for sprint two of scenario planning. (p. 6)

Department of Instruction

1. Ashley Ellis provides a [confidential](#) update regarding the Director of Elementary Education, and updates to principals on content office virtual check-ins and Advanced Placement exams. (p. 7)

Department of Pupil Services

1. Asia Jones provides data related to Home Instruction and Exemptions in the

attached email. (pp. 8-9)

Department of Support Services

1. Kevin Lewis provides an update on construction change orders and the request to transfer property to the School board for the Broadlands - Ashburn Metro site. (pp. 10-17)

Optional Reading: Article

- WTOP reports (multiple instances throughout weekend) on Tuscarora staff member who tested positive, May 8

<http://my.tvey.es/St87J>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Sharvn Meneau
To: Patricia Nelson; Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Ashley Ellis; Eric Williams; Gus Martinez; Neil Slevin; Nereida Gonzalez-Sales; Tina Howle; Teresa Vignaroli
Subject: Call to Action (World Languages and Cultures program)
Date: Monday, May 11, 2020 1:30:45 PM

Dear LCPS board members and administrators,

Although the health crisis has taxed conscientious educators to the point of mental and physical exhaustion, the lock down resulting from it brought on additional challenges to World Language and Cultures (WLC) teachers here at LCPS. Having spent countless hours online with my fellow WLC colleagues (in my department, in different schools, at the LCPS administrative level, in curriculum leader meetings, nationally and world-wide) exchanging ideas, learning from and teaching one another, I have never felt closer to, or more concerned about, them than I do now. Indeed, their and my frustration with the way world languages are taught in LCPS and our sincere desire to implement uniformity, conformity to national standards and thereby an approach to language instruction infinitely more effective and manageable than is the cumbersome one currently in place, in short, all these considerations have induced me to come forward once again with a plea for much-needed improvement.

A resident of Ashburn, parent of two Stone Bridge HS students and daughter of two world language university professors, I have been teaching French for 30+ years in the private and public sectors from preschool through 300-level college courses, have two MAs (one in Curriculum and Instruction in Multilingual/Multicultural settings and the other in French Language and Literature), am certified in both French and ELL, and have held administrative positions. I have seen pedagogical fads come and go and have always opted for a balanced instructional approach, careful to implement the best each methodology has to offer. Upon arrival at LCPS, I strongly voiced my opposition to a purely "open-source" methodology. Four years later, the fiasco resulting from the COVID-19 outbreak that led to school-at-home, has only reinforced said opposition and the conviction that not only in order to enhance World Language and Cultures teachers' morale but also for our children's sake, we must effect a radical improvement in the quality of their education.

In support of the points that I posit below, **I call for transparency in the form of data collection and analyses.** Internal reports and empty words are not enough for our program. We need

1. Teacher inclusion in decision-making, as to what resources/materials are used and what curriculum to follow, that best serve students at their different developmental stages; and
2. Analyses of data that cover the past 20 years where LCPS has clearly gone from textbook-supported learning to open-source learning:

1. Student performance data (not current internal common assessment data that is neither verifiable, nor reliable)
2. Student retention per language
3. New-teacher retention comparisons

At this technologically sophisticated moment, there are adequate means by which data and opinions can be shared and collected. We eat, sleep and breathe data, so let us use it to students' advantage. It matters what the parents think and that students have voice and choice. Administrations hand down directives, but what about teachers? We are on the front line along with the receivers of education, our students. We know what works and what does not. We need to be heard and considered in major decisions that affect how we teach and how students learn. Our collective knowledge in the classroom of our respective content areas is invaluable. Our collective years of experience exponentially surpass that of a few decision-making administrators, many of whom have limited hands-on experience and may not be well-versed in the best practices in language teaching. Nonetheless, in my time as an educator and team player, I have never felt so ignored in the educational process as I have at LCPS. **I call for teacher input.**

I also call for more reliable and valid forms of assessment that are county-wide since they guide instruction. It is well known that the best common assessments across large populations require common delivery materials. For this, **a flexible cohesive curriculum and accompanying teacher resources** must be in place. Individual LCPS schools vary so much in language delivery methods and teacher expectations that a seamless progression from one level to the next for students is impossible, and they are the ones who suffer the most from it. My colleagues and I would be quite willing to attest to this phenomenon if only someone were willing to hear us.

With so many variables left uncontrolled, we need to focus on what can be controlled to best assist students - common teaching materials. Well-constructed, cohesive resources provided by (though illogically banned from our schools in levels 1-3) logically sequenced, nationally accepted textbooks that

- offer strong vertical articulation for the LCPS WLC program,
- are constructed with **equity** in mind (from the images portrayed to culturally sensitive content delivery to assessment construction),
- are legally required for IEP students taking languages,
- improve the ELL population's chances for success through written and visual support,
- increase overall student success and tolerance to cultures not their own,
- facilitate reliable and valid assessment tools for data retrieval,
- allow LCPS to continue offering college-bound student world language success
- provide a framework of sequencing and recycling previously acquired material,

- increase new teacher retention rates,
- have ancillary materials and programs that address MS/HS transitions; and
- offer balanced learning style approaches to reach all students, including enrichment and special needs programs.

There would be no need for approval or prior use of other resources in the event of school from home. Copyright and license issues would all but disappear and become the teacher's responsibility, not the county's concern. Yes, online sources were lenient this time, but this will not last and frankly, these online companies saw our national confinement as an opportunity to lure in future possible accounts. Granted, nothing replaces classroom instruction, but the transition from in class instruction to online instruction only amplified the need for common WLC resources across the county.

Furthermore, under normal operating conditions, students who are home-bound or chronically absent could keep up with their activities and assignments more easily than with what is now in place. Does that mean that other county approved resources aren't valuable? No, but each resource needs to be carefully considered as to how valuable it is in enhancing student learning within a pre-established cohesive curriculum. The materials and resources we currently exploit are loosely aligned to the larger curriculum. In fact, individual teachers are charged with picking and choosing their own resources. We are never on the same page, so to speak. I will spare you the specifics of how we World Language teachers "scrambled" to become online teachers with the materials we now have in place. Everyone was blindsided, pedagogical inconsistency was a great obstruction, and the shortage of basic teacher materials was only magnified. Tensions ran and are still running high because we know what is likely around the corner. Once again, curriculum leaders were/will be charged with reinventing the wheel. Where was/is our Edmentum?

Especially affected were Levels 1-3 because, unlike Levels 4-AP, lower levels do not have online textbooks and ancillary materials. It is a shame, that in a county as wealthy as ours, that Levels 1-3 students do not have adequate basic and common materials. These lower level students, more so than the upper level students who are generally self-motivated, suffered the most in losing about one third of this school year's language instruction. They will be that much more behind on already shaky ground.

It is no wonder students opt out of upper level classes more and more. Most are not prepared to enter upper levels and seem just as frustrated by the lack of foundational skills they could more easily gain with a solid program. A textbook program can help level the "I had a great/horrible teacher" playing field. Moreover, I feel especially bad for the new teacher who arrives ready to teach and is told to go online and construct his/her own class materials, including assessments. Being a veteran who knows what goes into successful teaching practices, I can honestly say that I continue to struggle with the monumental task of delivering

superior lessons, day after day, in an open-source environment where all I have at my disposal are unrelated resources tied together because they are somehow related to French. What new teacher having mastered neither the basics nor the concomitant improvisational skills that come from experience could hope to thrive in such an environment? Unnecessarily complicating our new WLC teachers' already sufficiently challenging task, serves only to set them up for failure and, perhaps even more deplorably, harms our students.

Teachers are not trained to write curriculum, nor should they be charged with constructing their own Reading/Writing/Speaking/Listening/Cultural activities that correlate with the curriculum. Language teachers may have up to six levels to prepare every other day. Is it fair to ask them to plan every aspect of a course at the lower levels where student numbers are the highest? The goal is to have students move on to upper levels with a sound base. Exacerbated, too, by heavy administrative duties, teacher frustration and fatigue can lead only to student frustration and low levels of learning.

One could argue that some teachers rely too much on textbooks. The problem with this argument is that good teachers will do well as possible regardless of the circumstances and mediocre teachers will still be mediocre. Forcing teachers to teach with online resources and construct their own lessons from the ground up, will not make mediocre teachers better. On the contrary, at least having cohesive, well-constructed materials would benefit all teachers. At least students in those most poorly taught classes would have a solid resource to level the playing field with the better taught classes. In an age of concern for **equity**, I think that failure to use a textbook series in either a hardbound or digital format is most detrimental.

I beg for simplicity at a time when open source content is not only conflicted but also largely unreliable, untested, full of advertisements and overwhelming trivia. We all need boundaries and guidance to feel secure and be successful in life, work and play. We do need fewer distractions and much greater concern for our students' mental health. Moreover, technology is not the end all and solver of all problems. It is a tool. As an educator, I want all the tools available to me.

I am not saying that a textbook series or other equivalent is the answer, but until we have something better, let us not simply exclude its tried and true benefits because, what ultimately matters is what is best for the next generation, not what looks/sounds good to outside eyes/ears that only see the surface or read the numbers our internal administrative offices choose to divulge. Our WLC reporting methods and goals must be re-examined and questioned since they govern student achievement.

Finally, it reflects poorly on us all when not all are included in decision-making, not to mention the lack of investment/engagement that ensues. Relationships matter, and good systems are built on healthy relationships where the parts of the sum are considered.

Respectfully yours,

Sharyn Léonide Meneau

French Teacher

Freedom High School

Park View High School

Loudoun County Public Schools, Virginia

From: Beth Barts
To: Nyah Hamlett; Eric Williams; Schoolboardemail
Cc: David Palanzi; Asia Jones; Ashley Ellis
Subject: priority list for Barts
Date: Sunday, May 10, 2020 5:48:11 PM
Attachments: image001.png

First Priority----

- Change Equity Lead Stipends **to \$1800 from \$3820** to align with other lead positions such as Elementary Deans, SALTS, Mentor teachers and Department Chairs at each school. Still on the high end at \$1800. The budget line item says (93 schools X 3820) but this **is not 382K as posted but 355K** so perhaps there are other fees?

Savings: **187,860K --- see below for reallocation of savings**

- Fund Full time parent liaisons for Title One eligible schools- 5 schools (critical with rising ED numbers and unemployment) **157K**
- Fund paying health clinic subs for required training -it is terrible that they are expected to do this for free--- (critical with COVID-19) **\$30K**

Second Priority----

- Remove Equity Supervisor for a cost savings of **167K see below for reallocation of savings (can possibly support the other equity supervisor if additional direct student engagement positions are funded as listed below)**
- Fund SEAC and MSAAC stipends **20K**
- Fund contract day increases for \$5100 O/T contract , \$5481 for P/T contract and \$39,868 for Speech and Language Pathology (4)-critical with expected increased services due to COVID.
Total \$50K
- Fund enhancement to Parent Liaisons hours at Douglass **\$32K**
- Fund .6 counselor at elementary level so a school always has mental health team member on site **70K**

These are my top priorities that I will be speaking to at the work session. I also would also like to pause the **gifted program change over for one year** if possible. Using this money to fund mental health positions or custodial staff would be more practical.

Happy Mothers Day!

Beth



**Beth Barts | Loudoun County School Board
Leesburg District Representative**

email: beth.barts@lcps.org

mobile: (571) 440-1473

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

From: Beth Barts
To: Eric Williams; Nyah Hamlett; Brenda Sheridan
Subject: Move back reconciliation date
Date: Saturday, May 9, 2020 4:59:58 PM

Dr. Williams,

Due to current unknowns, I support moving back the reconciliation date for our budget until June 9th at which point we should have a better understanding of what the Governor is suggesting for our school re-opening. The current budget as presented is not applicable with scenario 2 or 3.

For example - the continued roll out of the Gifted program would not be appropriate if we were not in a normal year. This is one of many items that we are looking at.

I would also like to understand why we are offering **\$3800** for the equity leads given what we offer our SALTS, Elementary School Deans, Leads Teachers and Mentors...all between **\$1000-\$1700**. I would be able to support the role of equity lead if the stipend was more in line with other staff stipends. Even some department chairs at the high school get much less.

Thank you

Beth

Sent from Mail for Windows 10

From: [Leslee King](#)
To: [Eric Williams](#)
Subject: RE: COVID-19 Update for School Board
Date: Saturday, May 9, 2020 11:07:14 AM

Dr. Williams,

What is happening in the area of Equity. We don't seem to get any updates from the Director of Equity.

Thank you.

Leslee King

From: Eric Williams

Sent: Friday, May 8, 2020 5:33 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: COVID-19 Update for School Board

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with the State Superintendent's VDOE Return to School K-12 Task Force.
 3. Met with the Virginia Secretary of Education's COVID-19 Pre-K through 20 Work Group.
 4. Sharon Willoughby and I held a budget meeting with Denise Corbo and John Beatty, and another meeting with Jeff Morse.
 5. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to organize Sprint 2 of COVID-19 scenario planning.
1. Virginia Superintendent of Schools James Lane asked me to Vice-Chair a group that developed a report for the Governor that addresses the complexity of reopening schools under various scenarios. He referred to our work, which wrapped up on Monday of this week as the VDOE Return to School Timeline Initiative. Our work product was for the Governor's Office and, because of its

general nature, is not intended to be a how-to resource for school divisions.

Virginia Secretary of Education Qarni asked me to make a 15-minute presentation during today's one-hour COVID-19 Pre-K through 20 Work Group meeting. I was asked to spend half the time describing the work of the VDOE Return to School Timeline Initiative and the other half the time providing an overview of our (LCPS) approach to planning for multiple COVID-19 scenarios. The Governor's Office has been impressed with our planning approach and wanted the other Work Group members to learn about our approach.

2. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.

Business and Finance

1. In the attached email Sharon Willoughby provides information on how LCPS employees are notified about the Workers Compensation program. (p. 1)

PIO/Communications

1. Rob Doolittle provided an updated list of the notifications that LCPS has made to school communities regarding employees who reported testing positive for COVID-19. (pp. 2-3)

Department of Instruction

1. Ashley Ellis provided information regarding English and Math SOL pass rate percentages in her response to a question from Denise Corbo. (pp. 4-5)
2. In today's update to Principals Ashley Ellis shares information about the Virtual Science Symposia (HS only). (p. 6)

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Thursday, May 7, 2020 5:35:15 PM
Attachments: [COVID-19 Update for School Board 050720.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with Senior Staff for the final joint work session of Sprint 1 of COVID-19 scenario planning.
 3. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to plan for Sprint 2 of COVID-19 scenario planning.
 4. Attended a portion of the Principals meeting in order to provide an overview of COVID-19 scenario planning.
 5. Held a budget meeting with Sharon Willoughby, Brenda Sheridan, and Ian Serotkin.
 6. Plan to attend the Equity Committee meeting this evening.
1. I have included an email to a School Board member regarding FY21 budget collaboration. (pp. 1-5)
2. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.
3. Christine Coleman has provided four sets of meeting minutes for your review. These minutes will be added to the Consent Agenda at the May 12 meeting. (pp. 15-37)

PIO/Communications

1. Rob Doolittle provides an updated list of notifications LCPS has made to school communities regarding employees who reported testing positive for COVID-19. (pp. 6-7)
2. A reminder about the availability of the Here Comes the Bus app is included in an email from Rob Doolittle. (pp. 8-9)

Department of Instruction

1. Principals were provided with the following updates from Ashley Ellis: reminder about Virtual Loudoun (secondary only) and CogAT scores availability in ParentVUE on May 15. (p. 10)

Department of Pupil Services

1. Asia Jones shares information about a new student School Board representative from Thomas Jefferson High School for Science and Technology. (p. 11)
2. Asia Jones provides information about recent virtual community meetings/events for families of students with disabilities. (p. 12)
3. The Self-Care Resources for LCPS Staff website is the subject of this email from Asia Jones. (pp. 13-14)

Optional Reading: Articles

- Loudoun Times report on School Board discussion of calendar and class ranks, May 6

https://www.loudountimes.com/news/loudoun-county-public-schools-may-eliminate-class-rank-shorten-school-year/article_0b0118a2-8f9a-11ea-9839-5ff41e57b3b2.html

- WTOP report on School Board discussion of calendar and class ranks, May 6

<https://wtop.com/loudoun-county/2020/05/loudoun-county-schools-weigh-dropping-class-rank-shortened-school-year/>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Leslee King
To: Eric Williams
Subject: RE: COVID-19 Update for School Board
Date: Saturday, May 16, 2020 11:53:02 AM

Thank you for including Ms. Spurlock's presentation.
Leslee

From: Eric Williams
Sent: Friday, May 15, 2020 5:20 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: COVID-19 Update for School Board

Good evening,

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with School Psychologist Charles Barrett and Principal Brian Blubaugh to collaborate on a COVID-19 response prototype.
 3. Met with the VDOE Return to School Task Force.
 4. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to further organize Sprint 2 of COVID-19 scenario planning.
1. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.
2. The Equity Committee met yesterday evening. Mrs. Spurlock presented the following presentation which includes excerpts from previous slides presented to the School Board in January and February 2020 and/or the broader community as part of the first Equity Community Conversation in February 2020. (pp. 1-16)

PIO/Communications

1. Rob Doolittle shares an updated list of the notifications that LCPS has made to

school communities regarding employees who reported testing positive for COVID-19. (pp. 17-18)

Business and Finance

1. Sharon Willoughby provides the monthly financial report for April 2020. (pp. 19-20)

Department of Instruction

1. Final grades and rank (secondary) and the AP World Language Exam were topics updated for Principals by Ashley Ellis today. (pp. 21-22)

Department of Support Services

1. Kevin Lewis shares information about a law enforcement joint training scheduled for next week. (p. 23)

Optional Reading: Articles

- LoudounNow story on extension of COVID-related LCPS compensation, May 14
<https://loudounnow.com/2020/05/14/school-worker-pay-extended-to-june-30/>

- Loudoun Times story on School Board decisions regarding K-2 devices and school calendar, May 13
https://www.loudountimes.com/news/loudoun-school-board-approves-devices-for-k-2-keeps-june-10-as-last-day-of/article_d64797bc-9516-11ea-aa45-5762e06fdeb4.html

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Cc: Nyah Hamlett
Subject: COVID-19 Update for School Board
Date: Friday, May 15, 2020 5:20:30 PM
Attachments: COVID-19 Update for School Board 051520.pdf

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https://www.loudountimes.com/news/loudoun-school-board-approves-devices-for-k-2-keeps-june-10-as-last-day-of/article_d64797bc-9516-11ea-aa45-5762e06fdeb4.html

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Beth Barts
To: Eric Williams; Ashley Ellis; Lottie Spurlock
Subject: Re: [EXTERNAL] stipends
Date: Friday, May 15, 2020 11:35:07 AM

Thank you so much!!

Sent from my iPhone

On May 15, 2020, at 11:34 AM, Beth Barts <Beth.Barts@lcps.org> wrote:

This!

Sent from my iPhone

Begin forwarded message:

From: Stacey Williams <staceyw0321@gmail.com>
Date: May 15, 2020 at 11:17:27 AM EDT
To: Schoolboardemail <lcsb@lcps.org>
Subject: [EXTERNAL] stipends

Hello -

My name is Stacey Williams and I'm the school counselor at Round Hill Elementary. I'm proud to say that I work at and my children attend Round Hill ES. I'm very blessed to work with an amazing and supportive administration team.

My job at RHL is more than just a school counselor. I've been assigned as PBIS internal coach, volunteered to be the Mandt trainer, and Elementary Cluster Facilitator. Each of these leadership roles do not receive a stipend. As the PBIS coach, I collaborate to develop SIP goals, attend meetings from the admin level, plan and run monthly school level meetings where I collaborate with admin and teachers to develop Tier 1 and Tier 2 strategies for RHL, disseminate PBIS data, and so forth. As the Mandt trainer, I attended a 4-day training to be certified as a trainer. In order to keep my certification as an instructor I will have to attend another 3-day training 2 years from my certification. I work with another teacher to organize, plan, certify or recertify staff members in Relational and Technical Mandt. The role of Elementary Cluster Facilitator is one similar to a Middle School Lead and High School Director, but yet, facilitators do not receive a stipend as the middle school and high school leads do. As the facilitator, I attend extra meetings and plan for my cluster (Loudoun Valley and Woodgrove) meetings to share

information. If an elementary counselor in my cluster needs support or has a question, they ask me, and I help them. All of this takes extra time. I love doing all of it and have no problem with the leadership roles. The PBIS coach and Facilitator roles I have been doing for years.

This school year, I had one of the highest, if not highest counselor to student ratio. I was way over the 1:375 ratio. I had .2 itinerant counselor, which is one day a week, which would be equivalent of 1.2:450 students. According to the school profile database, RHL currently has 550 students, not including pre-k. We should have had a .4 itinerant counselor, which would have brought us to 525 students per 1.4 counselors. As mentioned above, my principal is very supportive, and he did advocate for the extra counselor at the beginning of the school year. Unfortunately, nothing changed, but I was excited to have an extra set of hands for at least one day as the previous year, I was the only counselor. During the school year, my daily schedule reflects our high ratio as I was almost constantly working with students and rarely take an unencumbered lunch.

My frustration lies in going above and beyond and having the feeling that elementary school counselor positions are not valued from the top. LCPS is asking for equity leaders and giving them a stipend for the extra responsibility, which is similar to the extra responsibilities I currently hold and do not receive a stipend. I have never received a stipend for any of my extra leadership roles and responsibilities. The High School Directors and Middle School Leads receive a stipend, but Elementary Facilitators do not. Mandt school-based trainers do not receive a stipend even though we spend hours preparing for the trainings and taking time away from our job to train teachers. The PBIS coaches do not receive a stipend for all the hours of work they do in preparing for meetings, running the PBIS team, and collaborating with others. however, equity leads will receive a stipend. Where is the equity in that?

If you would further information about the roles mentioned about or even the role of an elementary school counselor, I'm happy to answer them. Thank you for your time.

Sincerely,

Stacey Williams

From: Beth Barts
To: Eric Williams; Ashley Ellis; Lottie Spurlock
Subject: Fwd: [EXTERNAL] stipends
Date: Friday, May 15, 2020 11:34:47 AM

This!
Sent from my iPhone

Begin forwarded message:

From: Stacey Williams <staceyw0321@gmail.com>
Date: May 15, 2020 at 11:17:27 AM EDT
To: Schoolboardemail <lcsb@lcps.org>
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Sincerely,

Stacey Williams

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: FW: COVID-19 Update for School Board
Date: Thursday, May 14, 2020 6:05:18 PM
Attachments: [COVID-19 Update for School Board 051420.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with a group of approximately 20 individuals who are a part of the Sprint 2 COVID-19 scenario planning.
 3. Joined Nyah Hamlett and Ashley Ellis in a thirty-minute debriefing of today's Sprint 2 work groups.
 4. Tonight I am attending a portion of the Equity Committee meeting.
1. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.
2. Nyah Hamlett participated in the "Free Speech for Me but not for Thee: Issues Presented When School Board Members Communicate on Social Media". A few Board members expressed interest in the presentation. You may view the recording of this webinar by following the link [here](#). The presentation is also attached. (pp. 1-29)

PIO/Communications

1. Rob Doolittle shared messages sent to two groups of LCPS families, an update for families with students in grades 8-12 regarding virtual-learning opportunities, and a message to families of students who receive free or reduced meals. (pp. 30-33)

Department of Pupil Services

1. Asia Jones shares the announcement of Dr. Amy Gleason Carroll, PVHS Counselor, being elected to the VSCA Board. (pp. 34-36)

Optional Reading: Articles

-LoudounNow story regarding School Board actions Tuesday, May 13

<https://loudounnow.com/2020/05/13/school-board-holds-class-rank-policy-last-day-of-school-unchanged/>

- Loudoun Times story regarding School Board actions Tuesday, May 13

https://www.loudountimes.com/news/loudoun-school-board-approves-devices-for-k-2-keeps-june-10-as-last-day-of/article_d64797bc-9516-11ea-aa45-5762e06fdeb4.html

- Middleburg Eccentric story regarding garden-club grants to area organizations, including two LCPS schools, May 13

<https://middleburgeccentric.com/2020/05/leesburg-garden-club-awards-three-grants-to-local-organizations/>

“Support for science and environmental education grants are awarded to two Loudoun County Public Schools. Recipients are the Loudoun Wildlife Conservancy, Lucketts Elementary School and Tuscarora High School.”

- Pennsylvania story about dealing with depression includes interview with LCPS special ed teacher about managing her own mental health, May 14

https://www.heraldstandard.com/news/covid-19/battles-with-depression-loneliness-increase-as-a-result-of-covid-19-pandemic/article_a0f46a86-9557-11ea-a99f-efcb532d839c.html

“For Hitchcock, those weeks and weeks of working at home and teaching her kids at home, coupled with statewide stay-at-home orders, have meant heightened levels of anxiety and restrictions on her usual coping mechanisms.”

Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: [Leslee King](#)
To: [Nyah Hamlett](#)
Cc: [Eric Williams](#)
Subject: RE: COVID-19 Update for School Board
Date: Tuesday, May 12, 2020 10:24:48 PM
Attachments: [image001.png](#)

That's fine. I do believe we need those because some of the SB members don't think she does anything. She could give some updates for the daily to EW. Is she part of the cabinet meetings? Answer tomorrow because I started with meetings at 3:00 –FF Committee and I'm tired. I'm sure you are too.

Leslee

From: Nyah Hamlett
Sent: Tuesday, May 12, 2020 10:15 PM
To: Leslee King <Leslee.King@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>
Subject: RE: COVID-19 Update for School Board

Ms. King,

We are happy to provide Equity updates beginning in the near future. Those updates would likely be presented by me and/or Ms. Spurlock. We can aim for updates once we get a little further into scenario planning, if that is okay with you.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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

From: Leslee King <Leslee.King@lcps.org>
Sent: Saturday, May 9, 2020 11:07 AM

To: Eric Williams <Eric.Williams@lcps.org>

Subject: RE: COVID-19 Update for School Board

Dr. Williams,

What is happening in the area of Equity. We don't seem to get any updates from the Director of Equity.

Thank you.

Leslee King

From: Eric Williams

Sent: Friday, May 8, 2020 5:33 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: COVID-19 Update for School Board

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1. In the attached email Sharon Willoughby provides information on how LCPS employees are notified about the Workers Compensation program. (p. 1)

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1. Rob Doolittle provided an updated list of the notifications that LCPS has made to school communities regarding employees who reported testing positive for COVID-19. (pp. 2-3)

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1. Ashley Ellis provided information regarding English and Math SOL pass rate percentages in her response to a question from Denise Corbo. (pp. 4-5)
2. In today's update to Principals Ashley Ellis shares information about the Virtual Science Symposia (HS only). (p. 6)

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Nyah Hamlett
To: Leslee King
Cc: Eric Williams
Subject: RE: COVID-19 Update for School Board
Date: Tuesday, May 12, 2020 10:15:24 PM
Attachments: image001.png

Ms. King,

We are happy to provide Equity updates beginning in the near future. Those updates would likely be presented by me and/or Ms. Spurlock. We can aim for updates once we get a little further into scenario planning, if that is okay with you.

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools
571-252-1030
Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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

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From: Eric Williams
Sent: Friday, May 8, 2020 5:33 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan

<Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: COVID-19 Update for School Board

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with the State Superintendent's VDOE Return to School K-12 Task Force.
 3. Met with the Virginia Secretary of Education's COVID-19 Pre-K through 20 Work Group.
 4. Sharon Willoughby and I held a budget meeting with Denise Corbo and John Beatty, and another meeting with Jeff Morse.
 5. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to organize Sprint 2 of COVID-19 scenario planning.
1. Virginia Superintendent of Schools James Lane asked me to Vice-Chair a group that developed a report for the Governor that addresses the complexity of reopening schools under various scenarios. He referred to our work, which wrapped up on Monday of this week as the VDOE Return to School Timeline Initiative. Our work product was for the Governor's Office and, because of its general nature, is not intended to be a how-to resource for school divisions.

Virginia Secretary of Education Qarni asked me to make a 15-minute presentation during today's one-hour COVID-19 Pre-K through 20 Work Group meeting. I was asked to spend half the time describing the work of the VDOE Return to School Timeline Initiative and the other half the time providing an overview of our (LCPS) approach to planning for multiple COVID-19 scenarios. The Governor's Office has been impressed with our planning approach and wanted the other Work Group members to learn about our approach.

2. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.

Business and Finance

1. In the attached email Sharon Willoughby provides information on how LCPS employees are notified about the Workers Compensation program. (p. 1)

PIO/Communications

1. Rob Doolittle provided an updated list of the notifications that LCPS has made to school communities regarding employees who reported testing positive for COVID-19. (pp. 2-3)

Department of Instruction

1. Ashley Ellis provided information regarding English and Math SOL pass rate percentages in her response to a question from Denise Corbo. (pp. 4-5)
2. In today's update to Principals Ashley Ellis shares information about the Virtual Science Symposia (HS only). (p. 6)

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Friday, May 22, 2020 5:53:53 PM
Attachments: [COVID-19 Update for School Board 052220.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Was interviewed by Megan Cloherty of WTOP.
 3. Participated in VDOE Return to School Task Force meeting convened by State Superintendent of Public Instruction James Lane.
 4. Participated in COVID-19 Education Workgroup meeting convened by Virginia Secretary of Education Qarni. This was a particularly informative meeting that will help guide our planning efforts.
 5. Participated in a webinar, *Beyond Social Distancing, Let's Dream About the Future*.
1. I will email you documents relating to my summative evaluation later this evening.
2. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.
3. Two sets of minutes for review from Chris Coleman (May 12, 2020 pp. 41-58 and May 19, 2020 pp. 59-63)
4. The attached Q&A document is being provided to School Board Committee Chairs and all staff liaisons to provide greater clarity regarding the committee meeting public engagement processes. Please use this document as a guide as you plan virtual committee meetings with your staff liaison. (pp. 1-4)
5. A gentle reminder to submit the names of your parent selections for Sprint 3 focus groups by Tuesday, May 26 in order for us to solidify plans and communicate accordingly with each focus group. If you have questions, feel free to contact Nyah Hamlett directly.

Business and Finance

1. Sharon Willoughby included information about lottery revenues for FY20 and their effect on Supplemental Lottery per Pupil Allocation in the attached email. (p. 5)

PIO/Communications

1. Rob Doolittle shared a message sent today to all LCPS families with students in grades 6-12 regarding the calculation of class rank and the end-of-year grading timeline for secondary students. (pp. 6-8)
2. Rob Doolittle shared information detailing the Freedom of Information Act requests that LCPS received between January 1 and April 30, 2020. (pp. 9-32)
3. An updated list of the notifications LCPS has made to school communities regarding employees who reported testing positive for COVID-19 is attached. (pp. 33-34)

Department of Instruction

1. Ashley Ellis provides a MATA industry credentials update in the attached email. (pp. 35-38)
2. Information regarding School Board discussion regarding the calculation of class rank is included in the attached email from Ashley Ellis. (pp. 39-40)

Optional Reading: Articles

- WTOP News story regarding LCPS planning, based on an interview with Dr. Williams, May 22

<https://wtop.com/virginia/2020/05/what-schools-in-northern-virginia-could-look-like-when-they-return/>

"One way we can help people deal with that ambiguity is with frequent updates. So we have shared information about our planning process with the community and are committed to providing additional details in about a month about the situation that we're looking at," Williams said.

- Loudoun Times story on challenges of special education during pandemic (quotes extensively from interviews with Dr. Jones and John Lody), May 22

https://www.loudountimes.com/eeditions/page-a08/page_a04d84f3-d532-53da-8705-0de92ae1ab80.html

- People Magazine feature on outstanding seniors committed to improving the world, including Broad Run senior Shreyaa Venkat, May 20

<https://people.com/human-interest/2020-high-school-seniors-committed-to-improving-their-communities-and-the-world/>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Leslee King
To: Eric Williams; Nyah Hamlett; Sharon Willoughby
Subject: My motions for Tuesday
Date: Friday, May 22, 2020 12:33:52 PM
Attachments: image001.png

I move to amend the budget by removing nine part-time school board assistants only for FY 20-21 for a savings of \$90,000. {We are asking teachers and staff to do more without a pay increase. I think we need to wait on these assistants. It can be added back when we know more about the future funds and outlook.}

I move to amend the budget by removing under Non-Department Personnel, \$1.1 million for Sick Leave Payoff for Termination. This is documented in Policy 7712 – Sick Leave. (I don't know any company that pays unused sick leave when employee leaves or is terminated or laid-off)

I move to amend the budget by removing under Non-Department Personnel, \$1.1 million for Annual Leave Payoff for Termination. This may require a change to Policy 7710 – Annual Leave.

I move to amend the budget by adding a Supervisor of Equity, 1 FTE, for a cost of \$166,455. (This goes along with the recommended 93 Equity Leads and is essential so these leads have a direct supervisor who is responsible for planning, directing and overseeing equity lead operations. Putting an Equity Lead in each school without a direct program manager is asking for failure. Equity covers everything, and this position is necessary for Loudoun Schools to move forward in a positive manner.)

Regards,

Leslee King



Leslee King | **Loudoun County School Board**

Broad Run District Representative

email: leslee.king@lcps.org 571-439-5570 -- cell

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

From: Beth Barts
To: Sharon Willoughby
Cc: Eric Williams; Nyah Hamlett
Subject: Thank you.
Date: Friday, May 22, 2020 8:10:28 AM

Good morning,

Wanted to share that the lowering of equity stipends to the new reviewed rate by HRTD will be my only motion.

Some notes- I watched the Fairfax Boards meeting with their focus on mental health and social emotional learning as well as what Arlington Schools put out- which shares a need for SPED and is much for more direct on the probability that we will not be in school next fall. As a result I will be 100% supporting Ian's motion. This will still give Dr. Williams plenty of extra flexibility in the budget ... millions.... but provide the support we will need if we are able to open normally at some point next year.

I have no doubt that if we return to only distance learning in August we will see significant families chose other options for their children such as a home schooling curriculum and/or a more rigorous online private option. We also will see families of rising Ks simply wait a year. I absolutely would in their shoes and know this is being discussed in my community. We won't need those contingency positions and there are other funds in the base for flexibility.

Thank you and have a good holiday weekend.

Beth

Sent from my iPhone

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: FW: COVID-19 Update for School Board
Date: Thursday, May 21, 2020 6:21:00 PM
Attachments: [COVID-19 Update for School Board 052120.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Met with the entire Sprint 2 group for COVID-19 scenario planning.
 3. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to organize Sprint 3 of COVID-19 scenario planning.
 4. Met with Principals.
 5. Held monthly meeting with Tim Hemstreet, Erin McLellan, Kevin Lewis, and Sharon Willoughby.
 6. Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for next week's School Board meeting.
1. I've attached an email from a parent as an example of the positive feedback I've received regarding my emails to the community, including last night's e-mail. (p. 1)
2. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.

Business and Finance

1. Budget motions are the subject of Sharon Willoughby's update. (pp. 2-3)

PIO/Communications

1. Rob Doolittle shared a message sent to LCPS families regarding the suspension of meal service on Memorial Day, Monday, May 25. (pp. 4-5)

Department of Support Services

1. Kevin Lewis provided an update on access to school sites and buildings during the COVID-19 closure. (pp. 6-14)

Optional Reading: Articles

- WRC-TV news report on LCPS planning for 2020-2021 school year, May 21
<https://www.nbcwashington.com/news/local/northern-virginia/loudoun-county-schools-plan-for-3-reopening-scenarios/2308950/>
- WTOP news report on LCPS planning for 2020-21 school year, May 21
<https://wtop.com/loudoun-county/2020/05/tbd-loudoun-co-prepares-3-scenarios-for-next-school-year/>
- WUSA-TV story regarding LCPS plans for re-opening, quoting May 20 community message extensively, May 20
<https://www.wusa9.com/article/news/education/we-will-be-ready-loudoun-county-has-a-plan-for-next-school-year-scheduled-to-start-aug-27/65-f4b04ec9-9d69-4e2f-a690-22a1fe39298e>
- WJLA-TV story regarding LCPS plans for re-opening, quoting May 20 community message extensively, May 20
<https://wjla.com/news/local/loudoun-county-public-schools-give-3-scenarios-for-the-2020-21-school-year>
- Loudoun Times story regarding COVID-19 updates presented at School Board meeting, May 20
https://www.loudountimes.com/news/superintendent-provides-updates-on-loudoun-public-schools-scenarios-for-next-year/article_d4d035ee-9aa0-11ea-b87c-fb8d297c3242.html
- Loudoun Times story regarding State of the County address, referencing video greetings prepared by LCPS seniors, May 20
https://www.loudountimes.com/news/randalls-state-of-loudoun-county-covid-19-has-redefined-or-maybe-just-clarified-what-a/article_8a785404-9a46-11ea-bc40-27bde7b84cef.html
“Randall congratulated the graduating seniors from Loudoun County, recognizing them for their confidence, independence, engagement and awareness. She called the class amazing and wished them the best of luck in the future. She urged the seniors to consider volunteering for a nonprofit organization ‘with a mission that speaks to your passions.’
“In a video montage, high school seniors from around Loudoun County spoke about their memories and wishes for their classmates.”
- LoudounNow story regarding School Board actions on Equity Committee recommendations, May 20
<https://loudounnow.com/2020/05/20/school-board-declines-to-discuss-sanctions-requested-by-equity-committee/>
- LoudounNow story regarding running-club scholarship for LCPS senior, May 20
<https://loudounnow.com/2020/05/20/algonkian-running-club-awards-1-8k-scholarship-to-track-field-senior/>
- Virginia Mercury story regarding information security in online classrooms

(references LCPS policy and budget), May 21

<https://www.virginiamercury.com/2020/05/21/how-secure-is-your-childs-data-in-virginias-virtual-classrooms/>

“In Northern Virginia jurisdictions such as Alexandria, Fairfax and Loudoun, policies and amendments were available online to the public.”

WDVM story regarding Purcellville high school students developing technology to encourage good driving behavior, May 20

<https://www.localdvm.com/something-good/high-school-students-develop-technology-to-encourage-good-driving-behavior/>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Wednesday, May 20, 2020 4:52:14 PM
Attachments: [COVID-19 Update for School Board 052020.pdf](#)

Good evening,

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

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

1. My schedule Tuesday and today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again yesterday to collaborate on COVID-19 and other matters.
 2. Participated in yesterday's work session related to Sprint 2 COVID-19 scenario planning.
 3. Met with Scott Ziegler and Sharon Willoughby to finalize their presentation regarding salary scales (if the School Board chooses to adopt the FY20 salary scales for FY21). I wanted to provide the Board with a recommended option that avoids the approach of a previous administration when steps were not given. The approach I recommended (if the School Board chooses to adopt the FY20 salary scales for FY21) does NOT give external candidates credit for more years of experience than returning employees receive.
 4. Met with Ashley Ellis, Nyah Hamlett, and EdElements staff to further organize the conclusion of Sprint 2 of COVID-19 scenario planning and the commencement of Sprint 3.
 5. Met with a VDOE Recovery Task Force Subcommittee.
 6. Initiated and led a meeting of superintendents affiliated with municipalities belonging to the Northern Virginia Regional Commission in order to share information with one another regarding our responses to COVID-19.
1. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.
2. Please disregard the individual emails that Nyah Hamlett sent to you this morning (and later recalled) regarding sprint 3 focus groups. Please use the attached email that she sent to the full Board at 12:21p.m. as a guide for your parent selections for sprint 3. If you have questions, feel free to contact Nyah Hamlett directly. (pp. 1-2)

PIO/Communications

1. Rob Doolittle provided an updated list of the notifications that LCPS has made to school communities regarding employees who reported testing positive for COVID-19. (pp. 3-4)

Department of Instruction

1. Ashley Ellis provided Principals with updates on science lab clean up and chemical storage as well as the Summer Virtual Reading Institute. (p. 5)

Department of Pupil Services

1. Asia Jones provides details about Student Health Services' continued collaboration with the Loudoun County Department of Family Services. (p. 6)

Department of Support Services

1. Kevin Lewis provides updates on the Evergreen Mill ES and Simpson MS walk zone, proposed pavement markings at Sacred Mountain Street adjacent to Champe HS, and MS-14 land acquisition. (pp. 7-22)

Optional Reading: Articles

- Washington Post story regarding Teacher and Principal of the Year, includes references to Kirk Dolson and Mark Muldowney, LCPS finalists, May 18
<https://www.washingtonpost.com/pr/2020/05/18/washington-post-announces-2020-teacher-principal-year-award-winners-finalists/>

- Loudoun Times story on Kirk Dolson, Principal of the Year, May 18
https://www.loudountimes.com/news/park-views-dolson-named-loudoun-public-schools-principal-of-the-year/article_3cce47a2-9921-11ea-bca1-5bbdbb0c51fa.html

Patch.com story regarding Dr. Williams' participation in Gov. Northam's COVID-19 Education Work Group, May 18
<https://patch.com/virginia/leesburg/head-loudoun-schools-named-va-covid-19-education-work-group>

- Loudoun Times story about parents of special education students seeking fellowship during COVID-19 pandemic, May 18
https://www.loudountimes.com/news/be-mom-first-parents-of-children-with-special-needs-look-for-fellowship-amid-coronavirus-lockdown/article_820b0f98-9909-11ea-a83a-4baa02808f07.html

-Washington Post article on Virginia's investigation into complaints Fairfax's online learning fails students with disabilities, May 18
<https://www.washingtonpost.com/local/education/virginia-investigates-complaints-that-fairfaxs-online-learning-fails-disabled-students/2020/05/18/377f7fd2-992b-11ea->

[a282-386f56d579e6_story.html](#)

- Fox5 DC story on Virginia schools' plans for reopening, May 19

<https://www.fox5dc.com/news/virginia-schools-discuss-plan-for-fall-classes>

"Loudoun County Public Schools is weighing three options: Reopen as usual, reopen with physical distancing and health mitigation strategies, or continue distance learning."

- Patch.com story regarding a Tuscarora HS senior who won Sen. Kaine's Graduation Speech Contest, May 19

<https://patch.com/virginia/leesburg/leesburg-high-school-senior-wins-graduation-speech-contest>

Additional stories about COVID-19 Education Work Group:

https://www.insidenova.com/news/special/coronavirus/statewide-working-group-to-offer-recommendations-for-schools/article_861ce6c4-99c2-11ea-a4e3-3bb533ed3af5.html

<https://wvva.com/2020/05/19/governor-northam-announces-education-work-group-to-help-guide-process-for-safe-equitable-reopening-of-schools/>

<https://forhuntraherald.com/northams-new-education-working-group-to-advise-on-school-reopenings/>

<https://augustafreepress.com/northam-taps-work-group-to-guide-process-for-reopening-of-schools/>

<https://www.whsv.com/content/news/Gov-Northam-announces-Education-Work-Group-to-develop-school-reopening-plans-570574471.html>

<https://wvva.com/2020/05/19/governor-northam-announces-education-work-group-to-help-guide-process-for-safe-equitable-reopening-of-schools/>

<https://www.nbc29.com/2020/05/19/gov-northam-announces-education-work-group-develop-school-reopening-plans/>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Nyah Hamlett
To: Beth Barts; Eric Williams
Subject: RE: Equity supervisors?
Date: Monday, May 18, 2020 9:24:42 AM

Good morning,

We were in the interview process phase back in March for the Equity Supervisor positions, but candidates who were interviewed were informed at that time that the positions were contingent upon the adoption of the budget and that no offers would be made until we knew more about funding of the positions. Let me know if you have any other questions.

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
Nyah.Hamlett@lcps.org | @NyahHamlett
571-252-1030

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

From: Beth Barts
Sent: Monday, May 18, 2020 8:51 AM
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: Equity supervisors?

Dr. Williams,

Have we offered jobs to candidates for both equity supervisor positions that would start July 1? If so are they internal candidates or from outside LCPS?

Thank you.

Beth

Sent from my iPhone

From: Beth Barts
To: Nyah Hamlett; Eric Williams
Subject: Equity supervisors?
Date: Monday, May 18, 2020 8:51:20 AM

Dr. Williams,

Have we offered jobs to candidates for both equity supervisor positions that would start July 1? If so are they internal candidates or from outside LCPS?

Thank you.

Beth

Sent from my iPhone

From: Denise Corbo
To: Scott Ziegler
Cc: Nyah Hamlett; Eric Williams
Subject: Hiring
Date: Monday, May 18, 2020 8:45:00 AM
Attachments: [image001.png](#)
[image002.png](#)

Good morning,

This is the third time I'm asking for clarification to this question. Please see the attachments sent to new hires from HR. Have there been any superintendent recommended cuts to new hires who we have already gone through training, who have received PID numbers and verification of employment?

If so, please list all positions. Several individuals reached out to me and shared that they have quit their previous jobs, relocated and are worried that once we approve the budget they will be jobless.

Scott, I know we had a phone conversation about this and that was before I received the attached documents below.

Sincerely,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Denise Corbo <Denise.Corbo@lcps.org>
Sent: Friday, May 15, 2020 10:54 AM
To: Scott Ziegler
Subject: Re: Sub Pay

Thank you!



**Denise Corbo | Loudoun County School Board
AT-LARGE Representative**

**email: denise.corbo@lcps.org
mobile: (571) 246-3766**

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>

Sent: Friday, May 15, 2020 10:38 AM

To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>

Subject: RE: Sub Pay

Good Morning Denise,

Sub-pay will stop on the last day of school for students, June 10. And you are correct; an employee can not receive unemployment while they are receiving income replacement.

Scott Ziegler

From: Nyah Hamlett

Sent: Thursday, May 14, 2020 2:59 PM

To: Denise Corbo <Denise.Corbo@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: RE: Sub Pay

Hi Denise,

Scott can answer your first question.

As it relates to equity positions, we were in the interview process phase back in March, but candidates who were interviewed were informed at that time that the positions were contingent upon the adoption of the budget and that no offers would be made until we knew more about funding of the positions.

Let me know if you have additional questions.

Thanks,

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
571.252.1030 (office) | 571.209.7787 (cell)

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

From: Denise Corbo

Sent: Thursday, May 14, 2020 2:38 PM

To: Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Subject: Re: Sub Pay

Hi Scott,

I wanted to circle back around and ask if you would be able to answer the question in my previous email they pertain to the attachments.

In addition, I heard we posted and have started the process for the proposed equity positions. Is that correct or just a rumor?

Thanks so much,

Denise

Denise Corbo, M.Ed., NBCT
School Board Member, At-Large
(571) 246-3766

From: Denise Corbo <Denise.Corbo@lcps.org>

Sent: Friday, May 8, 2020 3:54:01 PM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

Subject: Sub Pay

Good afternoon, Scott and Sharon.

I have two questions.

1. When will sub pay stop? Many have filed for unemployment and the sub pay cannot overlap the unemployment benefit.
2. I have attached the letter that was sent by LCPS in regard to a job in the 20-21 school year. If potential hires have received the letter below and have been given a PID number are they going to be cut?

Thank you,

Denise

From: Beth Barts
To: Nyah Hamlett; Eric Williams; Stephen DeVita; Jeffrey Adam
Subject: Fwd: [EXTERNAL] Aspen Miller and John Plenter
Date: Tuesday, June 2, 2020 6:29:02 AM
Attachments: [fc8f6b3a-a5d7-452a-b4b0-0cc3edfa4ae6.png](#)
[9f24210b-9217-4e4e-8408-d6d6eff149dc.png](#)
[18c86cfs-00d8-42ab-bd6d-b5dfc9714bf7.png](#)
[0fc5c7a4-e7c2-4d3b-9e26-cbb9f334ae3c.png](#)
[5ddc427f-e686-497e-847b-0008d78b281f.png](#)
[e2e04f50-a9ce-424b-923b-fc8b99410ae3.png](#)
[52af87f3-d15f-4d99-b88a-2eed10fcbb79.png](#)
[6474e22d-0293-477c-858c-3e88c070da03.png](#)
[b29b5f03-405c-4e8a-84ad-3093fd902674.png](#)
[23ad9d1d-c3ff-4c71-a272-0fbbe2758672.png](#)

Eric,

FYI. Please let us know how to respond.

Thanks

Beth

Sent from my iPhone

Begin forwarded message:

From: Anissa Reveron <reveron.an@gmail.com>
Date: June 2, 2020 at 3:28:00 AM EDT
To: Ian Serotkin <Ian.Serotkin@lcps.org>, Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Aspen Miller and John Plenter

To whom it may concern within the Heritage High School/Loudoun County Public Schools staff,

Many current and former Heritage High School and LCPS students along with their parents are shocked and outraged by social media posts shared by two graduating seniors, Aspen Miller and John Plenter. Their posts are attached to this email.

If Heritage High School is an institution that condemns racism, police brutality, and white supremacy, then we expect that sufficient action will be taken place in regard to these social media posts. We hope that these are not students that you would like to represent your school/community.

We also understand that they are graduating in a number of days. While that may mean they are almost not under your jurisdiction, we depend on you to put an end to this and contact their colleges or wherever they attend after high school. If this is overlooked, it would reflect badly on Loudoun County Public Schools.

These posts perpetuate a culture that isolates minority students in an environment that is already considered intimidating. We trust that you take the time to take action and stand against these students and their remarks in order to make a safe and absolutely inclusive environment for your students. Plenter's terrorization of Heritage's students and parents has gone on for months and it puts the students at risk and in fear.

If you want to maintain a positive and inclusive community for every single student and reassure every parent, then this must be addressed. It puts the safety of students at risk if it goes unacknowledged. For the two students, this could negatively affect them later in life and ruin their chances of having a future.

Regards,

Anissa Reveron, Leesburg Resident and Current Student Attending Loudoun County High School

From: Ian Serotkin
To: Nyah Hamlett; Atoosa Reaser; Brenda Sheridan; Denise Corbo; Jeff Morse; John Beatty; Beth Barts; Leslee King; Harris Mahedavi
Cc: Eric Williams; Rob Doolittle
Subject: Re: Anti-Racism Community Message
Date: Monday, June 1, 2020 7:35:14 PM
Attachments: Outlook-ut1e3hvt.png

Excellent statement - thank you.



**Ian Serotkin | Loudoun County School Board
Blue Ridge District Representative
Chair, Student Support & Services Committee**

email: ian.serotkin@lcps.org
mobile: (571) 420-1628

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: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Monday, June 1, 2020 7:14 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Leslee King <Leslee.King@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>; Rob Doolittle <Rob.Doolittle@lcps.org>
Subject: Anti-Racism Community Message

Good evening,

The following message from Dr. Williams is scheduled to go out to the LCPS community this evening at 8PM.

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of African-Americans are deeply disturbing. The painful impact of these harrowing deaths is and will continue to be significant, all the more so because of our keen awareness of the disproportionate impact of COVID-19 on people of color.

LCPS remains committed to providing a safe, empathetic, respectful and supportive learning environment, and we reject racism and racist violence, recognizing that they further encourage discrimination, hatred, oppression, and more violence. Our commitment to doing so is grounded in our action-oriented equity perspective. As a community, our

condemnation of racist behavior and language is necessary, and we must do more. As individuals, I hope you will join me in peaceful anti-racism, taking actions that oppose racism as well as systemic and structural inequities.

Anti-racist words and actions support our mission of empowering all students to make meaningful contributions to the world. I ask that parents consider speaking with their children about the history and persistence of racism and racialized violence in America and locally. I ask LCPS staff to join me in engaging in courageous, even difficult, conversations with colleagues who show up to work each day trying to give their best to our students and families, while also perhaps struggling with direct or indirect racism. A list of resources is provided at the end of this letter that you may wish to reference in speaking with others regarding race, racism, and racialized violence.

LCPS has demonstrated a community care approach during the COVID-19 pandemic. Community care includes caring for each and every community member, including individuals who are medically fragile, those who face food insecurity, AND those who are subjected to racist behavior and language. Community care is an extension of our "whole child" philosophy, which rests on the belief that we can support the realization of children's potential when they are nourished, nurtured and supported in the face of the challenges around them. In the spirit of community care, we, including those of us who come from a place of privilege, can take inspiration from Maya Angelou's poem of resilience entitled *Still I Rise* to work together to change what is wrong and hurtful in the world around us.

With great care,
Eric Williams, Ed.D.
Superintendent
LCPS

List of Resources:

- [Resources for Talking About Race, Racism, and Racialized Violence](#)
- [31 Children's books to support conversations on race, racism and resistance](#)
- [Middle School Community Circle Topics](#)
- [Article on Black Trauma and Showing Up at Work](#)
- [Article for Teachers' Self-Accountability for Dismantling Racial Oppression](#)

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools

Sent from my iPhone - please excuse brevity and/or typos

From: [Nyah Hamlett](#)
To: [Atoosa Reaser](#); [Brenda Sheridan](#); [Denise Corbo](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Beth Barts](#); [Leslee King](#); [Harris Mahedavi](#)
Cc: [Eric Williams](#); [Rob Doolittle](#)
Subject: Anti-Racism Community Message
Date: Monday, June 1, 2020 7:14:39 PM

Good evening,

The following message from Dr. Williams is scheduled to go out to the LCPS community this evening at 8PM.

Dear Members of the LCPS Community:

The recent violent, high-profile deaths of African-Americans are deeply disturbing. The painful impact of these harrowing deaths is and will continue to be significant, all the more so because of our keen awareness of the disproportionate impact of COVID-19 on people of color.

LCPS remains committed to providing a safe, empathetic, respectful and supportive learning environment, and we reject racism and racist violence, recognizing that they further encourage discrimination, hatred, oppression, and more violence. Our commitment to doing so is grounded in our action-oriented equity perspective. As a community, our condemnation of racist behavior and language is necessary, and we must do more. As individuals, I hope you will join me in peaceful anti-racism, taking actions that oppose racism as well as systemic and structural inequities.

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I Rise to work together to change what is wrong and hurtful in the world around us.

With great care,
Eric Williams, Ed.D.
Superintendent
LCPS

List of Resources:

- [Resources for Talking About Race, Racism, and Racialized Violence](#)
- [31 Children's books to support conversations on race, racism and resistance](#)
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- [Article for Teachers' Self-Accountability for Dismantling Racial Oppression](#)

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools

Sent from my iPhone - please excuse brevity and/or typos

From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda.Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King
Cc: Nyah Hamlett
Bcc: Tammy Greene; Rob Doolittle; Eric Williams; Ashley Ellis (ashley.ellis@lcps.org); Asia Jones; Kevin Lewis; Scott Ziegler; Sharon Willoughby (Sharon.Willoughby@lcps.org); Steve DeVita (stephen.devita@lcps.org); Vince Scheivert
Subject: COVID-19 Update for School Board
Date: Friday, May 29, 2020 6:28:00 PM
Attachments: [COVID-19 Update for School Board 052920.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. I proposed to Northern Virginia superintendents that we convene (along with two other members on our team) on June 10 for a three-hour collaborative session focused on planning for COVID-19 scenarios. The group agreed to proceed with this collaborative work. I met today with Dr. Peter Noonan, Superintendent of Falls Church City Public Schools, and Ed Elements staff to start planning the June 10 meeting.
1. Yesterday's briefing by Governor Northam is attached. (pp. 1-4)
2. Advantus Strategies' final report on your legislative program is attached. (pp. 5-9)
3. Steve DeVita provided an update on the status of legal suits. (pp. 10-23)
4. The LCSB Questions document can be accessed [HERE](#). This link will be available in each daily update so that Board members can easily access the document.
5. Per Brenda Sheridan, effective immediately the public comment language for all committee and School Board meetings will now say the following:
 - a. LIVE PUBLIC COMMENT: Live public comment will be accepted virtually and aired in real time during the meeting at the direction of the Chair. Citizens who wish to make live public comment may register by visiting the Citizen Participation link on the School Board Webpage. Online and telephone registration will open at 8 a.m. two business days prior to the meeting. Registration closes one hour before the start of the meeting. For example, registration for a meeting being held on Tuesday at 4:00 p.m., will be open Friday at 8:00 a.m. through Tuesday at 3:00 p.m. Members of the public may receive a system generated email after the registration closes, but the School Board is unable to accept registration after the registration cut off time.

PIO/Communications

1. An updated list of the notifications LCPS has made to school communities regarding employees who reported testing positive for COVID-19 is provided by Rob Doolittle. (pp. 24-26)
2. Rob Doolittle shared a message regarding a Final Grade Calculator sent to all families of LCPS students in grades 6 through 12. (pp. 27-28)

Department of Instruction

1. Ashley Ellis provided information on access to the Schoology training course. (pp. 29-30)

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Thursday, May 28, 2020 4:47:00 PM
Attachments: [COVID-19 Update for School Board 052820.pdf](#)

Good afternoon,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 2. Attended a portion of the School Business Partnership Executive Council in order to provide an overview of our COVID-19 planning.
 3. Met with Scott Ziegler to discuss personnel matters.
 4. Met with Nyah Hamlett, Ashley Ellis, and Natalie Woods of EdElements to discuss next week's COVID-19 focus groups.
1. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.
2. A Board member asked for a copy of the equity assessment and several follow up questions. Attached are the questions and answers provided for the full Board's awareness. Tangential to this request, staff plans to provide a periodic Equity Update to be embedded within one of my updates to you, so that you can receive recurring equity updates for your awareness. (pp.1-3)

Department of Instruction

1. Ashley Ellis shared CONFIDENTIAL information about a Principal's retirement. (p. 4)
2. Today's update to Principals from Ashley Ellis included information on preparing for makeup testing (AP Coordinators only), professional learning exchange days, and cooperative education (HS only). (p. 5)

Department of Digital Information

1. In the attached email Vince Scheivert described the DDI Critical Outage Notification Procedure. (pp. 6-7)

Department of Support Services

1. Kevin Lewis shared information about the reopening of LCPS and COL facilities for religious services. (p. 8)

Optional Reading: Articles

- Loudoun Times article on School Board budget reconciliation, May 27
https://www.loudountimes.com/news/loudoun-school-board-reconciles-fiscal-2021-budget-shortfall-resulting-from-covid-19-trims-millions/article_55a3c3d4-a023-11ea-8f21-a79a3a2b6b4c.html
- Loudoun Times story on LCPS in-person graduations, May 27
https://www.loudountimes.com/news/small-scale-in-person-graduations-planned-for-loudoun-county-public-schools/article_8f1facec-a012-11ea-9a9c-9f88bedc9a3f.html
- WJLA story detailing area schools' plans for reopening, including LCPS' scenario planning, May 27
<https://wjla.com/news/local/list-schools-next-year-covid-19>
- WUSA story on LCPS in-person graduations, May 27
<https://www.wusa9.com/article/news/health/coronavirus/loudoun-county-schools-to-perform-in-person-graduation-for-high-school-seniors/65-d52655e8-ae8c-423f-a676-eede7f0240db>
- WTOP News story on LCPS in-person graduations, May 27
<https://wtop.com/loudoun-county/2020/05/loudoun-county-public-schools-will-hold-in-person-graduations/>
- Patch.com story on Ashburn senior winning Sen. Kaine's 'graduation speech' contest, May 27
<https://patch.com/virginia/ashburn/ashburn-senior-wins-graduation-speech-contest-we-did-it>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Leslee King
To: Schoolboardemail; Eric Williams; Nyah Hamlett; Kevin Lewis
Subject: I will be submitting to VSBA Competition
Date: Monday, May 25, 2020 3:31:41 PM
Attachments: VSBA Food For Thought Nomination.docx

All,

I plan on submitting our SS Department to the VSBA Food for Thought Competition.

It is due tomorrow.

Part of the submission, I certify that I have permission from the Superintendent and school board.

Let me know if you don't want me to do this.

Kevin Lewis knows about this already.

Attached is what I would submit for the first category—Meal access to fight hunger.

Numbers and info comes from the LCPS website: LCPSHealthyCafe.org

I might submit for the second category—Healthy school meals. Depends on what I can find on the website.

Regards,

Leslee

From: [Leslee King](#)
To: [Ian Serotkin](#); [Nyah Hamlett](#); [Atoosa Reaser](#); [Brenda Sheridan](#); [Denise Corbo](#); [Jeff Morse](#); [John Beatty](#); [Beth Barts](#); [Harris Mahedavi](#)
Cc: [Eric Williams](#); [Rob Doolittle](#)
Subject: RE: Anti-Racism Community Message
Date: Tuesday, June 2, 2020 10:03:41 AM
Attachments: [image001.png](#)
[image003.png](#)

I agree

Thank you for doing this and I hope this was sent to the media as well.

Regards,

Leslee



Leslee King | **Loudoun County School Board**

Broad Run District Representative

email: leslee.king@lcps.org 571-439-5570 -- cell

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

From: Ian Serotkin

Sent: Monday, June 1, 2020 7:35 PM

To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Leslee King <Leslee.King@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>

Cc: Eric Williams <Eric.Williams@lcps.org>; Rob Doolittle <Rob.Doolittle@lcps.org>

Subject: Re: Anti-Racism Community Message

Excellent statement - thank you.



Ian Serotkin | **Loudoun County School Board**

Blue Ridge District Representative

Chair, Student Support & Services Committee

email: ian.serotkin@lcps.org

mobile: (571) 420-1628

Please be aware that correspondence with an elected official in the Commonwealth of Virginia is subject to Freedom of

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From: Nyah Hamlett <Nyah.Hamlett@lcps.org>

Sent: Monday, June 1, 2020 7:14 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Leslee King <Leslee.King@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>

Cc: Eric Williams <Eric.Williams@lcps.org>; Rob Doolittle <Rob.Doolittle@lcps.org>

Subject: Anti-Racism Community Message

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Anti-racist words and actions support our mission of empowering all students to make

meaningful contributions to the world. I ask that parents consider speaking with their children about the history and persistence of racism and racialized violence in America and locally. I ask LCPS staff to join me in engaging in courageous, even difficult, conversations with colleagues who show up to work each day trying to give their best to our students and families, while also perhaps struggling with direct or indirect racism. A list of resources is provided at the end of this letter that you may wish to reference in speaking with others regarding race, racism, and racialized violence.

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With great care,

Eric Williams, Ed.D.

Superintendent

LCPS

List of Resources:

-
-
- Resources
- for Talking About Race, Racism, and Racialized Violence
-
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-
- 31
- Children's books to support conversations on race, racism and resistance
-
-

-
- Middle
- School Community Circle Topics
-
-
-
- Article
- on Black Trauma and Showing Up at Work
-
-
-
- Article
- for Teachers' Self-Accountability for Dismantling Racial Oppression
-

Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools

Sent from my iPhone - please excuse brevity and/or typos

From: [Beth Barts](#)
To: [Eric Williams](#); [Jeffrey Adam](#); [Nyah Hamlett](#)
Subject: Fwd: [EXTERNAL] Racism
Date: Tuesday, June 2, 2020 6:30:17 AM

FYI

Sent from my iPhone

Begin forwarded message:

From: Maryam Aziz <maryamaziz61@gmail.com>
Date: June 2, 2020 at 2:06:07 AM EDT
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Racism

To whom it may concern within the Heritage High School/Loudoun County Public Schools staff,

Many current and former Heritage High School students along with their parents are shocked and outraged by social media posts shared by two graduating seniors, Aspen Miller and John Plenter. Their posts are attached to this email.

If Heritage High School is an institution that condemns racism, police brutality, and white supremacy, then we expect that sufficient action will be taken place in regard to these social media posts. We hope that these are not students that you would like to represent your school/community.

We also understand that they are graduating in a number of days. While that may mean they are almost not under your jurisdiction, we depend on you to put an end to this and contact their colleges or wherever they attend after high school. If this is overlooked, it would reflect badly on Loudoun County Public Schools.

These posts perpetuate a culture that isolates minority students in an environment that is already considered intimidating. We trust that you take the time to take action and stand against these students and their remarks in order to make a safe and absolutely inclusive environment for your students. Plenter's terrorization of Heritage's students and parents has gone on for

months and it puts the students at risk and in fear.

If you want to maintain a positive and inclusive community for every single student and reassure every parent, then this must be addressed. It puts the safety of students at risk if it goes unacknowledged. For the two students, this could negatively affect them later in life and ruin their chances of having a future.

Regards,

Maryam Aziz, Leesburg Resident and Former/Current Heritage High School Student



From: [Tyler Linewood](#)
To: [Davina Johnson](#); [Kevin Tyson](#); [Kirk Dolson](#); [Luke Mason](#); [Rae Ann Paolozzi](#); [R. Tim Lucas](#); [Timothy Flynn](#); [Asia Jones](#); [Atoosa Reaser](#); [Beth Barts](#); [Brandon Wolfe](#); [Brenda Sheridan](#); [David Royhab](#); [Denise Corbo](#); [Douglas Fulton](#); [Eric Williams](#); [Harris Mahedavi](#); [Ian Serotkin](#); [jeff.adam@lcps.org](#); [Jeff Morse](#); [John Beatty](#); [W. John Brewer](#); [Kenneth Christopher](#); [Kevin Lewis](#); [Kevin Terry](#); [Leslee King](#); [Nyah Hamlett](#); [Sharon Willoughby](#); [Sheila Alzate](#); [susan.ross@gmail.com](#); [Suzanne Eicholtz](#); [Vince Scheivert](#)
Subject: [EXTERNAL] Inappropriate social media accounts
Date: Friday, June 5, 2020 10:58:29 PM
Attachments: [image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)

Hello, I am resending this email for the third day in a row now. I sent the original email with no response. Now i will be sending this to many LCPS high school principals, counselors and board members, hoping they can see it and actually take action this time around.

Students in Loudon County public schools are creating social media accounts on Instagram quote on quote "exposing racism." These accounts are harassing and tormenting fellow peers. Although I do not agree with racist behavior, these accounts are not helping to stop racism. These accounts are for the users entertainment and to deliberately hurt the victims life. The majority of the posts are not racist and/or videos taken many years ago. I am also concerned for the students safety and well being. They are exposing their names, addresses, family members names and place of work.

Action needs to be taken. These accounts are harmful for students physical safety and mental well being.

One of the accounts on Instagram is called @mgkp13. Today she revealed to someone her real Instagram account, and other people who use the @mgkp13 account. The other users include @eshmoneyyyyyyy @miranda.gomes @heyitsnyobi @victoriamayling. I know this information because a friend asked @mgkp13. And she proceeded to add him to a group chat that the users i listed above use. *Please note @adam.e10 is NOT apart of the fake accounts he simply sent me some of the information i am currently sending in this email.* We can also confirm Mary Grace is a cover name and NOT real. And we believe @shreenidhi may attend John Champe high school.

The individual who made the very first account that started it all and got Mimi Groves on the news and had the University of Tennessee revoke her scholarship. I and many other individuals believe the individual that runs the account, doesn't even attend LCPS anymore and is an adult. Her Instagram page is @LivStopa I know this is her because she admitted in the comment section of one of her posts that has since been deleted.

The students safety and mental health are now in jeopardy. Due to these Instagram and Twitter accounts.

One of the victims in this incident woke up to their car window now cracked by a rock. The students safety is now in jeopardy. Other kids are now starting to make copycat accounts and do the same thing, it is quite frankly out of control.

Nova legal group has also sent a direct message to these accounts on Instagram in response to each accounts recent actions.

Thank you, I hope some sort of action is taken before this gets more out of control then it already is. Now many other students are making similar accounts and this is turning into a dangerous free for all. And potentially hurting more lives of students.

image.png



From: Tyler Linewood
To: Kirk Dolson; Timothy Flynn; Asia Jones; Atoosa Reaser; Beth Barts; Brandon Wolfe; Brenda Sheridan; Denise Corbo; Eric Williams; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; W. John Brewer; Kevin Lewis; Leslee King; Nyah Hamlett; Sharon Willoughby; Sheila Alzate; susan.ross@gmail.com; Vince Scheivert
Subject: [EXTERNAL] Re: Inappropriate Instagram accounts
Date: Friday, June 5, 2020 1:24:32 AM

On Thu, Jun 4, 2020 at 10:47 PM Tyler Linewood <linewoodtyler@gmail.com> wrote:

Hello, I am resending this email. And I am also sending this to many LCPS high school principals and board members, hoping they can actually take action. The students safety are now in jeopardy and mental health. Due to these Instagram and Twitter accounts.

Students in Loudon County public schools are creating social media accounts on Instagram quote on quote "exposing racism." These accounts are harassing and tormenting fellow peers. Although I do not agree with racist behavior, these accounts are not helping to stop racism. These accounts are for the users entertainment and to deliberately hurt the victims life. Most of the post are not racist and/or videos taken many years ago. I am also concerned for the students safety and well being. They are exposing their names, addresses, family members names and place of work.

Action needs to be taken. These accounts are harmful for students physical safety and mental well being.

I know one of the students who runs the account @mgkp13

Her name is Mary Grace. I know it is her because her twitter account is linked to the Instagram page.

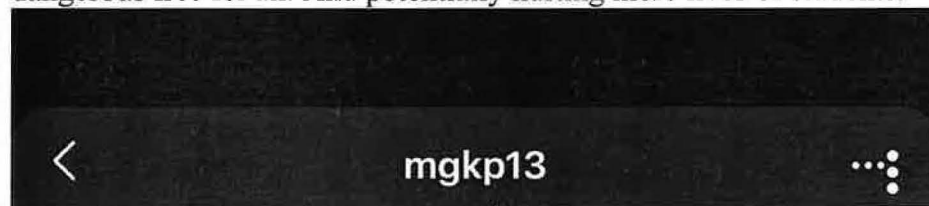
The individual who made the very first account that started it all and got Mimi Groves on the news and had the University of Tennessee revoke her scholarship. I and many other individuals believe the individual that runs the account, doesn't even attend LCPS anymore and is an adult. Her Instagram page is @LivStopa I know this is her because she admitted in the comment section of one of her posts that has since been deleted.

One of the victims in this incident woke up to their car window now cracked by a rock. The students safety is now in jeopardy.





Thank you, I hope some sort of action is taken before this gets more out of control then it already is. Now many other students are making similar accounts and this is turning into a dangerous free for all. And potentially hurting more lives of students.



From: [Nancy M](#)
To: [Eric Williams](#); [Ian Serotkin](#); [John Beatty](#)
Subject: [EXTERNAL] 2020-21 School Year Distance Learning Proposal
Date: Thursday, June 4, 2020 10:59:22 PM

On Thu, Jun 4, 2020, 10:57 PM Nancy M <greatlk58@gmail.com> wrote:

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

From: Nancy M <greatlk58@gmail.com>
Date: Wed, Jun 3, 2020, 4:24 PM
Subject: 2020-21 School Year Distance Learning Proposal
To: <lcsb@lcps.org>

To LCPS School Board,

As parents of high school students, we are in **COMPLETE DISAGREEMENT** with one of the proposals for the school year 2020-21 that states:

ES students will be 100% in-person learning and MS and HS students would be 100% distance learning.

There are valid arguments why all grade levels need some type of in-person learning. At the higher grade levels, in-person education is so critical due to the rigor and complexities of their studies. The online system displayed this Spring is insufficient moving forward particularly for the higher level learning.

Fairness and equity among all LCPS students need to be considered and applied in any decision regarding in-person learning/distance learning for school year 2020-21.

Thank you,
Douglas and Nancy Matyas
Woodgrove High School

From: Nancy M
To: Eric Williams; Ian Serotkin; John Beatty
Subject: [EXTERNAL] 2020-21 School Year Distance Learning Proposal
Date: Thursday, June 4, 2020 10:57:54 PM

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

From: **Nancy M** <greatlk58@gmail.com>
Date: Wed, Jun 3, 2020, 4:24 PM
Subject: 2020-21 School Year Distance Learning Proposal
To: <lcsb@lcps.org>

To LCPS School Board,

As parents of high school students, we are in **COMPLETE DISAGREEMENT** with one of the proposals for the school year 2020-21 that states:

ES students will be 100% in-person learning and MS and HS students would be 100% distance learning.

There are valid arguments why all grade levels need some type of in-person learning. At the higher grade levels, in-person education is so critical due to the rigor and complexities of their studies. The online system displayed this Spring is insufficient moving forward particularly for the higher level learning.

Fairness and equity among all LCPS students need to be considered and applied in any decision regarding in-person learning/distance learning for school year 2020-21.

Thank you,
Douglas and Nancy Matyas
Woodgrove High School

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: COVID-19 Update for School Board
Date: Thursday, June 4, 2020 6:16:20 PM
Attachments: [COVID-19 Update for School Board 060420.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters. We spent several hours working with Natalie Woods of Ed Elements.
 2. Participated in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Gave a presentation regarding our preparation for the new school year to the LEF Board of Trustees.
1. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.
2. We will offer a flexible summer work schedule for staff again this year. Additional information is provided in the attached memo. (p. 1)

Business and Finance

1. Sharon Willoughby provided an update on project costs, activity timing, and funding sources for the collaboration monitor project. (pp. 2-4)

Department of Instruction

1. Ashley Ellis provided information about a one-time COVID-19 related grant from the Office of Head Start. (p. 5)
2. A link to the Academies of Loudoun Senior Celebration 2020 is provided in the attached email. (p. 6)

Department of Support Services

1. Kevin Lewis provided updates on the Catoctin ES expansion project, and the change of Willard IS to Willard MS. (p. 7)

Optional Reading: Articles

- Loudoun Times story regarding class rank decision, June 3

<https://www.loudountimes.com/news/loudoun-county-public-schools-class-rank-to->

[include-all-high-school-students/article_04211c74-a5cc-11ea-82d1-abacc75a1191.html](https://www.loudountimes.com/news/beatty-removed-from-equity-discipline-committees/article_04211c74-a5cc-11ea-82d1-abacc75a1191.html)

- Loudoun Times story regarding John Beatty's removal from Equity and Discipline committees, June 3

https://www.loudountimes.com/news/beatty-removed-from-equity-discipline-committees/article_6e46426c-a5ab-11ea-ad72-537664a27364.html

- LoudounNow story regarding LCPS message to families about racist social-media posts, June 3

<https://loudounnow.com/2020/06/03/loudoun-school-administrators-denounce-investigate-racist-social-media-posts/>

- LoudounNow story regarding School Board Pride and gun-violence resolutions, June 3

<https://loudounnow.com/2020/06/03/school-board-supervisors-pass-ceremonial-resolutions-on-pride-month-gun-violence/>

- Patch.com story regarding Loudoun Merit Scholarship winners, June 3

<https://patch.com/virginia/ashburn/loudoun-seniors-win-college-sponsored-merit-scholarships>

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Subject: Goshen Post ES Preferred Principal Candidate
Date: Thursday, June 4, 2020 2:14:00 PM
Attachments: [Brian Klippel - Goshen Post Principal Candidate.pdf](#)

Brian Klippel, currently assistant principal of Goshen Post Elementary School, has been selected as the preferred candidate for principal of Goshen Post Elementary School. Interviews were held on May 29 and were observed by Ian Serotkin.

A memo with additional details from Ashley Ellis is attached, along with a resume from Brian Klippel.

If you have any concerns or questions, please contact me by 8 a.m. on Monday, June 8. Although official action by the School Board is not scheduled until June 9, an announcement to the Goshen Post school community and posting in BoardDocs of a personnel addendum with this information could occur as early as June 8.

This information is confidential until publicly announced on June 8 or 9.

Thank you.

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: [Eric Williams](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan \(Brenda.Sheridan@lcps.org\)](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse \(jeff.morse@lcps.org\)](#); [John Beatty](#); [Leslee King](#)
Cc: [Nyah Hamlett](#)
Bcc: [Rob Doolittle](#); [Tammy Greene](#); [Eric Williams](#); [Ashley Ellis \(ashley.ellis@lcps.org\)](#); [Asia Jones](#); [Kevin Lewis](#); [Scott Ziegler](#); [Sharon Willoughby \(Sharon.Willoughby@lcps.org\)](#); [Steve DeVita \(stephen.devita@lcps.org\)](#); [Vince Scheivert](#)
Subject: FW: COVID-19 Update for School Board
Date: Wednesday, June 3, 2020 6:18:00 PM
Attachments: [COVID-19 Update for School Board 060320.pdf](#)

Good evening,

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

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

1. My schedule today included the following appointments, among others:
 1. Cabinet and Rob Doolittle met again Tuesday to collaborate on COVID-19 and other matters.
 2. Met with Natalie Woods of Ed Elements, Ashley Ellis, and Nyah Hamlett to plan for Sprint 3 training.
 3. Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett to review the agenda for next week's School Board meeting.
 4. Led a meeting of the Northern Virginia Regional Commission Superintendents group.
1. The Governor has a press conference scheduled for 2 p.m. tomorrow, June 4. It is anticipated that the Virginia Return to School Plan will be released soon.
2. An email to Denise Corbo from Nyah Hamlett provides details on Schoology Contract Information, Schoology Plan Information, and Collaboration Monitor Information. (pp. 1-19)
3. The LCSB Questions document can be accessed **HERE**. This link will be available in each daily update so that Board members can easily access the document.

PIO/Communications

1. Rob Doolittle provided a list of COVID-positive employee announcements. (pp. 20-22)

Optional Reading: Articles

- LoudounNow article on Ryan Bartel Foundation's continued work during COVID pandemic (references LCPS), May 29

<https://loudounnow.com/2020/05/29/bartel-foundation-extends-fortitude-for-teen-mental-health/>

"The Ryan Bartel Foundation's Sources of Strength training is an evidence-led mental wellness and suicide prevention training program for teens and adults that has been implemented across 27 Loudoun County public schools and many other community

groups so far.”

- Loudoun Times article on LCPS champion athletic teams over time, June 2
https://www.loudountimes.com/sports/vhsl-state-champions-loudoun-teams-have-won-158-titles/article_d25d4f34-a402-11ea-826e-3ffe84b2109b.html

- LoudounNow story regarding action to remove John Beatty from committee posts, June 2
<https://loudounnow.com/2020/06/02/beatty-to-be-stripped-of-committee-posts/>

- LoudounNow story regarding Superintendent's Message on Racism, June 2
<https://loudounnow.com/2020/06/02/loudoun-schools-superintendent-issues-statement-on-racism/>

- Loudoun Times story regarding how families and teachers of special education students are coping with distance learning, June 2
https://www.loudountimes.com/news/seeing-the-silver-linings-while-coping-with-the-new-reality-special-education-community-longs-for/article_1b7fd9c8-a423-11ea-819e-7f0ef3662264.html

Eric Williams, Ed.D.
Superintendent
Loudoun County Public Schools

From: Nyah Hamlett
To: Beth Barts; Eric Williams; Stephen DeVita; Jeffrey Adam
Subject: RE: [EXTERNAL] Aspen Miller and John Plenter
Date: Tuesday, June 2, 2020 5:06:02 PM
Attachments: image001.png
image002.png
image003.png
image004.png
image005.png
image006.png
image007.png
image008.png
image009.png
image010.png
image011.png

Good evening,

Dr. Patterson and Mr. Adam collaborated on the issue this morning. Mr. Adam responded to at least one email that I have seen and has since spoken with the parents and the students. Please let me know if you have any additional questions.

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
Nyah.Hamlett@lcps.org | @NyahHamlett
571-252-1030



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From: Beth Barts
Sent: Tuesday, June 2, 2020 6:29 AM
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>; Jeffrey Adam <Jeffrey.Adam@lcps.org>
Subject: Fwd: [EXTERNAL] Aspen Miller and John Plenter

Eric,

FYI. Please let us know how to respond.

Thanks

Beth

Sent from my iPhone

Begin forwarded message:

From: Anissa Reveron <reveron.an@gmail.com>
Date: June 2, 2020 at 3:28:00 AM EDT
To: Ian Serotkin <Ian.Serotkin@lcps.org>, Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Aspen Miller and John Plenter

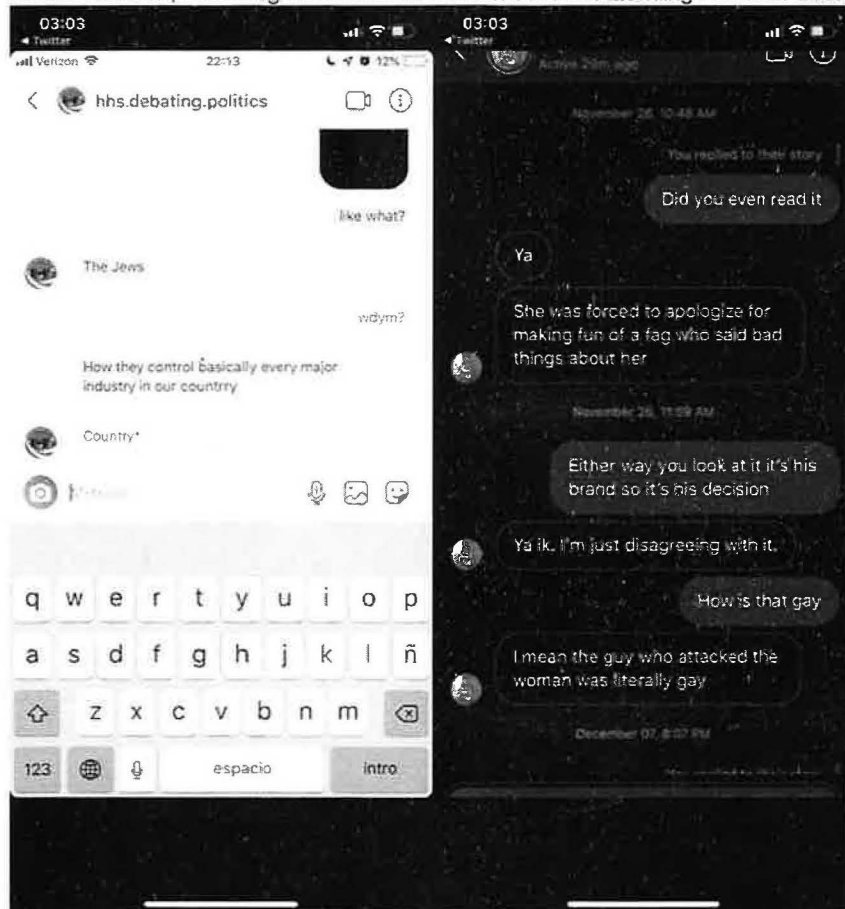
To whom it may concern within the Heritage High School/Loudoun County Public Schools staff,
Many current and former Heritage High School and LCPS students along with their parents are shocked and outraged by social media posts shared by two graduating seniors, Aspen Miller and John Plenter. Their posts are attached to this email.

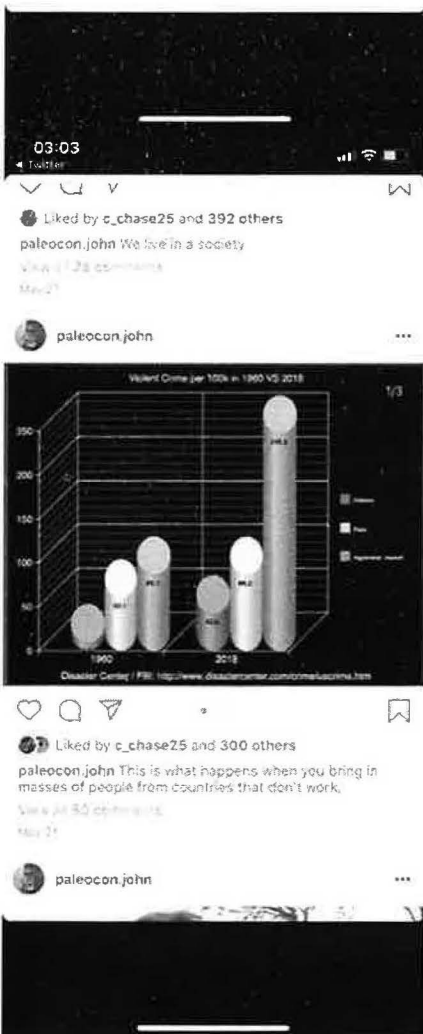
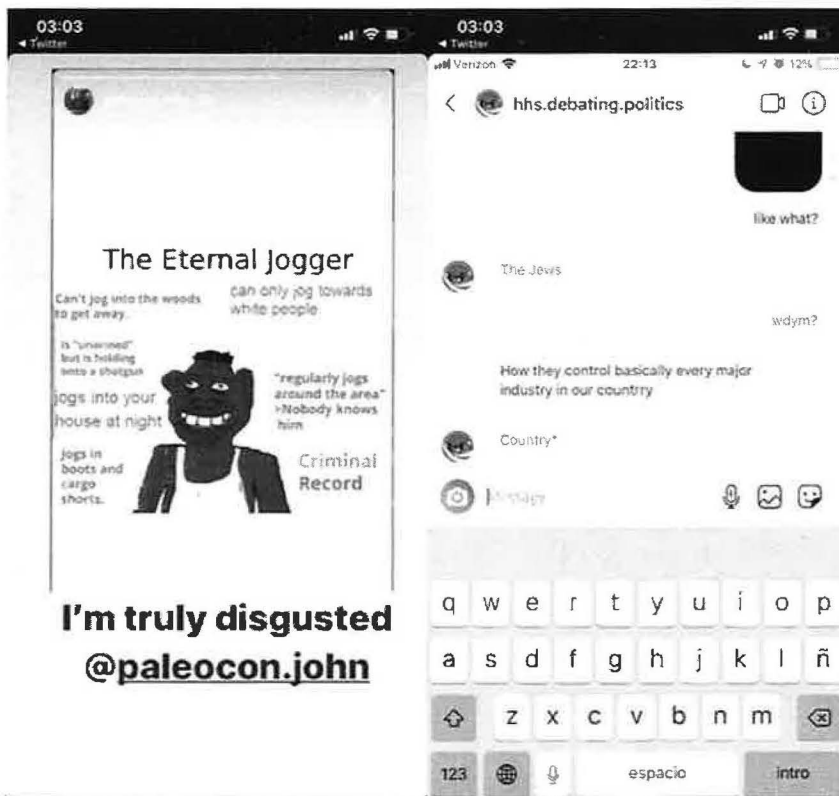
If Heritage High School is an institution that condemns racism, police brutality, and white supremacy, then we expect that sufficient action will be taken place in regard to these social media posts. We hope that these are not students that you would like to represent your school/community.

We also understand that they are graduating in a number of days. While that may mean they are almost not under your jurisdiction, we depend on you to put an end to this and contact their colleges or wherever they attend after high school. If this is overlooked, it would reflect badly on Loudoun County Public Schools. These posts perpetuate a culture that isolates minority students in an environment that is already considered intimidating. We trust that you take the time to take action and stand against these students and their remarks in order to make a safe and absolutely inclusive environment for your students. Plenter's terrorization of Heritage's students and parents has gone on for months and it puts the students at risk and in fear. If you want to maintain a positive and inclusive community for every single student and reassure every parent, then this must be addressed. It puts the safety of students at risk if it goes unacknowledged. For the two students, this could negatively affect them later in life and ruin their chances of having a future.

Regards,

Anissa Reveron, Leesburg Resident and Current Student Attending Loudoun County High School





From: Leslee King
To: Beth Barts; Atoosa Reaser
Cc: Ashley Ellis; Nyah Hamlett; Eric Williams
Subject: RE: Final Grades Board Motion v. Actual Implementation
Date: Saturday, June 6, 2020 11:28:31 AM

Beth,

Be careful about ASSUME!

Why didn't we just count 3 quarters and be done with the bru-ha-ha! That is what many other counties are doing.

Also, please consider that the principals, department heads and teachers are our "Boots on the ground" and it seems like they were making decisions that were in the best interests of the students. Along with our county diversity, it would be wrong to ignore our teachers and force them to treat everyone the same without any attention to equity.

No reply is necessary!

Leslee

From: Beth Barts
Sent: Saturday, June 6, 2020 8:56 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: Re: Final Grades Board Motion v. Actual Implementation

Good morning,

I have followed this for a few weeks. I know that the actual implementation it is not the motion that I made. I know that while there may be real reasons that leadership chose to ignore the motion I made and Jeff spent a lot of time on clarifying, it was still done.

I have talked to LCHS parents and Tuscarora parents who are upset that different schools are allowed to do what they want despite the motion.

It was very clear that only improvement based on prior performance could give a bump. This did not happen. Pretty much any kid who did anything in 4th quarter gets a bump at LCHS. I have known this for weeks as does Ms. Corbo.

Ashley- you answer to Eric. I can only assume he was aware and was ok with this choice to ignore the intent of the motion.

As a result his evaluation is impacted. There really is no reason to have a school board if LCPS is constantly going to ignore the good faith direction of the board. Being honest.

It is way to late to change things again for teachers and families. It is what it is.

Have a good weekend all.

Beth

Sent from my iPhone

On Jun 6, 2020, at 8:31 AM, Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Hi Ashley,

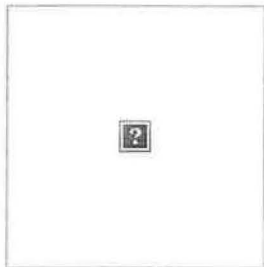
Thank you for the very thoughtful and detailed considerations you shared. I understand, and even agree, with some points. But having good reasons for allowing implementation that is contrary to a board motion is the concern.

As grading policy is something the board oversees, and there was specific action on the topic with exact language in Beth's motion, my concern and question was specifically directed at understanding how the implementation is within that directive. I was asking how/why it was decided this implementation is consistent with the very specific board directions (that students only earn bumps if they improve, and that the policy be applied consistently, which it is not). I'm not sure there is a response in the explanation. At this juncture, the only conclusion left to draw is it was decided (for the reasons stated) that it was acceptable to disregard the language of the motion because the division decided the result was preferred.

I remain concerned with giving a grade bump across the board for a mere 61% as that is grade inflation and remains no more equitable to our neediest kids who may not have been able to do ANY 4th quarter work because and may be as surprised as we are by this policy, and for the other reasons already stated. And, do not agree that allowing different schools to apply grading policy differently is in keeping with how the division should grade.

I will leave it to Beth and Jeff who made the two related motions to take this up further, if they choose.

Thank you,
Atoosa



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

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

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From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Thursday, June 4, 2020 6:56 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Briar Woods

Atoosa,

Thank you for your patience. I gathered some information from Neri who talked with the principals to better understand the conversations they had with their team leads when developing consistency guidelines at their schools.

Principals met with their department chairs following the approval of the grade improvement chart to discuss how to best apply the grade bump consistently at their school. Some schools chose a school wide application and others decided by department. Some agreed on the score of a 60% as the eligible mark to get the bump, after considering multiple points, and others did not. I've included some of these

reflections from principals for context. I think this synthesizes with the motion, and I do also think that we will need to work toward more consistency in the fall. I think the new assessment and grading policy as well as the PD we are developing around the new policy will help with this consistency across schools.

The majority of the individuals on some teams were in agreement that given the circumstances, many of which we were unaware of in the households of our students, it would be difficult to expect all of our students to outperform, or much less equal, their performance from previous quarters. Schools discussed how the population of students who would likely be able to accomplish this task would be those who had the most supports at home, those who were already performing at the higher levels of academics, and those who were already engaged in learning prior to school closure. Schools also discussed how this expectation (to exceed their previous performance) was inequitable for many of our students; those without supports at home, those who had learning or language difficulties, those who were already a part of a population disconnected from the learning environment. At the time of the conversations, teachers discussed specific examples they were already experiencing about student performance and how they felt as though this "bump" expectation was isolating our students with the greatest need. Schools also discussed how students at the top of the academic scale may just do enough to get by and complete 60% work. In that discussion, teachers shared how LCPS top performers were often in multiple upper level (AP, DE, and Honors) classes, and the additional stress that this alone caused, much less in our current circumstance.

In interpreting the grade bump and working with their teams to develop consistency, principals felt it important to keep students engaged in the content, to keep them motivated to stay connected, and not to overwhelm students with expectations which were beyond the current level of support schools could offer compared to what was previously provided in the face to face setting. In the end, staff were focused on what was best for the majority of our students, taking multiple factors into consideration.

Happy to talk about this if you want.

Thanks,

Ashley

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

From: Atoosa Reaser

Sent: Thursday, June 4, 2020 1:34 PM

To: Ashley Ellis <Ashley.Ellis@lcps.org>

Subject: Re: Briar Woods

Hi -

Any update?

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Tuesday, June 2, 2020 3:46 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Subject: RE: Briar Woods

Hi there,

I had asked Neri to look into this. I will circle back with her and let you know. Sorry I haven't done so already.

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

From: Atoosa Reaser
Sent: Tuesday, June 2, 2020 3:38 PM
To: Ashley Ellis <Ashley.Ellis@lcps.org>
Subject: Re: Briar Woods

If I recall correctly, Beth Barts made a motion to allow for final grade improvement included the language that the student would have to show improvement as compared to themselves. The current policy at multiple high schools is to allow a bump for anyone earning more than 60%. This allows for a student who earning a D to get a grade bump, even if that is not an improvement compared to themselves. Can you please help me understand how this practice synthesizes with the motion made and passed by the board?

Thank you,
Atoosa Reaser



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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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From: Atoosa Reaser

Sent: Friday, May 29, 2020 11:26 AM

To: Ashley Ellis <Ashley.Ellis@lcps.org>

Subject: Briar Woods

Good morning,

The Board is getting messages that BWHS is allowing (across the board) a grade bump for anyone who gets more than 60%, which I imagine would not be an improvement as compared to the student's own work before, in every case.

Thank you,
Atoosa

<image002.png>

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

email: atoosa.reaser@lcps.org

mobile: (571) 291-5325

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From: Hilary Schubert
To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Eric Williams
Subject: [EXTERNAL] Equitable In-Person Instruction in 2020/21
Date: Saturday, June 6, 2020 4:41:02 PM

Dear School Board Members and Superintendent Williams,

I appreciate the time and effort you are putting in to find options for schooling in the fall of 2020. I realize it is a very daunting and complex issue to address. As the parent of two very "involved" high school students, this has been a remarkably difficult time.

I understand that one of the "outside the box" options being considered is that all LCPS schools would be used to house K-5 grade children for in-person learning and middle and high school students would be online. Although I understand its merits for the elementary school children and their parents, I do not believe in-person learning opportunities for secondary students should be sacrificed in favor of elementary students. The stakes are higher for secondary students. Their schooling "counts" (especially for college admissions) and they have fewer years to bridge the gap of an experimental year of learning with a virtual learning model; not to mention their content usually requires more support than most parents can give.

If you take into account equity alone, this option gives elementary children FIVE DAYS a week of in-person learning and middle and high school students ZERO. On the face, that is not equitable. In addition to that, assuming middle and high school sports and extracurricular activities would all be cancelled, those students are left with nothing to bind them together. Mental health for this age group is a serious concern, and keeping these children separated for even longer than they have already been separated will be do real damage to their psyche. My youngest daughter is so involved in the school—it is her life—and she is being damaged by this circumstance right before my eyes.

I understand that the elementary children may be in need of more in-person instruction and this consideration will solve a daycare problem for working parents, but you have to be fair and consistent. Middle and high schoolers deserve the opportunity to attend classes and interact with teachers and their peers for educational purposes as well as mental health. I hope whatever school capacity is allowed per the governor, you will implement equitable in-person opportunities for students across grade levels. If we are at 50% capacity limitations as determined by the governor, then all grade levels should be at 50%, not elementary at 100% and secondary at 0%.

I am in favor of LCPS's commitment to providing a 100% online option for those students unable (health reasons) or uncomfortable with returning to in person learning and maybe there are staff members who would prefer to teach those online classes rather than return due to health or personal reasons so hopefully matches can be made to connect those groups.

Thank you for your consideration.

Hilary and Tom Schubert
Parents of two students at Rock Ridge High School

From: Eric Williams
To: [Beth Barts](#); [Leslee King](#)
Cc: [Atoosa Reaser](#); [Ashley Ellis](#); [Nyah Hamlett](#)
Subject: Re: Final Grades Board Motion v. Actual Implementation
Date: Saturday, June 6, 2020 2:22:06 PM

Ss xzxsxss

Eric Williams, Ed.D
Division Superintendent
Loudoun County Public Schools

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Saturday, June 6, 2020 11:29:35 AM
To: Leslee King <Leslee.King@lcps.org>
Cc: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: Re: Final Grades Board Motion v. Actual Implementation

Thanks Leslee.

Sent from my iPhone

On Jun 6, 2020, at 11:28 AM, Leslee King <Leslee.King@lcps.org> wrote:

Beth,
Be careful about ASSUME!
Why didn't we just count 3 quarters and be done with the bru-ha-ha! That is what many other counties are doing.
Also, please consider that the principals, department heads and teachers are our "Boots on the ground" and it seems like they were making decisions that were in the best interests of the students. Along with our county diversity, it would be wrong to ignore our teachers and force them to treat everyone the same without any attention to equity.
No reply is necessary!
Leslee

From: Beth Barts
Sent: Saturday, June 6, 2020 8:56 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: Re: Final Grades Board Motion v. Actual Implementation

Good morning,

I have followed this for a few weeks. I know that the actual implementation it is not the motion that I made. I know that while there may be real reasons that leadership chose to ignore the motion I made and Jeff spent a lot of time on clarifying, it was still done.

I have talked to LCHS parents and Tuscarora parents who are upset that different schools are allowed to do what they want despite the motion.

It was very clear that only improvement based on prior performance could give a bump. This did not happen. Pretty much any kid who did anything in 4th quarter gets a bump at LCHS. I have known this for weeks as does Ms. Corbo.

Ashley- you answer to Eric. I can only assume he was aware and was ok with this choice to ignore the intent of the motion.

As a result his evaluation is impacted. There really is no reason to have a school board if LCPS is constantly going to ignore the good faith direction of the board. Being honest.

It is way to late to change things again for teachers and families. It is what it is.

Have a good weekend all.

Beth

Sent from my iPhone

On Jun 6, 2020, at 8:31 AM, Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Hi Ashley,