

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



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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: [Ian Serotkin](#)
To: [Eric Williams](#); [Nyah Hamlett](#); [Schoolboardemail](#)
Subject: Action plans to combat systemic racism
Date: Saturday, June 6, 2020 1:33:59 PM
Attachments: [Outlook-5nzd5tgz.png](#)

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 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,



**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: Leslee King
Cc: Atoosa Reaser; Ashley Ellis; Nyah Hamlett; Eric Williams
Subject: Re: Final Grades Board Motion v. Actual Implementation
Date: Saturday, June 6, 2020 11:29:37 AM

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,

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

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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



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To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Briar Woods

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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**

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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

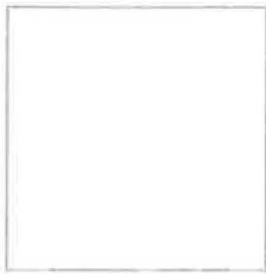
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From: Atoosa Reaser

Sent: Friday, May 29, 2020 11:26 AM

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

Subject: Briar Woods

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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.

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Atoosa

<image002.png>

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From: Beth Barts
To: Eric Williams; Nyah Hamlett
Subject: Fwd: [EXTERNAL] Tuesday's Board Meeting
Date: Friday, August 21, 2020 2:27:25 PM

FYI.

Sent from my iPhone

Begin forwarded message:

From: Muriel Forrest <amurielforrest@gmail.com>
Date: August 21, 2020 at 2:23:41 PM EDT
To: Beth Barts <Beth.Barts@lcps.org>
Subject: [EXTERNAL] Tuesday's Board Meeting

Dear Beth,

I am writing thank you for speaking up for special education students at Tuesday's LCPS school board meeting. You did a wonderful job, with Mr. Serotkin and Mr. Morse, of pressing LCPS administration to act on behalf of our SPED students, whose voices are often unheard.

This morning, I spoke with Mr. Serotkin about the concerns I have regarding the current school situation in Loudoun, and have also emailed Ms. Corbo with the following:

As the mother of three LCPS special education students, and a US Paralympic equestrian coach, I am deeply concerned about the lack of equity in education for children with disabilities during this Covid-19 crisis.

Our children have been out of school for over five months. By current calculations, it may be more than seven months before they see a classroom again. No matter how robust any synchronous learning program may be for some members of our population, it is inaccessible and inappropriate for many. Children with disabilities come from every socioeconomic, cultural, and religious background. Their families may be diverse, but all share the same concerns - their children are not being educated. Thousands of student Individual Education Plans are not being implemented, which violates the Individuals with Disabilities Act (IDEA), and puts LCPS outside of federal law concerning special education.

As a consumer and provider of services to children and adults with disabilities, I have been disheartened over the past few months at the poor planning by our

school system for special education programming for fall. At Wheatland Farm, we provide services every day to children with disabilities and their families, without interruption. Granted, we are a smaller program. We serve more than 100 families each week in a variety of adaptive recreation and support service programs. Thought we had to work hard to develop mitigation and distancing strategies for safe daily operations, we never shut our doors to our students during the Covid-19 pandemic. As far as I am aware, we are the only therapeutic program that continuously operated for students. We did this because, as a parent of special needs children myself, I watched the terrible impact that the sudden closure of school had on them - physically, emotionally, and developmentally.

I am very grateful for your voice on our school board, and I encourage you to keep the educational needs of more than 8,000 Loudoun County Public School special education students at the top of the agenda. Our administrators need to answer some tough questions. Why was so little preparation done for special education students over the summer months? Why are we JUST developing plans with school opening so soon? By what metrics are they developing reopening plans for ALL special education students, not just those in self-contained classes?

The citizens of Loudoun Country deserve to know what the school system is planning, in a transparent and organized fashion. Instead, we have got much obfuscation. It is hard to imagine that this is, in fact, a one billion-plus enterprise. Last Tuesday evening, one might be forgiven for thinking that the schools were opening for the first time....ever! We are better than this.

I would be most grateful for your input on what we might expect at the September 8th school board meeting. In particular, I would appreciate it if the school board could let our community know what the gating criteria will be for the return to in-person learning for LCPS students overall. Loudoun families have been patient and willing to accept change when needed. However, the current climate of confusion and disenchantment among families and so many students unable to be appropriately educated is simply untenable and must be addressed.

Please do not hesitate to reach out to me if there is anything in particular I can do to help in this process, in any way. As a long term resident of Loudoun County, service provider, and proud LCPS parent, I stand ready to work with you and with the administration to improve the lives of our special education students.

That you again, Beth, for giving of your time to the Loudoun County School Board. Your generosity of time

and talent is greatly appreciated. I look forward to hearing from you.

Yours sincerely,
Muriel

A. Muriel Forrest
Executive Director
Wheatland Farm
United States Equestrian Federation
Paralympic Dressage Silver Coach
USEF Para Equestrian Sport Committee
USEF Diversity & Inclusion Action Plan
www.wheatlandfarm.org
(703) 350 3020

From: Beth Barts
To: Nyah Hamlett; Eric Williams
Subject: Equity leads
Date: Friday, August 21, 2020 8:59:03 AM

Please share if there are any schools without an "equity lead" assigned yet. If so, what schools?

Please share if the "full time" parent liaisons have all been hired or hours expanded at the title one eligible schools. If not, what schools?

Please let us know the length of time Schoology goes down and what parts of the county are impacted, if not all.

Thank you.

bc entire board

Thank you.

Sent from my iPhone

From: [Eric Williams](#)
To: [Ian Serotkin](#)
Cc: [Brenda Sheridan](#); [Atoosa Reaser](#); [Nyah Hamlett](#)
Subject: RE: Reflections from Tuesday night
Date: Thursday, August 20, 2020 2:34:00 PM
Attachments: [image003.png](#)
[image005.png](#)

Thank you for your email of appreciation. Your suggestion was a helpful reminder of the value of staff-crafted options and/or motions to assist with structuring Board deliberations. As you observe, even when the Board deviates from an option or motion, I think that providing an option or motion can be helpful. Staff is also available to try to provide feedback, if asked, regarding how to structure alternative motions (separate from feedback on the substance of a motion). Thanks.

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Wednesday, August 19, 2020 10:29 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>
Subject: Re: Reflections from Tuesday night

Eric,

I wanted to take a moment to follow up and convey my appreciation for the organization of the questions for the school board into the options that were presented last night. Although we ended up deviating from the options, it was very helpful to have the options and alternatives presented in a clear fashion.

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: Eric Williams <Eric.Williams@lcps.org>
Sent: Friday, August 14, 2020 11:39 AM
To: Ian Serotkin <Ian.Serotkin@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>

Subject: FW: Reflections from Tuesday night

Thank you for your email.

I appreciate the recognition of the interest in receiving Board input.

We (other cabinet members and I) want to sustain and build on our practices to support the Board in effective governance. I appreciate the thoughts on this topic and will discuss this topic with cabinet in order to inform our work moving forward. I have already discussed your suggestions with Dr. Ellis and Dr. Jones in preparation for the continuation of the meeting on Tuesday. It is my goal for you and other Board members to have clarity on the issues for which we are asking guidance.

I know that your email references the posting of documents days before a meeting. My understanding is that the intent in the creation of this practice was to apply this practice with regularly scheduled Board meetings, scheduled at least two weeks apart. We continue our efforts in this area, and will also seek to implement the practice, when feasible, with special meetings of the Board.

You mentioned copying the full Board for their information so I am copying the Board Chair and Vice-Chair.

Thank you.

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

Sent: Wednesday, August 12, 2020 11:42 PM

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

Subject: Reflections from Tuesday night

Eric,

I've spent a lot of time thinking about last night's school board meeting and the challenges therein, particularly during the last hour of the meeting, and discussing the same with a few other board members (although I'm only speaking for myself).

I appreciate you asking for the Board's input on numerous topics, as "baked in" to presentations throughout the night, with examples including:

- Asking the LCSB to join the LCPS Administration in extending a formal apology for the history of operating segregated schools.
- Numerous other questions embedded in the Equity Plan slides
- Should hybrid learning in Stage 1 be provided to the following groups whose families

selected or defaulted to the hybrid model? (ASOL SWD 18-22, self-contained SWD 18-22, MATA)

- Should teachers who expressed preference for distance learning, but do not qualify for a leave of absence, be required to teach in-person during Stage 1?
- Should cross-categorical special education teachers who expressed a preference for in-person learning be assigned to teach a self-contained class at their own school if they are licensed and experienced in doing so?
- Should students with disabilities who are eligible for the hybrid model in Stage 1 be assigned to a program at another school if there is not sufficient staff to operate the students' program at their home school?
- Should self-contained teachers who have expressed preference for the hybrid model be assigned to teach the self-contained class at another school of a teacher whose preference is for teaching 100% distance learning?
- Should LCPS focus on creating 100% distance learning schedules for the start of the 20-21 school year?

If these questions are merely meant to spark discussion, than that format is certainly appropriate. And certainly, some of the open-ended questions in the Equity Plan presentation fall into that category. However, for many others, particularly the ones relating to which groups of students would be included in Stage 1, it seems like a reasonable conclusion that you were hoping the board would take an action (either formal or through informal consensus) to provide you with answers to those questions. If that is the case, than I think the Board needs more help in structuring responses to avoid getting into situations like we did last night - Beth having to make up a motion on the spot to have the board vote on joining you in the segregated school apology, and then again later in the night when there were 5+ conflicting motions, some or all made up on the fly, to try and provide board guidance.

What I would propose as a solution is, when appropriate, for options to be presented to the board as alternate board actions rather than open-ended questions. For example (and purely just examples):

Plan A - No students in person during Stage 1

Plan B - MATA in person during Stage 1

Plan C - MATA + ASOL SWD 18-22 + self-contained SWD 18-22 in person during Stage 1

Plan D - MATA + ASOL SWD PreK-22 + self-contained SWD PreK-22 in person during Stage 1

Etc.

While board members could of course choose to deviate from the prepared options, it would at least give us a starting point and help guide the discussion. Combined with staff's efforts to ensure that the presentations are posted on BoardDocs several days before the meeting, this would give board members time to review potential courses of action in a concrete fashion.

As I intend this to be a positive "Board of 10" hope that we can have more focused deliberations in the future during SB meetings, I've blind copied the rest of the board on this email for their information.

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](#)
To: [Eric Williams](#)
Subject: Chief of staff public blog
Date: Sunday, June 7, 2020 7:36:09 AM

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: Nyah Hamlett
To: Leslee King; Eric Williams; Ashley Ellis; Asia Jones; Lottie Spurlock
Cc: Stephen DeVita
Subject: RE: [EXTERNAL] Equity
Date: Monday, August 24, 2020 2:42:00 PM

Good afternoon Ms. King,

You are correct that it is difficult to monitor and manage equitable distribution of resources and support from PTAs and PTOs. It certainly puts things into perspective in supporting 9)+ schools. Thank you for sharing the email.

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: Saturday, August 22, 2020 9:16 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>
Cc: Stephen DeVita <Stephen.DeVita@lcps.org>
Subject: FW: [EXTERNAL] Equity

All,
Thought I should share this e-mail from a parent. It certainly does seem to complicate our work on equity. But not sure what we can do about it.
Leslee

From: Leslee King
Sent: Saturday, August 22, 2020 9:14 AM
To: jrungeva@aol.com
Subject: RE: [EXTERNAL] Equity

Dear Ms. Runge,
Thank you for your interesting e-mail. I understand and share your concerns and will pass this along to the administration.
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: jrungeva@aol.com <jrungeva@aol.com>

Sent: Friday, August 21, 2020 9:37 PM

To: Leslee King <Leslee.King@lcps.org>

Subject: [EXTERNAL] Equity

Dear Mrs. King,

I have just been apprised of some information that I thought would be appropriate to share with you. A colleague has informed me that teachers at one of our high schools were each provided with a new monitor in their "welcome bag" this year. This colleague personally knows such a recipient. I will name the high school if you wish to know the specifics. The monitors were a gift from a single donor to the school's PTO.

While I do not expect a monitor from my school's PTO, I feel this is yet another example of the tremendous inequities across Loudoun County, inequities which do affect the education of our students within LCPS.

Janice Runge

From: Beth Barts
To: Eric Williams; Nyah Hamlett; Stephen DeVita
Subject: Fwd: [EXTERNAL] REGISTER NOW: Roundtable with LCPS hosted by NAACP Loudoun Branch (Tuesday August 25 @7pm)
Date: Saturday, August 22, 2020 9:53:50 PM

FYI. Here is the whole email. Have a good night. Smh.

Sent from my iPhone




Begin forwarded message:

From: Education NAACP- Loudoun Branch <education@naacploudoun.org>
Date: August 22, 2020 at 8:43:57 PM EDT
Subject: [EXTERNAL] REGISTER NOW: Roundtable with LCPS hosted by NAACP Loudoun Branch (Tuesday August 25 @7pm)
Reply-To: Education NAACP- Loudoun Branch <education@naacploudoun.org>

Invited guests include:

- LCPS School Board
- LCPS Equity Committee
- Dr. Eric Williams- Superintendent, LCPS
- Dr. Nyah Hamlett- Chief of Staff, LCPS
- Dr. Ashley Ellis- Assistant Superintendent for Instruction, LCPS
- Dr. Asia Jones, Assistant Superintendent for Pupil Services, LCPS
- Dr. Virginia Patterson, Director of School Administration, LCPS
- Mrs. Lottie Spurlock, Director of Equity, LCPS
- Dr. Tinell Priddy- Principal, The Academies of Loudoun, LCPS
- Jamie Almazan & Graig Meyer, The Equity Collaborative
- Ms. Mona Siddiqui, Virginia Office of the Attorney General

PLEASE JOIN US
Our Collective Voices Must Be Heard

 NAACP Loudoun Branch	Roundtable w/LCPS -- Call to Action to Combat Systemic Racism
TUESDAY AUGUST 25, 2020 7:00 pm ZOOM Virtual Videoconference 	Roundtable w/LCPS  PRE REGISTRATION REQUIRED After registering, you will receive an email with details on how to join the meeting.

[CLICK HERE TO REGISTER NOW](#)

Robin R. Burke
Chair, Education Committee
NAACP Loudoun Branch, Unit #7084



From: [Leslee King](#)
To: [Eric Williams](#); [Nyah Hamlett](#); [Ashley Ellis](#); [Asia Jones](#); [Lottie Spurlock](#)
Cc: [Stephen DeVita](#)
Subject: FW: [EXTERNAL] Equity
Date: Saturday, August 22, 2020 9:16:12 AM

All,

Thought I should share this e-mail from a parent. It certainly does seem to complicate our work on equity. But not sure what we can do about it.

Leslee

From: Leslee King
Sent: Saturday, August 22, 2020 9:14 AM
To: jrungeva@aol.com
Subject: RE: [EXTERNAL] Equity

Dear Ms. Runge,

Thank you for your interesting e-mail. I understand and share your concerns and will pass this along to the administration.

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: jrungeva@aol.com <jrungeva@aol.com>
Sent: Friday, August 21, 2020 9:37 PM
To: Leslee King <Leslee.King@lcps.org>
Subject: [EXTERNAL] Equity

Dear Mrs. King,

I have just been apprised of some information that I thought would be appropriate to share with you. A colleague has informed me that teachers at one of our high schools were each provided with a new monitor in their "welcome bag" this year. This colleague personally knows such a recipient. I will name the high school if you wish to know the specifics. The monitors were a gift from a single donor to the school's PTO.

While I do not expect a monitor from my school's PTO, I feel this is yet another example of the

tremendous inequities across Loudoun County, inequities which do affect the education of our students within LCPS.

Janice Runge

From: [Beth Barts](#)
To: [TeKrony, Laura](#)
Cc: [Eric Williams](#); [Rob Doolittle](#); [Nyah Hamlett](#)
Subject: Leesburg Newsletter -5000 subscribers
Date: Friday, August 28, 2020 7:10:37 PM
Attachments: [image001.png](#)

Laura,

Thank you very much. As always I appreciate the opportunity for school outreach among our community. Please see article below.

Kindly,

Beth

“Hello Leesburg District! As the summer draws to a close, I know many families in our community are gearing up to start the 2020-21 school year. While this school year will not look like any other in terms of new backpacks and lunchboxes, we continue to move forward with unique ways to meet our community’s needs with distance learning.

I want to thank our teachers and administration for many hours of hard work over the summer and their continued commitment to meet the challenges that we will face on September 8th. Please know that the Loudoun County School Board is committed to getting back to into our school buildings as soon as possible, as we know there is no substitute for the engagement of in-person learning.

As part of this commitment, we are taking a phased approach by returning around 2500 students to in-person learning during the first quarter. As we move forward with our return to school plan, we will continue to be guided by county data in collaboration with the Loudoun County Health Department and the applicable local regulations to expand upon this start. We will be phasing in 900 Monroe Advanced Technical Academy students on September 8th and approximately 800 special education students by October 13th. We will also be working on our plan to bring some of our English Language Learner students back into our buildings by October 27th.

LCPS is also prioritizing a continued focus on raising racial consciousness and improving racial literacy through its Multifaceted LCPS Action Plan to Combat Systemic Racism. This includes professional learning and bias training for both staff and students. We are proud to note that LCPS will be one of 16 Virginia school divisions that will be offering a new high school course in African American History.

Thank you all for your cooperation and support during these unprecedented times. The manner in which we have come together as a village to protect one another as we plan for a strong future continues to impress me. I have no doubt that our children will come out of all of this stronger and better prepared to lead the world.”

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: TeKrony, Laura <Laura.TeKrony@loudoun.gov>

Sent: Thursday, August 27, 2020 3:50 PM

To: Beth Barts <Beth.Barts@lcps.org>

Subject: Leesburg Newsletter

Hi Beth:

I hope you are enjoying the last days of August. We would like to send a Leesburg newsletter Friday, September 4th (before the holiday). Please send your article when you get a chance. Thank you!

Kind Regards,
Laura Tekrony
Legislative Aide
Chair Phyllis Randall
703-771-5988

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
Date: Thursday, August 27, 2020 5:35:05 PM
Attachments: [COVID-19 Update to the School Board 082720.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, along with Scott Ziegler in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Made a presentation regarding the new school year to the Leesburg Daybreak Rotary Club meeting.
 4. Attended Chamber of Commerce Board of Directors meeting.
 5. Met with Nyah Hamlett and Lottie Spurlock to discuss Ms. Spurlock's work as Director of Equity.
 6. Met with Nicholas Grzeda in the Department of Instruction regarding Computer Science and Computational Thinking in a distance learning environment.
 7. Met with Ashley Ellis, Nyah Hamlett, Steve DeVita, and Maree Sneed regarding the Attorney General's inquiry.
 8. Tonight I plan to watch a Loudoun County Library webinar with author of a new book entitled *We Have Been Waiting Too Long: The Struggle Against Racial Segregation in Loudoun County*.
1. I also provided opening remarks to teachers for today's Ed Tech Learning Day. As part of my remarks, I spoke with teachers regarding giving ourselves permission to embody joy of teaching and compassion for others, even as we experience stress. I started my remarks by asking others to join me in a moment of silent reflection regarding Susan Rokus and other individuals, as well as their family members, friends, and colleagues, who have died, suffered health consequences, food and housing insecurity or other challenges as a result of COVID-19. I also condemned the deaths of and injuries to African-Americans at the hands of law enforcement.
2. We tentatively plan to increase a Teacher, Detention Center position from .75 to 1.0 with the additional cost funded entirely by the Virginia Department of

Education. We plan to proceed as early as September 3. If you have any questions or concerns, please let me know by 5 p.m. on September 2. The accompanying PDF includes a memo and attachment from Dr. Jones with additional details (pp. 1-2).

3. Kudos email to Payroll regarding payroll processing challenges (p. 3).

Business and Finance

1. Response from Sharon Willoughby to Denise Corbo regarding School and Resource Nurses (pp. 4-5).

PIO/Communications

1. Information from Rob Doolittle on the press release regarding LCPS Apology. (p. 6).

Department of Instruction

1. Information from Ashley Ellis on Parent Resources for Schoology (p. 7).
2. VDOE Guidance regarding Family Life Education in Distance Learning from Ashley Ellis (p. 8).
3. Information from Ashley Ellis regarding the Review of Teaching Tolerance Instructional Materials (pp. 9-12).
4. Response from Ashley Ellis to Jeff Morse regarding Teacher Equity Training (pp. 13-14).

Department of Digital Information

1. Information from Vince Scheivert regarding the Distribution of Hotspots (pp. 15-16).

Department of Support Services

1. Support Services Update from Kevin Lewis which includes the following:
Childcare for K-6 Grade Students Update – Priority Registration 8/26-31/20, and Meal Service Plans Beginning September 8, 2020 (pp. 17-25).
2. Information provided by Kevin Lewis on the Fall 2020 School Board Meeting Calendar – Attendance Zones & FY2022 Capital Budgets (pp. 26-27).

Department of Human Resources & Talent Development

1. Information from Scott Ziegler on the recap of the 20-21 Beginning Teacher Institute (pp. 28-29).

Optional Reading: Articles

Yahoo Finance listicle regarding richest school districts in the U.S., references LCPS.

<https://finance.yahoo.com/news/richest-school-districts-every-state-090732392.html>

Virginia — Loudoun County Public Schools - Median household income:
\$136,268

Sitting right outside the nation's capital, Virginia's wealthiest school district is Loudoun County Public Schools. The average household in this section of the suburbs surrounding Washington, D.C., pulls down more than \$136,000 per year in income.

Loudoun Times story regarding distribution of Chromebooks to K-3 students, August 25. https://www.loudountimes.com/news/loudoun-county-public-schools-distributing-chromebooks-to-k-3-students/article_f79325a8-e6e2-11ea-9f55-c7d3ff401e4b.html

LoudounNow article regarding recent LCPS comments about what to expect in the new year, August 26. <https://loudounnow.com/2020/08/26/this-years-back-to-school-mantra-progress-not-perfection/>

Loudoun Times story regarding LCPS hot spot distributions, August 26. https://www.loudountimes.com/news/lcps-to-distribute-mobile-internet-hotspots-for-qualifying-students/article_c8fcbac4-e7a0-11ea-82c4-e7c544313ae6.html

WJLA report regarding concerns about Fairfax special education programs, references LCPS plans, August 26. <https://wjla.com/news/local/fairfax-county-responds-to-concerns-about-virtual-learning-for-special-education-students>

Loudoun Times article regarding Community Foundation scholarship awards, August 27. https://www.loudountimes.com/news/community-foundation-awards-21k-in-scholarships-to-loudoun-students/article_0cdd1f50-e7b4-11ea-9810-67ab464884aa.html

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

From: Leslee King
To: Stephen DeVita; Schoolboardemail
Cc: Maree Sneed (maree.sneed@hoganlovells.com); Rob Doolittle; Eric Williams; Nyah Hamlett; Ashley Ellis
Subject: RE: Statement Updated for typos
Date: Tuesday, August 25, 2020 2:03:51 PM

Very well said.
Leslee

From: Stephen DeVita
Sent: Tuesday, August 25, 2020 1:50 PM
To: Schoolboardemail <lcsb@lcps.org>
Cc: Maree Sneed (maree.sneed@hoganlovells.com) <maree.sneed@hoganlovells.com>; Rob Doolittle <Rob.Doolittle@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>
Subject: Statement Updated for typos

Sorry for so many revisions. Mr. Doolittle spotted a typo. Here's the updated version:

We understand that the Loudoun Chapter of the NAACP has announced a public Zoom meeting for Tuesday, August 25, 2020, in which they represent that LCPS staff and School Board members will attend regarding matters related to pending litigation with the Attorney General's office. LCPS and the School Board received an invitation to participate in this event over the weekend and the event was announced before LCPS and the School Board responded. Upon the advice of legal counsel, LCPS and the School Board respectfully declined the invitation to attend after the NAACP declined to attend a Closed Session with the School Board to explain their proposals. As early as 2013, LCPS and the School Board created the Discipline Task Force to address student disciplinary proportionality in part, commissioned the Equity Collaborative Report in 2019, and LCPS and the School Board conducted and continue to facilitate equity-specific professional learning for staff to raise racial consciousness and build racial literacy, as well as issuing the multi-faceted LCPS Action Plan to Combat Systemic Racism. We recognize the need to continue this important work methodically, yet with a sense of urgency and remain hopeful for an amicable resolution with the NAACP. The School Board remains open to a future closed session with the NAACP.

Stephen L. DeVita, Esq.

Division Counsel
Loudoun County School Board
21000 Education Court
Ashburn, VA 20148
Cell (330) 612-5913 Call During COVID-19 Crisis

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 School Board Update
Date: Monday, August 24, 2020 5:35:02 PM
Attachments: [COVID-19 School Board Update 082420.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 today to collaborate on COVID-19 and other matters.
 2. Discussion regarding hybrid learning for EL students with Ashley Ellis, Neil Slevin and principals in the Park View cluster.
 3. Discussion regarding MATA return to school procedures with Ashley Ellis, Asia Jones, Kevin Lewis, Matthew Wilburn, Tinell Priddy and several other staff members.
1. We just wanted to let you know that 100% of our schools have hired an Equity Lead. All school Equity Leads and their Principals (with the exception of Middleburg Community Charter School) attended a half day Equity Lead Institute led by cross-departmental division equity leaders on August 11 and August 14. Additionally, all Equity Leads are scheduled to participate in professional learning on module two of *Equity in the Center* - the "Me" of equity work on September 2 prior to the professional learning being deployed to other school based licensed employees.

Business and Finance

1. Information from Sharon Willoughby regarding payroll tax deferral (p. 1).

Department of Support Services

1. Support Services update from Kevin Lewis which includes Fall 2020 School Board Meeting Calendar – Attendance Zones & FY2022 Capital Budgets; Inclusive Playground Update, Kenneth Culbert Playground Replacement; and USDA Summer Food Service Program Ends 9/7, National School Lunch/ Breakfast Program Begins 9/8 (pp. 2-3).

Department of Human Resources & Talent Development

1. Response from Scott Ziegler to Beth Barts regarding the Telework Regulation 7030

(pp. 4).

Optional Reading: Articles

LoudounNow story regarding 2020-2021 tuition rates, August 23.

<https://loudounnow.com/2020/08/23/loudoun-tuition-rates-decline-for-new-school-year/>

LoudounNow story regarding new buses with improved safety technology, August 22.

<https://loudounnow.com/2020/08/22/new-loudoun-school-buses-add-safety-technology/>

WDVM story regarding in-person learning for certain special education students, August 21. <https://www.localdvm.com/news/virginia/loudoun-county-allows-in-person-schooling-for-some-special-education-students/>

LoudounNow story regarding attendance-zone hearings, August 21.

<https://loudounnow.com/2020/08/21/loudoun-school-board-readies-for-attendance-zone-changes/>

Washington Business Journal story regarding Amazon's support of CodeVA, references Sterling MS and ES, August 20. (Full story embedded below.)

<https://www.bizjournals.com/washington/news/2020/08/20/amazon-funding-school-comp-sci-classes.html>

LoudounNow story regarding rising K'gartner with rare genetic disorder, August 20.

<https://loudounnow.com/2020/08/20/an-unforgettable-moment-and-a-year-of-hope/>

LoudounNow story regarding plans for segregation apology, August 20. [not online, story embedded below.]

LoudounNow reprint of Superintendent's August 19 message to families, August 20.

<https://loudounnow.com/2020/08/20/superintendent-williams-statement-aug-19-2020/>

Washington Business Journal

<https://www.bizjournals.com/washington/news/2020/08/20/amazon-funding-school-comp-sci-classes.html>

Five N. Va. public schools will receive Amazon money for computer science classes. This is why the company cares.

Amazon founder Jeff Bezos made a rare public appearance at Dunbar High School in Washington, D.C.

By [Jonathan Capriel](#) – Staff Reporter, Washington Business Journal

Aug 20, 2020, 2:56pm EDT

When Amazon.com Inc. (NASDAQ: AMZN) met with CodeVA about funding computer science programs in Virginia public schools, the e-commerce and cloud computing giant wanted to know how it could make a significant impact.

Chris Dovi, executive director and co-founder of the nonprofit, which works to make computer science training equitable throughout Virginia's schools, recalls responding, "Double our budget" of about \$1.3 million.

"They asked us to write us a proposal that doubles it," he said. "So that's what we did."

While the nonprofit has partnered previously with corporate giants like Microsoft and Capital One, Amazon's \$3.9 million commitment over the next three years is the single biggest to computer science education in the commonwealth's public school system. And that spending goes into action this school year.

Amazon referred questions on the subject to CodeVA.

The money will be used for programming at about 19 schools. The five with the most students are in Greater Washington — Leesylvania Elementary School and Swans Creek Elementary in Prince William County; Sterling Middle and Sterling Elementary in Loudoun County, and Braddock Elementary in Fairfax County.

Those schools were not selected for their proximity to Amazon's second headquarters in Arlington or its Amazon Web Services hub in Herndon, Dovi said. CodeVA and Amazon Future Engineer, the program from where these funds are coming, have a shared goal of bringing computer science education to students who are least likely to have access to the materials.

About 14 of the 19 schools had a majority student population last year that is considered economically disadvantaged — students receive free or reduced cost meals or their families accept federal assistance like TANF or are eligible for Medicaid — according to the Virginia Department of Education. And about a dozen of the schools had a majority-minority student body.

The students will take part in a 12-month pilot curriculum developed by CodeVA, while teachers will participate in professional development. All of this work has to be taken online because of the pandemic, Dovi said, but the launch will still act as a blueprint for how the program can expand in the following two years.

Dovi said it became very clear in those early meetings with Mathew Wisner, the senior manager for Amazon Future Engineer, that the company was deeply concerned about teachers' professional development. In June, Wisner joined the nonprofit's board.

Virginia's commitment to build a "tech talent" pipeline was a big draw for Amazon as it weighed its HQ2 choices in 2018. The state ultimately committed to fund some 31,000 computer science degrees over the next two decades while Amazon builds its second headquarters. But that pipeline has to start at the grade school level, Dovi said, and it requires teachers who know the material.

CodeVA has offered computer science training in public schools for seven years, well before Virginia Tech's Innovation Campus in Alexandria was pitched to Amazon or the state recognized computer science as a core Standard of Learning in 2016.

Through AWS and its academic arm, AWS Educate, Amazon developed partnerships with several community colleges, high schools and elementary schools in Virginia in the latter half of 2019. The company also has partnerships with George Mason University and Northern Virginia Community College to create four-year bachelor's degree programs focused on cloud computing.

Loudoun Now

Williams Plans Apology for Past School Segregation

BY NORMAN K. STYER

nstyer@loudounnow.com

Aug. 28 will mark the 57th year since the March on Washington for Jobs and Freedom, a landmark demonstration best known for the Rev. Martin Luther King's "I Have a Dream" speech.

Among the civil rights leader's visions on that day was that "my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."

Next Friday, on the anniversary of that speech, Loudoun Public Schools Superintendent Eric Williams plans to issue a formal, public apology that it is taking so long to make that dream come true. Specifically, Williams, joined by the School Board and possibly other county leaders, plans to apologize for Loudoun's history of segregation that included keeping Black and white

students in separate schools for more than a decade after the U.S. Supreme Court's *Brown v. Board of Education* opinion made that illegal.

Williams said the statement also will apologize for the School Board—at the time comprised of members appointed by the Board of Supervisors—that agreed to build a high school for Black students only after families bought the land for the school giving it to the county. The families paid \$4,000 for the property that became the Douglass School in Leesburg; the School Board paid them \$1.

During last week's meeting, the School Board voted unanimously to join Williams in issuing the statement. Members also asked that the Board of Supervisors be provided the opportunity to join the event.

"This is something very important to our community. There is a lot of truth that we continued to operate segregated schools after it was ruled we should not," said Beth Barts (Leesburg), adding it was important to acknowledge that happened and then move forward in good faith.

The symbolic event is part of the school district's broader anti-racism initiative that has already removed a Confederacy-inspired mascot at Loudoun County High School and restructured admission procedures for the Academies of Loudoun, and also will revamp classroom curricula and expand teacher training and recruitment efforts.

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

From: Beth Barts
 To: For Williams: Leah Hamlett
 Cc: Schoolboardemail
 Subject: Fwd: [EXTERNAL] Anti-Racism Fall Instructions?
 Date: Saturday, August 29, 2020 10:21:11 AM

FYI — please note his name. He seems off. Best to be aware.

Sent from my iPhone

Begin forwarded message:

From: Minmaui2002 <minmaui2002@icloud.com>
Date: August 29, 2020 at 12:37:51 AM EDT
To: Harris Mahedavi <Harris.Mahedavi@lcp.org>
Cc: Denise Corbo <Denise.Corbo@lcp.org>, Schoolboardemail <lsb@lcp.org>, Jill Holtzman Vogel <jh@hvjt.law>, "Media@virginia.gop" <Media@Virginia.GOP>, "Info@virginia.gop" <Info@Virginia.GOP>, "district03@senate.virginia.gov" <district03@senate.virginia.gov>, "loudoungopwomen@gmail.com" <loudoungopwomen@gmail.com>, "President@vfrw.org" <President@vfrw.org>, "FirstVP@vfrw.org" <FirstVP@vfrw.org>, "SecondVP@vfrw.org" <SecondVP@vfrw.org>, "RecordingSec@vfrw.org" <RecordingSec@vfrw.org>, "CorrespondingSec@vfrw.org" <CorrespondingSec@vfrw.org>, "info@judicialwatch.org" <info@judicialwatch.org>, Hannah-Catherine Smith <HC@campusreform.com>, "press@citizensunited.org" <press@citizensunited.org>
Subject: Re: [EXTERNAL] Anti-Racism Fall Instructions?

LCPS Board, Mr. Williams,

I realize it's only been 24 hours since my last email, however, thanks to the new LCPS "Action Plan to Combat Systemic Racism" (see link below) I've found more disturbing things that are supporting your radical racist make-over of the LCPS educational system. As I said in my email last night, when teaching students about government and politics in school, I've been of the belief that a school system is to be neutral when discussing political parties or political systems like Marxism and Capitalism. Clearly I'm naive in this type of thinking. LCPS is cramming these latest racial buzzwords and phrases down all students, teachers and parents throats:

- Marxism and Socialism
- Systemic, Institutional and Structural Racism
- White Privilege
- White Fragility
- Racial Consciousness
- Implicit Bias

None of these have anything to do with diversity, equity, fairness or "closing the racial gaps". However, they all have to do with racism towards white students and a 'White Supremacy' society in which we live. Just as a reminder, "Racist" is defined as: "prejudiced against or antagonistic toward a person or people on the basis of their membership in a particular racial or ethnic group". How is your racial harmony initiative NOT antagonistic towards white kids? After all, this initiative is aimed at a particular group of people based on their membership of a particular race or ethnic group. You're also not doing the minority students any favors by teaching them that the white kids don't mean to be racist, they were born that way, they just don't realize it and oh, by the way, the white kids OR their parents OR grandparents contributed towards the challenges that black people have historically faced as well as today.

In your "Action Plan to Combat Systemic Racism", you reference a resource called the "Racial Equity Tool" (see link below). Has anyone read through this website? Does anyone realize that one of the BLM co-founders, Alicia Garza, is an influencer and works with Racial Equity Tools? You might be saying "Yeah, so what?" The so what is Garza is not just a co-founder of BLM but she's part of a trio that founded BLM and have openly admitted that BLM is a Marxist movement. Again, if you're not familiar with Racial Equity Tools, allow me to share their "Core Concepts": Racial Equity, Race, Ethnicity and Indigeneity, Racism, Structural Racism, Whiteness, White Privilege, Internalized Racism and Theory. Alicia Garza has written the most recent newsletter that is disgraceful on several different levels:

"Hello RET Community,

We send you this note as we are overwhelmed with grief and outrage at the murders of George Floyd, Ahmaud Arbery, and Brionna Taylor and others by police and vigilantes. Our hearts are with their families. We stand in solidarity with people and communities who are protesting - saying "enough" to state-sanctioned violence, and declaring that BLACK LIVES MATTER. All of this is happening while we are in the middle of a global pandemic that is disproportionately harming Black, Brown, and Indigenous communities, and being blamed on Asian Americans and Pacific Islanders who are experiencing an increase of racist acts against them. We must continue our work for racial justice. We must work to address the roots of WHITE SUPREMACY. We must reimagine a future that is just and loving. And we must do this work in solidarity and accountability with BLACK-LED ORGANIZATIONS."

- Disgraceful Example #1: Garza focuses on police, "vigilantes" and "state sanctioned violence", she is clearly eluding to white people and should NOT be thought of gospel
- Disgraceful Example #2: "We must work to address the roots of White Supremacy". Saying that our country is a "White Supremacist" country is insulting and degrading to Americans
- Disgraceful Example #3: "And we must do this work in solidarity and accountability with Black-Led Organizations". This statement alone is bad enough but when an entire school system excerpts it at face value and thinks it's a good idea, well that is a big problem.
- Disgraceful Example #4: While I've only included the first part of Garza's newsletter, she makes NO mention of the massacres going on on a daily basis in the black communities, committed by other blacks. Isn't this purposeful omission worthy enough to discuss in schools?

Do you know what the irony is with all of this stuff? Marxism is named after Karl Marx, author of the "Communist Manifesto", and he was a staunch and well known racist, he hated black people. Also, all of these racial buzzwords/theories I mentioned above, well they were all created by white people. In fact, the genius that coined the phrase "Racial Consciousness", William E. Cross, actually specialized in Black Identity Development, which still baffles me.

In closing, the path that LCPS has chosen to go down is disingenuous, racist, degrading, dangerous and a very slippery slope. I would also suggest that having a racially motivated organization like the NAACP should not be driving this phony and misleading curriculum for 85,000 LCPS students. I would ask that you don't twist my words to suggest that I don't think racism doesn't exist because I know it does, my white son, who will be graduating this year has endured bigotry and racism since the 6th grade. Why? Because he's white, blonde hair, blue eyes and studies the Constitution. As I said in my email from last night, I don't expect reply from the board or Mr. Williams, in fact I fully anticipate on being dismissed yet again. However, I won't be deterred by your silence and my hope is that by including a few friends on this email that maybe this radical initiative that LCPS is implementing will get some attention. I'm always available for open and respectful dialogue but not patronization. Thank you for your time.

Links:

- LCPS "Action Plan to Combat Systemic Racism": [https://go.boarddocs.com/sba/loudoun/Board.nsf/files/BOUJUPY2663CC6/\\$file/LCPS%20Action%20Plans%20to%20Combat%20Systemic%20Racism_062220%20Presentation.pdf](https://go.boarddocs.com/sba/loudoun/Board.nsf/files/BOUJUPY2663CC6/$file/LCPS%20Action%20Plans%20to%20Combat%20Systemic%20Racism_062220%20Presentation.pdf)
- Racial Equity Tools: [https://mailchi.mp/racialequitytools.org/a-message-and-new-resources-from-racial-equity-tools?e=\[UNIQID\]](https://mailchi.mp/racialequitytools.org/a-message-and-new-resources-from-racial-equity-tools?e=[UNIQID])

Regards,
 Scott Mineo

On Aug 27, 2020, at 11:03 PM, Minmaui2002 <minmaui2002@icloud.com> wrote:

Hi Mr. Mahedavi,

I've not heard back from you on this subject so I wanted to follow up. Is anyone on the board aware of where and how this push for a radical "Anti-Racism" initiative began and why? I'm well aware of the NAACP's involvement over the years and now much of what BLM professes is also incorporated into educational materials and training. What LCPS is doing to students and teachers is absolutely disgraceful. I was of the belief that LCPS would teach students about politics, government and both political parties. However, what LCPS is now doing is basing their instructions on the foundation of Marxism.

Marxism is being widely used in our current environment, however, people are simply equating Marxism with Communism. While that's definitely true, what most people fail to realize or discuss is that Karl Marx hated black people, a devout racist. Fast forward to the early 1920's into the 1930's, the Communist Movement of America created the Negro Communist Commission. The NCC received their marching orders directly from Moscow to advance their "Red Plot" initiative. At it's core, the "Red Movement" would place blame for all black people's struggles at the feet of white people in America and remove all responsibility and accountability from black people. This would make black people:

- (a) feel sorry for themselves;
- (b) blame others for their failures;
- (c) ignore the countless opportunities around them;
- (d) jealous of the progress of other racial and national groups;
- (e) expect the white man to do everything for them;
- (f) look for easy and quick solutions as a substitute for the harsh realities of competitive struggle to get ahead.

A black man by the name of Manning Johnson (<http://manningjohnson.org/>) was one of the head people in charge of the NCC. He later left the movement and in 1958 wrote a book titled "Color, Communism and Common Sense" that outlines all of the above and much more in detail, don't take my word for it, the board can look it up. I'm not a history teacher and I'm not trying to provide a history lesson. However, the decisions LCPS has made to incorporate "Racial Consciousness", "Implicit Bias" and "White Fragility" into the educational system is only pandering to the NAACP and the loud voices. Do you really believe that teaching white kids that they are inherently racist but don't realize it is positive? How in the world does this help minority students? You are only creating unnecessary racial friction which will do more harm than good and it perpetuates the stereotype that minorities can't learn at the same level as other students do. Changing the admittance policy for AOL as an example. What you've done is lowered the bar for all students and for what? To increase minority head count at AOL? How is that not insulting to minorities? LCPS is playing with fire and either they don't care or are not willing to take a position that best represents all students and do the research. Denigrating 48% of your student population with an irresponsible narrative hardly seems logical, in fact it is the very definition of racism.

I don't expect you or LCPS to read my email, research Manning Johnson or change your's or perhaps Williams direction, however, if the board is supposed to represent the students and staff on behalf of LCPS, then do so, be bold and challenge Williams and the NAACP. I'm not suggestion, by the way, that racial problems don't exist but I am very tired of the narrative that all white people are to blame and LCPS's decision to make such radical changes because the NAACP was pushing it. They do not represent me, my family or the other 48% of the white families, they hardly represent the black community. Talk about an injustice, this is an injustice to all students and teachers, and it's all being propagated by a truly racist narrative that was created 100 years ago. Since LCPS is going to continue with this racist ideology, at least include some of the actual facts so that the kids can understand the history and make up their own minds versus telling them that this is always how it always was, is and will be. Perhaps incorporate curriculum that provide students insight into successful minorities that have not and do not subscribe to what you're trying to "teach" to our kids.

Scott Mineo
minmaui2002@icloud.com

On Jul 10, 2020, at 9:48 PM, Harris Mahedavi <Harris.Mahedavi@lcps.org> wrote:

Mr Mineo,

Thank you for reaching out. I do not know the answer to the question, however I will seek answers to the question you have posted.

Regards
Harris

Harris Mahedavi | Loudoun County School Board
Ashburn Representative

email: Harris.Mahedavi@lcps.org
mobile: 571-420-9312

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

<image001.png>

From: Minmaui2002 <minmaui2002@icloud.com>
Sent: Friday, July 10, 2020 8:40 PM
To: Harris Mahedavi <Harris.Mahedavi@lcps.org>
Subject: [EXTERNAL] Anti-Racism Fall Instructions?

Mr, Mahedavi,

My name is Scott Mineo and my wife and I have two kids at Stone Bridge HS. You may be happy to read that I am NOT writing you with questions about face to face or remote schooling in the fall! I do have a few pointed questions I'm hoping you can address:

1. Will teachers be required to read the book "White Fragility" by Robin DiAngelo before going back to school in the fall and incorporate what they've learned in the book? If not, will there be required "Anti-Racism" workshops that teachers will be required to attend and incorporate into their lessons in the fall?
2. If the teachers are not required to read "White Fragility" will this be required reading by students?
3. How much of an emphasis of classroom instruction will focus on "implicit bias" and "racial consciousness"?

There's clearly a lot going on in our society today and many unknowns. The board has sent numerous emails out over the past few months regarding anti-racism and I've read through Dr. William's 16 Point Plan to fight anti-racism. Can you kindly provide answers or feedback to my questions? Thank you for your time!

Scott Mineo
minmaui2002@icloud.com

Scott Mineo
minmaui2002@icloud.com

From: Raj Daniel
To: Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Eric Williams; Denise Corbo
Subject: [EXTERNAL] THANK YOU and Issues & Recommendations for Consideration
Date: Tuesday, September 15, 2020 3:27:22 AM
Attachments: image001.png

Dear Dr. Williams and School Board Members:

First of all a big "Thank you" for all your efforts in serving during this difficult/challenging times!

We want to bring to your attention some major issues/concerns with distance learning and recommended solutions to consider.

I request you as a Parent of 4 Students in all levels (High School to Elementary Schools), as a spouse of an amazing LCPS High School Teacher for 7+ years and as LCPS well-wisher serving 10+ years volunteering in various capacities including PTO President, MSAAC representative etc.

Issues/Concerns with Distance Learning:

- 1. Technical Issues:** The Schoology and Google-Meet has CRASHED Multiple times for the Teachers and Students in the past few days.
- 2. Safety/Security Issues:** Anonymous people/students are able to join the Google-meet with no restrictions.
Some interrupt the class, but some stay quietly and spy/learn from good teachers. This is a major safety/security concern since strangers are getting into our homes/living rooms when our teachers teach from home and some disrupt the class.
- 3. Poor Quality Education:** The distance learning with reduced hours of synchronous learning, forces the teachers to limit/reduce the subject contents and teach Science with No hands-on labs which makes the education quality very inferior.
This is a major issue for our High School students taking multiple AP classes. With the Google-meet working so slow/bad, teachers have to spend about 15 minutes just to take attendance each block.
Some teachers end up just entertaining the students (to feel good) rather than teaching the education contents.
- 4. Setup to Fail:** The Teachers and students feel that they are Setup by LCPS to fail this year since they are not equipped fully for 100% distance learning.
Our Seniors had to go to West Virginia this summer to take their SAT exams.
It is heartbreaking to hear a 5th grader saying that he wants to repeat 5th grade again so that he can learn good in-person next year.
All the teachers are doing their best, but frustrated with the limitations/technical issues/Schoology/Google-meet issues.
- 5. No Integrity:** Assessments in Schoology is not working. So it is hard for the teachers to assess the students
and unfortunately it enables some students to cheat in their tests/assignments.
- 6. Asynchronous learning issue:** Some of the Students are not motivated in distance learning and unfortunately engage in other Social media/Netflix sites etc. than focusing on educational sites during asynchronous learning.
- 7. No Equity:** There is no equity in this distance learning option for some teachers

and students.

For example, For Science teachers handling AP & DE, are overloaded/need to work over 12 hours a day for preparation to teach with new tools, but some teachers (with the same salary) have very less work as remote/virtual workers (even able to work second full time job during school hours).

Similarly, some poor students are struggling to connect and participate in all the classes.

8. **Financial impact for LCPS Families:** Most families like ours had to spend hundreds of dollars to buy new Computes/Network/Internet upgrade etc. for spouses(LCPS Teacher) and Kids (Students) so that they can survive to run all the required Applications/tools without crashing.

Sadly, our Students/Children will have Major setbacks/impact in their Academic and Social life as they are forced with the distance learning option.

We can understand this are difficult challenges/issues, but there are some solutions we can come up with, when we collaborate and work together!

Recommended Solution:

1. For the Students/Parents who prefer in-person/hybrid learning, please consider opening the school just for half day (say from 8am – 12 noon) with 4 blocks (60 minutes) everyday (Mon – Fridays A & B days). The Students can do Asynchronous learning in the afternoon (going back home for lunch in the afternoon).
2. The Students/Parents who prefer distance learning can stay at home and participate along with the in-person learning students as the teacher teaches from the School (which is fully Equipped with fast internet, computer & camera).

Of course, the Social Distancing, recommended hygiene/washing hands/all best practices need to be enforced.

The short work days will help the Schools to be prepared and manage easier without worrying about the lunch time monitoring the social distancing, sanitizing lot of areas etc. This will be of a great benefit for all the Students, Teachers and Parents who prefer in-person learning as well as distance learning, with no schedule change for all five days just a reduced block size on all 5 days of the week.

Hope LCPS Administration will consider all the facts, solutions and recommendations to resolve the issues

and do the best for our Students, Teachers, Admins and Parents!

Thank You!

Raj Daniel

--

ORACLE

Raj Daniel

Director, Federal & Commercial Key Accounts

Oracle Cloud Services

From: Denise Corbo
To: Eric Williams; Vince Scheivert; Nyah Hamlett
Subject: Re: Incidents in the Virtual Learning Environment
Date: Saturday, September 12, 2020 4:49:46 PM

Eric,

Please address this email, your memo and the article below.

<https://www.google.com/amp/s/www.fox5dc.com/news/loudoun-county-parents-outraged-after-some-virtual-classes-interrupted-by-pornographic-images-racial-slurs.amp>

Denise

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

From: Julia Marnell <Julia.Marnell@lcps.org>
Sent: Saturday, September 12, 2020 9:58:59 AM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: President@LoudounEA.org <President@LoudounEA.org>
Subject: Fw: Incidents in the Virtual Learning Environment

Good morning,

Just an FYI regarding Dr. Williams' memo on class security. Teachers have received nothing that prevents intruders from getting into virtual classrooms. In fact, many options like the Google meet attendance extension were blocked this week by LCPS. When classes start at a specific time and 23 kids come into the classroom, we can't track who might have joined that doesn't belong. We also don't have the Google meet grid extension which would allow us to see the entire class for large groups like 26 kids. I don't know what Dr. Williams is referencing but every teacher wants a secure classroom. The teachers that have had incidents are so upset. Just thought you should know that we have received nothing regarding virtual classroom security.

Sincerely,

Julia Marnell
Social Sciences Teacher
Dominion High School

From: Loudoun County Public Schools <BlackboardMN@LCPS.org>
Sent: Friday, September 11, 2020 5:15 PM
To: Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>
Subject: Incidents in the Virtual Learning Environment

LCPS Banner



September 11, 2020

Dear LCPS Families:

During our first week of school in a virtual learning environment, incidents occurred in several classes in which students joined the virtual environment of another class or school, used a racial slur or displayed inappropriate sexual or racist images. These incidents are contrary to our core beliefs, our commitment to racial equity and other matters of equity as described in the [LCPS Equity Statement](#), and to the expectations we have established for appropriate behavior by students in the virtual environment. LCPS' highest priority is the physical and mental well-being of our students and staff members, and we take these matters seriously. We reject and condemn the use of racial slurs and hate speech and we will not tolerate the display of inappropriate images; this behavior does not reflect our core beliefs.

Although some may believe that it is acceptable to use expressions that are defined as racial slurs as a term of endearment to their friends, LCPS will not tolerate such language in a school environment. The display of sexually explicit and

pornographic images is a violation of our Student Code of Conduct and will also not be tolerated. LCPS will also cooperate with local, state, and federal law enforcement agencies in investigations of computer intrusion, hate crimes, fraud, transmitting threatening communications, disrupting a public meeting, and any other use of an electronic device to commit a crime.

As we adjust to a virtual learning environment, we will continue to teach and encourage positive digital citizenship skills, as well as hold students accountable for their behavior online. Students and parents should familiarize themselves with the Student Code of Conduct and be aware that disciplinary actions are being considered for violations of the Student Code of Conduct, as they would if students were displaying these behaviors in person. Teachers and administrators have been provided resources to prevent and respond to these incidents. Additionally, administrators are continuing to use both the Student Code of Conduct and the LCPS Protocol for Responding to Racial Slurs and Hate Speech when addressing disruptions in distance learning.

We appreciate that these issues may cause concern for parents. We share those concerns, and school administrators are investigating incidents and taking additional steps to help eliminate these types of events from our learning environment. Actions include providing additional guidance and reminders to teachers about how to manage their environment, our expectations for effectively controlling classes, and sharing expectations for behavior with students.

We appreciate parents' and guardians' continued support as we address these issues.

Thank you.

Eric Williams, Ed.D.

Superintendent

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

From: [jacraw4d](#)
To: [Eric Williams](#); [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [Brenda Sheridan](#); [Schoolboardemail](#)
Subject: [EXTERNAL] Concerned about the future of LCPS
Date: Thursday, September 10, 2020 11:29:09 PM

School Board, Superintendent and staff,

I am not one to typically voice my opinion publicly, but over the past 6 months I have watched way too many poor choices be made to stay quiet any longer. The absolute top priority of the Loudoun Public School System is to provide a strong and comprehensive education to every one of its students. This SB, Superintendent and LCPS staff have failed miserably to meet this most fundamental responsibility.

The Superintendent, his staff and the SB members all seem to suffer from a lack of focus and backward priorities. An unreal and unsupported level of effort has focused on anti-racism, white supremacy and systemic racism based on a equity report published by a pro-social justice organization with an inherent bias. To say that there are individual racists who need some level of discipline and accountability, including some students, administrators and teachers, is one thing and fully supportable. However, nobody has ever been able to provide any substantial factual evidence that the racial issue is at the point of systemic racism and that Loudoun County is overwhelming populated by white supremacists. This in itself is racist. I recommend everyone read "Black Lies Matter" by Taleeb Starkes. Also, talk with anyone who was around 70-80 years ago and they will say the country and this county have made incredible strides to overcome slavery and racism. By what is said these days, one would think we have gone backward, which simply isn't the case. I recommend everyone read Booker T. Washington's "Up from Slavery".

Work is still needed to support at-risk children and the greater population, but doing things such as simplifying the acceptance criteria for Academies of Loudoun isn't the answer. In fact that in itself is offensive as it is demeaning and basically states that LCPS does feel that one race is inferior to another and so can't meet high standards, which is false. The issue is that LCPS is unwilling to look at the root of the problem and thinks that just having organizations such as LEAP will solve the everything. It is more fundamental. As a concerned parent who has spent the past several years volunteering in schools 1-2 days/week to tutor kids in reading, spelling and math, I have see some kids with incredible potential who just don't have any support at home. Some of it is culture and they told me that if they let anyone in their own home or neighborhood know that they want to learn and be smart, they are teased and mocked. A lower minority enrollment in AP classes and ACL isn't due to inherent racism as defined by the Superintendent. It is due to mostly to a lack of immediate support so LCPS needs to focus on the actual source of the problem rather than fabricate a very ineffective and actually harmful fix.

I also find it very pathetic that LCPS has given into the 'cancel culture'. Rather than changing Columbus Day to another very obscure holiday due to the desire to be 'politically correct', the best option would be to ensure that the history of Columbus taught in the schools is robust and comprehensive to show both the good as well as the bad during his lifetime. LCPS is attempting to rewrite history and history has told us on several occasions that this approach is the beginning of the end. I'm not going to waste anymore time regarding the school mascot 'issue' than to say it is incredibly self-serving to not realize where that effort should have been on your priority list. What the priorities of the SB, Superintendent and staff have done is show that politics is more important than the current and future livelihoods of thousands of children, especially the most at risk. At this point, I don't even want the focus to be on getting all students to hybrid. Every effort should be made to get every student back to school full-time for the 2nd semester. At a minimum, this needs to be every elementary student. If I wanted to follow the lead of the SB and Superintendent, I would be selfish and focus on secondary schools as that is where my children would benefit. However, I'm basing this decision around real facts that concern the children who will be the most harmed in the long run as they simply aren't old enough to learn anything with DL without extensive supervision. This isn't possible for many hardworking families for various reasons and the SB and Superintendent as well as staff could care less, which is sadly very telling.

I am asking you for the good of every family in Loudoun County as well as your conscience that you

develop a plan to do what is best for everyone, even if it requires a lot of effort, creativity and ingenuity. Most of us have no interest in hearing anymore excuses about why our children getting the best possible education shouldn't come first and be your primary responsibility.

Thank you,

Ann C

From: [Elicia Leudemann](#)
To: [Eric Williams](#); [Schoolboardemail](#); [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [ralph.northam@governor.virginia.gov](#); [ksatterfie@wusa9.com](#); [ksatterfield@wusa9.com](#)
Subject: [EXTERNAL] FIXER not a FIXTURE
Date: Thursday, September 10, 2020 8:20:11 PM

I moved to Loudoun County with pride, for I was moving into a great community known for wonderful schools and amazing services that it offered to its residents.

When my family moved here in 2013, our elementary school was rated a NINE by Grate Schools. We were excited, though we did pay A LOT for that benefit. We couldn't complain, we knew that going in. Fast forward seven years and our elementary school is barely holding on to a THREE rating. Our middle school is nothing to cheer about either.

I am no longer proud to live in Loudoun County. If we weren't committed to the businesses in this community, we would be packing our bags and heading for a county that cares about their people.

Never in a million years would I have thought I would be writing any School Board or Superintendent an email like the one I am composing to you today, but it has become necessary because it is my opinion that certain members of the Board should be recalled and Superintendent, Dr. Eric Williams, should be fired immediately for the despicable and incompetent way the communication, process, strategy and planning was handled. It would be more accurate to say: mishandled, mismanaged, maligned from Point A to whatever point we are at right now.

What has happened to the public schools in Loudoun County is a travesty of biblical proportions. From the degradation of the quality of education—to the lowering of the bar of our standards to meet the lowest common denominator, all in the name of equity because we are too lazy or too incompetent to bring everyone up to higher standards—to depriving our most vulnerable populations of services that they most desperately need, deserve and have a legal right to have—to taking away an opportunity for social, emotional and mental well being and the right to education for children across the board that comes with being inside of a classroom, when scientific data and the experts say we CAN be in school if we take the appropriate measures; our county schools are paying the price for an agenda that this team does not know how to make work so that it can successfully raises all boats, but instead it is blowing up our schools and driving families with means out of the public schools, leaving only a stain on this once great, great community, driving the gap between the haves and the have-nots ever wider.

The time to act is NOW. Dr. Williams, you can not do this job. You have had six months to prove that you can. Many people have sent you strategic plans that would pull the necessary resources together to get our kids and teachers back to school safely and affordably, but you turned a blind eye and a deaf ear to all suggestions outside of your echo chamber.

It is time for you to step down so we can replace you with someone who can get it done. We, THE PEOPLE, need a FIXER, not a \$325k FIXTURE.

We also need to recall the members of the Board who behaved badly. We can not have representatives that mock parents on social media, as these representatives did many times. They must be removed and a new relationship must be built so there is confidence in the Board again. These individual have reflected poorly on the entire Board. They need to go!

I hope you will do the right thing and step down.

Very sincerely,
Elicia Leudemann

Sent from my iPhone

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 the School Board
Date: Thursday, September 10, 2020 5:49:35 PM
Attachments: [COVID-19 Update for the School Board 091020.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 today to collaborate on COVID-19 and other matters.
 2. Joined, along with Kevin Lewis and Ashley Ellis, a Northern VA Collaborative meeting to exchange ideas with leaders from other Northern Virginia school divisions.
1. VSBA Annual Convention will be a Virtual Conference this year on November 18-20, 2020. At this time, there are no LCPS Board Members registered. For details please refer to the August 6, 2020 School Board update and contact Shari Byrne ASAP if you would like her to register you for the conference.
2. Please review the email from Nyah Hamlett entitled "Proposed Changes to Committee Meeting Public Access Procedures" (p. 1).
3. In response to John Beatty's question at the September 8 School Board meeting regarding any policies that govern the posting of optional resources for the LCPS community on our webpage, staff has done some research on this as promised and has not found any policies related to this topic.

Business and Finance

1. Update from Sharon Willoughby on FY20 Fund Balance (p. 2).

Department of Instruction

1. Follow-up information provided by Ashley Ellis regarding Behind the Wheel instruction (p. 3).

Department of Pupil Services

1. Information from Asia Jones regarding Discipline Data: Students with Disabilities (p. 4).

Department of Support Services

1. Support Services update from Kevin Lewis which includes: School Board – Law Enforcement Memo of Understanding (MOU), School Attendance Zone Change Process Briefing, Potomac Falls HS Proffered Funds, Administration Building Security, and J.L. Simpson MS Photovoltaic Array Ribbon Cutting (pp. 5-60).

Optional Reading: Articles

Loudoun Times story regarding resignation of library board chair due to childcare issues, references LCPS, Sept. 3. https://www.loudountimes.com/news/loudoun-county-public-library-board-chairman-resigns-after-childcare-program-controversy/article_c359a01e-ee26-11ea-87ba-9fe7a5135990.html

Loudoun Times story regarding new LCHS mascot, Sept. 3. https://www.loudountimes.com/news/loudoun-county-high-school-announces-captains-as-new-mascot/article_5c7e03d0-eddb-11ea-8f3b-036b31606359.html

WJLA story regarding new LCHS mascot, Sept. 3. <https://wjla.com/news/local/loudoun-county-hs-drops-mascot-with-controversial-undertones-will-now-be-the-captains>

LoudounNow story regarding Loudoun Hunger Relief, references LCPS, Sept. 3. <https://loudounnow.com/2020/09/03/loudoun-hunger-relief-crosses-1m-pounds-of-food-since-pandemic-began/>

LoudounNow story regarding Sterling ES being selected as GMU professional development school, Sept. 3. <https://loudounnow.com/2020/09/03/sterling-elementary-to-be-gmu-professional-development-school/>

Washington Examiner guest column regarding tensions between public and private interests in pandemic, references LCPS, Sept. 3. <https://www.washingtonexaminer.com/opinion/cannibalizing-private-life>

Washington Post story regarding use of libraries for childcare, references LCPS, Sept. 9 <https://www.washingtonpost.com/dc-md-va/2020/09/09/child-care-libraries-coronavirus/>

WTOP News story regarding LCSB adoption of Indigenous People's Day, Sept. 9. <https://wtop.com/loudoun-county/2020/09/loudoun-county-school-board-replacing-columbus-day-with-indigenous-peoples-day/>

WJLA-TV story regarding LCSB adoption of Indigenous People's Day, Sept. 9. <https://wjla.com/news/local/loudoun-county-columbus-day-indigenous-peoples-day>

Washington Post story regarding area divisions' first day of school, Sept. 8. https://www.washingtonpost.com/local/education/back-to-school-but-not-back-to-normal-students-and-teachers-in-northern-virginia-launch-online-learning/2020/09/07/f05cea94-efa7-11ea-99a1-71343d03bc29_story.html

WAMU report regarding challenges of supporting students with disabilities, includes positive reference to LCPS and comments from Dr. Jones, Sept. 8. <https://dcist.com/story/20/09/08/distance-learning-local-children-dc-disabilities-fall-behind/>

WAMU story on first day of school, references LCPS and quotes a satisfied fifth grade parent, Sept. 8. <https://dcist.com/story/20/09/08/va-virtual-learning-pandemic-arlington-schools/>

Loudoun Times story regarding return to school, Sept. 8. https://www.loudountimes.com/news/loudoun-county-public-schools-heads-back-to-school/article_10f8b6f4-ed35-11ea-9bfe-33ab80c91d64.html

Patch.com story regarding Loudoun County PRCS childcare offering, Sept. 8. <https://patch.com/virginia/leesburg/loudoun-county-offering-k-6-distance-learning-child-care-program>

WTOP News story featuring LCPS return to school highlights, including opening of Lightridge High School and new LCHS mascot, Sept. 8. <https://wtop.com/loudoun-county/2020/09/loudoun-co-school-year-starts-with-new-but-empty-high-school/>

WTOP News story regarding start of school, references LCPS and opening of Lightridge HS, Sept. 8. <https://wtop.com/education/2020/09/thousands-of-dc-region-students-resume-classes-with-virtual-start-to-school-year/>

LoudounNow story regarding legal challenge to Academies admissions process, Sept. 7. <https://loudounnow.com/2020/09/07/parents-challenge-loudoun-academies-admission-policy-changes-with-lawsuit/>

WUSA story regarding LEA petition for simulations, Sept. 7. <https://www.wusa9.com/article/news/education/loudoun-teachers-push-for-simulated-school-day/65-c53d67f5-b278-44f5-99ac-d5dcc7f1a464>

LoudounNow story regarding LEF golf tournament, Sept. 4. <https://loudounnow.com/2020/09/04/education-foundation-pro-am-set-for-oct-5/>

Washington Post story regarding area school systems efforts to assess and support mental health needs of students; includes reference to LPCS' use of Kognito, Sept. 4. https://www.washingtonpost.com/local/education/trauma-screenings-and-teacher-trainings-how-virginia-schools-are-trying-to-boost-students-mental-health/2020/09/04/9db11d8e-eede-11ea-99a1-71343d03bc29_story.html

WJLA story regarding wifi antennas at LCPS high schools, Sept. 4. <https://wjla.com/news/local/loudoun-county-public-schools-will-provide-wifi-access-in-high-school-parking-lots>

LoudounNow report regarding restart of school, childcare registration, Sept. 9. <https://loudounnow.com/2020/09/09/county-childcare-program-rolls-out-with-few-takers/>

Washington Post story regarding use of libraries for childcare, references LCPS, Sept. 9. <https://www.washingtonpost.com/dc-md-va/2020/09/09/child-care-libraries-coronavirus/>

WDVM report regarding Loudoun County Distance Learning Childcare program, Sept. 9. <https://www.localdvm.com/news/virginia/loudoun-county-launches-child-care-program-for-families-in-need/>

LoudounNow report regarding LCSB adoption of Indigenous Peoples Day resolution, Sept. 9. <https://loudounnow.com/2020/09/09/loudoun-school-board-nixes-columbus-day/>

WDVM report regarding LCSB adoption of Indigenous Peoples Day resolution, Sept. 9. <https://www.localdvm.com/news/virginia/loudoun-county-school-board-votes-to-replace-columbus-day-with-indigenous-peoples-day/>

Patch.com story regarding Ashburn-area National Merit Semifinalists, Sept. 9. <https://patch.com/virginia/ashburn/2021-national-merit-semifinalists-named-ashburn-area-schools>

Patch.com story regarding Leesburg-area National Merit Semifinalists, Sept. 9. <https://patch.com/virginia/leesburg/2021-national-merit-semifinalists-named-leesburg-schools>

LoudounNow story regarding Woodgrove HS student building desks for other students, Sept. 9. <https://loudounnow.com/2020/09/09/loudoun-student-gives-back-with-desks-for-distance/>

WJLA story regarding SROs in schools in 2020, references LCPS, Sept. 9. <https://wjla.com/news/local/push-for-against-sros-worth-their-price>

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

From: [Carolyn Hoffman](#)
To: [Eric Williams](#); [Ian Serotkin](#)
Subject: [EXTERNAL] PLEASE OPEN SCHOOLS!
Date: Thursday, September 10, 2020 2:22:48 PM

Ian and Eric,

WHY DOESN'T LCPS have a plan in place to reopen?!? I have put faith in the board, but am quickly losing it since hearing the county is busy compiling 80+ slides detailing the plans of how to address "systematic racism"! This is none of the counties business, I'm responsible for raising my child to be a "well-rounded" individual...it's your job to educate my child on reading, writing and arithmetic!

The NYC school system has a plan in place before one of the most affluent counties in the US, here's what it looks like.

Monday, September 21, 2020 all NYC public schools will begin full-day teaching and learning. Our students in blended learning will begin to report to 217, depending on their in-person schedule. All our Hawks-At-Home (students in 100% remote cohort) will begin full-day learning. Wednesday-Friday, September 16-18, 2020 all our students will reconnect to 217 school community remotely with a partial-day virtual instructional orientation. This will be an important transition to the new school year.

ALLOW the families that want to go back to go, and the other can be supported with DL. This is fair from an education, it's simply and under waste of time/energy! Please stop controlling us...you're not our protector or savior.

Regards,

Carolyn Hoffman

(Mother of 3 children in LCPS, 5th, 9th and 11th, who would leave this county if her ex-husband would agree to it, but he won't...so here I sit in this liberal county, so unfortunate that my children are the victims of the bureaucracy!)

From: [Jin Ah Longerbeam](#)
To: [Eric Williams](#); [Brenda Sheridan](#); [Atoosa Reaser](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [Schoolboardemail](#)
Subject: [EXTERNAL] School Re-opening Plans
Date: Thursday, September 10, 2020 2:18:47 AM

Dear Board and Super:

I'm a resident of Loudoun County and a parent of two children that are in LCPS. I am deeply concerned with the leadership and in particular the handling of affairs and inability of thus by said, Superintendent Williams.

It has been obvious since the end of the past school year that he seems to have no plans and from the looks of the meeting the other night, the so called plan to have a plan to prepare is an insult to all of us taxpayers with children in LCPS. It's been months. not weeks, months...

We are supposedly the richest county in the nation and yet we've been set up for failure by this Super. He may have ramped up technology but how can you depend on technology if all it does is lead children to copy and paste and google and in particular when the infrastructure of Loudoun does not have the capacity to take on this load? We cannot even get decent cell coverage in many various areas of our county? Setting up wireless in parking lots of schools is not an option? If indeed you wanted Distance Learning to work, there should have been a viable source of operation prior to a technology upgrade and prior to all the meetings of planning to prepare such as using CARE funds to ensure there is proper internet coverage for all children in addition to a plan to help the special needs and underprivileged families.

Yet, there were 83 slides on racial disparity and white supremacy? And in some cases where the administrators of various schools spoke about checking white privilege? Systemic racism? As I understand systemic racism, it comes also from validating it by repeating it to children that are going into kindergarten that they need to check it? Does that make sense that you are complicity then? 83 slides, does that have anything to do with re-opening schools?? If you had time to make 83 slides, could you all not have come up with a better plan??

And I find it highly awkward and hypocritical that a mostly white board and a white superintendent that received a bonus plus his high salary paid by us still does not have a plan but is holding the children hostage when all data, all scientific data and stats by the CDC and what is going on within our county shows and proves that we should have been able to open or have at the minimum a hybrid learning in place. And yet the Super is sending us a message on white supremacy and to our kids? Perhaps you should check your white privilege for holding us hostage.

Someone needs to take accountability and as a board, I apologize but our appointed Superintendent has done nothing but hmmm... and ohhhh and has not plan and has not done his job. I'm sure as a board you know that the majority of parents have been disgruntled with his mismanagement of the school system even prior to this pandemic. What seems even more obscene or middle school insipid behavior like is when he thinks great remarks on facebook/social media is what tells him that things are going super duper!

FYI - I do feel that the board members have been trying their best to learn and trying to help the children and their needs but when the Super answers questions in very snippy comebacks, he's been showing disrespect to you members. Why are you allowing that? He needs to be held accountable. He is paid by us taxpayers.

I apologize for my rant but it's been blowing up in my brain watching and experiencing this overdramatized reality show where this Superintendent sits there doing interviews from his living room, getting paid by us, taking bullet points from Antifa or BLM ... or whatever social media he's reading and then tries to apply that to us when we need to open schools or minimum have a viable plan? The children are already mentally exhausted, yet he's still playing with their minds? Our minds? And this is not white privilege at it's finest?? Not to sound racist but someone needs to look in the mirror.

Meantime, let me give kudos to all my kid's administrators and their teachers for doing the best job ever to assist us and everyone within our schools. They should be getting the salary this Superintendent who does nothing but make excuses gets.

Sincerely,

Jin Ah Longerbeam

From: Beth Barts
To: Eric Williams; Nyah Hamlett; Schoolboardemail
Subject: How is this possible??? Woodgrove
Date: Monday, September 7, 2020 9:26:58 AM

Dr. Williams,

It is supposed to rain later this week. Are you going to have 85 kids sitting on chairs in the parking lot? School starts tomorrow. These are high school students who don't have the option of waiting this out or homeschooling like our elementary students or even middle can. Many of these kids don't have personal cars. We have spent weeks discussing this.

This school has created an amazing plan. They have support staff on site, ready to roll. This is THE high school this issue will impact the most. Our most rural students attend Woodgrove.

I don't want to go public with this. I don't want to have to share this tomorrow night or ask the paper to investigate the EQUITY issues this absolutely brings to light as these are children can't control where they live.

I simply want this fixed. Please fix this. Allow these students into the building tomorrow so they, like their peers can access the education they are guaranteed.

There should be no retaliation towards any staff member who shares concerns. Just to be clear.

Thank you.

FYI:

We have at least 85 students now at WHS who do not have sufficient internet capacity to participate in synchronous instruction via GoogleMeet. For the vast majority of these, the WiFi hot spots do not address the problem because their cell signal is too weak.

Our principal has repeatedly asked to allow these students to come into the building just to use the wifi but we haven't gotten approval yet.

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: School Board News to Know
Date: Friday, September 4, 2020 4:43:54 PM
Attachments: [Internet Access and Child Care Program Update.msg](#)
[Concerned Parents of Loudoun Mailings.msg](#)
[September 08 Community Message.pdf](#)
[Memo to School Board Regarding Sept. 8 Meeting Plans.pdf](#)
[Equity PL Options for the LCSB, LCPS Superintendent and Cabinet.pdf](#)
[image001.png](#)

Good evening:

There were a few items that staff needed more time to share with the School Board; therefore, the following attached emails, messages, and documents are being sent in one email for your convenience in hopes that the timely and responsive communication is helpful.

1. Support Services

- Internet Access and Child Care Program Update

2. Office of the Superintendent

- Email from MSAAC Chair, Keaira Jennings entitled "Concerned Parents of Loudoun Mailings" RE: the post card received by Loudoun residents
- Community Message (following translation scheduled to go out within the hour) RE: the post card and Teaching Tolerance resource and the in-person Board meeting for Tuesday.
 - This was a pre-planned message prior to receiving the email from Ms. Jennings. We believe that it is important to proceed quickly considering the number of residents that received the post card. Should the Board or individual Board members wish to make a statement regarding the post card and/or the Teaching Tolerance resource, you may wish to do so at some point during discussion regarding items 8.05 – Comprehensive Equity Plan or 9.03 – Detailed Action Plan to Combat Systemic Racism. Board Members could also request a moment of personal privilege to address this topic.
- Following discussion and planning with Ms. Reaser and cabinet - Memo RE: Logistics for Tuesday's Board meeting
- As promised at the August 11 School Board meeting and in yesterday's School Board update - Professional Learning Options for the LCSB and LCPS Superintendent and Cabinet
 - This includes information for individual Board member consideration and next steps.

3. FYI – you will receive a WebEx invitation from me regarding two closed sessions (September 10 and September 15)

Have a great long weekend.

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: [Nyah Hamlett](#)
To: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Subject: COVID-19 Update for the School Board - September 3, 2020
Date: Thursday, September 3, 2020 6:39:30 PM
Attachments: [COVID-19 Update for the School Board 090320.pdf](#)
[image001.png](#)

Good evening,

I am this evening's update on behalf of Dr. Williams.

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 today to collaborate on COVID-19 and other matters.
 2. Participated in the LEF Board of Trustees Meeting.
 3. Met with Ashley Ellis regarding Literacy goal setting.
 4. Participated in walk through/training relating to MATA student entry procedures.
 5. Met with Ashley Ellis, Nyah Hamlett, Steve DeVita, and Maree Sneed regarding the Attorney General's inquiry.
 6. Joined Nyah Hamlett in meeting with Ian Serotkin and Atoosa Reaser to discuss the Information Item pertaining to strategic action work sessions (they requested an Information Item on this topic for the 9/8 meeting)
 7. Held the School Board Agenda Review with Chair Sheridan, Vice Chair Reaser and Nyah Hamlett.
1. LCPS staff has continued its planning relating to the implementation of the hybrid model in stages, in accordance with School Board directives. Ashley Ellis and I spoke with several Board members yesterday and today regarding possibilities pertaining to Stage 2 of implementation of the hybrid model. Please let me know if you would like to receive an update on this topic at one of the following times: Friday, 9/4 at 11 a.m. or 2 p.m. or on Tuesday, 9/8 at 2:30 p.m. Dr. Ellis and I would meet with Board members individually or in pairs, depending how the scheduling works out.
2. Thank you correspondence to Jody Peebles, Kristy Reynolds and Vicki Gearhart in the Department of Retirement and Disability is attached (pp. 1-2).
3. Update on Equity Leads Institute from Lottie Spurlock (pp. 3-4).
4. As discussed during the August School Board meetings, Nyah Hamlett will send the School Board information regarding Equity Professional Learning options for the School Board tomorrow, so that the Board has an opportunity to review the information over the long weekend.
5. Nyah Hamlett will also send the School Board a memo tomorrow regarding logistics

for this Tuesday's (September 8) School Board meeting. The Board meeting will occur with me, five Board members, cabinet and select PIO, DDI, and Support Services staff in person and four Board members participating remotely. As a result public health mitigation strategies, public comment procedures, and technology logistics will need to be clear to Board members, staff, and the public. You can expect to receive the memo before close of business tomorrow.

6. Response from Nyah Hamlett to Denise Corbo regarding parent concerns about Schoology, MATA's hybrid learning, 100% Distance Learning, and Virtual Virginia courses. (pp. 5-17).

Business and Finance

1. Information from Tim Hemstreet on LCPS' allocation of CARES Act Funds. More information will be provided to the School Board on this topic next week (pp. 18-19).

PIO/Communications

1. The Public Information Office plans to send a community message tomorrow regarding public comment procedures for the September 8 School Board meeting.

Department of Instruction

1. Information from Ashley Ellis relaying a response from Laura Hicks, Virtual Loudoun Supervisor, to a parent concern about Virtual Virginia enrollment (pp. 20-21).

Department of Digital Information

1. Email to Denise Corbo regarding Schoology. See attachment associated with item seven in the Superintendent's update section above (pp. 12-14).

Department of Pupil Services

1. Response from Asia Jones to Beth Barts regarding Adherence to IEP (pp. 22-29).
2. Response from Asia Jones to Beth Barts regarding an oversight in the 2020-2021 SR&R handbook (pp. 30-31).
3. Update from Asia Jones on the Notices of Intent to provide home instruction (p. 32).

Department of Support Services

1. Support Services Update from Kevin Lewis which includes: Meal Service Plans Continue with USDA Summer Food Service Program Extension, Dulles South Area Elementary School (ES-32), MS-14 Site Acquisition, Fueled Farm Brewery – Adjacent to LCPS Property, and Construction Change Orders Report (pp. 33-39).
2. Attendance Zone Change Process for Elaine E. Thompson Elementary and Hovatter Elementary School from Kevin Lewis (p. 40).

Department of Human Resources & Talent Development

1. Response from Scott Ziegler to Beth Barts on proposed ADA discussion points (pp. 41-44).

Optional Reading: Articles

LoudounNow story regarding new LCHS mascot name, Captains, Sept. 2.

<https://loudounnow.com/2020/09/02/its-the-captains-at-loudoun-county-high-school/>

LoudounNow story regarding Supervisors' vote to join LCPS in apology, Sept. 2.

<https://loudounnow.com/2020/09/02/loudoun-supervisors-to-join-school-segregation-apology/>

Loudoun Times story regarding LCPS back-to-school plans, Sept. 2.

https://www.loudountimes.com/news/loudoun-county-public-schools-continues-to-prep-for-back-to-school-next-week/article_10f8b6f4-ed35-11ea-9bfe-33ab80c91d64.html

LoudounNow story regarding LPCS Virtual First Day website, Sept. 2.

<https://loudounnow.com/2020/09/02/virtual-first-day-website-offers-resources-for-parents-students/>

WDVM story regarding Loudoun County childcare program, includes reference to

LCPS, September 1. <https://www.localdvm.com/news/virginia/two-libraries-in-loudoun-county-restricts-its-access-to-to-help-expand-the-countys-childcare-program/>

LoudounNow story regarding community reaction to use of libraries for childcare,

references schools, Aug 31. <https://loudounnow.com/2020/08/31/supervisors-spring-surprise-rust-ashburn-library-closures/>

Patch.com story regarding community reaction to use of libraries for childcare,

references schools, Aug 31. <https://patch.com/virginia/leesburg/loudoun-county-turn-2-libraries-child-care-centers>

Loudoun Now, Sept. 3, 2020

EDITORIAL

More Progress to Make

Periodically in the weeks since the decision was made to pivot to 100% distance learning, there have been vague mentions of having administrators look into childcare service options that would allow school and government staffers to stay on the job.

Just a week before families all across the county face that same problem, the county rolled out a special program to address the concern.

Nothing will be perfect as county leaders struggle to respond to the unprecedented and evolving public health threat, but this one raises a number of red flags.

There was no public discussion of the program or its options. County supervisors,

once again, signed off on an important public policy in a completely untransparent way. If this indeed was an emergency that couldn't wait until as scheduled public meeting, supervisors should have followed the lead of the School Board, which gave up much of its traditional summer recess in an effort to work through many difficult decisions. With so many supervisors campaigning on pledges to improve the transparency of our local government, it is baffling to understand how this behavior can be defended. And School Board members would say their public discussions resulted in better decisions. Good government usually works that way.

As for using a couple of libraries for childcare space, someone forgot to consult with either the department director or the public body charged with managing their operation. Have we asked the more fundamental question of whether providing these services to government employees serves a greater public purpose than, say, to low income families, English learners or special education students? Should the same level effort have been put in to addressing their needs?

For example, one might ask: What other empty buildings could be available to safely house children in some sort of educational setting? How about our 94 schools? Is it really necessary to close libraries that otherwise would be available to provide similar services families not affiliated with the local government? According to the latest presentations to the School Board, classes could begin next Tuesday with some students set up in school or library parking lots just to get an adequate internet connection—and that was presented as an acceptable outcome even if only for a handful of students. How about setting up a couple of desks in the gym or cafeteria and let them get out of the weather?

As the superintendent has been reminding us, this is not an environment where we're likely to achieve perfection. But, he says, we should strive for progress. There is more progress we can make.

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

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
Nyah.Hamlett@lcps.org | Twitter: @NyahHamlett
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From: Beth Barts
To: Eric Williams; Nyah Hamlett
Cc: Schoolboardemail; EQUITYADHOC
Subject: Fwd: [EXTERNAL] 2020-2021 LCPS Student Rights & Responsibilities
Date: Sunday, August 30, 2020 11:16:24 AM

Dr. Williams,

Please share the plan to fix the omission of the updated anti-discrimination language on page 25 of the student handbook. Chris Croll is very upset as are several other advocates who worked extremely hard for years to include sexual orientation and gender identity language in policy. This was done prior to COVID. There simply is no excuse. This was passed over a year ago before we took office.

My concerns are not just how this looks as far as how we are viewed as an organization (to not have included this language) but practical as well. If a student never actually signs the full policy, I assume it will be difficult to bring any consequences against a student who breaks the policy.

I asked about this last week.
I look forward to your response.

Ms. Barts

Sent from my iPhone

Begin forwarded message:

From: Charlotte McConnell <trustinkind@gmail.com>
Date: August 30, 2020 at 9:10:30 AM EDT
To: Schoolboardemail <lcsb@lcps.org>, Lottie Spurlock
<Lottie.Spurlock@lcps.org>, EQUITYADHOC <EQUITYADHOC@lcps.org>
Subject: [EXTERNAL] 2020-2021 LCPS Student Rights & Responsibilities

Hello,

I was looking at the 2020-2021 LCPS Student Rights & Responsibilities and noticed there was no mention of gender identity or sexual orientation in the non-discrimination section on page 25.

Did you know "Last week, the Centers for Disease Control and Prevention

(CDC) released the national Youth Risk Behavior Surveillance results for 2019. It's clear from the national data that many LGBTQ young people continue to suffer higher health and suicide risks than their peers. This follows the same trends present in an HRC analysis of the 2015 and 2017 data -- LGBTQ students are more likely to experience victimization, violence and suicidality. In many areas of the data, transgender students are facing more disparities in 2019 than they were in 2017.

The data show that 43% of transgender youth have been bullied on school property. 29% of transgender youth, 21% of gay and lesbian youth and 22% of bisexual youth have attempted suicide."

Please follow this link for more information <https://www.hrc.org/news/new-cdc-data-shows-lgbtq-youth-are-more-likely-to-be-bullied-than-straight-cisgender-youth>

I spent some time looking over the document and would like to provide some initial feedback.

The Freedom of Expression section should have language regarding hate speech in schools (page 18)

There is no mention of gender identity or sexual orientation in the bullying and harassment section (page 18-19)

The Parent responsibility and involvement section (page 27-28) should contain language that supports and reinforces the Superintendent's statement on Equity

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

The Prohibited behavior section (page 28-30) should have a section on hate speech. It should clearly state that it is unacceptable to use humor to cover up racist, discriminatory comments.

The Wellness section (page 39) should reinforce the Equity statement.

You can view the document here

https://issuu.com/lcpso/docs/2020-2021_srr_final-english_8.13.20

Please let me know why these omissions were made and how they can be corrected.

--

Respectfully,
Charlotte McConnell
Pronouns She/Her/Hers
about.me/charlottesmcconnell

From: Dawn Scontras
To: Eric Williams; Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts
Subject: [EXTERNAL] Fwd: Loudoun County Public School - Back into the Classroom.
Date: Thursday, September 17, 2020 12:13:48 PM

Mr. William and School Board members,

I will try to keep this as direct as I possibly can. I have watched you and other elected officials in this state and county for months, with impunity, ignore the realities of distance learning education and the impact it will have on students. You all, with impunity, have sentenced students to an unnatural education, for the unforeseen future, that will have lasting implications. Teachers are stressed, students are stressed. My daughter, who has no mental health issues, is basically giving up on being educated through distance learning. She weathered the shut down, made it through the summer, writing, exploring, traveling, going about her life, not allowing a virus with a 98% recovery slow her down. And yes, we've all been tested several times, with zero infection. School has started, she is a junior, and should be enjoying her life, her education and she's not due to no fault of her own. Why? Because of politics? If not politics, then incompetence. If not for politics or incompetence then sadism. Yes, sadistic is a good adjective to describe state and local officials who are simply allowing students to flounder. Shame on you. As a person with a brain, logic, common sense, I was/am able to figure out that Distance Learning is not sustainable, not for any student at any age at any level. So much screen time is unhealthy. I have friends who are in Georgia, Texas, Alabama, Florida, whose school systems are larger than LCPS. They are back in school, and if they are not yet, they will be in October. My son is attending college in Alabama, living in a dorm, socializing, and since July 9, 2020 there has been a whopping 225 cases. Those who are in school, have been in school for weeks, with little to no issues. Why has Virginia been so negligent. Why do they continue to be? Every student deserves to be in school, in a classroom, participating in normal school activities. You, Superintendent Williams and your school board member allies, have done nothing, zero, to get kids back in school. You ignored suggestions from parents over the summer. You have ignored parents who are willing partners to get our kids and teachers back in the classroom. Instead, you have been focused like a laser though on "equity" such as changing the mascot of a high school, or in the last meeting, spending all of your time on the severe "white supremacy" issues we seem to have in Loudoun County. I didn't realize that Loudoun, a very progressive, liberal county, brimming with liberal progressive educators and elected officials, is so racist. While equity is important, what is more important at this moment, is getting all students and teachers back in the classroom safely. That issue is what needs laser focus and should take precedence over everything. But it has become increasingly clear, that Virginia and LCPS have no problem apparently with failing the students. At any rate, parents who chose DL for first semester (I reiterate, for 1st semester only), did so because we saw the writing on the wall with you and our school board and knew that selecting hybrid only to have it ripped out of their arms would be cruel. And sure enough, that did happen. Schools need to begin reopening now, at a minimum, with 2nd semester in person for everybody. You have had months upon months to figure this out. If parents choose distance learning for 2nd semester then that's great. I'm sure there are students who can thrive in such an environment. But please, stop this madness. It's not fair. It's sadistic and cruel and negligent. All students whether special needs, IEP, ELL, traditional or gifted, need to be in school, in person, with some sort of normalcy. It's not rocket science. Schools all over the country are doing it. School systems larger than LCPS are getting it done.

Below is a picture from a friend in Texas. Texas isn't afraid. Texas parents aren't afraid. Or maybe it's because it is a Republican led state. Only you know the real reason as to why Virginia and LCPS in particular, is punishing students, inflicting undeserved injury on them and their education. I'm lucky, my daughter is simply sad, uninspired and frustrated with being in front of computer all day

every day. She is writer, a good one, reading philosophy and writing every day over the last 6 months. After two weeks of DL, she has no inspiration, no creativity. She isn't a computer learner. There are other families who have kids with mental illness, depression, eating disorders. And their health and well being doesn't seem to be of any interest to any adult in any part of Virginia government. Precautions can be taken, platforms are already being used. Copy them. Stop using kids as political pawns in a sick political chess game..You and LCPS should be ashamed.

Dawn Scontras

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>

So grateful that we live in a town that allows us to have some normalcy. Thank you to the City of Boerne, Boerne PD and Boerne ISD for allowing BHS to have a Homecoming Parade. Tanner's last and Trendon's first - this momma had a moment. Love my boys and love ❤️ football 🏈. #boymom #lo... See More



>
>
> Sent from my iPad

From: Darris Hess
To: Eric Williams
Cc: Beth Hess; Ian Serotkin
Subject: [EXTERNAL] Incidents in Virtual Learning Environment
Date: Tuesday, September 15, 2020 7:37:59 PM

Mr. Williams:

You recently sent an email discussing the inappropriate incidents that occurred during the first week of virtual learning. We would like to know the consequences those boys now face. Our daughter was in resource class at Willard Middle School when the boys, who do not attend that class, logged in and yelled racial slurs. This is unacceptable behavior that directly affects our daughter.

If LCPS has a zero-tolerance policy regarding this sort of behavior, then we would expect serious consequences as a result. This needs to be made public, so as to deter other students from doing the same. We look forward to another email from you to all LCPS families immediately explaining how these students have been held accountable. We would think your commitment to matters of equity would require that.

Thank you.

Darris and Beth Hess

From: Dee Bills
To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Schoolboardemail; Eric Williams; Nyah Hamlett
Subject: [EXTERNAL] Thank you for your time.
Date: Tuesday, September 15, 2020 1:55:07 PM

Good afternoon Superintendent Williams and Members of the Loudoun County School Board,

Thank you for taking the time to read this email.

As most of you don't know me and as I have never reached out before now, I feel it is best to introduce myself.

I'm a wife, mother of 3, a business owner and consultant and a long-term resident of Loudoun County, Virginia. My children have all attended school in Loudoun County Public Schools, since my first child started at Emerick Elementary in 2002. Over the years I have ensured that my children were well-prepared and willing to participate in school, were respectful of teachers, administrators, and other students, and that they took their education seriously. Two of my children have graduated from Loudoun Valley High School and in June 2021 my last child is set to graduate.

I must be honest, I'm ready for her to be done with this school year and for us to move on. After years of supporting and cheering for Loudoun County Public Schools, I cannot begin to express my disappointment in how things have been handled by each of you, separately and as a group, over the past 3 months. While you may feel that you have had a difficult job during this pandemic, this was the job you signed up for and your lack of a plan and clear lack of professionalism on the part of several board members, is disappointing at best. I'm so disheartened at the one-sided decisions and the message that's being portrayed. This is not ok.

Your lack of response when asked for plans for reopening, the bashing of families who want to return to school (by members of the school board) and the silencing of teachers who also want to return to in-school instruction has gone on long enough. You have put your focus on too many things are once and appear to be avoiding the most important topic of all; a way to return to school now; not at some unknown point in the future.

I have watched as you have listened to those who are happiest living in fear, who are willing to remain at home until there's a vaccine.

But there's always another side and it's time you heard from and listened to the rest of us. There is a way to create a plan to return to school and we need to work together to create it and put it in action.

And if you won't work with those of us who are willing to help, we will do what is necessary to find someone who will. We are your constituents too and as a whole, you represent us all, not just those who live within your election district.

Based on your recent actions and board meetings, it's clear that you do not have a workable long-term plan for a return to school. Without the possibility of returning to school, for those who want and need it, I fear many will suffer far worse than you and I could ever imagine.

We are 7 days into the new school year, and we are already seeing the following:

- Normally well-adjusted and willing students are breaking down from spending too many hours online trying to learn. How many will unnecessarily suffer anxiety or depression?
 - And we're seeing these same kids demonstrate a lack of interest in learning; like they're just going through the motions.
- Our teachers are left alone to manage online without support and expected to handle hackers and poorly behaved 'children' as if they are IT and Cybersecurity experts.
 - They're beyond stressed which cannot be good for their mental health or their ability to teach clearly and effectively.
 - That carries over to children; those we are all tasked with raising and who are being affected the most.
- And parents of young children (and teenagers as well) are stressed beyond belief trying to manage 2 or 3 kids at a time during their online hours while also trying to figure out how to work to put food on the table.
 - No, not every household in LCPS can afford to have a parent remain at home.

I have seen from my own experiences as a mother and as a physical therapist that children must learn from an early age how to handle themselves and coexist with others. That requires daily interaction with people outside of their usual, and many times, comfortable social circles. When kept in a bubble they wither emotionally and struggle to interact with others who may not be like them. This affects them and prevents them from being a strong and valuable member of society.

The mental and physical well-being of our most vulnerable, those who you've clearly identified as suffering from systemic racism and oppression, depend on schools being open, so they have a safe-haven available to them on a consistent basis.

- Have you ever looked at the 'back-pack buddy system in LCPS? Do you know how many children go hungry any time there's a break from school? Now imagine going hungry for 6 months straight. Have you personally ever experienced that?
- And while providing meals at the schools is a great idea in an ideal world, how far does the average student travel to school? Do you think that all of those children who are most in need truly have a way to get to local schools to pick up food? Have you considered that the most vulnerable, the ones you are tasked with protecting, most likely don't have a way of accessing your food programs? And since you're not tracking who's coming to get the food, how do you know you're helping those most in need? Or like usual, are there those who have figured out how to abuse the system and you're turning a blind eye to them?
- I've learned a lot about human trafficking this year and how rampant it is in our country. And yet, for many this starts at such a young age and those poor children rely on teachers and other school staff to recognize that something is wrong.
 - In fact, many children become victims of human trafficking while online but you're asking them to be online 100X more now than ever before; with many of the most vulnerable not having supervision at home to prevent something from happening.
- You created internet cafes for those without internet, and yet you expect younger children's parents to sit there with them all day long. What about those parents with multiple children, how are they going to manage both? What about grandparents tasked with watching young children so parents can work.
 - And, while we're on the topic of internet access have you considered that the

same children who are most vulnerable, who likely can't get to schools for the free meal program being offered because their parents are working multiple jobs to survive, won't be able to sit in your internet cafes because their parents are unavailable?

- And then there are the daycares. Great idea, poor execution. Again, many cannot afford it while also not qualifying for the reduced fee option because they 'make too much money'.

Are you truly considering the well-being of all children? Or have you created this elaborate new system out of fear and an unwillingness to take immediate action, be held accountable for making tough decisions, and get kids in school?

Do you see us all? Or do you only see and hear those who supported your decision as "it wasn't an inconvenience to them" and they too cannot see all the children and families who may also live here, but struggle to survive every day?

Added to all of this, have you considered the effects your decisions will have on our society as a whole?

While no one wants to admit it or see it for what it is, school is necessary, not just for the education and betterment of our children. Since the 1960's (at least) our public-school system has supported the economic structure of our country. Without students attending public school during the day, parents cannot work to support their families. When a majority of the population is not working, they are drawing from the local, state, and national tax base, instead of supporting it. With schools closed and parents having to stop working to remain at home, a socioeconomic pillar has been forcibly removed without a workable replacement. And without this pillar there is a gap that will have long-term effects on children, their families, society, and the economy as a whole.

You may see and criticize this as selfish but by not looking at your constituents as a whole, you are discriminating against those most vulnerable, the ones who need this the most.

I truly want to help. I spend my days looking for outpoints in businesses and working to build strategic plans to help owners and their teams take action. With a plan in place, and metrics to guide you, you can take action and achieve the intended product.

When an organization has a plan, emotions are not the driving force, the end product is.

You may wonder why I've shifted topics. Well, with the amount of money that flows into our public-school system it's time you treat it for what it truly is, an organization.

Right now, LCPS is a money burning, inefficient, and poorly managed organization, but it is an organization; because it generates an income, spends tons of money, and it's supposed to have a product.

And, as a tax paying citizen and businesswoman, I'm tired of my extensive tax dollars being wasted and mismanaged by this poorly run organization. I'm tired of closed meetings and unilateral decisions at the expense of the children. And I'm disgusted that there are no metrics for measuring your production and your success or failure. You want to prove you're doing a great job, then prove it! Create real, trackable metrics and stop spending money on wasteful programs!

Because I honestly believe that our school system needs a plan in place, I'm writing to you today

with the hopes that I can educate you on what it takes to run a highly successful organization. I am more than happy to meet with each of you or the group as a whole to offer my services. I don't believe in complaining, I believe in being part of a solution.

In order to turn things around, and build a well-run, well-managed, highly efficient and effective public-school system that would be revered by all across the US, here is what it will take:

1. To build a strong, effective, and well-run organization, the first thing you need is to determine and make well-known is the product you are working to achieve.
2. Once you know your product, you MUST create a complete *Strategic Plan* to ensure that all areas that directly and indirectly contribute to that product are worked out in a clear and concise plan.
3. That will first require your purpose, broad goals and then more specific goals.
4. You will also need operational policy to work from. No emotional response is allowed.
5. Once that is in place you have your basis from which you work from. And you write specific procedures that clearly note each step and who is responsible for getting it done.
6. Your organization MUST have structure and leadership from the top down.
7. And everyone MUST have a known metric that directly impacts their contribution to the overall product.

For reference and so there is no misunderstanding created today:

The word 'product' is defined as: *"a completed service or object that has exchange value within or outside the activity. Unless it's exchangeable, it's not a product at all"*. All products MUST be able to be tracked and measured.

The word 'strategic' is defined as follows: *"relating to the identification of long-term goals or objectives and the means you will use to achieve them"*.

'Plan' is defined as: *"a detailed proposal for doing or achieving something; decide on and arrange in advance"*.

'Resources' are defined as: *"a stock or supply of money, materials, staff, and other assets that can be drawn on by a person or organization in order to function effectively"*.

As I mentioned earlier, as part of my position, I look for outpoints within organizations and create strategic plans to follow to get them back running smoothly and effectively. Right now, your actions and inaction are signaling that there are significant outpoints that need to be addressed in the LCPS organization.

No leadership. Leadership starts from the top down and works to make fair and equitable decisions for the greater good of all involved. To define ALL for you: it's not just teachers, or students; it includes families, businesses, and the economy as a whole. You no longer appear to be working off the survey you sent out in June that asked for feedback from your district. You have veered so far off that original plan, it's frightening. This alone has created a feeling of distrust by many hardworking, normally supportive people.

No long-term plan. With each board meeting, I have watched as you discussed other topics that

weren't working toward any specific product or goal. Each meeting brings some new idea, some new policy, but you still have not addressed the most important of issues, the return to school plan. It appears as if it's such a huge undertaking, you don't know where to start, so you're avoiding it.

No metrics. There were no clearly defined metrics for WHY you withdrew the hybrid option or why you did not offer in-school 5 days per week for those who wanted it. You just keep saying, 'until it's safe'. Who decides when it's safe? What metrics do you need? Do you think that even with a vaccine that this is going to magically disappear? And now, there are no clear metrics for when in-school will be an option. It's as if you've given up.

No communication. You have clearly ignored one half of your constituents through your lack of response to emails and contacts. Your decisions are unilateral, and it appears to many that you have your own, constantly changing agendas. This is not ok, and it does not instill confidence. It makes many of us question your competence to lead this organization and to ensure your focus is on those who are most vulnerable, those YOU chose to represent – ALL children within LCPS, not just your district.

Added to this, you have not reached out or responded to those who want to know the plan for getting kids back in school. And thus, you are not working fairly nor equitably for the greater good of all involved. To add insult to injury, some of you have chosen to fight openly with county residents when they question you. Not all of us are rude, crazy, or so angry we can't see straight. Many of us need and want answers. And we don't deserve your rude and ignorant responses. We deserve your respect as tax paying constituents of Loudoun County, VA.

For your own reference, when you communicate with your constituents, you build trusting relationships. When you say to someone, you are "not my constituents, I don't have to answer to you" this demonstrates unprofessionalism and incompetence and a lack of caring. I get many of you have been attacked, and believe me, I would not appreciate that either. But part of your responsibility as a representative, is to communicate effectively and respectfully and not treating us all as if we are crazy or evil for questioning the current status quo.

Questionable unethical decisions. This one is the one I am most concerned with and you should note that this is what finally made me reach out to each of you, the VA Board of Education, The Governor's Secretary of Education, the US OIG, and Betsy Devos.

As a parent and a taxpayer (both private and professional), I am concerned that my tax dollars are not being spent as they are intended. I have spent countless hours on the Virginia Department of Education's website trying to find statutes and updated information on the 2020-2021 instructional and school attendance requirements. Because I could not find any relevant codes that clearly lay out what is required of public school regarding 2020-2021 funding, I have requested assistance from state and federal officials. Here are the pertinent questions I have asked and my overall concern.

Since the start of the 2020-2021 school year I have noticed LCPS' strong push for good attendance in September and it has made alarm bells go off.

What does attendance in the month of September count toward?

Does this affect funding for public schools? Is it tied to State or Federal Funding of a public-

school system? Is this tied to the money a Public-School System receives toward hiring teachers? Toward teachers benefits. Is there some other financial gain for high attendance in the month of September.

My concern stems from the fact that prior to this pandemic, our students went to school 5 days per week – our high school students were in class from roughly 9:15am – 3:55pm daily.

Attendance was taken in school and as a result, schools received credit for students being present because in theory, while they were there, it was understood that they were receiving direct instructional time with an educator.

As we have begun the 2020-2021 school year, our children are only scheduled to have direct instructional time from Tuesday through Friday (and they go 6 days before ever having the same class again). Each day they are online participating in distance learning, they receive at most 4 hours of instructional time for high school students and then 88 additional minutes per day of “learning lab” (22 min at the end of every block).

Students ‘can’ reach out to a teacher on Mondays or work in small groups ‘if needed’. But unless they actively choose to meet with a teacher, there is **no instructional time** on Mondays.

- So, does this lack of instructional time on Mondays legitimately count toward state mandated hours of instructional time? And if so, how is it relatable?
- How is it not unethical and/or fraudulent to have students log in and mark themselves as ‘in attendance’ when in fact no teaching or active instruction is occurring on Mondays?
- This is counting someone as present when they are not. Kids working alone at home is like the past when they did homework at home after hours. The schools did not get credit then and should not get credit now.
- And if this is tied in any way to school funding, this is not only unethical, it is fraud. (No ethical organization would ever take money without doing the work. That would be theft and we would likely be jailed.)

To be clear, I’m not writing this for my daughter, as my husband and I will make sure that she has everything she needs to have an amazing senior year and to succeed in life. I have no doubt that she will succeed based on her hard work and determination. But if she is struggling without the structure, mixed social interaction and support she finds at school, can you imagine how bad it is for many who don’t have her level of support at home?

Yes, there has been a pandemic, but there’s a much larger one coming at the expense of our children’s education and well-being, and the current effects this nightmare is having on good teachers who want to return but can’t speak up for fear of retribution. I fear that the long-term effects that our children will suffer from remaining at home long-term will far outweigh the worries we currently have over this pandemic.

I would appreciate your assistance in this matter and your consideration of my thoughts and concerns as well as a response.

At this point, it's time that we take action together to help those most in need. I am happy to sit down and discuss what I have written here today and I'm willing to be a part of creating a solution.

I make this offer because I have a personal and professional policy that you never lodge a complaint without the willingness and ability to contribute.

If you have further questions, you can email me at this address or contact me at 703-470-5994.

Thank you for your time and consideration. I look forward to your response.

Sincerely,

Denise D. Bills, Concerned Parent and Citizen

From: Vince Scheivert
To: Denise Corbo
Cc: Nyah Hamlett
Subject: RE: Incidents in the Virtual Learning Environment
Date: Tuesday, September 15, 2020 10:53:13 AM

Hi Denise,

We have been very attune to teacher feedback regarding features they need to have more control over their virtual learning room. In response, we have been in close contact with Google regarding the deployment of new features and we have been looking at different extensions to expand controls for teachers including attendance. All extensions go through a series of testing to ensure compatibility. Many extensions are not fully supported so they can be very glitchy. The Grid extension was decommissioned over the summer and replaced with a feature within Google Meet. Each Google Meet allows for up to 49 people to be visual at one time. Related to the two primary Attendance extensions, neither give real-time views which is what we are hearing teachers want to have to quickly identify students who should not be in the class. A more detailed list of features we are evaluating and could possibly take action on as early as this week is on page 31 of today's COVID-19 Update.

From the beginning our Google environment was designed to prohibit the most severe infractions and nearly all of happens completely behind the scenes. Our Google Meets, only allow authenticated users to access a Meet. This means that a student cannot use a fake Gmail account and access the Meet. All external users are immediately sent to a lobby and must be admitted into the room by the teacher. Additionally, students cannot spoof (mask) their names. The students official name is used and displayed. You may have seen teachers refer to giving Meets, "nicknames". This is an important element because when the teacher (host) leaves the Meet, the Meet room closes permanently. It is also important that teachers are the last ones left in the Meet. EdTech provided training last spring and this summer that explained much of this information including how to setup a Meet. I can reach out to DOI and get more details about the training if you'd like.

In the first week of school we had a rash of incidents occur. Many of the incidents were done by a single student. Because of the items list above, the student was identified and disciplinary action was taken last Friday. DDI has the ability to generate a fairly robust report for each Meet. DDI works closely with school administration and Dr. Patterson to conduct discipline investigations.

In the event at Potomac Falls incident referenced in the article, the user used an external email address to mask their identity. The user attempted to gain access to the Meet. Google recognized them from not being an authenticated user and placed him/her in the lobby. The teacher despite not having a student by that name enrolled in class and knowing the user was not using an LCPS account, let the user enter the room. This event was reported to local, state, and federal law enforcement.

Please let me know if I can clarify anything or provide more information.

Vince
Vince Scheivert, Assistant Superintendent for Digital Innovation
Loudoun County Public Schools

From: Denise Corbo
Sent: Saturday, September 12, 2020 4:50 PM
To: Eric Williams <Eric.Williams@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Incidents in the Virtual Learning Environment

Eric,

Please address this email, your memo and the article below.

<https://www.google.com/amp/s/www.fox5dc.com/news/loudoun-county-parents-outraged-after-some-virtual-classes-interrupted-by-pornographic-images-racial-slurs.amp>

Denise

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

From: Julia Marnell <Julia.Marnell@lcps.org>

Sent: Saturday, September 12, 2020 9:58:59 AM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: President@LoudounEA.org <President@LoudounEA.org>
Subject: Fw: Incidents in the Virtual Learning Environment

Good morning,

Just an FYI regarding Dr. Williams' memo on class security. Teachers have received nothing that prevents intruders from getting into virtual classrooms. In fact, many options like the Google meet attendance extension were blocked this week by LCPS. When classes start at a specific time and 23 kids come into the classroom, we can't track who might have joined that doesn't belong. We also don't have the Google meet grid extension which would allow us to see the entire class for large groups like 26 kids. I don't know what Dr. Williams is referencing but every teacher wants a secure classroom. The teachers that have had incidents are so upset. Just thought you should know that we have received nothing regarding virtual classroom security.

Sincerely,

Julia Marnell
Social Sciences Teacher
Dominion High School

From: Loudoun County Public Schools <BlackboardMN@LCPS.org>
Sent: Friday, September 11, 2020 5:15 PM
To: Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>
Subject: Incidents in the Virtual Learning Environment

LCPS Banner



September 11, 2020

Dear LCPS Families:

During our first week of school in a virtual learning environment, incidents occurred in several classes in which students joined the virtual environment of another class or school, used a racial slur or displayed inappropriate sexual or racist images. These incidents are contrary to our core beliefs, our commitment to racial equity and other matters of equity as described in the [LCPS Equity Statement](#), and to the expectations we have established for appropriate behavior by students in the virtual environment. LCPS' highest priority is the physical and mental well-being of our students and staff members, and we take these matters seriously. We reject and condemn the use of racial slurs and hate speech and we will not tolerate the display of inappropriate images; this behavior does not reflect our core beliefs.

Although some may believe that it is acceptable to use expressions that are defined as racial slurs as a term of endearment to their friends, LCPS will not tolerate such language in a school environment. The display of sexually explicit and pornographic images is a violation of our Student Code of Conduct and will also not be tolerated. LCPS will also cooperate with local, state, and federal law enforcement agencies in investigations of computer intrusion, hate crimes, fraud, transmitting threatening communications, disrupting a public meeting, and any other use of an electronic device to commit a crime.

As we adjust to a virtual learning environment, we will continue to teach and encourage positive digital citizenship skills, as well as hold students accountable for their behavior online. Students and parents should familiarize themselves with the [Student Code of Conduct](#) and be aware that disciplinary actions are being considered for violations of the [Student Code of Conduct](#), as they would if students were displaying these behaviors in person. Teachers and administrators have been provided resources to prevent and respond to these incidents. Additionally, administrators are continuing to use both the [Student Code of Conduct](#) and the [LCPS Protocol for Responding to Racial Slurs and Hate Speech](#) when addressing

disruptions in distance learning.

We appreciate that these issues may cause concern for parents. We share those concerns, and school administrators are investigating incidents and taking additional steps to help eliminate these types of events from our learning environment. Actions include providing additional guidance and reminders to teachers about how to manage their environment, our expectations for effectively controlling classes, and sharing expectations for behavior with students.

We appreciate parents' and guardians' continued support as we address these issues.

Thank you.

Eric Williams, Ed.D.
Superintendent

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Loudoun County Public Schools | Administration Building 21000 Education Court, Ashburn, VA 20148 | 703-995-2199

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 the School Board
Date: Tuesday, September 15, 2020 7:39:47 AM
Attachments: [COVID-19 Update for the School Board 091420.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 today to collaborate on COVID-19 and other matters.
 2. Met with Nicholas Grzeda regarding FY21 Computer Science/ Computational Thinking.
 3. Met with Ashley Ellis and Asia Jones regarding English Learners.
 4. Spoke with Ashley Ellis and Nyah Hamlett regarding upcoming Senior Staff meetings.
 5. Met with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett regarding procedures relating to information requests from Board members.
 6. Met with Ashley Ellis, Nyah Hamlett, Steve DeVita, and Maree Sneed regarding the Attorney General's inquiry.
 7. Participated in the Joint Board of Supervisors and School Board Committee meeting.
1. Letter from Brenda Sheridan as Chair of the School Board to the House and Senate Appropriations Chairs regarding the impact of the revised sales tax revenue (pp. 1-2).
2. I've attached three documents relating to my statement on Friday: a document with compiled responses to my email yesterday; an email I received from Sandy Sullivan, LEA President; and my email responding to Sandy Sullivan (pp. 3-9).
3. We plan to name an acting Supervisor, Outreach Services and an acting Student Health Services Specialist within Pupil Services. Additional details are provided in two attached emails from Asia Jones. If you have any questions or concerns, please let me know by 5 p.m. on September 21. Otherwise, we will move forward as early as September 22 (pp. 10-11).
4. Email from Nyah Hamlett regarding the 2021 Legislative Program in preparation for next Tuesday's School Board meeting (pp. 12-21).

PIO/Communications

1. Update from Rob Doolittle on the COVID notifications to date (pp. 22-25).

2. Information from Rob Doolittle on School Board Opt-in to School emails (pp. 26-28).

Department of Instruction

1. As part of our planning for Stage 2 and beyond, we are planning four school day simulations that will take place next week. We invite School Board members to participate in this simulation. Please see the attached invitation for more details (p. 29-30). If you are interested in participating, please fill out this Google Form. You will receive an email with reminders and an assigned role for the simulation a day or two prior to the simulation.
2. Follow-up regarding teacher concerns about Google Meets from Ashley Ellis and Vince Scheivert (pp. 31).
3. Information from Ashley Ellis on the SAT News Release (pp. 32-34).

Department of Human Resources & Talent Development

1. Update from Scott Ziegler on Substitutes during modified operations (pp. 35-56).

Optional Reading: Articles

LoudounNow story regarding Simpson MS solar-panel unveiling, Sept. 10.

<https://loudounnow.com/2020/09/10/simpson-middle-unveils-solar-array/>

Loudoun County launches childcare program for K-6, references LCPS, Sept. 10.

<https://www.localdvm.com/news/virginia/loudoun-county-launches-child-care-program-for-families-in-need>

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

From: [Timothy Nicholson](#)
To: [Eric Williams](#)
Cc: [Beth Barts](#); [Jan Serotkin](#); [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedawi](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#)
Subject: [EXTERNAL] Re: Incidents in the Virtual Learning Environment
Date: Thursday, September 17, 2020 8:44:01 PM

Dr. Williams -

I am the father of 2 current LCPS students. I found your email intriguing and request additional and specific information.

1. I would like access to the resources provided to teachers and administrators to prevent and respond to these incidents
2. I would like to know the exact date LCPS first provided staff access to the additional resources
3. What specific additional steps is LCPS taking to eliminate these types of events from the learning environment
4. I would like access to the additional guidance and reminders to teachers about how to manage their environment, LCPS expectations for effectively controlling classes, and sharing expectations for behavior with students

I look forward to your prompt, personal and informative response.

Sincerely,
Tim Nicholson
19082 Nicholson Farm Lane
Purcellville VA 20132

From: Loudoun County Public Schools <BlackboardMN@lcps.org>
Date: Fri, Sep 11, 2020 at 5:16 PM
Subject: Incidents in the Virtual Learning Environment
To: Loudoun County Public Schools Recipients <recipients@loudoun.parentlink.net>

LCPS Banner



September 11, 2020

Dear LCPS Families:

During our first week of school in a virtual learning environment, incidents occurred in several classes in which students joined the virtual environment of another class or school, used a racial slur or displayed inappropriate sexual or racist images. These incidents are contrary to our core beliefs, our commitment to racial equity and other matters of equity as described in the [LCPS Equity Statement](#), and to the expectations we have established for appropriate behavior by students in the virtual environment. LCPS' highest priority is the physical and mental well-being of our students and staff members, and we take these matters seriously. We reject and condemn the use of racial slurs and hate speech and we will not tolerate the display of inappropriate images; this behavior does not reflect our core beliefs.

Although some may believe that it is acceptable to use expressions that are defined as racial slurs as a term of endearment to their friends, LCPS will not tolerate such language in a school environment. The display of sexually explicit and pornographic images is a violation of our Student Code of Conduct and will also not be tolerated. LCPS will also cooperate with local, state, and federal law enforcement agencies in investigations of computer intrusion, hate crimes, fraud,

transmitting threatening communications, disrupting a public meeting, and any other use of an electronic device to commit a crime.

As we adjust to a virtual learning environment, we will continue to teach and encourage positive digital citizenship skills, as well as hold students accountable for their behavior online. Students and parents should familiarize themselves with the Student Code of Conduct and be aware that disciplinary actions are being considered for violations of the Student Code of Conduct, as they would if students were displaying these behaviors in person. Teachers and administrators have been provided resources to prevent and respond to these incidents. Additionally, administrators are continuing to use both the Student Code of Conduct and the LCPS Protocol for Responding to Racial Slurs and Hate Speech when addressing disruptions in distance learning.

We appreciate that these issues may cause concern for parents. We share those concerns, and school administrators are investigating incidents and taking additional steps to help eliminate these types of events from our learning environment. Actions include providing additional guidance and reminders to teachers about how to manage their environment, our expectations for effectively controlling classes, and sharing expectations for behavior with students.

We appreciate parents' and guardians' continued support as we address these issues.

Thank you.

Eric Williams, Ed.D.
Superintendent

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

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 the School Board
Date: Thursday, September 17, 2020 6:04:00 PM
Attachments: COVID-19 Update for the School Board 091720.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:
 - a. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 - b. Participated, along with Scott Ziegler in a webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 - c. Attended an Elementary Principal meeting.
 - d. Met with Sharon Willoughby several times regarding the budget process.
 - e. Met with Nyah Hamlett regarding the segregation apology.
 - f. Met with Ashley Ellis regarding implementation of the hybrid model
 - g. Held the School Board Agenda Review with Chair Sheridan, Vice Chair Reaser and Nyah Hamlett.
 - h. Co-facilitated a meeting of Senior Staff.
 - i. Held a 2x2 meeting with Atoosa Reaser and Ian Serotkin regarding hybrid planning. Similar meetings are scheduled for six other School Board members tomorrow.
 - j. Met with Asia Jones regarding public health data.
 - k. Attended monthly meeting with Tim Hemstreet, Erin McClellan, Sharon Willoughby, and Kevin Lewis.
2. Beginning with this update, we will highlight items that require individual Board Member action to aid in visibility. As a courtesy, below is a recap of recent items that need your attention and follow up:
 - a. **Hybrid Simulation Invitation** (see September 14 update for details) - You are invited to participate in one of the simulations. You will be assigned a role with additional information to be shared 1-2 school days before the scheduled simulation. Let us know your preference on this [Google Form](#) and we will do our best to accommodate. Email Ashley Ellis if you have any questions.
 - b. **School Notifications** (see September 14 update for details) - We ask that each individual School Board Member inform Rob Doolittle of their individual choice to either:

- Yes, receive community messages from each school in their district.
 - No, they prefer to continue to monitor school activity the way they are now.
- c. **VSBA Conference** (see September 10 and August 6 updates for details) - The VSBA Annual Convention will be a Virtual Conference this year, November 18-20. Please email Shari Byrne ASAP if you would like to be registered for the conference.
 - d. **Equity-focused Professional Learning for the School Board and Cabinet** (see email from Nyah Hamlett entitled "School Board News to Know" on September 4 for details) - We have heard from one Board Member regarding professional learning preferences for the Board. In order to develop a Professional Learning Plan for the full Board as indicated in action step #3 of the Plan to Combat Systemic Racism, Dr. Hamlett needs individual Board member input. For convenience the slide deck is attached. Please note revisions to slide 5 for additional clarity (pp. 1-9)
 - e. **2021 Legislative Program** (see September 14 update for details) - Should Board members have suggested revisions to the legislative program we ask that you send motion language to Ms. Reaser with a copy to Nyah Hamlett and Ms. Sheridan by noon on Monday.

Business and Finance

1. August Monthly Financial Report from Sharon Willoughby (pp. 10-11).
2. Email from Sharon Willoughby regarding communication with County staff regarding CARES Act funding. (p. 12) I sent a letter on September 8 with detailed information and a slidedeck with additional details regarding CARES Act funds. Between Sharon and I, LCPS asked County staff multiple times if additional CARES Act information was needed in addition to the letter and slidedeck. It was shared with us that County staff members, upon seeing the level of detail provided, had wondered about the possibility of including approval of the CARES Act funds as a consent agenda item that would not involve discussion. My understanding is that this letter and slidedeck was made available to members of the Board of Supervisors on September 10. I'm told that the County Administrator referenced the letter and slidedeck in addressing questions that members of the Board of Supervisors asked at their meeting on Tuesday. The County Administrator and I have discussed the possibility of the two of us meeting with Chair Randall and Chair Sheridan regarding communication between the two Boards, including via participation in Board meetings. Brenda Sheridan is supportive of this and I will follow up to offer some specific options to the County for this meeting.

PIO/Communications

1. Information from Rob Doolittle regarding a FOIA Response on Student Withdrawals (pp. 13-17).

Department of Instruction

1. Information provided by Ashley Ellis regarding TJHSST admissions update and proposed changes (pp. 18-44).
2. Response to Atoosa Reaser from Ashley Ellis regarding the Alternative School item at the Curriculum and Instruction Committee meeting (p. 45).

Department of Digital Information

1. Response from Vince Scheivert to Denise Corbo regarding incidents in the virtual learning environment (pp. 46-48).
2. Technology support update from Vince Scheivert (p. 49).

Department of Pupil Services

1. Information from Asia Jones regarding ACT test administration at Broad Run High School (p. 50).
2. Information from Asia Jones to provide free COVID-19 testing for LCPS Stage 1 Employees (p. 51).

Department of Support Services

1. Support Services Update from Kevin Lewis which includes: County of Loudoun COVID Testing in LCPS Parking Lots, County of Loudoun Flu Vaccine Administration at Park View HS on 10/17/20, and Diagrams for Hybrid Room Setup (pp. 52-54).
2. Update to Child Care Program Offered by the County of Loudoun Utilizing LCPS Sites from Kevin Lewis (p. 55).

Optional Reading: Articles

Washington Post story regarding area divisions' first weeks of school; references LCPS class disruptions, quotes LCPS parent about favorable experience, Sept. 16. https://www.washingtonpost.com/local/education/school-but-an-undead-version-students-parents-and-teachers-in-northern-virginia-adjust-to-online-learning/2020/09/15/f3ea7cd0-f75e-11ea-a275-1a2c2d36e1f1_story.html

Blue Virginia story regarding FCPS recommendations to improve diversity at Thomas Jefferson HS, references LCPS, Sept. 16. <https://bluevirginia.us/2020/09/video-fairfax-county-superintendent-presents-recommendations-to-improve-diversity-at-tj-by-establishing-merit-lottery-admissions-process>

WJLA story regarding reaction to internet cafes in LCPS schools, Sept. 14. <https://wjla.com/news/local/hypocrisy-at-its-finest-parents-react-to-in-school-internet-cafes-in-loudoun-county>

WAMU story regarding inappropriate behavior by students in LCPS virtual learning environment, Sept. 14. <https://wamu.org/story/20/09/14/loudoun-county-public-schools-students-display-racist-and-sexual-content-in-virtual-classrooms/>

WDVM Local story regarding inappropriate behavior by students in LCPS virtual learning environment, Sept. 14.

<https://www.localdvm.com/news/virginia/pornographic-photos-uploaded-to-virtual-classrooms-in-loudoun/>

Patch.com story regarding LCPS 8th grader who organized a young women's empowerment summit, Sept. 14. <https://patch.com/virginia/ashburn/loudoun-8th-grader-organizes-young-womens-empowerment-summit>

DCist.com story regarding FCPS hacking incident, references inappropriate online behavior by LCPS students, Sept. 13. <https://dcist.com/story/20/09/13/fairfax-county-public-schools-ransomware-attack/>

Loudoun-Times Mirror published the attached/embedded story today.

A look at the opening days of virtual learning in Loudoun County

By John Battiston, jbattiston@loudountimes.com

Sep 17, 2020

One would be putting it mildly to say the COVID-19 health crisis caught Loudoun County Public Schools — and most school systems around the country — off guard.

"At the end of last year with all of the online learning, it was all asynchronous learning, which made it extremely difficult," Heritage High School junior TJ D'Onofrio told the Times-Mirror. "We didn't get a lot of hands-on learning."

Hands-on learning was just one of many customary elements of an LCPS education that were forfeited when Gov. Ralph Northam (D) in March ordered all Virginia schools closed for the rest of the year: Students did not receive fourth-quarter grades; sports fields and the bleachers that surround them were left empty; high school juniors and seniors stayed home on what would have been prom night; and graduates were only able to bring five family members to watch them receive their diplomas.

After the Loudoun County School Board voted in July to continue full-time distance learning for the fall, teachers, parents and students alike had less than a month and a half to prepare for the 100 percent virtual classroom environment, whether that meant setting a Web-friendly curriculum, ensuring quality Internet access, arranging and rearranging work schedules so the kids would not be alone, or finding or creating a suitable study space.

For 17-year-old TJ, that study space is a large table in the basement of his Leesburg home, upon which sits his Chromebook, an added monitor, a water bottle and a pile of books. A bulky pair of headphones keeps him tuned into the lecture streaming via Google Meet on the Chromebook screen to his left, while he keeps his notes and other learning materials active on the monitor to his right.

"I'm glad I'm old enough and I can manage myself ... but I can't work in my room," he said. "I think it's great to not be in the same spot that you're sleeping in or that you're having fun in — it's a change of scenery."

Relative to last semester's hurried shift to full-time virtual learning, this fall's return to classes has proven organized and well-structured. With grading and mandatory attendance reimplemented, teachers are able to once again instill LCPS's reputedly high-performance standards.

"The classes themselves, the content, seems more organized [than last semester]," said Sallie Hyman, whose son, Tristan Huckabee, is a freshman at Loudoun Valley High School. "The teachers are doing a really good job of getting the kids to understand what's going to be expected of them."

One of the key tactics teachers employ to keep their students engaged with learning via a computer screen is to instill a sense of regularity through a set schedule, something nearly impossible to enforce when learning is asynchronous. After only a week of classes, Connie Digges, whose son, Ian, attends first grade at Round Hill Elementary School, was easily able to recite her son's daily routine.

"They start with a little meeting in the morning," she said. "Sometimes the principal will get on the video and talk to the kids, engage with them. After that meeting, they get a little breakfast break, then they come back to do math for an hour, then they do P.E. ... Some days he'll have art or music. They'll do, like, an hour of reading."

Special education teacher and Loudoun County Supervisor Sylvia Glass noted younger students will likely need a bit more time to adjust to their schedules — after all, teachers are not there to walk children to their next class on time.

"When kids are at home, you're kind of depending on them to go ahead and get on the screen, to be at school on time, to not be tardy and know where to go, so that's the challenge — to get them used to this new way of learning," she said.

With means of synchronous interaction in place, teachers are also more readily equipped to work one-on-one when their students struggle to grasp the material. At the end of TJ's classes, students can get a teacher's help during 20-minute periods called "Learning Labs."

"We can stay on Google Meet with the teacher and we get extra help and we can do the homework with them. It makes it really easy to ask questions," he said. "It's been, obviously, a different experience, but it's a big challenge, and I think every teacher is doing really well in their own way."

There is, of course, a learning curve with online education. Attending class on the Internet means having to acquaint oneself with Schoology, a learning management software with which educators consolidate class files, learning and reading materials, quizzes and tests.

Last year, LCPS employed Edmentum for virtual classroom organization. While

Schoology is an apparent improvement over that software — Hyman called Edmentum "awful," citing its proclivity to boot students from online learning sessions if they remained "inactive" for too long — it still requires teachers, students and sometimes parents to spend some time familiarizing themselves with it.

"[The first day] was a bit nerve-wracking, because I didn't know what to expect," Glass said. "Because I'm not as computer-savvy, it took a lot just to do regular stuff that younger folks are probably used to doing. I think a person my age ... has a few more challenges than someone who uses a computer as their profession or uses it all the time."

Glass expressed her delight at seeing how easily some of her young students adopted the new technology and were able to help their classmates adjust to it.

Digges has also been impressed with Ian's quickness to learn.

"I feel like technology with kids these days is not so hard anymore, so all they have to do is mute the microphone when they need to, unmute when they have to — it's been very basic," she said. "Whenever he needs help, he'll let me know."

Though she expressed longing for the day she could teach her students in-person once again, Gina Chaszar, who teaches nearly 170 sixth- and seventh-graders in Mercer Middle School's gifted-and-talented program, said the new online learning environment has made it easier to keep track of and administer equal attention to all of her students.

"I'm never afraid of the number of students I've had to teach, and ... the digital experience has enhanced working with a greater number of students for me," she said.

While being separated by a screen inhibits teachers' ability to form personal relationships with students, Chaszar took a creative approach to "plug in," in her words, with the kids by having them design what their ideal virtual classroom would look like.

As she observed the results, she noticed few children designed their classroom to look like what might typically be found in a brick-and-mortar school — they more often were set outdoors or seemed at home in storybook fantasy worlds. One seventh-grader made her classroom to "be a virtual hug, since we can't hug one another these days," which Chaszar said prompted her to become emotional on camera.

Communication via webcam has led families and faculty to rely heavily on a strong Internet signal, something many residents in western Loudoun lack. In order to speak to the Times-Mirror, Hyman, who lives in Purcellville, had to drive nearly eight minutes to find a strong enough cellular signal — and her family's Internet provider is a cellular-based service.

Though she called the signal "better than we expected," Hyman said Tristan still encounters some difficulties and lag while in class, which can cause particular stress

during his American Sign Language lessons.

"If you miss the teacher doing hand motions for a couple of signs and you don't realize it, or you don't ask them if you miss something, then that could come back to be an issue when it comes time for testing," she said. "I know it's caused [Tristan] a little bit of anxiety: 'What did I miss?' 'Was that an important concept that they talked about while I was gone?' We'll see how it keeps going."

As Hyman noted, LCPS families are able to apply to receive one of a limited number of wireless Internet hotspots — a device which, for Digges and her son, has been "working out great" — but they likely will not do much for families living in areas with poor cellular coverage.

"I think it's probably common knowledge that we wish we had better Internet service in western Loudoun. That would make it easier for all of the kids who are trying to get through this," she said. "But [Internet providers] won't run cable to us because they say it's just not economically profitable for them."

For TJ, who also takes ASL, being in a more Internet-friendly part of the county does not guarantee a total lack of hiccups. However, his teachers have shown him and his classmates a considerable amount of grace.

"The Internet's definitely had an issue or two, but we've worked through it and I've emailed my teachers afterward," he said. "I've said, 'Hey, I'm sorry, my Internet cut out.' They've obviously been very understanding; they've sent me anything that I've missed and they've been very helpful."

As for activities outside school, TJ said some of his usual extracurriculars — ASL club, theatre and improv — have yet to determine how they will continue to meet virtually, though he is able to participate in Student Council Association meetings during third block. School sports are not scheduled to be in full swing until December, though TJ and his fellow athletes are still working hard to stay conditioned before competitions resume.

"I'm really hoping high school sports come back in the winter," he said. "I'm hoping COVID will slow down enough or we get a vaccine soon, but right now for offseason stuff, cross country is meeting once or twice a week where we are all socially distanced — we wear masks. Soccer is not doing anything right now, but I'm playing travel soccer and I'm training as best as I can."

Though most of today's schoolchildren were already well versed in online communication before the pandemic, many have since made it perhaps the most essential part of their social lives, interacting with their peers through video chat, video games and instant message far more often than through in-person gatherings. And while going to school is perhaps less of a hygienic or temporal hassle now than it was before COVID-19 hit, the classroom is yet another public forum and interactive space that kids have had to give up for the time being.

"I just look forward to getting to Heritage safely, hopefully sometime soon, but

obviously no one has an exact date or anything, but hopefully sometime in the next semester or two," TJ said. "I definitely miss big gatherings with my wider group of friends, but obviously we have to take it slowly and safe."

As Chaszar noted, teachers also feel safety should be the top priority, but many are feeling more similarly to their students than they might realize — that online lectures, instant messages and "virtual hugs" simply cannot replace the real thing.

"There's a difference between seeing one another on the computer and seeing them in the same room," she said. "Just being in a classroom full of kids has a special magic about it. You can't get that online."

Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: Leslee King
To: Nyah Hamlett; Eric Williams; Ashley Ellis; Asia Jones; Lottie Spurlock
Cc: Brenda Sheridan; Rob Doolittle
Subject: RE: Equity Action Plan
Date: Thursday, June 25, 2020 12:58:28 AM

Nyah,
Thanks. Since I'm on the Equity Committee, I'll be sure to watch for it
I'll reread the action presentation too.
Leslee

From: Nyah Hamlett
Sent: Wednesday, June 24, 2020 2:42 PM
To: Leslee King <Leslee.King@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Rob Doolittle <Rob.Doolittle@lcps.org>
Subject: RE: Equity Action Plan

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)

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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: Cynthia Liang
To: Eric Williams; Nereida Gonzalez-Sales; Neil Slevin; Teri Finn; Mike Martin; Schoolboardemail; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Timothy Flynn; Heidi Hayes; Brenda Sheridan; Shahrazad Kablan; Calvin Adams
Subject: [EXTERNAL] A Letter From A Graduated Person of Color
Date: Thursday, June 25, 2020 11:10:14 AM

A letter to the officials at Loudoun County Public Schools.

I hope you read this entire letter. I know that at the end of it, some of you might feel some empathy, sadness, or guilt, but the next week it'll be out of your mind. Some of you will simply go back to the privileged lives and ignorant mindsets you have because you've never had to face the ingrained racism in this county. All of you should prove me wrong.

I don't speak on behalf of all the students or people of color in LOCO. I'm just sharing my perspective on the area and school district I grew up in all my life. I grew up in Ashburn and now that I've graduated and am attending a more diverse university, I've realized how racist this place is.

To put it into perspective the best I can, I'm going to share with you some of the racism myself and other students of color had to face while attending public schools in Loudoun, and how going to teachers for help was oftentimes useless and not a reliable option we had.

Throughout elementary, middle, and high school, I've been called the names of other Asian students. I can't even begin with how disrespectful and degrading that is. There are maybe ten other Asian students in my grade at all times and hundreds of white students. Asians look alike, sure, but so do white people. My teachers couldn't even distinguish between me and other Asian kids that I look nothing like. I'm talking drastic height differences, different hair lengths, different skin tones. They never mixed up white students, though, isn't it funny how that works? I know some instances were real slips of the tongue, but most times, it was due to the ignorance and ingrained, subconscious racism in them. Maybe they were great teachers and nice people, but that doesn't excuse their racism or disrespect. In elementary school, other Asian students and I would roll our eyes and laugh at how they mixed us up. Do you know how sad that is? We laughed at how we were being disrespected because we didn't know better. We were treated as less than the white students, unworthy of being remembered by our names, and thought we were too. Now, I know better. My name holds much of my identity. Calling me the right one is the bare minimum. Call me by the right name or don't call on me at all.

I can't tell you the number of times people have said to my face "she's smart because she's Asian," said "ching-chong-ding" as I walked by, been called "May Ling," or have kids pull their eyes at every chance to mock me. I don't care if these kids were young and "just kids." When kids are young, they're at their most influential state. If they think it's funny to be racist when they're in elementary school, they for sure will think it is years later too. I know this because it's the same people that have been racist throughout my K-12 experience. There is no way none of my teachers didn't hear them say those things to me in the hallways ALL twelve years of public school. Not once did I hear a teacher reprimand a student for being racist. I can assure, however, that if I had said to a white kid "Oh look at me, I'm white and racist! I live with privilege and eat bland tasting food! My ancestors were slave owners and colonizers!" a teacher would report me, and I'd be explaining to my mom what I said in the principal's office right away. I'm not telling you to change the behaviors of kids, because that's not your job. I'm telling you the system LOCO public schools operate on right now encourages such behaviors and allows people to uphold a racist environment.

A more specific racist experience occurred during my senior year of high school in class when a white male student sitting behind my friend (who is also Asian) and I told us Chinese is the ugliest language and made random noises like "ching, chong, ding, ping, ling." My friend started crying. Some of our friends sitting around us started yelling at him for being racist, but not once did my teacher speak up. He looked up, asked

my crying friend, "Are you okay?" and that was it. Are you okay... are you okay??? A student was just told her language was ugly and made fun of in a racist way and you're asking if she's okay? I'm not going to explain how shameful that teacher's response to the situation was because that should be obvious.

Recently, Loudoun County schools were put on blast because social media accounts were created for the sole purpose of exposing the racist behaviors of students. To you, it was a bad week for publicity and the reputation of LOCO public schools. In the long run, you all know it won't hurt the system because it's backed by the parents of those racist kids and LOCO's population has a white majority. Being racist is the status quo here. To many students of color, however, it was a day we had been waiting for for years. The people who had humiliated us were finally being outed. We were holding racist students accountable, something most of our teachers didn't.

Systems of oppression in this country are durable and tend to reinvent themselves. I know change doesn't happen overnight. My purpose in writing this letter is to show you how humiliated POC students feel in LOCO. If this letter feels like an attack, it shouldn't. Accountability only feels like an attack when you're not ready to acknowledge how your actions and behavior harms others. Equality feels threatening to people who feel there will be less for them, less privilege, less comfort. I hope you feel uncomfortable. You see what's happening in the news. We see what's happening here. The Equal Opportunity For Equitable, Safe, and Inclusive Environment act does nothing if it's not being upheld in every aspect of the system.

I urge you to create a better space for the students in this county because a six-year-old person of color should never hate the way she looks from students making fun of her eyes and teachers letting them. A nine-year-old person of color should never have to tell her teacher she called her the wrong name again despite it being halfway through the year. A twelve-year-old person of color should never feel unwelcome in a class full of white students. A seventeen-year-old person of color should never have to console her friend because an ignorant white boy was racist. I should not have to write this letter to urge you to create an anti-racism school environment. I don't want to hear back words of empathy and I don't need a reply to this letter/e-mail either. I just want you to see how POC students have suffered in the system you uphold. Lack of action and change shows you don't care about students of color and are therefore undeserving of the jobs you have.

"In a racist society, it's not enough to be non-racist, you have to be anti-racist."

Provide students of color with a school environment they feel comfortable in as much as white students do.

Thank you for your time.

Cynthia Liang
cynliangg@gmail.com

From: Beth Barts
To: Britani Jones
Cc: Schoolboardemail; MSAAC Chair; Eric Williams
Subject: Re: [EXTERNAL] LCPS Action Plan
Date: Thursday, June 25, 2020 5:04:59 PM

Mrs. Jones,

My son will always be a Raider alumni and we will continue to have photographs of him in Raider gear and other Raider memorabilia in our home. He will have the stickers on his car and he will continue to wear his jacket. We also have raincoats and hats with the Raider logo. Umbrellas. Socks. These will remain in our personal possession and we will always have fond memories as a Raider family. I will not apologize for that.

Rebranding will cost a significant amount of money and time if the board votes to do so. It will not be completed in 2 months. I fully expect as the LCHS school board representative, for the school system to pay to replace all the items that have the logo. I expect this to be at least 1 million dollars. It is a legitimate concern to make sure my school will be given these resources and to make sure taxpayers are aware. I support the change as this is the right thing to do now that we know the history, but do insist it is done correctly.

By asking these questions about cost, keeping personal Raider items, and remembering our Raider experience fondly and proudly I am not "contradicting" the board's commitment. As I shared with you publicly, this does not make my family racist.

Thank you for sharing your concerns.

Beth Barts

Sent from my iPhone

On Jun 25, 2020, at 4:40 PM, Britani Jones <britanicjones@gmail.com> wrote:

Hello,

I am a Loudoun county resident of nearly 6 years and mother of two Loudoun County students.

I attended last week's school board meeting via zoom and to be frank, it was my first time attending. It's important to me, as the mother of sons who are Black, and as a Black woman, to understand the School Board and the County's position on the matter of systemic racism.

During a time of incredible racial tension, action is more important than ever. I have as much gratitude that I am living through a time of real change within this country as I have disappointment in the history that continues to linger its way into the present.

To say I was disappointed in the items addressed during topic 7.05 would be a gross understatement. I was embarrassed that a school system that has been nationally revered for its quality of education... can fall so short of the mark in addressing an important issue that impacts our children.

Instead of addressing policy change (LCPS is dedicated to teaching REAL events of the past so that ALL students can have a better understanding of what SYSTEMIC RACISM actually is), I felt the board was mostly silent... which echoed very loudly to those viewing the stream and discussing privately during the live feed. There are many parents who share my disappointment and we are largely silenced or ignored. The mascot is one very small issue; we need your attention on bigger priorities:

- curriculum improvements
- racial bias training
- no tolerance policy for racist words, behavior and/or racially motivated practices that disenfranchise and target a specific group of individuals.

Following the school board meeting held via zoom earlier this week, I engaged with Beth Barts about her position during the "combatting systemic racism" portion of the session. This interaction occurred via her public official LCPS board member page, which she subsequently deleted the next morning. I did take screenshots of the exchange. Has there been a discussion with her publicly contradicting the board's commitment to combat systemic racism?

If it is truly a priority to LCPS and LCSB, why was this agenda item listed at the end of the meeting? Are you aware that at the height of streaming there were nearly a thousand people watching the meeting; by the time the board finally reached agenda item 7.05 (around 10:30 at night), there were less than 700 viewing. This topic is important and should be prioritized so that the message is heard by the largest number of Loudoun residents/parents.

This country has not made amends for its ugly history... and it doesn't matter that those of us living in present day may not be PERSONALLY responsible for the ugliness of the past, we all have a duty to do better going forward. I'd like to share a quick anecdote to support and summarize my point:

<image0.jpeg>

Right is right and wrong is wrong. Please be seriously about doing the right thing. Literal lives are depending on it.

Thank you,
B. Jones

From: Beth Barts
To: SEAC Chair
Cc: Schoolboardemail; Eric Williams; Asia Jones; Patricia Nelson; SEAC ViceChairPlanning; SEAC ViceChairMembership; SEAC ViceChairCommunications; SEAC PastChair; SEAC Secretary
Subject: Re: Policy 5310 - Reed-Smith Recommendations
Date: Thursday, June 25, 2020 4:38:09 PM

Thank you for sharing your valid concerns. This is exactly why I wanted to see the rationale by Reed Smith. This is very disappointing.

We must and can do better for our special education families.

Respectfully,

Beth Barts

Sent from my iPhone

On Jun 25, 2020, at 3:25 PM, SEAC Chair <SEACChair@lcps.org> wrote:

Dear Madam Chair, School Board Members and Administration,

I am writing in my capacity as SEAC Chair to share my significant concerns with the extreme actions and measures taken by the Department of Pupil Services to undermine the special education community's concerns, as well as the SEAC and the SSS Committee's recommendations on Policy 5310.

The changes recommended to Policy 5310 by the Reed-Smith Law firm completely restricts the collaborative and equitable process outlined in SEAC and the SSS Committee's recommendations allowing IEP amendments without a meeting. LCPS is now proposing changes to the policy that would allow school administration to create amendments, attempt to obtain parent input and **NOT** require the document to be presented to the parent(s)/guardian(s)/adult student in their communication mode as required for informed parent consent and Prior Written Notice per IDEA. SEAC's recommendation for Item 4 was intended to ensure parent(s)/guardian(s) are able to fully understand the amendment document (considering no meeting has occurred) and are able to fully participate discussions relating to the IEP amendment before providing informed consent.

LCPS suggesting that parents complete the ADA access form 5 days in advance of the "event" to provide them access to documents that are required under IDEA is very concerning. There is no meeting, therefore, there is no "event"- only an amended document. Providing documents in a parent's mode of communication as noted above **is required by IDEA before requesting** a parent to provide informed consent. This language aligns with the requirements for the LEA to provide prior written notice in a parent's native language or communication mode.

While LCPS states the county is very focused on providing an equitable education experience to all children, it appears the equity lens is not being applied equally to all groups of students. Clearly the proposed changes were not considered or equitably envisioned. SEAC does not support the proposed changes by Reed-Smith as further detailed in the attached document.

Given the level of confusion over the Prior Written Notice, I have attached a copy of the VDOE Guidance on PWN's with relevant areas highlighted for convenience (pages 1, 2, and 4 have pertinent language).

SEAC stands ready to work collaboratively with LCPS, please let me know if you have any questions or if I can be of further assistance. I fully understand IDEA and IEP language can be very confusing.

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.

<VDOE_guidance_prior_written_notice_special_educ_process.pdf>
<Policy 5310 Reed-Smith Concerns.pdf>

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 25, 2020 6:50:45 PM
Attachments: [COVID-19 Update for School Board 062520.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:
 - Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 - Participated, along with Nyah Hamlett, Ashley Ellis, and Asia Jones in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 - Joined a small group discussion with Principals.
 - Participated in a meeting of the Governor's Cross System Policy Alignment Subcommittee.
2. This note is particularly confidential as a personnel matter. Yesterday's Update included information regarding our preferred candidate for Director, Elementary Education. I received an email with concerns regarding the preferred candidate from two School Board members. I have reached out to each of these two Board members to provide additional information and to offer to discuss the preferred candidate further. If any other Board members have concerns, please let me know by 5 p.m. tomorrow.

I've attached an email from Ashley Ellis in which she provides additional information regarding the interview process, including information about the professional experience of the interviewed candidates. She notes that the preferred candidate's non-teaching experience includes 4 years of experience as an elementary school principal, 3 years of experience as an assistant principal, 4 years of experience in central office and special program leadership, and 2 years of experience as an instructional coach. The four years of experience in central office and special program leadership, as well as 2 years of experience as an instructional coach, were viewed as key assets by the interview committee. (p. 1)

According to School Board Policy 7302, "All full-time permanent employees must be appointed by the School Board upon recommendation of the Division Superintendent." This phrase includes two key parts: a recommendation by the Division Superintendent and an appointment (via approval of a personnel action) by the School Board.

It may also be helpful for me to elaborate on my purpose in providing information to the School Board regarding preferred candidates for select positions, such as principals and directors. A key purpose is to provide the opportunity for a dialogue between individual School Board members and me before School Board action on recommendations I set forth for new hires or transfers. In addition to providing the information in the preceding paragraph to Board members, I have invited the two Board members who expressed concern to speak individually with me by phone (I'd try to include Ashley Ellis as well) to ask any questions they have or express additional details about concerns so that I have the opportunity to provide additional information. Another purpose of providing the School Board with information regarding preferred candidates is that the preferred candidates sometimes announce their likely departure to their school or division communities on the day before or the day of our School Board meeting so that their communities do not learn of the individual's possible departure from their current position from a source other than the individual. The practice of preferred candidates making public announcements before School Board action is a common one across school divisions.

3. Business & Financial Services (BFS) and Human Resources & Talent Development (HRTD) collaborate closely on many matters, including managing positions (position control), employee pay, and employee benefits. The pandemic has highlighted functions that resided in BFS that would be better based on HRTD. In order to promote efficiency and effectiveness, we are shifting several responsibilities and six related staff positions from BFS to HRTD. These include employee leave administration, the disability program, ADA compliance, and workers comp. Additional details are provided in the attached email from Sharon Willoughby. (p. 2)
4. LCPS plans to use grant funds from the Howard Hughes Medical Institute (HHMI) to fund the **creation** of a 1.0 Level Up teacher for Sterling Middle School for the 2020-2021 school year. This teacher will plan, design, implement and assess an instructional program that guides and encourages a diverse group of students. The attached memo and job description provides additional details. (pp. 3-7)
5. We received confirmation today that the meeting that Chair Randall is facilitating between Secretary Qarni, a few members of the LCPS community, LCPS School Board members and Administration is confirmed for Tuesday, July 14th at 1:00 p.m. Chair Randall indicated that she shared several stipulations with Missy Hillenbrand, the LCPS parent contact for the "Open Loudoun Schools" Facebook group. For your awareness, they are as follows:
 - No more than 10 members of that group would be on the call with him;
 - The School Board members and School Administration would (could) be on the call;
 - There needed to be at least three parents who DON'T want the schools to reopen in the fall;

- Chair Randall will ask Dr. Goodfriend on the call to answer medical questions;
 - Chair Randall will not express any opinion, or even talk except to start and end the conversation; and
 - The Secretary will answer questions, however he will not contradict LCPS Administration staff.
 - The County is setting up the virtual meeting. LCPS staff will ensure that the meeting is posted on the FOIA calendar and LCPS web calendar. Please let Nyah Hamlett know if you have any questions.
6. Staff plans to announce a virtual town hall that will take place in early July for all LCPS stakeholders. I am also considering hosting a separate town hall for LCPS staff. More information will be forthcoming regarding the community town hall.
7. Now that we are transitioning into the summer and the Board and staff have resumed communicating via email, including communication via email regarding matters related to COVID-19 and return to school plans, staff plans to discontinue the use of the LCSB Questions document. The document will continue to be available for reference HERE.

Department of Instruction

1. Ashley Ellis provided the link to the annual stakeholder survey reports in the attached email. (p. 8)
2. In her update to Principals today, Ashley Ellis provided information on the summer Continuity of Education website as well as summer English Learner learning guides. (p. 9)

Department of Support Services

1. Kevin Lewis provided updates regarding the Planning Commission Public Hearing for the Catoctin Elementary School Classroom Addition and the MS-14 site acquisition. (pp. 10-11)

Department of Human Resources & Talent Development

1. Scott Ziegler provided information on School Board Staff Aides. (p. 12)
2. An update on HRTD practices is included from Scott Ziegler. (p. 13)

Optional Reading: Articles

LoudounNow story on extended LCPS in-person graduation celebrations, June 24
<https://loudounnow.com/2020/06/24/the-last-grad-loudoun-wraps-12-days-of-commencement-ceremonies/>

LoudounNow story regarding school board discussion of LCHS mascot and plan to combat systemic racism, June 24
<https://loudounnow.com/2020/06/24/loudoun-school-board-to-nix-raiders-mascot-superintendent-outlines-anti-racism-plan/>

Loudoun Times story regarding school board consideration of LCHS mascot, June 24
https://www.loudountimes.com/news/school-board-may-nix-raider-mascot-for-loudoun-county-high-school-due-to-confederate-roots/article_2c40cd18-b629-11ea-8b63-a37ae7a0ad61.html

Patch.com story regarding school board considerations of LCHS mascot, June 24
<https://patch.com/virginia/leesburg/board-expected-remove-raiders-nickname-loudoun-county-hs>

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

From: [Britani Jones](#)
To: [Beth Barts](#)
Cc: [Schoolboardemail](#); [MSAAC Chair](#); [Eric Williams](#)
Subject: Re: [EXTERNAL] LCPS Action Plan
Date: Thursday, June 25, 2020 6:44:04 PM

I failed to mention one last thing: I've never called for an apology from you. I'm not aware that anyone has, so your refusal to apologize for the symbols you display in your home is unwarranted and not at all relevant to the matter at hand.

It is important that this is noted; as I would hate for the narrative to inaccurately reflect the true priority of my interaction with the school board and with you.

Thank you,
B. Jones

Sent from my iPhone

On Jun 25, 2020, at 5:04 PM, Beth Barts <Beth.Barts@lcps.org> wrote:

Mrs. Jones,

My son will always be a Raider alumni and we will continue to have photographs of him in Raider gear and other Raider memorabilia in our home. He will have the stickers on his car and he will continue to wear his jacket. We also have raincoats and hats with the Raider logo. Umbrellas. Socks. These will remain in our personal possession and we will always have fond memories as a Raider family. I will not apologize for that.

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By asking these questions about cost, keeping personal Raider items, and remembering our Raider experience fondly and proudly I am not "contradicting" the board's commitment. As I shared with you publicly, this does not make my family racist.

Thank you for sharing your concerns.

Beth Barts

Sent from my iPhone

On Jun 25, 2020, at 4:40 PM, Britani Jones
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Hello,

I am a Loudoun county resident of nearly 6 years and mother of two Loudoun County students.

I attended last week's school board meeting via zoom and to be frank, it was my first time attending. It's important to me, as the mother of sons who are Black, and as a Black woman, to understand the School Board and the County's position on the matter of systemic racism.

During a time of incredible racial tension, action is more important than ever. I have as much gratitude that I am living through a time of real change within this country as I have disappointment in the history that continues to linger its way into the present.

To say I was disappointed in the items addressed during topic 7.05 would be a gross understatement. I was embarrassed that a school system that has been nationally revered for its quality of education... can fall so short of the mark in addressing an important issue that impacts our children.

Instead of addressing policy change (LCPS is dedicated to teaching REAL events of the past so that ALL students can have a better understanding of what SYSTEMIC RACISM actually is), I felt the board was mostly silent... which echoed very loudly to those viewing the stream and discussing privately during the live feed. There are many parents who share my disappointment and we are largely silenced or ignored. The mascot is one very small issue; we need your attention on bigger priorities:

- curriculum improvements
- racial bias training
- no tolerance policy for racist words, behavior and/or racially motivated practices that disenfranchise and target a specific group of individuals.

Following the school board meeting held via zoom earlier this week, I engaged with Beth Barts about her position during the "combatting systemic racism" portion of the session. This interaction occurred via her public official LCPS board member page, which she subsequently deleted

the next morning. I did take screenshots of the exchange. Has there been a discussion with her publicly contradicting the board's commitment to combat systemic racism?

If it is truly a priority to LCPS and LCSB, why was this agenda item listed at the end of the meeting? Are you aware that at the height of streaming there were nearly a thousand people watching the meeting; by the time the board finally reached agenda item 7.05 (around 10:30 at night), there were less than 700 viewing. This topic is important and should be prioritized so that the message is heard by the largest number of Loudoun residents/parents.

This country has not made amends for its ugly history... and it doesn't matter that those of us living in present day may not be PERSONALLY responsible for the ugliness of the past, we all have a duty to do better going forward. I'd like to share a quick anecdote to support and summarize my point:

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From: Britani Jones
To: Beth Barts
Cc: Schoolboardemail; MSAAC Chair; Eric Williams
Subject: Re: [EXTERNAL] LCPS Action Plan
Date: Thursday, June 25, 2020 6:41:29 PM

Beth Barts your uncompromising attachment to symbols of racism is offensive.

“A century and a half after the Civil War, Americans are finally confronting the propriety of celebrating the lives of men who committed treason in the name of preserving slavery. That these statues even exist is unusual. When armies are defeated on their own soil—particularly when those armies fight to promote racist or genocidal policies—they usually don’t get to keep their symbols and material culture. As some commentators have noted, Germany in 1945 is a useful comparison. “Flags were torn down while defeated cities still burned, even as citizens crawling from the rubble were just realizing that the governments they represented had ended,” wrote a reporter for McClatchy. Most physical relics of the Nazi regime were banished from public view. In this sense, the example of Germany’s post-war de-Nazification may offer a way forward for the United States.”

Furthermore, it is disruptive to the commitments that the school board has made. What you do in the privacy of your home, the symbols you display - it has no bearing on your position as a member of the school board.

The fact that you continue to blatantly push this fact in defensive of your concerns over cost... is telling. I would offer encouragement for effective resolution, but you clearly are not interested in or comfortable with any change that inconveniences you, despite the overwhelmingly positive and lasting impact it could have on others.

I will be pursuing this matter further.

Thank you,
B. Jones

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B. Jones

Sent from my iPhone

From: Beth Barts
To: Schoolboardemail
Cc: Eric Williams; MSAAC Communications; MSAAC Chair; Phyllis Randall; Umstattd Kristen; Kelly Burk; Leesburg Dems; tiffprice555@gmail.com; Michelle Luttrell; EQUITYADHOC
Subject: [EXTERNAL] The Barts family
Date: Saturday, June 27, 2020 11:56:28 AM

Good morning,

There has been a lot of talk about the Loudoun County High School mascot and it's ties to a racist past. There have been efforts over the years to distance and mold the existing mascot into a different context rewriting history so to speak to allow the mascot to remain.

However, many people take issue (and rightly so) with the racist origin of the mascot and it's impact on the community now the origin is known to all.

We fully support changing the mascot without question. It is something that, however innocuous it may seem now, glorified a time in this country where people of color were treated as less than.

The support and love we have for Loudoun County High School is tied to the Students, Parents, Faculty, and Staff that we met and grew to know over the four years our son was there.

The ideals and sense of community that were taught by all associated with the school that allowed our son to achieve his academic goals. The Coaches and fans that supported the athletic programs that allowed our son to achieve all he did on the field.

People may question what good does changing the name do. It stops perpetuating a hateful history, it closes a chapter and allows the community to move on and focus on the change needed to end systematic racism.

The history of the Civil War should be taught, the history of 400+ years of oppression should be taught so that it is understood that it should NEVER happen to anyone. However, it should not be celebrated with statues, monuments and names hailed as heroes when they were cowards and traitors to this country.

Our love and support of Loudoun County High School and the people there will not change when the name changes.

In our humble opinion, if you are wrapped up in the name of the mascot changing you are missing the point of what schools are trying to do bring the community together to support their kids and create a sense of belonging and purpose in something bigger than themselves.

Thank you.

Bobby, Beth, Nick and Emma Barts

Sent from my iPhone

From: Jen Raab
To: Eric Williams; Jeff Morse; Denise Corbo
Cc: Schoolboardemail; Atoosa Reaser; Ian Serotkin; Leslee King; John Beatty; Beth Barts; Brenda Sheridan
Subject: [EXTERNAL] LCPS reopening plans
Date: Friday, June 26, 2020 4:32:46 PM

Good afternoon. I am a Loudoun resident in the Dulles district and the parent of two LCPS students. I am writing today to share with you some of my concerns about current plans for reopening schools in Fall 2020 as presented to and by the School Board.

100% In-School Learning

As I understand it from board documents this option is not currently under consideration for Phase 3 of Virginia's re-opening plan. I am aware of a vocal minority of parents that are pushing for this option for Fall 2020, no matter the cost (financial or human). Without a significant change in the LCPS operating budget 100% in-person learning is not feasible within the best practices of experts and the guidelines put forth by the state. I do not believe it is appropriate for LCPS to disregard the guidance of public health officials and the state government in making decisions about opening public schools.

Hybrid Model

Initially I thought the hybrid model might provide the best of both worlds however upon further reflection and discussion, particularly with LCPS teachers, I believe the hybrid model will not provide a quality education for our children and seriously over-work our teachers. Here are a few thoughts/scenarios that illustrate some of my concerns:

- My daughter will be a senior in the Fall of 2020 at Freedom HS. She is a high-achieving student who is taking seven AP classes next year. Because she has reached the highest levels in the subjects she has studied many of her classes can only be taught by one or two teachers at FHS. For example, she is planning to take AP German and AP 3D Art and Design (two subjects where she has been recognized by LCPS and the VDOE). What happens if the AP German teacher decides to commit to the 100% Distance Learning model and the AP 3D Art and Design teacher commits to the Hybrid model? Will my daughter be forced to choose a model of learning based upon which classes are available to her in each model? Will we even know which classes will be offered in each model before she needs to decide? Perhaps LCPS will suggest she simply drop those courses but it is not hyperbole to be concerned that her schedule could be whittled down to AP Government and AP English as they are the only two classes required for her to graduate. How is this equitable?

- If this Spring showed us anything it was that truly effective online teaching is not the same as classroom teaching. In the hybrid model LCPS is asking our teachers to produce their curriculum in two very different mediums. When exactly are they going to have time for that within their contracted day? If they are in-person teaching four days per week are we actually expecting them to plan in-person learning plus high quality asynchronous learning in one day per week? It seems to me this will play out in two ways: some teachers will likely plan and produce content as if they are teaching in the 100% Distance Learning model (even though they are actually teaching in the Hybrid model) and on in-person days students will sit at their physically-distanced desks with their chrome books and the teacher will just be there to keep them focused and behaving; other teachers will focus their planning efforts on their in-person days and then on asynchronous days provide students with worksheets, canned videos, and already produced content (exactly what "didn't work" for many students last Spring). How is this providing a quality education for our students?

- Will there be guidelines about appropriate exposure risk for LCPS staff? Will there be some kind of mechanism for people to report "violations" to those guidelines? What will be the public's responsibility for reporting risky behavior by LCPS staff? Presently I know of two households with students that traveled to beach week that also contain teachers. I know of a teacher that went to beach week themselves and that multiple members of their group have tested positive for COVID-19. What if that teacher chose not to self-quarantine or report, would I be responsible for alerting the principal of their school? Even worse what happens when students see their peers

bragging on social media that "you know your beach trip was great when everyone is positive" and "worth getting covid" and then show up at school or LCPS events? Will our students be required to report their peers? I have significant concerns that parents, in particular, will feel empowered to police LCPS staff and students for exposure and that privacy rights will be violated. How is this creating an environment of community care?

100% Distance Learning

I think it is obvious that no group is particularly enthusiastic about our students participating in 100% distance learning, however I think we all know that we are likely going to have additional complete school closures next academic year. Given the very limited amount of time LCPS staff have to prepare for these unprecedented circumstances it seems to me that time would be best spent in creating the most robust 100% distance learning model as possible. If LCPS pursues a 100% distance learning model for typical students it would allow space (both physically and mentally) for staff to tackle some of the important issues facing special needs and ELL students as well as teachers with elementary aged students or technology/access related issues. Perhaps certain students with needs would be able to attend school multiple days per week, perhaps mental health specialists could be available at school buildings for scheduled individual or physically distanced small group activities, perhaps groups like clubs and sports could still gather in the school building with physically distant measures in place for their meetings and practices, perhaps certain classes that require hands-on learning could still meet in a physically distanced way inside the school building, perhaps PRCS could provide a CASA like daytime program in school buildings for the elementary aged children of teachers, perhaps teachers with technology/access issues at their homes could spend a portion of their day in their classroom to access the LCPS WiFi to provide online synchronous instruction and receive work from students. I am confident with the knowledge and experience of LCPS staff there can be lots of opportunities to creatively solve the issues and continue to provide quality instruction to our students.

These are exceptionally challenging and unprecedented times and I think that it's important for all LCPS stakeholders to acknowledge that our normal education solutions are not going to fit these highly abnormal circumstances. But I also believe that LCPS is uniquely equipped to devise new solutions that can have positive impacts on students now and in the future. I encourage the school board, superintendent, and staff to challenge the conventional thinking, consider options outside the box, engage local partners, and to view all potential solutions through the lenses of equity and quality of education. I really appreciate your tireless work on this herculean task, especially when faced with attacks on social media and in the press. Please know that, while loud, those voices do not speak for all or even most of LCPS stakeholders.

Sincerely,
Jennifer Raab

From: [Beth Barts](#)
To: [Britani Jones](#)
Cc: [Schoolboardemail](#); [MSAAC Chair](#); [Eric Williams](#)
Subject: Re: [EXTERNAL] LCPS Action Plan
Date: Thursday, June 25, 2020 7:18:33 PM

Ms. Jones,

I will be voting to remove the name. I will continue to push to make sure the changes to the school are supported by LCPS and not the individual clubs or organizations at LCHS.

For the record, I have received many emails from LCHS school sponsors, coaches and admin worried about this. This is part of my job as their representative as many of them are my constituents. Once again this does not mean I do not support the commitment of the school board.

Have a good evening.

Beth Barts

Sent from my iPhone

On Jun 25, 2020, at 6:44 PM, Britani Jones <britanicjones@gmail.com> wrote:

I failed to mention one last thing: I've never called for an apology from you. I'm not aware that anyone has, so your refusal to apologize for the symbols you display in your home is unwarranted and not at all relevant to the matter at hand.

It is important that this is noted; as I would hate for the narrative to inaccurately reflect the true priority of my interaction with the school board and with you.

Thank you,
B. Jones

Sent from my iPhone

On Jun 25, 2020, at 5:04 PM, Beth Barts <Beth.Barts@lcps.org> wrote:

Mrs. Jones,

My son will always be a Raider alumni and we will continue to have photographs of him in Raider gear and other Raider memorabilia in our home. He will have the stickers on his car and he will continue to wear his jacket. We also have raincoats and hats with the Raider logo. Umbrellas. Socks. These will remain in our personal possession and we will always have fond memories as a Raider family. I will not apologize for that.

Rebranding will cost a significant amount of money and time if the board votes to do so. It will not be completed in 2 months. I fully expect as the LCHS school board representative, for the school system to pay to replace all the items that have the logo. I expect this to be at least 1 million dollars. It is a legitimate concern to make sure my school will be given these resources and to make sure taxpayers are aware. I support the change as this is the right thing to do now that we know the history, but do insist it is done correctly.

By asking these questions about cost, keeping personal Raider items, and remembering our Raider experience fondly and proudly I am not "contradicting" the board's commitment. As I shared with you publicly, this does not make my family racist.

Thank you for sharing your concerns.

Beth Barts

Sent from my iPhone

On Jun 25, 2020, at 4:40 PM, Britani Jones
<britanicjones@gmail.com> wrote:

Hello,

I am a Loudoun county resident of nearly 6 years and mother of two Loudoun County students.

I attended last week's school board meeting via zoom and to be frank, it was my first time attending. It's important to me, as the mother of sons who are Black, and as a Black woman, to understand the School Board and the County's position on the matter of systemic racism.

During a time of incredible racial tension, action is more important than ever. I have as much gratitude that I am living through a time of real change within this country as I have disappointment in the history that continues to linger its way into the present.

To say I was disappointed in the items addressed during topic 7.05 would be a gross understatement. I was embarrassed that a school system that has been nationally revered for its quality of education... can fall so short of the mark in addressing an important issue that impacts our children.

Instead of addressing policy change (LCPS is dedicated to teaching REAL events of the past so that ALL students can have a better understanding of what SYSTEMIC RACISM actually is), I felt the board was mostly silent... which echoed very loudly to those viewing the stream and discussing privately during the live feed. There are many parents who share my disappointment and we are largely silenced or ignored. The mascot is one very small issue; we need your attention on bigger priorities:

- curriculum improvements
- racial bias training
- no tolerance policy for racist words, behavior and/or racially motivated practices that disenfranchise and target a specific group of individuals.

Following the school board meeting held via zoom earlier this week, I engaged with Beth Barts about her position during the "combatting systemic racism" portion of the session. This interaction occurred via her public official LCPS board member page, which she subsequently deleted the next morning. I did take screenshots of the exchange. Has there been a discussion with her publicly contradicting the board's commitment to combat systemic racism?

If it is truly a priority to LCPS and LCSB, why was this agenda item listed at the end of the meeting? Are you aware that at the height of streaming there were nearly a thousand people watching the meeting; by the time the board finally reached agenda item 7.05 (around 10:30 at night), there were less than 700 viewing. This topic is important and should be prioritized so that the message is heard by the largest number of Loudoun residents/parents.

This country has not made amends for its ugly history... and

it doesn't matter that those of us living in present day may not be PERSONALLY responsible for the ugliness of the past, we all have a duty to do better going forward. I'd like to share a quick anecdote to support and summarize my point:

<image0.jpeg>

Right is right and wrong is wrong. Please be seriously about doing the right thing. Literal lives are depending on it.

Thank you,
B. Jones

Sent from my iPhone

From: Barbara Nichols
To: Eric Williams
Cc: Atoosa Reaser; Denise Corbo
Subject: [EXTERNAL] School Reopening Selections and Racism
Date: Tuesday, June 30, 2020 5:11:05 PM

Dear Dr. Williams,

Thank you for the hard work, study and planning you have put into the resolution which was reached last night during the school board meeting.

I am the parent of a rising black senior at Potomac Falls High School. In addition to a stellar academic record including Honors, AP and DE classes, my senior is an accomplished swimmer. She is a Potomac Falls record holder and has participated in the State Championships since her Freshman year. She has been a Potomac Valley Scholar Athlete for the last three years. She was recently elected to be Vice President of the National Honor Society, she is in Science National Honor Society and Spanish Honor Society, she is active in the African American Student Union and is involved in a number of other community service and club activities. We are currently engaged in pre-reads for early decision admission and financial scholarships and awards with Williams, Amherst, Washington & Lee, Grinnell, Middlebury and Swarthmore.

I watched the entire meeting last night. While it is important for the process of reopening to move forward on a schedule that can meet an opening date, there is absolutely NO way that a parent in my position or in any of the many circumstances related during the open mike, to make any sort of informed decision as to which plan, hybrid or distance, serves the best interest of a child between now and July 10 without a significant amount of additional personalized information being provided. There also seems to be no meaningful or fair way to address teacher concerns, which is going to result in students in both models being taught by teachers who resent them which is not going to result in a positive outcome for anyone.

During the next scholastic year, my daughter has planned to take 5 AP classes, one independent science research course and is enrolled in Photojournalism as she was anticipating being one of the co-editors of the yearbook. What guidance is going to be provided regarding the content of AP and DE classes in the various models? What courses will still be held and which will not? What classes have been cancelled because the collaborative, lab or other efforts that make it impossible to maintain social distance? Since guidance counselors are all on vacation, who will address revising class schedules, discuss with parents the impact of choices made at this point on college applications? How can AP class instruction at a meaningful level occur in either of the reopening models and is one preferred over the other? Are all courses being offered in both models? My list of questions could go on, and on, but the point is that your plan has not addressed the level of information necessary for parents and students in high school to make any sort of meaningful choice about which plan suits their needs and there are no counselors available to address these issues in the time frame you have set forth.

Your plan also includes little to no student input. My student and her peers are anxious to do something to assist LCPS and the community in providing a positive experience for everyone during

these very challenging times. We do not understand why the administration does not call upon the school honor societies, student unions and future medical professionals to provide input and volunteer to assist with childcare, tutoring, homework assistance, etc. Rising juniors and seniors are innovative thinkers who under your educational plan have learned to collaborate and meld differing viewpoints far better than the adults we see posting their opinions on social media. While it was valuable for me to learn the opinions of various well-heeled educators on CDC guidelines, equity and reopening in the face of the pandemic, I valued just as much the views expressed by the students and young people who spoke last night (although their comments were primarily directed to racism) and would be interested, as you should be, as to what views and concerns our high school students have.

While I appreciate the Board's decision on the Raiders' mascot, I find this to be merely a token gesture. I urge you to take swift action to remedy systemic racism at LCPS. Frankly, it runs rampant at Potomac Falls High School and many of your teachers are seemingly unaware and perpetuate it. I cannot tell you how many times I have observed a group of Caucasian teachers in the hallway, at sports events or at other gatherings who when approached by a black colleague say "Sup Bro" or "Gurl, whats up?" with an accompanying high five gesture. This sort of dialogue is just demeaning. Do you expect to be addressed this way by a professional colleague? This behavior by adults filters down to the children without question. During my daughter's freshman year, for example, she was awarded the "Chantal" award by the other members of the varsity swim team. The award was accentuated with watermelons and "Beyonce" logos. My daughter does not sing, nor does she bear any resemblance to "Chantal," the only other black female member in the memory of other members of the team. This award was presented to her at the end of year banquet, sanctioned by the coach (a prominent science teacher), and in front of an entire room of parents and students. The award followed an entire season during which other members of the team touched my daughter's hair and asked "Are you related to Chantal?" and made statements like "Chantal only liked watermelon she would never eat with us at IHOP." When my family and I brought this to the athletic director's attention and described the humiliation, anxiety and depression my daughter was feeling as a result, he said he would speak to the involved students, but since there is no formal way to report incidents like these, we were never informed if they were educated or disciplined. While I believe the coach was terminated from that position as a result of this incident, she is still teaching in your system with absolutely no re-education or repercussion. Beside the conscious and unconscious subtle racism, there are regular violent incidents at the school. Have you seen them on Instagram and Snapchat? I have. Kids standing around in a circle around an ongoing fight chanting "Kill'em Nigga!" while other students are walking by in order to use a locker room or walk home from school. We all simply must do better than this, and you need to spearhead an immediate accountability and educational plan.

Dr. Williams, I feel like all parties concerned with these issues are looking for you to be more thorough and to do more. Too many questions are unanswered. Parents are left unable to access the implications of the choices we are making on our children's lives without more specificity. Since there is not another Board meeting until July 21, I urge you to provide detailed information to each family so a well thought out selection can be made in the timeframe which has been resolved.

Thank you for your consideration.

Barbara A. Nichols
Legal Assistant
BOGORAD & RICHARDS PLLC
209 Madison Street, Ste. 501
Alexandria, Virginia 22314-1764
(703) 457-7821 Direct
(703) 457-7820 Main
(703) 457-7824 Fax

This e-mail may contain confidential or privileged information. If you are not the intended recipient, please advise by return e-mail and delete immediately without reading or forwarding to others.

From: [lisa pope](#)
To: [Eric Williams](#); [Eric Williams](#); [Brenda Sheridan](#); [Brenda Sheridan](#); [Denise Corbo](#); [Denise Corbo](#); [phyllis.randall@loudoun.gov](#); [phyllis.randall@loudoun.gov](#) >; [Atoosa Reaser](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Ian Serotkin](#); [Leslee King](#); [Leslee King](#); [John Beatty](#); [John Beatty](#); [Jeff Morse](#); [Jeff Morse](#); [Beth Barts](#); [Beth Barts](#)
Cc: [rdahlquist2004@yahoo.com](#)
Subject: [EXTERNAL] Back to school 20-21
Date: Tuesday, June 30, 2020 11:31:51 AM

Good day.

First let me thank you all for the amount of energy you have put forth considering the issue of our safe return to school in the fall. Having said that, I'm truly disappointed that practicality did not prevail in the school board's vote last night. I was appalled that you chose not to separate the urgent matter of attending school in general over the other issues of anti racism and racially offensive mascots. While those issues of utmost importance, getting back to the issue of educating our children and catching up on lost learning from the Spring outweigh them at this moment.

Further, the survey was a bit of joke, I must say. How were the households accounted for? How was the information analyzed? I suspect, statistically and practically, it was not terribly useful. And how did you sift through the speakers last evening with three volatile topics?

How is true choice being represented here?

I believe, along with a great number of parents from our school, that our board took a shortcut in order to avoid potential lawsuits. The teachers can effectively be protected with proper PPE and procedures. Many industries, most notably, grocery and big box stores are protecting their associates effectively while they are risking their lives for much lower compensation.

It's a shame—real shame for our children's mental health and educational advancement.

<https://www.denverpost.com/2020/06/26/denver-public-schools-reopening/>

Thank you for reading this, along with many others, I'm guessing.

Sincerely,
Lisa Pope

From: Anne Dahlquist
To: Eric Williams; Brenda Sheridan; Denise Corbo; phyllis.randall@loudoun.gov; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslie King; John Beatty; Jeff Morse; Beth Barts
Subject: [EXTERNAL] Board Meeting tonight
Date: Monday, June 29, 2020 6:48:35 PM

Dear Superintendent Williams and School Board Members,

Thank you all for your service to our community and our children. Thank you for the 1 minute provided to me and 290 others tonight to talk about COVID return to school issues.

My husband and I have a rising 9th grader at Riverside High School and live in Lansdowne. We are 20 year members of this county.

I am also the daughter of a 30 year public school administrator and take seriously the health of teachers and students. My husband and I both work full time.

I represent a very large group of parents who were extremely disappointed in the lack of instruction which our children received last quarter and the pass/ fail grades which resulted in obscuring the real declination of GPA's.

Our personal experience was watching an honor roll student dive to 3 "F" grades with corresponding levels of depression. We all have the same stories of our students - a fact which is a painful bond. After watching your vibrant child suffer in this way, you become resolute that it can't happen again.

A real use case: An Honor Roll Student whose grades plummeted and whose depression became real:

I vividly remember the day that our son excitedly got up and dressed thinking he was FINALLY going to virtual live school - only to find it was a 5 minute google meet to tell everyone how to learn on their own. The absolute depression on his face was horrible.

Unfortunately, both my husband and I work and our schedules did not change- they simply moved online - leaving my son alone in his room for 7-8 hours a day to try to learn and perform within 3 competing platforms - with teachers whose equipment often failed, platforms which often locked up and lost work and worksheets that we could not determine how to complete.

After 9 hours of work each day, we attempted to fill in the tons of gaps for our son- teaching him about the economy and stock market, attempting to watch enough videos to relearn math and to understand Spanish. Worksheets had no instructions or provided direction referencing work never learned- we frequently spent hours online learning the back stop materials to the instruction.

Despite 16 hour days and several college and advanced degrees, we were unable to help him- and his grades plummeted.

Communication between parents and teachers came in the form of platitude emails- "hang in there", "do your best", "don't stress if they don't learn". But no real communication - how to teach your kids, where to go for help, why is my kid failing a class and you aren't calling me?

It was a disaster and we were all exhausted. And, that is the collective "WE" - teachers agreed.

We were all very understanding at first. We were all in a new experience with no preparation. However, we, as parents, quickly lost patience as weeks turned to months and nothing improved. I, like many others, made calls to our Principal and offered suggestions, attending virtual PTO meetings, begged teachers for help in writing and on the phone. Nothing worked. Our teachers were as frustrated as our kids. Some of us had more experienced administrators than others. Ours, unfortunately was new and

had young children at home to watch.

We, fortunately, could hire tutors (teachers, individuals and organizations) who provided that missing Zoom full instruction experience. I took frequent vacation time to change up my son's days/ nights and hoped that I would retain my job. We were fortunate - 1 child and options. Others were not.

Inequalities in Education- Despite the final decision on days in/ out of school, how do we provide an equitable learning experience?

Unfortunately, last semester, the school board allowed a completely inequitable learning experience for our LCPS children to persist, while, across town, Flint and Paul VI had rigorous teaching and live classes every day for full sessions- with 8th grade learning plans including an advisory period (live), 4 hours of live instruction a day, every subject on alternating days and live google meets (required). Other counties across this country provided their children with the same quality of education. We, as a county, allowed the pandemic and a banner of "no child left behind" to keep us from teaching our children. We are now officially a semester behind.

As someone who has watched public policy be set many times as a part of my professional career, I am familiar with the tools which have been employed during this discussion. Of note, the survey with no supportable standards of administration, taking on multiple controversial topics in one night at the board meeting, etc. -- it would appear that the public comment period is not intended to change or influence the course of following the Fairfax and Arlington County decisions. With that in mind, (ans assuming a what would appear to be a less than ideal return--one that seems to be intended to appease multiple factions), let's please determine facts vs. myth and then set a course of action that puts the children first:

Facts:

1.As a professional leading large teams servicing the federal government, I can tell you that most offices will return to some form of in person work this Fall- many after Labor Day.

For much of your community, some form of the Federal government agency, contractor or company selling to the government employs (directly or indirectly) much of your constituency. For those who support the classified missions, the only current method of delivering work is in person. As the Federal government reopens (including the extended ecosystem), your working parents will be in chaos.

2. The County has reopened most parks, public spaces, restaurants and sports have restarted. Our children are interacting with adults and other children - and will continue to do so. While school is out, hoards of children roam the neighborhoods, and, sadly, have tragic outcomes- such as Fitz's drowning (which occurred during school hours). Our children will experience more exposure to covid during county reopening than in the classroom of 30 or less children - that is a fact.

3. The reopening plan contention is largely about limiting teacher liability and supporting parents who want a remote learning experience.

- Every employer in Loudoun county is dealing with limitation of liability of workers. In the classified work space where work can't be remote, for in person health care, etc. - this is not unique to LCPS and should be able to be addressed without holding hostage all of the children and parents in the county.
- A remote learning experience is available on schoology, zoom, MSFT teams, etc.

With that in mind, note that a great majority of your parents support 100% choice - in person full time and 100% zoom / at home full time instruction - give parents the option.

We implore you to go ahead and make a decision and then move onto defining how you will provide EQUITABLE QUALITY of education on a full time basis.

What Parents Define as Equitable Education

We, as parents, insist on **demonstration** of a plan for the FALL that :

1. Creates Parity and EQUITY OF Zoom / Distance learning to the standard classroom experience.

NOTE: 14 hours a week for a teenager to sit home alone and self instruct is not only unacceptable, but it also creates inequality for those who can't afford tutors and can't be home, for those without parity of technical access or devices for their household and for those without proper childcare.

(Of note is the fact that *it is illegal to leave your minor child at home alone* for period of time matching those outlined in the current plan.)

2. Creates Parity and Equity for LCPS to that of other counties, states and private schools. We, as parents, should not (after paying taxes) have to leave the county or state or enroll in private school to get parity of education (either in the classroom or in distance learning). Loudoun county is one of the most well funded counties in the state. Our educational plan should propel our children - not hold them back.

3. Defines and directs Administration and teachers on acceptable teaching and learning experiences and standardizes parent / student instructions. This plan should model those, measure those and monitor those - so that any needed "course correct" is fast/ swift. You must show parents that there will be real grades for students and teachers, real measurements of learning that will match SOL or national standards and prove to us that learning will occur at a rate which will not put our children behind other states/ counties as they compete on the national stage for college.

4. Do something proactive about mental health. Read the Journal of American Medical Association article on the impacts of COVID on isolation and Depression (June 24) and design a plan of engagement with each student which monitors mental health. You have got to take accountability for the mental health of children who would normally be in your care during school hours and are now home alone and struggling.

5. Demonstrate a measurement of return to school, defining "SAFE" and based upon sample groups of others schools.

Use models from other school systems-- it is time to start giving facts about the low risk of child/ child infection - taking bold steps like the Australian Chief Medical Officer did when Australia returned their children to school during what is their "winter". If the State or CDC is not giving you acceptable data, pool it from other schools nationally and internationally so that you are not held hostage to decision making bound by liability.

I place that article below for your review.

We can't stay out of school until a vaccine is found, tested, deemed safe and made broadly available. When will we define "SAFE"? What is safe?

Summary:

It is time to move out- make a decision, take a stand and then demonstrate how you are going to equitably meet the needs of our children in a way that addresses ALL of the community of your constituents. Transferring liability and responsibility for instruction to your parents is not acceptable. Let's work together to create a plan that works and get to it.

Please provide a plan of action with depth (not pages of CDC guidelines) that builds trust with your community. We are all far too tired to be tied up in litigation of any kind this Fall. So, let's all get to the business of real solutions for real kids - including those whose parents have no access to backstop the county.

Thank you, again, for your tireless service and willingness to hear from the community. I have worked with some of you in the broader community and can note here your willingness to dig in, get your hands

dirty in the details and to act boldly. If you don't have what you need to do your work, please let us know how we can help.

Thank you.

Getting our kids back to school – a matter of trust

An opinion piece by the Australian Government's Deputy Chief Medical Officer, Nick Coatsworth.

One word has become a common theme in all the discussions around face-to-face teaching during the COVID-19 pandemic: confusion.

As a country, we are largely heading in the same direction in relation to how best to school our children while we battle coronavirus. However different states and territories are moving at different pace and this has led to a sense of confusion.

To address this confusion which is so frustrating for parents, teachers and students, we need to go back to the evidence, and then we need to go beyond that, and build our community's trust in our schooling recommendations.

When school closures were initially proposed to control an epidemic, planners had influenza in mind. Flu spreading within schools and children are the main source for transmission in the community. But COVID-19 is not the flu.

Far fewer children are affected by COVID-19, and the number of transmissions from children to children and children to adults is far less.

Some have said the evidence on this is not clear. In any health debate, evidence can be cherry-picked to support a particular view. As an infectious diseases specialist, I

have examined all of the available evidence from within Australia and around the world and, as it stands, it does not support avoiding classroom learning as a means to control COVID-19.

The national position remains that face-to-face teaching is safe, particularly given the current very low rates of community transmission of SARS-CoV-2.

By contrast, there is plenty of public health evidence that stopping face-to-face teaching can damage society. It is clear this intervention (school closures) can cause harm, but the benefits (on disease transmission) are unknown, and likely to be marginal when the disease burden is low.

I would like to touch on a couple of the more negative public health effects school closures can have.

Firstly, the disruption to routine and socialisation, while temporary, tends to have a disproportionate effect on our more vulnerable children, including those with disability or particular learning needs. School is a critical element of good health across all age ranges.

Secondly, it increases stress within the family environment, with parents having to juggle home schooling and work. Sixty-two percent of Australian families have two working parents. Parents extend their working day into the evening to compensate for the need to home school.

The main risk of going back to school is that it increases the movement and interaction of adults in the community and puts staff back in contact with each other. Importantly, this can be managed. Staff and parents must maintain their distance from each other in the school environment, avoid the school if unwell with a cold, and keep children at home when they are not feeling well.

From: Dawn Scontras
To: John Beatty; Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Beth Barts; Denise Corbo; Jeff Morse; Ian Serotkin; Leslie King
Cc: Eric Williams
Subject: [EXTERNAL] 2020-2021 school year
Date: Monday, June 29, 2020 12:21:32 PM

As a parent to a rising junior and a tax payer, I find it outrageous that you, as elected officials, the superintendent aside, can with good conscience refuse to offer parents the option of 100% in person learning for the Fall of 2020. Months have been wasted waffling between three potential awful choices while many more months will pass, wasting time and energy and money on substandard virtual learning, when time could have and still can be been spent planning for in person education, developing safety protocols and procuring the necessary equipment to keep teachers and students safe. You have thousands of families ready to work with you to make this happen. This is not rocket science, and the simple reality is, it will never be 100% safe until if and when a vaccine is developed. And what will LCPS do if and when there is never a vaccine? Are you going to condemn Loudoun County students to at home learning, on line for the rest of their K-12 years? Millions have gone back to work safely. The idea that tax payer funded employees, who are essential by the way, can simply choose whether or not they feel like getting back to "the office", is ridiculous. That is not professional, it's not logical, it's not reasonable and it's not the real world. It is up to you, the school board to make schools as safe as possible, it's up to parents to agree to measures to keep sick bids home while training them to be safe in the classroom, a partnership. Meanwhile, thousands of kids who do not learn well virtually online, but who do not fall into the SPED, ELL or MATA, will be struggling, which is especially problematic for rising juniors and seniors, who are working towards college and the next chapter. How inequitable. After this punting by LCPS, it would be dishonest of you all to keep the whole "equitable" wording in your mission statement because LCPS is proving that equity isn't really a thing for y'all. Instead of leading, LCPS has decided it would be "safer" to tie a brick around the ankles of students who don't learn well virtually, say a prayer and throw them over the cliff, hoping for a soft landing. Bravo. How brave of all of you. I implore you to consider 100% in person as an option. We are parents and we are fighting for kids to get the education they deserve in an environment that is conducive to their type of learning. This is not a game or out of convenience. We want in person learning so that our kids can be successful and it's on LCPS to make that happen.

Dawn Scontras

Sent from my iPad

From: Sheryl Gusman
To: Schoolboardemail; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Eric Williams
Subject: [EXTERNAL] Equity and RE-opening Schools
Date: Monday, June 29, 2020 2:21:59 AM

Dear Loudoun County Leaders and School Board Members,

In regards to issues before the board on June 29, I would like to offer the following recommendations and ideas:

School Re-opening Plan and Equity Issues: (background – 100% in-person not meet CDC guidelines & current hybrid has too many complications and unanswered questions and is least wanted by any group)

1. Health of students, parents, and families is #1 concern. Numbers are rising with the US having the highest worldwide toll and Dr. Fauci, director of NIAID, says we are in the dynamic process of the pandemic and if other places are in crisis (they are and not far from VA), we are all in jeopardy.
2. Masks are the #1 preventative measure, ensuring all parties will wear them is in question due to lack of support due to young age and/or parental difference of opinion.
3. Based on analyzing data and plans in, around, and close to LC and looking what would work best and be most feasible for LCPS, the best plan would be:
 1. Quarter 1 - %100 Distance Learning
 2. Quarter 2 - Modified Hybrid Plan (%100 Distance Learning if things are not better or take a turn for the worse)
 3. Quarter 3 & rest of the year - %100 in person, vaccine discovered, COVID contained, 2020 over!
 4. Push the start date back till after Labor Day for students so we have more time as teachers and staff to complete vital elements of the Plan to Combat Systemic Racism - professional development in racial equity, learning protocol in responding to racial incidents, & developing culturally responsive instructional framework – and also to prepare students and families for the use of Schoology.

Thank you for consideration and your hard work on these issues,

Sheryl Gusman

Teacher

Debate and Forensics Coach

Dominion High School

From: Sheryl Gusman
To: Schoolboardemail; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Eric Williams
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Sheryl Gusman

Teacher

Debate and Forensics Coach

Dominion High School

From: [Stephanie Pickering](#)
To: [Denise Corbo](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Jeff Morse](#); [Beth Barts](#); [Brenda Sheridan](#); [Schoolboardemail](#); [Eric Williams](#); [Nyah Hamlett](#); [Koran.Saines@loudoun.gov](#); [Juli.Briskman@loudoun.gov](#); [mike.turner@loudoun.gov](#); [Tony.Buffington@loudoun.gov](#); [Sylvia.Glass@loudoun.gov](#); [caleb.kershner@loudoun.gov](#); [Matt.Letourneau@loudoun.gov](#); [Kristen.Umstattd@loudoun.gov](#); [bos@loudoun.gov](#); [phyliss.randall@loudoun.gov](#)
Subject: [EXTERNAL] please open schools for in person learning
Date: Sunday, June 28, 2020 9:16:48 PM

To whom it may concern,

I am writing you as a mother of 4 children, one who is a recent graduate of a high school in LCPS. Education is a right that all of our children deserve, DL will not offer an education to many children in your school system. I have a daughter with an IEP, she will not learn or receive a quality education without services that are needed IN person. There is also an equity issue, which I know is of the utmost importance. There are children from lower income families with two parents who work outside of the home, they will not be able to ensure their children are getting a quality education over the computer at home!! There is also the issue of mental health, my Bachelor's degree is in Family and Child Development, so I have an understanding of what science says our children need to be healthy and happy and to be successful as adults. This DL will be a HUGE problem for our youths mental health. My daughter's 15 year old friend attempted suicide while in social isolation when schools were shut down. She is lucky to be alive but she started to spiral into a depression while having no contact with their peers. You have to understand that our children need and deserve an in person education. Give the families that are concerned about COVID-19 a choice to do DL but allow the other children to go 100% in person, our children are counting on you to make the right decision about their future education. THESE children are our future!! Thank you for your time!

Stephanie Pickering

From: Karina McKee
To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Schoolboardemail; Eric Williams; Nyah Hamlett
Subject: [EXTERNAL] Equity for all - a plan that works for most
Date: Sunday, June 28, 2020 7:09:00 PM

Hello School Board,

Once again I would like to re express my preference with 100% in person learning. Give parents an option to go 100% DL if they are concerned. Set a deadline for families to choose one or the other for the 2020-2021 school year.

It is very easy for the wealthy families with a stay at home parent (and another making hundreds of thousands in salary) to chose the DL route. Have they every even needed to rely on outside care? You must advocate for all your constituents and provide an option that works for single parents, dual income families (that cannot afford to go down to 1 income), lower income families, etc who may not be able to afford childcare or who may have real safety concerns about leaving their children home alone (unsafe neighborhood, problematic ex, long working hours, no family in town, working far away from home etc etc). Please consider those families! Those are the families that don't have a voice in this social media back & forth.

If the survey #s support it, maybe enough families want to go the DL route that can help solve the crowding/social distance issue at the school.

You have a real potential solution here that can make almost everyone happy -even teachers, which I know is a big focus, but should not be the main focus because students and taxpayers are. The focus is to come up with a solution that works for most.

Sincerely,

Karina McKee

Ashburn VA

On Jun 22, 2020, at 10:39 PM, Karina McKee <karinamckee@gmail.com> wrote:

Dear LCPS SB members-

I am writing to ask for your support of 100% in person school this fall.

Do you remember H1N1? I do so clearly. It was the time my youngest daughter (then 2yrs old) spiked a 104 fever in the middle of the night. I was the scariest thing ever. I got the swine flu from her and it was the worst flu I have ever had. Every bone and joint in my body ached. I had never been so sick. Many in the US died. More kids have died from the flu than covid. But yet, I don't recall schools ever closing down for H1N1 or any other flu season. I know that covid is not a flu, but it is a respiratory disease with a lower fatality rate in children than the flu.

Schools and education are essential! We expect so much from others - like for our Amazon packages to arrive on time, for food stores to be open, for nurses and first responders to be ready to help at a moment's notice, for restaurants to provide takeout so we can have a "fancy meal", for the garbage to be picked up on time, the mail to arrive, the lawn to be mowed...the list goes on and on of what people expect from society and who they don't worry about putting at risk on a daily basis. But for some reason when it comes to school and learning, people are 100% risk averse. The same people that are now going to the stores and restaurants and vacations....

Everything in life comes with a risk and nothing is risk-free. Not even attending an LCPS school before covid was risk free.

It is a shame that teachers are not stepping up like nurses and first responders did.

It is a shame that sometimes our School Board puts the wants/needs of the teachers ahead of the children and parents (taxpayers). The great majority of teachers do not fall in the high risk category.

By Fall, most working parents will be back to their normal commuting job routines. And you want to leave kids alone all day? Or have parents to quit their job or pay for daycare? Why is it ok for children to mix in a daycare facility but not inside an LCPS building? BTW - No one has addressed what post Phase 3 will look like.

Finally and this is my biggest worry....

Why is it ok to forgo the **emotional and mental health** of the children? Why is physical health more important than mental health? I can tell you my rising senior is disappointed, but my middle schooler - I worry for her immensely. My happy go lucky cheerful girl won't leave her room, has been depressed and lost interest in life. She has an appointment to go see a therapist. Issue started in April during the quarantine. She is not coping well.

Please do right by these children and offer 100% in person education this fall with proper mitigation protocols like masks and hand washing and reduced social distance spacing of 3ft.

Sincerely,
Karina McKee
Ashburn VA

From: Anne Dahlquist
To: Eric Williams; Brenda Sheridan; Denise Corbo; phyllis.randall@loudoun.gov; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts
Subject: [EXTERNAL] Re: Board Meeting tonight
Date: Thursday, July 2, 2020 8:07:15 PM

<https://www.aappublications.org/news/2020/06/26/schoolreopening062620>

The American Academy of Pediatrics has provided guidelines for best total health for children during this period of school reopening.

Sent from Yahoo Mail for iPhone

On Monday, June 29, 2020, 6:46 PM, Anne Dahlquist <rdahlquist2004@yahoo.com> wrote:

Dear Superintendent Williams and School Board Members,

Thank you all for your your service to our community and our children. Thank you for the 1 minute provided to me and 290 others tonight to talk about COVID return to school issues.

My husband and I have a rising 9th grader at Riverside High School and live in Lansdowne. We are 20 year members of this county.

I am also the daughter of a 30 year public school administrator and take seriously the health of teachers and students. My husband and I both work full time.

I represent a very large group of parents who were extremely disappointed in the lack of instruction which our children received last quarter and the pass/ fail grades which resulted in obscuring the real declination of GPA's.

Our personal experience was watching an honor roll student dive to 3 "F" grades with corresponding levels of depression. We all have the same stories of our students - a fact which is a painful bond. After watching your vibrant child suffer in this way, you become resolute that it can't happen again.

A real use case: An Honor Roll Student whose grades plummeted and whose depression became real:

I vividly remember the day that our son excitedly got up and dressed thinking he was FINALLY going to virtual live school - only to find it was a 5 minute google meet to tell everyone how to learn on their own. The absolute depression on his face was horrible.

Unfortunately, both my husband and I work and our schedules did not change- they simply moved online - leaving my son alone in his room for 7-8 hours a day to try to learn and perform within 3 competing platforms - with teachers whose equipment often failed, platforms which often locked up and lost work and worksheets that we could not determine how to complete.

After 9 hours of work each day, we attempted to fill in the tons of gaps for our son- teaching him about the economy and stock market, attempting to watch enough videos to relearn math and to understand Spanish. Worksheets had no instructions or provided direction referencing work never learned- we frequently spent hours online learning the

back stop materials to the instruction.

Despite 16 hour days and several college and advanced degrees, we were unable to help him- and his grades plummeted. Communication between parents and teachers came in the form of platitude emails- "hang in there", "do your best", "don't stress if they don't learn". But no real communication - how to teach your kids, where to go for help, why is my kid failing a class and you aren't calling me?

It was a disaster and we were all exhausted. And, that is the collective "WE" - teachers agreed.

We were all very understanding at first. We were all in a new experience with no preparation. However, we, as parents, quickly lost patience as weeks turned to months and nothing improved. I, like many others, made calls to our Principal and offered suggestions, attending virtual PTO meetings, begged teachers for help in writing and on the phone. Nothing worked. Our teachers were as frustrated as our kids. Some of us had more experienced administrators than others. Ours, unfortunately was new and had young children at home to watch.

We, fortunately, could hire tutors (teachers, individuals and organizations) who provided that missing Zoom full instruction experience. I took frequent vacation time to change up my son's days/ nights and hoped that I would retain my job. We were fortunate - 1 child and options. Others were not.

Inequalities in Education- Despite the final decision on days in/ out of school, how do we provide an equitable learning experience?

Unfortunately, last semester, the school board allowed a completely inequitable learning experience for our LCPS children to persist, while, across town, Flint and Paul VI had rigorous teaching and live classes every day for full sessions- with 8th grade learning plans including an advisory period (live), 4 hours of live instruction a day, every subject on alternating days and live google meets (required). Other counties across this country provided their children with the same quality of education. We, as a county, allowed the pandemic and a banner of "no child left behind" to keep us from teaching our children. We are now officially a semester behind.

As someone who has watched public policy be set many times as a part of my professional career, I am familiar with the tools which have been employed during this discussion. Of note, the survey with no supportable standards of administration, taking on multiple controversial topics in one night at the board meeting, etc. -- it would appear that the public comment period is not intended to change or influence the course of following the Fairfax and Arlington County decisions. With that in mind, (and assuming a what would appear to be a less than ideal return--one that seems to be intended to appease multiple factions), let's please determine facts vs. myth and then set a course of action that puts the children first:

Facts:

1. As a professional leading large teams servicing the federal government, I can tell you that most offices will return to some form of in person work this Fall- many after Labor Day.

For much of your community, some form of the Federal government agency, contractor or company selling to the government employs (directly or indirectly) much of your constituency. For those who support the classified missions, the only current method of delivering work is in person. As the Federal government reopens (including the extended ecosystem), your working parents will be in chaos.

2. The County has reopened most parks, public spaces, restaurants and sports have restarted. Our children are interacting with adults and other children - and will continue to do so. While school is out, hoards of children roam the neighborhoods, and, sadly, have tragic outcomes- such as Fitz's drowning (which occurred during school hours). Our children will experience more exposure to covid during county reopening than in the classroom of 30 or less children - that is a fact.

3. The reopening plan contention is largely about limiting teacher liability and supporting parents who want a remote learning experience.

- Every employer in Loudoun county is dealing with limitation of liability of workers. In the classified work space where work can't be remote, for in person health care, etc. - this is not unique to LCPS and should be able to be addressed without holding hostage all of the children and parents in the county.

- A remote learning experience is available on schoology, zoom, MSFT teams, etc.

With that in mind, note that a great majority of your parents support 100% choice - in person full time and 100% zoom / at home full time instruction - give parents the option.

We implore you to go ahead and make a decision and then move onto defining how you will provide EQUITABLE QUALITY of education on a full time basis.

What Parents Define as Equitable Education

We, as parents, insist on **demonstration** of a plan for the FALL that :

1. Creates Parity and EQUITY OF Zoom / Distance learning to the standard classroom experience.

NOTE: 14 hours a week for a teenager to sit home alone and self instruct is not only unacceptable, but it also creates inequality for those who can't afford tutors and can't be home, for those without parity of technical access or devices for their household and for those without proper childcare.

(Of note is the fact that *it is illegal to leave your minor child at home alone* for period of time matching those outlined in the current plan.)

2. Creates Parity and Equity for LCPS to that of other counties, states and private schools. We, as parents, should not (after paying taxes) have to leave the county or state or enroll in private school to get parity of education (either in the classroom or in distance learning). Loudoun county is one of the most well funded counties in the state. Our educational plan should propel our children - not hold them back.

3. Defines and directs Administration and teachers on acceptable teaching and learning experiences and standardizes parent / student instructions. This plan should model those, measure those and monitor those - so that any needed "course correct" is fast/ swift. You must show parents that there will be real grades for students and teachers, real measurements of learning that will match SOL or national standards and prove to us that learning will occur at a rate which will not put our children behind other states/ counties as they compete on the national stage for college.

4. Do something proactive about mental health. Read the Journal of American Medical Association article on the impacts of COVID on isolation and Depression (June 24) and design a plan of engagement with each student which monitors mental health. You have got to take accountability for the mental health of children who would normally be in your care during school hours and are now home alone and struggling.

5. Demonstrate a measurement of return to school, defining "SAFE" and based

upon sample groups of others schools.

Use models from other school systems-- it is time to start giving facts about the low risk of child/ child infection - taking bold steps like the Australian Chief Medical Officer did when Australia returned their children to school during what is their "winter". If the State or CDC is not giving you acceptable data, pool it from other schools nationally and internationally so that you are not held hostage to decision making bound by liability.

I place that article below for your review.

We can't stay out of school until a vaccine is found, tested, deemed safe and made broadly available. When will we define "SAFE"? What is safe?

Summary:

It is time to move out- make a decision, take a stand and then demonstrate how you are going to equitably meet the needs of our children in a way that addresses ALL of the community of your constituents. Transferring liability and responsibility for instruction to your parents is not acceptable. Let's work together to create a plan that works and get to it.

Please provide a plan of action with depth (not pages of CDC guidelines) that builds trust with your community. We are all far too tired to be tied up in litigation of any kind this Fall. So, let's all get to the business of real solutions for real kids - including those whose parents have no access to backstop the county.

Thank you, again, for your tireless service and willingness to hear from the community. I have worked with some of you in the broader community and can note here your willingness to dig in, get your hands dirty in the details and to act boldly. If you don't have what you need to do your work, please let us know how we can help.

Thank you.

Getting our kids back to school – a matter of trust

An opinion piece by the Australian Government's Deputy Chief Medical Officer, Nick Coatsworth.

One word has become a common theme in all the discussions around face-to-face teaching during the COVID-19 pandemic: confusion.

As a country, we are largely heading in the same direction in relation to

how best to school our children while we battle coronavirus. However different states and territories are moving at different pace and this has led to a sense of confusion.

To address this confusion which is so frustrating for parents, teachers and students, we need to go back to the evidence, and then we need to go beyond that, and build our community's trust in our schooling recommendations.

When school closures were initially proposed to control an epidemic, planners had influenza in mind. Flu spreading within schools and children are the main source for transmission in the community. But COVID-19 is not the flu.

Far fewer children are affected by COVID-19, and the number of transmissions from children to children and children to adults is far less.

Some have said the evidence on this is not clear. In any health debate, evidence can be cherry-picked to support a particular view. As an infectious diseases specialist, I have examined all of the available evidence from within Australia and around the world and, as it stands, it does not support avoiding classroom learning as a means to control COVID-19.

The national position remains that face-to-face teaching is safe, particularly given the current very low rates of community transmission of SARS-CoV-2.

By contrast, there is plenty of public health evidence that stopping face-to-face teaching can damage society. It is clear this intervention (school closures) can cause harm, but the benefits (on disease transmission) are unknown, and likely to be marginal when

the disease burden is low.

I would like to touch on a couple of the more negative public health effects school closures can have.

Firstly, the disruption to routine and socialisation, while temporary, tends to have a disproportionate effect on our more vulnerable children, including those with disability or particular learning needs. School is a critical element of good health across all age ranges.

Secondly, it increases stress within the family environment, with parents having to juggle home schooling and work. Sixty-two percent of Australian families have two working parents. Parents extend their working day into the evening to compensate for the need to home school.

The main risk of going back to school is that it increases the movement and interaction of adults in the community and puts staff back in contact with each other. Importantly, this can be managed. Staff and parents must maintain their distance from each other in the school environment, avoid the school if unwell with a cold, and keep children at home when they are not feeling well.

From: [Teacher LCPS](#)
To: [Eric Williams](#)
Cc: [Atoosa Reaser](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Ian Serotkin](#); [John Beatty](#); [Leslee King](#); [Ashley Ellis](#); [Harris Mahedavi](#); [president@LoudounEA.org](#)
Subject: [EXTERNAL] Hybrid Concerns
Date: Thursday, July 2, 2020 1:30:55 PM

As a teacher, I am gravely concerned about the hybrid model you have chosen for us. More concerningly, the county, as demonstrated with their robust preparation of only one resolution, has not listened to the concerns of those who would vastly affect the success of such a model. Many of us are struggling with the idea of having to make such a huge decision with very little logistical information (and such information that would impact our decision). To ask us to make this decision, uninformed, is morally wrong. Please listen to your teachers and provide them with information, such as the items listed below, so that they can be educated in the decision they make (this is parallel to buying a car without test driving it, buying a house without being able to see it/inside it, taking medication without knowing the name of it, etc).

- What will you do to ensure **equity of workload** between a hybrid and DL teacher? As it stands, you are asking the hybrid teacher to accomplish two jobs and the DL teacher one. This is not sustainable and will likely cause the hybrid teacher to present mediocre learning experiences in two platforms rather than a fine-tuned experience in one.
- As it stands, in order to preserve our mental health, many of your teachers deemed hybrid will be **working during contract hours only** - which means: when the afternoon end time hits, there will be **no** duties performed (grades in Phoenix, planning lessons, providing feedback, recording progress). We cannot be expected to do the jobs of two teachers/platforms - it is literally impossible within contract hours (if you expect the DL portion to be as thorough as many teachers made it). *This will likely impact the depth of instruction we are able to provide.*
- **Mental health** - the load and stress that this hybrid model puts on teachers (as you have designed it currently) WILL lead to mental health concerns
- **Planning time** - you are deeming us with an incredibly significant increase in workload yet providing us with less time to plan/prepare. Please tell us how this is possible to do our jobs well?
- **Storage** - with limited desks, we will need storage for student belongings (ie: this could easily be done with cube storage units for each student to place their belongings at the end of their day - this would allow desks to be cleaned properly in between days/groups...but the county needs to provide that, NOT teachers)
- **Curriculum** - please tell us how the curriculum will be modified to fit our situation (FYI - Unit of Studies/Lucy Calkins does not work and contributes to student disengagement, especially in this format!) Will you empower us with the flexibility to modify how we execute the curriculum to meet the needs of our students, especially when we see that something is not working?
- **Hazard Pay/Workman's Comp** - please tell us how you will support teachers when they are forced to quarantine; when they contract Covid by being put in the situation you have chosen for us; will you foot the bill of our treatment/hospital stay if we contract it in your building
- **Honesty** - how will you ensure that parents are not sending their kids to school with a masked fever on Tylenol?

Childcare - please tell us how you will support us with this

- **Attire** - many of us are requesting the "ok" to wear scrubs - so that we can easily remove and intensely launder our clothes
- **Movement between phases** - how does this look on the hybrid teacher's side? And, does a child who contracts covid/is quarantined move to the DL model?

More than ever, we need your support. We need answers. And most pressingly, we can't do our jobs (which we so eagerly want to do) unless you create a sustainable and safe environment for us.

From: Erin Roselle
To: Denise Corbo; Ian Serotkin; Leslee King; John Beatty; Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Beth Barts; Patricia Nelson; John Lody; james.lane@doe.virginia.gov; Eric Williams
Subject: [EXTERNAL] parents need more answers please
Date: Thursday, July 2, 2020 10:49:52 AM

To whom it may concern,

I understand the difficult situation you are in. I do not envy any of you. However, there comes a time when you must realize that the choices you are making can and will be more devastating than the virus. All the plans presented to the families and teachers have been designed around fear and not science. Science will tell you that yes people will get the virus, but most everyone will be okay, some will not even know they have it. Hearing cases should not mean we live in a society of fear. Life cannot continue that way. Science will tell you that there are ways to gather and be safe but again this does not factor into your plans. The American Pediatric Association, Dr. Anthony Fauci, and Governor Northan ALL stated children need to be back in school. Why do you ignore the voices of the experts? **Parents have no way of actually knowing what they are deciding since the board has not or can not provide details.** There are many that this decision will have a harmful effect on.

- Families that require dual incomes
- Single parent homes
- Families without internet
- Children who are in abusive homes
- Children who need extra support academically
- Children who need to eat
- Scholarship kids
- MENTAL HEALTH
- EQUALITY FOR ALL IN EDUCATION
- IEP, 504 and ELL students

Dr Williams openly stated at the last school board meeting that **he does not have all the information** he would like to have. How can you plan anything if you lack essential data? I understand now that you are hiring a **"Equity Hire"** for every school. In one hand you say you need to cut the budget of 73 million but now there is a new hire. You could be using that money to better equip the schools with ventilation and filtration systems. If there must be a hybrid plan can we not look to 45 min blocks for MS and HS students. That would help with their ability to retain and learn new information. If you do not want the liability, have families and teacher sign a form like what you use for field trips for both parties. This removes ALL responsibility. Why are you not discussing past phase 3? Is this the future of academics for children? You state that LCPS does not discriminate however you just have with the proposed plan. You have discriminated against 11 different demographic all that can have significant repercussions for LCPS. With your plan you will be putting families out on the streets, allowing for more youth depression and suicide to take place, children will be failing academically. This is the real liability you should be worried about. I urge you to reassess your position. There are ways to make this work and have an open discussion with your community members.

You as the decision makers still avoid the many questions that continue to be asked,

1. What metrics will you use to get our children back in school 100%?
2. How will you adequately train your teacher in 6 days without altering teacher contract says or

student attendance?

3. How can you make any decision without knowing how many teachers will be returning to school in the fall and how many will stay home?
4. If teachers do not understand the new system how will they be able to help their students?
5. Could we not use academy days as off days to allow for more children in school?
6. How are teacher going to engage in synchronous distance learning while they have students sitting right in front of them in the classroom?
7. How will SPED children receive services such as speech, reading and more? How will you protect their confidentiality?
8. What about the families that CAN NOT stay home and need to work, will you help to find childcare for them?
9. Do you have enough substitute teachers?
10. WHY IS THE MENTAL HEALTH NOT EVEN A FACTOR IN YOUR PLANNING FOR BACK TO SCHOOL? WE HAVE HAD CHILDREN IN LCPS COMMIT SUICIDE.
11. How do you explain the science behind the 2/3 hybrid model? How is that any safer?
12. How will counseling staff handled and address the increase in mental health, stress, pressure, anxiety, ADHD because of being isolated from their peers?
13. How will these children have a sense of PURPOSE?
14. How is being on a computer all day healthy when you, the board members are having to take breaks as well?
15. What will working families do for childcare that cannot afford it?

A powerful school board goes beyond the classroom and partners with the community. They should be responding to a community's hopes for its young people. You were elected by the families that you are ultimately hurting. That will be your cross to bear.

Do not make decisions under the premise for fear, but listen to the experts, there are many who say children need to be back in school. There are ways to keep everyone safe. I urge you to have a conversation with your community. Lets combine forces and find a better solution for all.

Respectfully

Erin Roselle Poe

From: Scott Phillips
To: Denise Corbo; Nyah Hamlett; Eric Williams
Subject: RE: [EXTERNAL] Black Face, Angela Newton
Date: Thursday, July 2, 2020 10:48:28 AM

All,

For your awareness, I responded to the below email, and about 15 more like it with the following message:

Thank you for your message regarding recent social media posts attributed to an Eagle Ridge Middle School student. LCPS rejects racist and other hateful behavior and language, recognizing that it encourages discrimination, hatred, oppression, and violence. Racism has no place in LCPS schools, and we are committed to providing a safe, empathetic, respectful and supportive learning environment in order to empower every student to make meaningful contributions to the world. As middle school educators, due to the age of our students, we find it imperative that we address racist speech and images by teaching the “why” of what is posted/said is offensive to others, and including the parent in the conversation, reflection, and growth for the student. Beyond that, we take all reports of racist and other hateful behavior seriously, and to the degree we can, we will investigate these issues to determine if there are remedies available under School Board policy and consistent with the LCPS Students Rights and Responsibilities handbook.

Scott F. Phillips

Principal

Eagle Ridge Middle School

571-252-2140

5 Time National School to Watch & 2014-19 VA VIP Award Winning School

“Partnering with Parents to cultivate committed learners who become confident and successful young adults”

From: Denise Corbo

Sent: Thursday, July 2, 2020 5:50 AM

To: sophia altieri <sophia.altieri1@gmail.com>; Scott Phillips <Scott.Phillips@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>

Cc: Schoolboardemail <lcsb@lcps.org>; LCPS-SUP-SCHOOLS <Schools@lcps.org>

Subject: Re: [EXTERNAL] Black Face, Angela Newton

Dear Ms. Altieri,

Thank you for bringing your concern to our attention. As you know, the district takes acts of racism very seriously. I have added Dr. Hamlett to this email to ensure your concern is researched and addressed by the administrative staff.

Sincerely,

Denise

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

From: sophia altieri <sophia.altieri1@gmail.com>
Sent: Thursday, July 2, 2020 4:22 AM
To: Scott Phillips
Cc: Schoolboardemail; LCPS-SUP-SCHOOLS
Subject: [EXTERNAL] Black Face, Angela Newton

To whom this may concern,

A student at your school has been posing in blackface and has been making racially insensitive comments about African Americans and Asian Americans. The student is Angela Newton and disclosed below is a picture she had posted publicly on a social media platform called Snapchat. In the photo you can clearly see that Angela Newton has applied what she has claimed to be black eyeshadow over her entire face. Many people have reached out to her trying to get her to own up to her actions and recognize that it is not ok to do black face as it is extremely racist, Angela Newton has said multiple times that she believes that she did not do anything wrong and sees nothing wrong with what she did and said. I am reaching out as it is concerning to see someone who has potential to achieve many great things but chooses their time to spread hate against African Americans and Asian Americans, as I am sure there are many African American and Asian American students who attend Eagle Ridge Middle school who would feel horrible if they saw or heard what Angela Newton has said and done. As said before below is a picture of your student, Angela Newton, in blackface. Please see through with action as racism and hate is not something that is tolerated within Eagle Ridge.

I am also requesting for the Superintendent Eric Williams email as I will be reaching out to him also.

Thank you for your time Scott Phillips if you have any questions please feel free to email me.
From, Sophia Altieri



From: Stephanie Pickering
To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Schoolboardemail; Eric Williams; Nyah Hamlett; Koran.Saines@loudoun.gov; Juli.Briskman@loudoun.gov; mike.turner@loudoun.gov; Tony.Buffington@loudoun.gov; Sylvia.Glass@loudoun.gov; caleb.kershner@loudoun.gov; Matt.Letourneau@loudoun.gov; Kristen.Umstattd@loudoun.gov; bos@loudoun.gov; phyliss.randall@loudoun.gov
Subject: [EXTERNAL] Our children are headed for disaster
Date: Wednesday, July 1, 2020 7:00:19 PM

To whom it may concern,

I am completely disappointed and disgusted by your choice not to allow students to return 100% in school for their education.. you preach equity when it fits your agenda but where is the equity for 2 working parents, for ELL students, for students with IEPs and SPED students.. also what about the mental health of our children! I had my daughter at the pediatrician today for mental health issues since finding out there will be no 5 day a week school.. but I know you don't care.. there will be a mass exodus out of VA and our education will be a failure.. you need to reconsider and send our kids back 100% or the future of our children is at great risk!

A mother of 4!

Sent from my iPhone

On Jun 28, 2020, at 9:16 PM, Stephanie Pickering <stephburks6@yahoo.com> wrote:

To whom it may concern,

I am writing you as a mother of 4 children, one who is a recent graduate of a high school in LCPS. Education is a right that all of our children deserve, DL will not offer an education to many children in your school system. I have a daughter with an IEP, she will not learn or receive a quality education without services that are needed IN person. There is also an equity issue, which I know is of the utmost importance. There are children from lower income families with two parents who work outside of the home, they will not be able to ensure their children are getting a quality education over the computer at home!! There is also the issue of mental health, my Bachelor's degree is in Family and Child Development, so I have an understanding of what science says our children need to be healthy and happy and to be successful as adults. This DL will be a HUGE problem for our youths mental health. My daughter's 15 year old friend attempted suicide while in social isolation when schools were shut down. She is lucky to be alive but she started to spiral into a depression while having no contact with their peers. You have to understand that our children need and deserve an in person education. Give the families that are concerned about COVID-19 a choice to do DL but allow the other children to go 100% in person, our children are counting on you to make the right decision about their future education. THESE children are our future!! Thank you for your time!

Stephanie Pickering

From: [Erin Roselle](#)
To: [va10iwima@mail.house](#); [district13@senate.gov](#); [Denise Corbo](#); [Ian Serotkin](#); [Leslee King](#); [John Beatty](#); [Brenda Sheridan](#); [Atoosa Reaser](#); [Harris Mahedavi](#); [Phyllis.Randall@loudoun.gov](#); [Koran.Saines@loudoun.gov](#); [Juli.Briskman@loudoun.gov](#); [Mike.Turner@loudoun.gov](#); [Tony.Buffington@loudoun.gov](#); [Sylvia.Glass@loudoun.gov](#); [caleb.kershner@loudoun.gov](#); [Matt.Letourneau@loudoun.gov](#); [Kristen.Umstattd@loudoun.gov](#); [Eric Williams](#); [Ashley Ellis](#); [Kevin Lewis](#); [Asia Jones](#); [james.lane@doe.virginia.gov](#)
Subject: [EXTERNAL] Equity Hire.....Why is this no publicly known?
Date: Wednesday, July 1, 2020 9:06:31 AM

To whom it may concern,

I understand the difficult situation you are in. I do not envy any of you. However, there comes a time when you must realize that the choices you are making can and will be more devastating than the virus. All the plans presented to the families and teachers have been designed around fear and not science. Science will tell you that yes people will get the virus, but most everyone will be okay, some will not even know they have it. Hearing cases should not mean we live in a society of fear. Life cannot continue that way. Science will tell you that there are ways to gather and be safe but again this does not factor into your plans. The American Pediatric Association, Dr. Anthony Fauci, and Governor Northan ALL stated children need to be back in school. Why do you ignore the voices of the experts? There are many that this decision will have a harmful effect on.

- Families that require dual incomes
- Single parent homes
- Families without internet
- Children who are in abusive homes
- Children who need extra support academically
- Children who need to eat
- Scholarship kids
- MENATL HEALTH
- EQUALITY FOR ALL IN EDUCATION
- IEP, 504 and ELL students

Dr Williams openly stated at the last school board meeting that **he does not have all the information** he would like to have. How can you plan anything if you lack essential data? I understand now that you are hiring a “**Equity Hire**” for every school. In one hand you say you need to cut the budget of 73 million but now there is a new hire. You could be using that money to better equip the schools with ventilation and filtration systems. If you do not want the liability, have families and teacher sign a form like what you use for field trips for both parties. This removes ALL responsibility. Why are you not discussing past phase 3? Is this the future of academics for children? You state that LCPS does not discriminate however you just have with the proposed plan. You have discriminated against 11 different demographic all that can have significant repercussions for LCPS. With your plan you will be putting families out on the streets, allowing for more youth depression and suicide to take place, children will be failing academically. This is the real liability you should be worried about. I urge you to reassess your position. There are ways to make this work and have an open discussion with your community members.

You as the decision makers still avoid the many questions that continue to be asked,

1. What metrics will you use to get our children back in school 100%?
2. How will you adequately train your teacher in 6 days without altering teacher contract says or student attendance?

3. How can you make any decision without knowing how many teachers will be returning to school in the fall and how many will stay home?
4. If teachers do not understand the new system how will they be able to help their students?
5. Could we not use academy days as off days to allow for more children in school?
6. How are teacher going to engage in synchronous distance learning while they have students sitting right in front of them in the classroom?
7. How will SPED children receive services such as speech, reading and more? How will you protect their confidentiality?
8. What about the families that CAN NOT stay home and need to work, will you help to find childcare for them?
9. Do you have enough substitute teachers?
10. WHY IS THE MENTAL HEALTH NOT EVEN A FACTOR IN YOUR PLANNING FOR BACK TO SCHOOL? WE HAVE HAD CHILDREN IN LCPS COMMIT SUICIDE.
11. How do you explain the science behind the 2/3 hybrid model?
12. How will counseling staff handled and address the increase in mental health, stress, pressure, anxiety, ADHD because of being isolated from their peers?
13. How will these children have a sense of PURPOSE?
14. How is being on a computer all day healthy when you, the board members are having to take breaks as well?
15. What will working families do for childcare that cannot afford it?

A powerful school board goes beyond the classroom and partners with the community. They should be responding to a community's hopes for its young people. You were elected by the families that you are ultimately hurting. That will be your cross to bear.

Do not make decisions under the premise for fear, but listen to the experts, there are many who say children need to be back in school. There are ways to keep everyone safe.

Respectfully

Erin Roselle Poe

From: [MSAAC Chair](#)
To: [Wayde Byard](#); [Lottie Spurlock](#); [Joan Sahlgren](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 9:37:44 AM

Mr. Byard,

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

Respectfully,

--

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 8:39 AM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

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

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 2:19 AM

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

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

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

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

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

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

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

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

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

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

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: [@lcpsmsaac](#)

Facebook: [@lcpsmsaac](#)

From: [Jason T. Kessler](#)
To: [Scott Ziegler](#)
Subject: [EXTERNAL] Federal Advocacy Update: March 27, 2021
Date: Saturday, March 27, 2021 9:02:29 AM

Good Saturday Morning! At the conclusion of this message is the March 27, 2021 Federal Advocacy & Public Policy Update. If you have any questions regarding this report, please do not hesitate to contact me.

Have a safe and enjoyable weekend!

Best,

J.T.

Federal Advocacy & Public Policy Team

March 27, 2021

Congressional Update

House Releases Community Project Funding Guidance

On Tuesday, March 23, the House Appropriations Committee formally published guidance regarding the process for Members of Congress to request “Community Project Funding”—the committee’s new term for appropriations earmarks. As previously shared, House appropriations leaders have sought to ensure the new process for requesting earmarks ensures transparency and accountability as reflected in this new guidance. Of note for the K-12 community the “Innovation and Improvement” account for elementary and secondary education, composed of programs most recently funded at \$1.1 billion, is eligible for requests from Members of Congress for the upcoming FY 2022 appropriations cycle—a process that must be completed by October 1, 2021 before current funding is set to expire.

Senate HELP Committee Considers Deputy Secretary of Education Nomination

On Wednesday, March 24, the Senate Health, Education, Labor, and Pensions (HELP) Committee held a hearing to consider President Biden’s nomination of Cindy Marten to be the next U.S. Deputy Secretary of Education. Since 2013, Marten has been the Superintendent of San Diego’s Unified School District in California. During the hearing, Marten promoted summer learning programs as an effective strategy for districts to consider when determining how best to combat student learning loss due to the ongoing pandemic. In addition, she highlighted her own experiences as superintendent when addressing the issue of school reopening’s. Marten also voiced support for the U.S. Department of Education’s recent decision to require states to move forward with federally mandated standardized assessments. The committee is expected to formally vote on Marten’s nomination in the coming weeks and she is widely expected to be confirmed by the full Senate shortly thereafter.

House Hearing Explores Educational Equity Post-Pandemic

On Thursday, March 25, the House Education and Labor Committee's Early Childhood, Elementary,

and Secondary Education Subcommittee held a hearing titled, "Lessons Learned: Charting the Path to Educational Equity Post-COVID-19." Witnesses included:

- Marc H. Morial, President and CEO, National Urban League
- Jennifer Dale, Parent, Lake Oswego, OR
- Selene A. Almazan, Legal Director, Council of Parent Attorneys and Advocates, Inc.
- Alberto M. Carvalho, Superintendent of Schools, Miami-Dade County Public Schools

The hearing focused on a slew of K-12 education topics and issues brought to the forefront due to the ongoing pandemic. Much of the discussion centered on schools returning to in-person instruction, along with an exploration of how states and school districts plan to make use of federal pandemic aid made available through the recently passed American Rescue Plan. The topic of standardized assessment was also brought up a number of times—by both witnesses and subcommittee members—with some arguing that testing should be suspended during the pandemic, while others defended testing as a key way to ensure an equitable educational recovery for all students. An archived video of the hearing, along with written statements, is available [here](#).

Administration Update

USED Hosts School Reopening Summit

On Wednesday, March 24, the U.S. Department of Education (USED) hosted a "National Safe School Reopening Summit" which brought together education stakeholders from across the country to discuss and share best practices related to school reopening's. The summit was comprised of three separate sessions focused on implementing the Center for Disease Control and Prevention's (CDC) K-12 operational strategy regarding school reopening's (recently updated by the CDC on March 19), lessons learned during these efforts, and how schools and districts can best address students' academic, social, and emotional needs throughout the pandemic.

In addition to these discussions, Secretary of Education Miguel Cardona also announced that his department was making nearly two-thirds of the approximately \$122 billion in K-12 funding from the American Rescue Plan (ARP) available to states and school districts (\$81 billion total). In a related press [release](#), the department noted that "The remainder of ARP [K-12] funds will become available after states submit the plans they are developing and implementing for using ARP. . ." funding to safely reopen schools.

Following the summit, the department also announced plans to launch a school reopening listening tour and “Summer Learning and Enrichment Collaborative” which will seek to share best practices for summer learning. This announcement came after 11 Senators, led by Sen. Murphy (D-CT) wrote to Cardona urging his department to provide further information and guidance regarding how states and school districts can best provide summer enrichment activities.

USED Releases New School Survey Data

Shortly after his inauguration, President Biden signed an executive order supporting the reopening of K-12 schools. As part of this order the President directed USED’s Institute of Education Sciences (IES) to survey K-12 schools and districts regarding the impact of the COVID-19 pandemic, including collecting data on the status of in-person instruction at schools. On Tuesday, IES released the first in what will be a series of findings from an ongoing survey of public schools throughout the country. This newly released survey showed that more than three-quarters of all fourth and eighth grade public school students attended schools that provided hybrid or in-person instruction during the past few months. The survey and related data collection will continue monthly through June of this year with additional results published periodically. The full survey results from this most recent release can be accessed here.

New Legislation

S.883 A bill to modify the Federal TRIO programs. Sponsor: Sen. Collins, Susan M. [R-ME]

S.879 A bill authorize the Secretary of Education to make grants to support educational programs in civics and history, and for other purposes. Sponsor: Sen. Coons, Christopher A. [D-DE]

H.R.2147 To prohibit States and local educational agencies that ban books from receiving funds under the Student Support and Academic Enrichment Grants program. Sponsor: Rep. Joyce, John [R-PA-13]

H.R.2106 To provide for the elimination of the Department of Education, and for other purposes. Sponsor: Rep. Rouzer, David [R-NC-7]

From: Wayde Byard
To: Scott Ziegler; Brenda Sheridan; Mark Smith
Subject: FW: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 8:52:51 AM
Attachments: 9042D7E7-7E78-481E-B952-C37AA8592821.jpeg
1CF0E1A1-D5CD-4A8E-B763-FB2A6268525A.jpeg

Dr. Ziegler, Chair Sheridan and Dr. Smith,
I thought you should be aware of this. The Daily Wire has asked for a comment from LCPS and I have offered none. I have made Ms. Sahlgren aware of the situation.

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

----- Original message -----

From: MSAAC Chair <MSAACChair@lcps.org>
Date: 3/27/21 2:19 AM (GMT-05:00)
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>, Wayde Byard <Wayde.Byard@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>, MSAAC Communications <MSAACCommunications@lcps.org>, MSAAC Secretary <MSAACSecretary@lcps.org>, MSAAC Membership <MSAACMembership@lcps.org>, MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

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

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to force people who disagree into silence through coercion, violence or any number of false narratives.

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

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: [Nyah Hamlett](#)
To: [Denise Corbo](#)
Cc: [Brenda Sheridan](#)
Subject: RE: Public Comment
Date: Monday, July 6, 2020 6:30:55 PM

Hi Denise,

I am not sure who you are referring to when you say "they" but we have heard from staff and community members of multiple races asking what the difference is between the Comprehensive Equity Plan and the Plan to Combat Systemic Racism. We have also heard some concern about the draft of the Comprehensive Equity plan not have measurable goals. The plan is going before the Equity Committee on the 16th which will incorporate their input and add more measurable goals.

In addition, we are working on a draft Q&A to clearly outline a distinction between the two documents. Here is a draft that I plan to share with cabinet tomorrow. I plan to make additional revisions to the highlighted sentence and potentially other areas of the answers based on cabinet feedback. This is not final yet and not quite ready to be shared.

Q: What is the difference between the Equity Plan and the LCPS Action Plan to Combat Systemic Racism?

A: The Comprehensive Equity Plan will have goals to denote specific actions/work underway and future work as it relates to Diversity, Equity, and Inclusion for the division. It is a multi-year outlook with goals and action steps to show our deliberate intentionality toward eradicating inequities across the division. The Equity Framework at the outset of the plan's goals display the various components to be addressed in the plan. Focus areas from three different departments (HRTD, DOI, and DPS) are outlined in the plan by use of the Strategic Goals from the Vision 20/20 Strategic Action Plan along with the pairing of an Equity Emphasis area. Recent quantitative data (discipline disproportionality, course enrollment, etc.) as well as qualitative data from the LCPS Systemic Equity Assessment served as a foundation for the types of goals and areas of focus to be outlined by the Equity Plan. The five emergent themes from the Systemic Equity Assessment revealed foundational information related to unconscious bias, the discomfort of conversations about race and racism, and the need for professional learning for adults to better support every student (particularly marginalized and traditionally underserved groups) in experiences with stronger, equitable outcomes. Although the Comprehensive Equity Plan is intended to address inequities by taking a preventative as well as a responsive approach, the Action Plan to Combat Systemic Racism has a laser focus on systemic racism, oppression, and the need for the disruption and dismantling of ineffective systems (referenced in Superintendent's Division-wide Equity Statement issued August 19, 2019) in particular, which fail to serve every student. The reiteration here is that even with a forward-facing multi-year strategy for improving equitable outcomes through a Comprehensive Equity Plan, none of the goals or actions outlined in the plan can fully come to fruition without recognizing where true interruptions in our current practices and even policies need to occur as foundational work to truly move the needle in combating systemic racism.

Q: Will both exist as separate documents?

A: At this point, these documents are in stand-alone format to give them both the individualized attention needed to address equity comprehensively and systemic racism specifically. In this work, which is more adaptive and less technical in nature, it is important that we place these documents in the center of the table to allow for the necessary dialogue and bold action steps that foster transparency and accountability. As you know our internal and external stakeholders need time to discuss the nature of the plan and the implications for the community and division as a whole. In the future, the action plan *may* be embedded (linked) into the Equity Plan, as part of the Action Steps listed beneath specific goals throughout the plan.

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: Monday, July 6, 2020 12:09 PM
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Public Comment

Hi Nyah,

That's the problem, it's unclear what they want or what the ask is exactly. What is the upset in regard to the equity plan?

Thanks,

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

Sent: Monday, July 6, 2020 11:26 AM

To: Denise Corbo <Denise.Corbo@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>

Subject: RE: Public Comment

Hi Denise,

Is there a particular comment in particular that you are referring to? There were any public commenters that spoke on this topic some of which were from Black residents of Loudoun some were from people of other races who spoke on the same subject.

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: Friday, July 3, 2020 10:13 AM

To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>

Subject: Public Comment

Good morning,

I wanted to ask about the public comment that was made at the last meeting by the African American community. Do you know what exactly they want us to do as a school division? It sounds like they are looking for action in the equity plan, however I'm not clear. Please help me understand better and what we can do to support and help.

Sincerely,

Denise

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

From: Nyah Hamlett
To: Denise Corbo; Brenda Sheridan
Subject: RE: Public Comment
Date: Monday, July 6, 2020 11:26:59 AM

Hi Denise,

Is there a particular comment in particular that you are referring to? There were any public commenters that spoke on this topic some of which were from Black residents of Loudoun some were from people of other races who spoke on the same subject.

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: Friday, July 3, 2020 10:13 AM
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>
Subject: Public Comment

Good morning,

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Sincerely,

Denise

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

From: Erin Roselle
To: va10iwima@mail.house; district13@senate.gov; Denise Corbo; Ian Serotkin; Leslee King; John Beatty; Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Phyllis.Randall@loudoun.gov; Koran.Saines@loudoun.gov; Juli.Briskman@loudoun.gov; Mike.Turner@loudoun.gov; Tony.Buffington@loudoun.gov; Sylvia.Glass@loudoun.gov; caleb.kershner@loudoun.gov; Matt.Letourneau@loudoun.gov; Kristen.Umstattd@loudoun.gov; Eric Williams; Ashley Ellis; Kevin Lewis; Asia Jones; james.lane@doe.virginia.gov
Subject: [EXTERNAL] LCPS is failing their community
Date: Sunday, July 5, 2020 11:34:13 AM

To whom it may concern,

I understand the difficult situation you are in. I do not envy any of you. However, there comes a time when you must realize that the choices you are making can and will be more devastating than the virus. All the plans presented to the families and teachers have been designed around fear and not science. Science will tell you that yes people will get the virus, but most everyone will be okay, some will not even know they have it. Hearing cases should not mean we live in a society of fear. Life cannot continue that way. Science will tell you that there are ways to gather and be safe but again this does not factor into your plans. The American Pediatric Association, Dr. Anthony Fauci, and Governor Northan ALL stated children need to be back in school. Why do you ignore the voices of the experts? There are many that this decision will have a harmful effect on.

- Families that require dual incomes
- Single parent homes
- Families without internet
- Children who are in abusive homes
- Children who need extra support academically
- Children who need to eat
- Scholarship kids
- MENATL HEALTH
- **EQUALITY FOR ALL IN EDUCATION**
- **IEP, 504 and ELL students**

Dr Williams openly stated at the last school board meeting that **he does not have all the information** he would like to have. How can you plan anything if you lack essential data? I understand now that you are hiring a “**Equity Hire**” for every school. In one hand you say you need to cut the budget of 73 million but now there is a new hire. You could be using that money to better equip the schools with ventilation and filtration systems. If you do not want the liability, have families and teacher sign a form like what you use for field trips for both parties. This removes ALL responsibility. Why are you not discussing past phase 3? Is this the future of academics for children? You state that LCPS does not discriminate however you just have with the proposed plan. You have discriminated against 11 different demographic all that can have significant repercussions for LCPS. With your plan you will be putting families out on the streets, allowing for more youth depression and suicide to take place, children will be failing academically. This is the real liability you should be worried about. I urge you to reassess your position. There are ways to make this work and have an open discussion with your community members.

You as the decision makers still avoid the many questions that continue to be asked,

1. What metrics will you use to get our children back in school 100%?
2. How will you adequately train your teacher in 6 days without altering teacher contract says or student attendance?

3. How can you make any decision without knowing how many teachers will be returning to school in the fall and how many will stay home?
4. If teachers do not understand the new system how will they be able to help their students?
5. Could we not use academy days as off days to allow for more children in school?
6. How are teacher going to engage in synchronous distance learning while they have students sitting right in front of them in the classroom?
7. How will SPED children receive services such as speech, reading and more? How will you protect their confidentiality?
8. What about the families that CAN NOT stay home and need to work, will you help to find childcare for them?
9. Do you have enough substitute teachers?
10. WHY IS THE MENTAL HEALTH NOT EVEN A FACTOR IN YOUR PLANNING FOR BACK TO SCHOOL? WE HAVE HAD CHILDREN IN LCPS COMMIT SUICIDE.
11. How do you explain the science behind the 2/3 hybrid model?
12. How will counseling staff handled and address the increase in mental health, stress, pressure, anxiety, ADHD because of being isolated from their peers?
13. How will these children have a sense of PURPOSE?
14. How is being on a computer all day healthy when you, the board members are having to take breaks as well?
15. What will working families do for childcare that cannot afford it?

A powerful school board goes beyond the classroom and partners with the community. They should be responding to a community's hopes for its young people. You were elected by the families that you are ultimately hurting. That will be your cross to bear.

Do not make decisions under the premise for fear, but listen to the experts, there are many who say children need to be back in school. There are ways to keep everyone safe.

Respectfully

Erin Roselle Poe

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: Friday, July 3, 2020 12:33:21 PM

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: [MSAAC Chair](#)
To: [Wayde Byard](#); [Lottie Spurlock](#); [Joan Sahlgren](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 12:01:25 PM

Mr. Byard,

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

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

Respectfully,

--

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 11:17 AM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

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

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

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for

help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals. We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

All,

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

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in

error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

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We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

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

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 9:37 AM
To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

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

into this conversation as well.

Respectfully,

--

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 8:39 AM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

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

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 2:19 AM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

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

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

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

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

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

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

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

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

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

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: [Wayde Byard](#)
To: [MSAAC Chair](#); [Lottie Spurlock](#); [Joan Sahlgren](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: RE: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 11:17:32 AM

Ms. Jennings,

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

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Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: [@lcpsmsaac](#)

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications

<MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

Subject: Re: MSAAC Call to Action Social Media Post

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Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 10:50:57 AM

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Subject: MSAAC Call to Action Social Media Post

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Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

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From: [Joan Sahlgren](#)
To: [Wayde Byard](#); [MSAAC Chair](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: RE: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 1:27:57 PM

Dear Ms. Jennings,

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

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

With thanks,
Joan Sahlgren

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

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

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Subject: RE: MSAAC Call to Action Social Media Post

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

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

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

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

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

Respectfully,

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Ms. Jennings,

First, thank you for doing this.

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

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

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

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Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: Wayde Byard
To: MSAAC Chair; Lottie Spurlock; Joan Sahlgren; Brenda Sheridan; Scott Ziegler
Cc: MSAAC ViceChair; MSAAC Communications; MSAAC Secretary; MSAAC Membership; MSAAC PastChair
Subject: RE: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 12:06:37 PM

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

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

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

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Subject: Re: MSAAC Call to Action Social Media Post

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

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

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

Subject: MSAAC Call to Action Social Media Post

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From: [MSAAC Chair](#)
To: [Joan Sahlgren](#); [Wayde Byard](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: Re: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 1:54:59 PM

Ms. Sahlgren,

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

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

Respectfully,

--

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Executive Committee | Chair 2020-2021
eMail: msaacchair@lcps.org
Website: [MSAAC Website](#)
Twitter: [@lcpsmsaac](#)
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From: Joan Sahlgren <Joan.Sahlgren@lcps.org>
Sent: Saturday, March 27, 2021 1:27 PM
To: Wayde Byard <Wayde.Byard@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Subject: RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

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

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

With thanks,
Joan Sahlgren

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 12:07 PM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
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My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

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

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

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: [Wayde Byard](#)
To: [MSAAC Chair](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)
Cc: [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)
Subject: RE: MSAAC Call to Action Social Media Post
Date: Saturday, March 27, 2021 4:20:13 PM
Attachments: [LCPS Media Statement March 27, 2021.pdf](#)

Ms. Jennings,

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

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

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

Ms. Sahlgren,

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

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

Respectfully,

--

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

Twitter: @lcpsmsaac

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

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

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

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

Subject: RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

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

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

With thanks,
Joan Sahlgren

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 12:07 PM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Subject: RE: MSAAC Call to Action Social Media Post

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

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

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 12:01 PM
To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

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

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

any further commentary attached.

Respectfully,

--

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 11:17 AM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,
First, thank you for doing this.
LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.
Ms. Shalgren I would suggest the following edits in your proposed message:

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Respectfully,

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Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

All,

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

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

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Respectfully,

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

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

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

Respectfully,

--

Keaira Jennings, MHA
Minority Student Achievement Advisory Committee (MSAAC)
Executive Committee | Chair 2020-2021
eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

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

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

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

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

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

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

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

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

the official MSAAC social media pages, I have to take responsibility as they are my words.

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

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

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

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

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

Respectfully,

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Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

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

Mr. Byard,

Thanks very much for sending in advance of public release.

Respectfully,

--

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 4:20 PM
To: MSAAC Chair <MSAACChair@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
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Ashburn, VA 20148
571-252-1040
Wayde.Byard@lcps.org

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 1:55 PM
To: Joan Sahlgren <Joan.Sahlgren@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
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Respectfully,

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Sent: Saturday, March 27, 2021 1:27 PM
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Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: RE: MSAAC Call to Action Social Media Post

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Joan.Sahlgren@lcps.org

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

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

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

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

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Wayde.Byard@lcps.org

From: MSAAC Chair <MSAACChair@lcps.org>

Sent: Saturday, March 27, 2021 12:01 PM

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

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Mr. Byard,

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Respectfully,

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Ms. Jennings,

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

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Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

All,

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

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

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

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

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

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

awareness.

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

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

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

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

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

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

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

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

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

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

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

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: Wayde Byard
To: School Board Confidential
Cc: Scott Ziegler; Mark Smith; Ashley Ellis; Asia Jones; Sharon Willoughby; Aaron Smith; Kevin Lewis; Lucia Sebastian; Joan Sahlgren
Subject: Media Staement
Date: Saturday, March 27, 2021 4:17:03 PM
Attachments: LCPS Media Statement March 27, 2021.pdf

School Board members and members of Cabinet,
In a few minutes, I will be sending out the attached statement to a member of the media in response to an inquiry made about LCPS' equity work.

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

From: Michele Leffler
To: Wayde Byard
Cc: Mark Smith; Scott Ziegler; Stephen DeVita; Brenda Sheridan; Atoosa Reaser; Randall, Phyllis;
koran.saines@loudoun.gov; Lottie Spurlock
Subject: [EXTERNAL] Toxic Shift in the Community
Date: Saturday, March 27, 2021 2:21:54 PM

Community leaders,

I am reaching out to you because there is an absolute toxic shift in the community and I truly don't know how to make things better. Things are escalating and there has become a parent group power struggle of who dominates LCPS the most when it comes to Equity.

When elected leaders avoid public interaction, the resentment in the community grows and when there are specific parent groups with total domination of the school board and a "silence the opposition" stance, things are no longer about the children. I don't know if the children were involved in the creation of equity, but the stain that the parents have placed on this county is escalating and more news coverage is expected. Even I got asked if I would talk to the news about equity, to help people understand that welcoming, inclusive, and affirming environment includes EVERY voice, not just some.

I was told there is something on the horizon and it has passed the point of no return. On BOTH sides. The lady that created The Anti-Racist group was publicly doxxed and someone tweeted her personal home address. That crosses a line. People are intentionally retaliating against one another and provoking extreme reactions. Unfortunately Ms. Barts seems to be the one with the biggest presence who stirs the pot the most.

I am trying to help people to come together, to talk to one another, to get to know one another, and to see things from different perspectives. But I am getting ruthlessly targeted as well. The goal seems to be revenge for speaking up. I don't want to play those games, my children deserve to be in a friendly environment, not a toxic one.

As our leaders I am begging you to step in and step up. Someone is about to expose a horrible side of Loudoun (as if it wasn't bad enough) and the stance of some parent groups/advisory groups are to gain more power to "silence the opposition". With Ms. Barts full support.

Please tell me, who is in charge of LCPS again? Because it is about to be painted as a racist community that is intolerant and posts opposition home addresses for the public to see and condemn. I have tried to make it better, but anytime Ms. Barts gets reprimanded, I get retaliated against more. And I don't know how much I can tolerate of this nonsense in parent groups vying for power and popularity.

If you know better, you do better. Is that true? Because public condemnation seems to be the only thing I see happening when it comes to Equity in Loudoun and I have yet to see the elected officials state a clear directive of the Joint Equity Initiative. If we were to ever need joint equity, it is now. Even the military community gets condemned out here. Aren't we supposed to be protected too? What about the bias in Loudoun against veterans? Will there be a Joint Equity Initiative for military families to feel welcome, included, and affirmed? Because this area is becoming more insane every day. And military doesn't want their personnel to be doxxed and live in a toxic area. We served our country, we sacrificed a LOT, we need a voice also.

Thank you. Sorry for this long email, what I was just told is terrifying and I didn't know what else to do besides reach out to leadership and beg you to contain this "silence the opposition" stance being perpetuated by EACH of the parent groups in LCPS. That is NOT welcoming or inclusive or affirming. It is simply stating, "my voice is more important than yours" and that is the opposite of equity.

:-) Michele Leffler

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

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

From: Scott Ziegler
To: Mark Smith
Subject: Fwd: [EXTERNAL] March 2021 VSBA Policy Page
Date: Monday, March 29, 2021 10:06:55 AM

Fyi
Scott Ziegler
Interim Superintendent
Sent from my tablet, please excuse my brevity and typos.

From: Elizabeth Ewing <vsba@embrams-mail.com>
Sent: Monday, March 29, 2021 10:01:06 AM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: [EXTERNAL] March 2021 VSBA Policy Page



Hello everyone,

The March 2021 Policy Page has been posted to the VSBA website.
You may access it at

<https://www.vsba.org/wp-content/uploads/2021/03/Policy-Page-March-2021.pdf>

Best wishes,

Elizabeth

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

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

From: Scott Ziegler
To: ewing@vsba.org
Subject: Re: [EXTERNAL] March 2021 VSBA Policy Page
Date: Monday, March 29, 2021 10:06:24 AM

Scott Ziegler
Interim Superintendent
Sent from my tablet, please excuse my brevity and typos.

From: Elizabeth Ewing <vsba@embrams-mail.com>
Sent: Monday, March 29, 2021 10:01:06 AM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: [EXTERNAL] March 2021 VSBA Policy Page



Hello everyone,

The March 2021 Policy Page has been posted to the VSBA website.
You may access it at

<https://www.vsba.org/wp-content/uploads/2021/03/Policy-Page-March-2021.pdf>

Best wishes,

Elizabeth

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

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

From: Elizabeth Ewing
To: Scott Ziegler
Subject: [EXTERNAL] March 2021 VSBA Policy Page
Date: Monday, March 29, 2021 10:01:42 AM



Hello everyone,

The March 2021 Policy Page has been posted to the VSBA website.
You may access it at

<https://www.vsba.org/wp-content/uploads/2021/03/Policy-Page-March-2021.pdf>

Best wishes,

Elizabeth

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

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

From: [Marcus Newsome](#)
Cc: [Ben Kiser](#); [Liza Scallet](#); [Andy Stamp](#)
Subject: [EXTERNAL] 2021-2022 Virginia Superintendents Leadership Academy
Date: Sunday, March 28, 2021 6:00:50 PM
Attachments: [pastedImagebase640.png](#)

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1.marcus.newsome@vassonline.org

VASS
Virginia Association of School Superintendents

For more information on how you can become a member of the 2021-2022 Virginia Superintendents Leadership Academy, contact Marcus Newsome:
m.newsone@vassonline.org; (804) 930-7448.

Marcus J. Newsome, Ed.D.
Virginia Association of School Superintendents
Director of the Virginia Superintendents' Leadership Academy
(804) 930-7448
<https://www.vassonline.org/>

From: Steve
To: Scott Ziegler
Subject: [EXTERNAL] Re: Interim Superintendent's Update on Equity Work
Date: Sunday, March 28, 2021 1:26:53 PM

Dr. Ziegler,

Thank you for this balanced and sensible email. I recently moved to Loudoun Co. (May 2020) and am the parent of a LCPS high school student, and your email has helped to ease some of my worries.

I am not on social media so I was not privy to the misinformation you referred to in your email below.

But I must say that last fall when I read the LCPS Draft Professional Conduct Policy (7560) I was horrified and disgusted at several lines that made me feel like we were entering into a second McCarthyism:

(e.g. "Behavior that will not be tolerated includes....speech or other telephone, electronic, or social media communication that...can reasonably be interpreted as...undermining the views, positions, goals, policies or public statements of the Loudoun County School Board or its Superintendent")

The chilling effect that such a policy would have on teachers would create a toxic environment where teachers, and thus their students could not thrive. And so some backlash from this draconian version of the policy is understandable in my opinion. But I was relieved when I heard from Reps. Serotkin and Morse that this draft policy had been sent back to committee. However, I have been wondering ever since what will happen next.

Therefore, to hear your words below that "LCPS has not adopted Critical Race Theory as a framework for staff to adhere to" and similar statements provides some comfort.

Personally, I do hope that equity and a welcoming environment is achieved for all students in LCPS. And my personal experience at my previous residence in Ohio, as well as with the Virginians I have met in the year I have been here, is that virtually everyone agrees with these goals; but not everyone agrees on the best way to achieve these goals. And while I disagree vehemently with many of the tenets of Critical Race Theory, I do not have a problem with its content being presented or discussed with teachers, as long as it is not presented as dogma, and as long as other viewpoints are also given the same latitude in the discussions. It is my view that as long as these issues can be discussed openly, without fear of retribution or discipline, that the truth will eventually rise to the top.

Since I have only been here a year I'm afraid I don't yet know what to expect from you or LCPS. However, I am "hopefully expectant" that you and LCPS will follow through on your statements made in your email below.

Thank you again for your balanced, sensible and reasonable approach in your email.

Best Wishes,

Steve Churchill
Loudoun Parent

On Friday, March 19, 2021, 04:46:38 PM EDT, Loudoun County Public Schools <blackboardmn@lcps.org> wrote:

LCPS Banner



March 19, 2021

Dear LCPS Community,

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

Interim Superintendent's Update: Rumors Concerning LCPS Equity Work

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

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

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

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

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

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

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

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

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

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

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

Best wishes,

Scott A. Ziegler, Ed.D.
Interim Superintendent

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

Thank you to everyone for the work done today!

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

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

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

Mr. Byard,

Thanks very much for sending in advance of public release.

Respectfully,

--

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

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

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

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

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

Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

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

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

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Ms. Sahlgren,

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

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

Respectfully,

--

Keaira Jennings, MHA

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

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

Dear Ms. Jennings,

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

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

With thanks,
Joan Sahlgren

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to

ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

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

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

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

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

From: MSAAC Chair <MSAACChair@lcps.org>
Sent: Saturday, March 27, 2021 12:01 PM
To: Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

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

moment.

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

Respectfully,

--

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

From: Wayde Byard <Wayde.Byard@lcps.org>
Sent: Saturday, March 27, 2021 11:17 AM
To: MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>
Cc: MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>
Subject: RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

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

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

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

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Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

All,

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

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

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environment.

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Respectfully,

--

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

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Mr. Byard,

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

Respectfully,

--

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

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

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

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

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

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

Subject: Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

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

- Wayde B. Byard

From: MSAAC Chair <MSAACChair@lcps.org>

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

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

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

Subject: MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

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

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

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

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

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

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

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

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

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

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

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

From: [Nyah Hamlett](#)
To: [Atoosa Reaser](#)
Cc: [Eric Williams](#); [Beth Barts](#); [Brenda Sheridan](#); [Denise Corbo](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#)
Subject: Re: COVID-19 Update for School Board
Date: Sunday, July 26, 2020 11:47:05 AM

Hi Atoosa,

It's just the link to the video in BoardDocs. The link may just take you to BoardDocs And the. You have to navigate to the video. Let me know if that doesn't work.

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

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

On Jul 25, 2020, at 6:33 PM, Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

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.

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: 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

From: [Scott Ziegler](#)
To: [Steve](#)
Subject: Re: [EXTERNAL] Re: Interim Superintendent's Update on Equity Work
Date: Monday, March 29, 2021 11:21:16 AM

Mr. Churchill,

Thank you for your email and sharing your viewpoint. And welcome to Loudoun County.

Scott Ziegler
Interim Superintendent
Sent from my tablet, please excuse my brevity and typos.

From: Steve <greeninblue@yahoo.com>
Sent: Sunday, March 28, 2021 1:25:34 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>
Subject: [EXTERNAL] Re: Interim Superintendent's Update on Equity Work

Dr. Ziegler,

Thank your for this balanced and sensible email. I recently moved to Loudoun Co. (May 2020) and am the parent of a LCPS high school student, and your email has helped to ease some of my worries.

I am not on social media so I was not privy to the misinformation you referred to in your email below.

But I must say that last fall when I read the LCPS Draft Professional Conduct Policy (7560) I was horrified and disgusted at several lines that made me feel like we were entering into a second McCarthyism:

(e.g. "Behavior that will not be tolerated includes....speech or other telephone, electronic, or social media communication that...can reasonably be interpreted as...undermining the views, positions, goals, policies or public statements of the Loudoun County School Board or its Superintendent")

The chilling effect that such a policy would have on teachers would create a toxic environment where teachers, and thus their students could not thrive. And so some backlash from this draconian version of the policy is understandable in my opinion. But I was relieved when I heard from Reps. Serotkin and Morse that this draft policy had been sent back to committee. However, I have been wondering ever since what will happen next.

Therefore, to hear your words below that "LCPS has not adopted Critical Race Theory as a framework for staff to adhere to" and similar statements provides some comfort.

Personally, I do hope that equity and a welcoming environment is achieved for all students in LCPS. And my personal experience at my previous residence in Ohio, as well as with the Virginians I have met in the year I have been here, is that virtually everyone agrees with these goals; but not everyone agrees on the best way to achieve these goals. And while I disagree vehemently with many of the tenets of Critical Race Theory, I do not have a problem with its content being presented or discussed with teachers, as long as it is not presented as dogma, and as long as other viewpoints are also given the same latitude in the discussions. It is my view that as long as these issues can be discussed openly, without fear of retribution or discipline, that the truth will eventually rise to the top.

Since I have only been here a year I'm afraid I don't yet know what to expect from you or LCPS. However, I am "hopefully expectant" that you and LCPS will follow through on your statements made in your email below.

Thank you again for your balanced, sensible and reasonable approach in your email.

Best Wishes,

Steve Churchill
Loudoun Parent

On Friday, March 19, 2021, 04:46:38 PM EDT, Loudoun County Public Schools <blackboardmn@lcps.org> wrote:

LCPS Banner



March 19, 2021

Dear LCPS Community,

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

Interim Superintendent's Update: Rumors Concerning LCPS Equity Work

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

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

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

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

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

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

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

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

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

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

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

Best wishes,

Scott A. Ziegler, Ed.D.
Interim Superintendent

Cc: 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>

Subject: Re: COVID-19 Update for School Board

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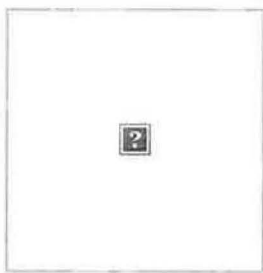
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Chief of Staff
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Thank you,
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**Atoosa Reaser | Loudoun County School Board
Vice Chair and Algonkian District Member**

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Letter to the Loudoun Times editor advocating for school construction, July 22

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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

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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/>

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[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: Atoosa Reaser
To: Nyah Hamlett
Cc: Eric Williams; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Subject: Re: COVID-19 Update for School Board
Date: Sunday, July 26, 2020 11:48:04 AM

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Thank you,
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Vice Chair and
Algonkian District Member,
Loudoun County School Board

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Sent: Sunday, July 26, 2020 11:47:03 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: 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>
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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: Hillenbrand, Missy
To: Randall, Phyllis; Eric Williams; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; John Beatty; Jeff Morse; Brenda Sheridan; Schoolboardemail; Beth Barts; Leslee King; Hillenbrand, Missy
Cc: Atif.garni@governor.virginia.gov
Subject: [EXTERNAL] FW: LCPS Discussion Group Questions for school board
Date: Tuesday, July 28, 2020 8:16:43 AM
Attachments: SB questions from FB Open school group 7-24-20.docx

Good morning,

I'm following up on the message sent last week to inquire if/when any answers to our questions will be released. As previously mentioned, many parents are struggling to decide whether or not to keep their children enrolled at LCPS and need additional information in order to make their decision.

Thank you to Beth Bart for acknowledging my original message.

Sincerely,

Missy Hillenbrand

Sold Supplies Account Executive

Xerox Corporation

703-304-1355— mobile

From: Hillenbrand, Missy
Sent: Friday, July 24, 2020 12:23 PM
To: Phyllis.Randall@loudoun.gov; Eric.williams@lcps.org; Denise.Corbo@lcps.org; Atoosa.Reaser@lcps.org; Harris.Mahedavi@lcps.org; Ian.Serotkin@lcps.org; John.Beatty@lcps.org; Jeff Morse <Jeff.Morse@lcps.org>; Brenda.Sheridan@lcps.org; lcsb@lcps.org; lcsb@lcps.org; beth.barts@lcps.org; Leslee.King@lcps.org
Cc: Hillenbrand, Missy <Missy.Hillenbrand@xerox.com>
Subject: LCPS Discussion Group Questions for school board

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.guidel.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: COVID-19 Update for School Board
Date: Monday, July 27, 2020 5:52:23 PM
Attachments: COVID-19 Update for School Board 072720.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:
 - a. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 - b. Met with Ashley Ellis, Nyah Hamlett, Steve DeVita, and Maree Sneed for an update on the Attorney General's inquiry.
 - c. Met with Ashley Ellis, Kevin Lewis, and Asia Jones for discussion regarding conditions and data for stages of return to school.
 1. I've included an email from a staff member who has served as an interpreter for our COVID-19 update since it provides insight into her perspective of the value of the hotline. (pp. 1-2)
 2. I have attached the VHSL release regarding their decision and plans for sports/activities for 2020-21. (pp. 3-4)
 3. A couple of Board members have asked for a list of Equity Committee members, the original committee charter, and expressed their desire to have representatives from their respective districts on the Equity Committee for the 2020-2021 school year. (pp. 5-7)

Business and Finance

1. Sharon Willoughby provided an update about the retirement dinner for those who retired in FY20. (p. 8)

Department of Instruction

1. Ashley Ellis provided information about LCPS's participation in a VDOE African American History elective course pilot to be offered for 2020-2021. (p. 9)

Department of Pupil Services

1. Asia Jones provided clarification regarding the required COVID-19 mitigation strategy involving the designation of "care rooms" in schools. (p. 10)

Department of Human Resources & Talent Development

1. Scott Ziegler shared news of his appointment to serve a term on the VDOE's Advisory Committee for Teacher Education and Licensure. (p. 11)

Optional Reading: Articles

Washington Post Editorial: "Schools are moving toward closing for the fall. That is not their fault." References LCPS, July 26 (Article embedded below.)

https://www.washingtonpost.com/opinions/thankfully-it-isnt-trumps-choice-on-how-schools-reopen/2020/07/24/28adc758-cdf5-11ea-bc6a-6841b28d9093_story.html

WUSA story regarding parent protests in favor of opening schools, references LCPS, July 25

<https://www.wusa9.com/article/news/education/parents-protest-districts-decisions-to-start-virtually/65-9fab616-7548-4677-9cfc-fab55e2411f6>

Washington Post story regarding communities removing reminders of Confederate history, references LCHS, July 25

https://www.washingtonpost.com/local/virginia-politics/across-virginia-local-officials-weigh-taking-down-reminders-of-confederate-legacy/2020/07/25/a62cd094-c6b0-11ea-b037-f9711f89ee46_story.html

CNN UPDATE: A clip from Dr. Williams 7/22 interview on CNN was included in a syndicated TV news report on 7/23. The syndicated report aired at least 168 times across the US, reaching more than 20 million total potential viewers. [This link is to an example from an Indiana station.](#)

LoudounNow story regarding new electric buses for LCPS fleet, July 23

<https://loudounnow.com/2020/07/23/2-electric-school-buses-to-join-loudoun-fleet/>

Washington Post story regarding replacement of Confederacy-related names on school properties; references change of LCHS mascot, July 23

https://www.washingtonpost.com/local/education/fairfax-county-renames-robert-e-lee-high-for-late-congressman-john-lewis/2020/07/23/0f0380ac-cd34-11ea-bc6a-6841b28d9093_story.html

Winchester Star story regarding LCPS School Board meeting and distance-learning decision, July 23

https://www.winchesterstar.com/winchester_star/loudoun-school-board-oks-100-distance-learning-for-fall/article_c507d716-4d52-502d-b07c-2d14ecea5a15.html

Falls Church News-Press story regarding return to school plans, references LCPS, July 23

<https://fcnp.com/2020/07/23/superintendent-now-wants-schools-to-start-virtually/>

Washington Post

Schools are moving toward closing for the fall. That is not their fault.

Opinion by Editorial Board

July 26, 2020 at 8:00 a.m. EDT

THE WHITE HOUSE has made it unmistakably clear that it wants schools to open this year with full in-person instruction, and that nothing — least of all the science — should stand in the way. But the actual decisions on whether to allow children back into the classroom are thankfully being made not by a president hellbent on making a political point, but by school officials who are listening to public health experts and consulting with members of their communities. Many of them are coming to the reluctant conclusion that the failure to contain the novel coronavirus — something that actually *is* the responsibility of President Trump's administration — makes it unwise to return children to the classroom.

As back-to-school season approaches, an increasing number of school districts have abandoned plans for in-person classes or hybrid arrangements and, instead, are opting for an all-virtual start to the fall semester. Some districts have committed to distance learning only for the first few weeks of the school year, holding out the possibility — and hope — of in-person instruction, but many others plan for students to learn remotely through the rest of 2020. Montgomery, Fairfax and Loudoun counties most recently decided to switch to all distance learning, joining districts in Maryland and Virginia that include Prince George's County, Arlington and Prince William. D.C. has yet to announce its plans.

School officials describe a wrenching process in deciding to keep classrooms closed. There were strong feelings on both sides of the debate and no one, even those who favored remote learning as the safest approach at this point, could argue that virtual learning is any kind of a satisfactory replacement for in-person learning. Children — particularly those from at-risk populations — suffer academically, and there are social and health benefits when children interact with their teachers and each other, not to mention the hardships to working families when children are forced to stay at home. That the crash rollout of online learning in March as the pandemic hit proved disastrous only added to the dilemma.

But, as Fairfax County Schools Superintendent Scott Braband said in explaining why remote learning was the best option, "The numbers do not lie." There has been a surge of covid-19 across the country and many communities are having to deal with higher rates of infection than were present at the start of the outbreak. If Mr. Trump wanted to take constructive action to get children back in the classroom, he would put in place the testing and other safeguards needed to control the virus rather than just browbeating the Centers for Disease Control and Prevention into becoming a cheerleader for his political agenda or trotting out his education secretary with absurd theories of how children actually block the virus.

Children may be less at risk of contracting the virus but the science is not at all clear

and there are many uncertainties; the concern about transmission to teachers and other school staff is quite real. We urge schools to continue to explore safe ways for children to return to school as soon as possible. In the meantime, it is important they significantly improve remote learning. There is not much time before the start of school; districts must focus on getting teachers prepared, improving lesson plans and equipping students with the tools they need to learn outside the classroom.

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

From: Anju Wadhwa
To: Eric Williams; LCPS-SUP-SCHOOLS; Ashley Ellis; Neil Slevin; Brenda Sheridan; Beth Barts; Atoosa Reaser; Denise Corbo; Ian Serotkin; Harris Mahedavi; Tinell Priddy; Craig Lewis; Jennifer Chang; Matthew Wilburn; Leslee King; John Beatty; Jeff Morse; Vince Scheivert
Subject: [EXTERNAL] Proposed changes in AOL Admissions
Date: Monday, July 27, 2020 1:50:43 AM

Dear Superintendent and Board Members:

I have been a resident of Loudoun County for 18 years. Both my kids have gone to LCPS schools. My son, who is in college now, went to TJ in high school. My daughter is a rising 7th grader at Belmont Ridge Middle School. We consider ourselves fortunate to live in this county, and we are active members of the community.

Recently, I became aware of the changes that are being proposed in the Academies of Loudoun admission process and my email to you is related to that. The Academies of Loudoun are important to me as a parent because my daughter plans to apply to AOS in 8th grade. My son was offered admission in AOS many years ago but he chose to go to TJ because he considered the TJ program more rigorous than AOS at that time. Subsequently changes were made in the program and the Academies were introduced. The expanded program gave more students an opportunity to benefit from an advanced STEM program. My daughter, who was in FUTURA in elementary school and is in SPECTRUM now, is planning to take the tests needed to apply to AOS.

The changes that have been proposed to the admission process will be detrimental not only to truly deserving students in LCPS, but will seriously harm our high school STEM program. As a matter of fact, if put into effect, these changes will reduce the lure of Loudoun County to many families. With their stellar STEM education, FCPS schools (in particular TJ) have also been a big draw for the best students in both LCPS and FCPS.

While I have gone through the list of proposed changes, I don't understand the details. What I understand is not favorable to many students for many reasons. The proposal will lead to a watered down version of the current program. Apart from reducing the rigor of the program, it is unjust to many deserving students. The idea of a lottery for admission in an academic program is ridiculous. Imagine a lottery for selecting candidates for an athletic program or singers/performers/song writers for a music program! I understand the need for diversity and equity, but I believe that a lottery system cannot achieve either.

I also don't understand why parents are hearing about the proposed changes at the eleventh hour. It makes the whole process look furtive. As is, families and children are dealing with a lot due to Covid-19. My request to you is to bring in experts in gifted STEM education to do a comprehensive review of our education system and then come up with a proposal.

I am really hoping you will not disappoint my rising 7th grader who has her heart set on the Academies.

Regards,
Anju Wadhwa
Parent of a student from Belmont Ridge Middle School
Ashburn

From: Hemanth Setty
To: LCPS-SUP-SCHOOLS; Eric Williams; Lottie Spurlock; Ashley Ellis; Neil Slevin; Tinell Priddy; Craig Lewis; Jennifer Chang; Matthew Wilburn; Denise Corbo; Harris Mahedavi; Ian Serotkin; Atoosa Reaser; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Vince Scheivert
Subject: [EXTERNAL] Equity in LCPS education suggestions
Date: Sunday, July 26, 2020 9:27:37 PM

Respected LCPS Administration, Curriculum and Instruction Committee, and LCPS School Board,

I am writing to you in response to the Equity in Education initiative being taken by the LCPS School Board.

This is most certainly a step in the right direction for Loudoun County and offers an opportunity to set an example for other school systems across the nation.

However, I believe the efforts should be to build the child from the grassroots level by providing programs and opportunities so that students from every background can feel confident to compete and achieve the placement on their own.

The current proposal to reduce rigor, provide lotteries and apply quotas does not parallel with progressive and growth-oriented mindset of LCPS. This will cause multiple long term problems that will affect our students self-esteem, confidence, and motivation.

1. Lottery and quota systems will dampen the motivation of children who are already self driven. LCPS should fulfill its vision to promote and encourage the hard work of its successful student by providing rewards and encouraging growth.

2. The quota system will bring down the self image of students by placing them in a school where they are unprepared for the rigor. Placing a child in a class where they feel unsuccessful is not a reward and will damage the self-esteem of our brilliant students.

I wholeheartedly support the boards decision to initiate the discussion of equity. I just believe that LCPS should set an example by choosing a path that fosters the growth of all children.

A sustainable solution would be to expose students to academic rigor and creating LCPS tutoring programs at the Elementary and Middle school levels.

LCPS should consider investing in school led programs such as accelerated math, advanced science classes, teacher led Math Olympiads, Science Olympiads and Odyssey of the Mind Programs. These opportunities can and should be integrated into a school day.

We all know that students' motivation is a key and that by building these program and increasing adult involvement LCPS will set an example to the world. This way each child will be nurtured in an environment that will support them, and encourage them to make a positive impact on the community.

The current proposal for equity is a rushed short term solution. We need to invest in and truly improve the education system to build and grow our students.

A child deserves hope and confidence to reach the stars not a mere acceptance letter which will serve to lower their self-esteem.

I sincerely hope that LCPS would choose a path that fosters long term educational success by taking away the true barriers to education rather than lowering the expectation and giving children a false hope of success.

I am more than happy to volunteer in the committee to brainstorm. I am looking forward working with you.

Thank you,

Regards,
Hemanth Setty
Parent of River Bend Middle School and Potomac High School student
Algonkian School District

Sent from my iPhone

Sent from my iPhone

From: Atoosa Reaser
To: Nyah Hamlett
Cc: Eric Williams; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslie King
Subject: Re: COVID-19 Update for School Board
Date: Sunday, July 26, 2020 12:23:00 PM

Thanks, I did know about Vimeo; I just wanted you to know the link didn't work.

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: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Sunday, July 26, 2020 11:52:14 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: 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>; Leslie King <Leslee.King@lcps.org>
Subject: Re: COVID-19 Update for School Board

It is the whole meeting. I gave Chair Randall's COS the timing of the presentation. Try this:

<https://vimeo.com/440630581>

If it doesn't work, I will check with Rob tomorrow.

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

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

On Jul 26, 2020, at 11:48 AM, Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

The link doesn't work at all for me. It's to the whole meeting? Not a clip?

Thank you,
Atoosa Reaser

Vice Chair and
Algonkian District Member,
Loudoun County School Board

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

Sent: Sunday, July 26, 2020 11:47:03 AM

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

Cc: 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>

Subject: Re: COVID-19 Update for School Board

Hi Atoosa,

It's just the link to the video in BoardDocs. The link may just take you to BoardDocs And the. You have to navigate to the video. Let me know if that doesn't work.

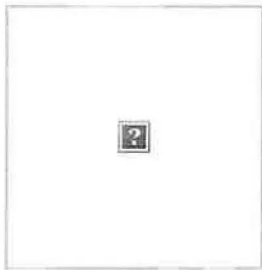
Nyah D. Hamlett, Ed.D.
Chief of Staff
Loudoun County Public Schools

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

On Jul 25, 2020, at 6:33 PM, Atoosa Reaser
<Atoosa.Reaser@lcps.org> wrote:

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

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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: Nyah Hamlett
To: Atoosa Reaser
Cc: Eric Williams; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Subject: Re: COVID-19 Update for School Board
Date: Sunday, July 26, 2020 11:52:20 AM

It is the whole meeting. I gave Chair Randall's COS the timing of the presentation. Try this:

<https://vimeo.com/440630581>

If it doesn't work, I will check with Rob tomorrow.

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

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

On Jul 26, 2020, at 11:48 AM, Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

The link doesn't work at all for me. It's to the whole meeting? Not a clip?

Thank you,
Atoosa Reaser

Vice Chair and
Algonkian District Member,
Loudoun County School Board

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From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Sunday, July 26, 2020 11:47:03 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>

From: Denise Corbo
To: Eric Williams
Subject: Delayed Hybrid Plan
Date: Thursday, August 6, 2020 3:03:29 PM

Eric,

As you know during the 2X2 meeting, I share your hesitation with bringing students back to school. I don't think we are ready for many of the reasons you outlined in your supporting documents. There are too many unanswered questions and too much liability. I understand the board made an amendment to your original recommendation, however why are we pushing for September 8th? The board never gave a specific date to the motion. Will we have all the answers to procedural guidelines? Will we have staff? Will we have cleaning and proper PPE and all other preparatory needs met? What happens if someone tests positive?

I'm worried about who we are bringing back to schools and the equity of service. How can we bring some SPED students back and not others. We already offered ESY and now we are not allowing these students to return... I think that may pose legal issues. Have you had a conversation with Steve about the possible legal issues around the select group of SPED students?

I am interested in discussing a motion to postpone any hybrid/in-person learning until after the first quarter.

The motion would be to start the school year with 100% in person and begin the hybrid with SPED and MATA after the first quarter based on the superintendent's recommendation and board approval.

Please let me know your thoughts.

Thanks,

Denise

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

From: Denise Corbo
To: Brenda Sheridan
Cc: Eric Williams; Nyah Hamlett
Subject: Agenda Item/Motion
Date: Friday, August 7, 2020 8:42:30 AM

Brenda,

During the 2X2 meeting, Eric and I shared hesitation with bringing students back to school. We agreed based on many of the reasons he outlined in his supporting documents. There are many unanswered questions and possible liability. The board made an amendment to his original recommendation, however why are we pushing for September 8th? The board never gave a specific date to the motion, right? Will we have all the answers to procedural guidelines? Will we have staff? Will we have cleaning and proper PPE and all other preparatory needs met? What happens if someone tests positive? These questions and concerns are in addition to everything Eric outlined in his document.

In addition, I had a long conversation with Steve about equity. We shared concerns about who we are bringing back to schools and the equity of service. How can we bring some SPED students back and not others. We already offered ESY and according to Eric those students will not be included in the step 1 phase and will not return... that may pose legal issues according to Steve. Have you had a conversation with Steve about the possible legal issues around the select group of SPED students?

I am interested in discussing a motion to postpone any hybrid/in-person learning until after the first quarter based in Eric's hesitation outlined in the document, unknown answered to questions and legal issues, I would like the board to consider directing Eric to propose a detailed plan and a start date of the second quarter once there has been an opportunity and time to safely return students and staff to school.

Please let me know how to proceed. Agenda item, motion, or something different.

Thank you,

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: Thursday, August 6, 2020 5:47:39 PM
Attachments: [COVID-19 Update for School Board 080620.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 today to collaborate on COVID-19 and other matters.
 2. Participated in the Administrative Leadership Team Institute (a two day leadership conference for administrators, such as principals, assistant principals, and division-level leaders).
 3. Ashley Ellis and I continued 2X2 meetings with Board members (Beth Barts/Leslee King, and Denise Corbo/Jeff Morse).
 4. Met with Asia Jones, Ashley Ellis, Pat Nelson, and Donna Smith to discuss implementation of the hybrid model for students with disabilities.
 5. This evening I am attending the Equity Committee meeting.
1. I have provided my response to a Board member's inquiry regarding Policy 2430, School Board Agenda. (pp. 1-3)
2. I have provided my response to a Board member's inquiry about communication with Health Clinic Specialists and nurses during ESY, PPE, internet connectivity, etc. (pp. 4-19)
3. Registration for the VSBA Annual Convention is now open. The event brings together school board members, superintendents, and school division staff from across Virginia. Interested Board members will have the opportunity to attend general sessions, choose from over thirty hot topic seminars pertinent to public education issues, have the opportunity to meet with businesses dedicated to serving schools, etc. More information on this year's Annual Convention can be found in the meeting brochure and on the VSBA website. All convention sessions will be available for 30 days after the convention for viewing, giving you access to all 30+ education sessions with your registration. ***Please note that link and log in sharing is not permitted and will cause problems on your account with viewing the sessions.*

Date: November 18-20, 2020

Location: Virtual Conference

Brochure: [Click Here](#)

Please email Shari Byrne by COB Friday, August 21 to let her know if you would like her to register you for the convention.

4. Superintendent of Public Instruction for Virginia, Dr. James Lane, has waived accreditation for the 2021-2022 school year. The email with his press release is attached. (pp. 20-21)

Department of Digital Information

1. Vince Scheivert responded to Purcellville Mayor Kwasi Fraser regarding broadband connectivity for western Loudoun students. (pp. 22-23)

Department of Pupil Services

1. Asia Jones provided an update on SAT administration. (p. 24)
2. Information provided by Dr. Goodfriend in response to a FOIA request has been shared by Asia Jones. (pp. 25-119)

Department of Support Services

1. Kevin Lewis provided information about the LCPS wireless telecommunications policy (Policy 6350 - Wireless Network Facility Colocation) and installation of wireless telecommunication towers. (pp. 120-125)

Optional Reading: Articles

LoudounNow story regarding PTA contributions to teacher lounge at Cool Springs Elementary, August 4

<https://loudounnow.com/2020/08/04/pta-supports-cool-spring-teachers-with-upgraded-staff-lounge/>

Patch.com story regarding area return-to-school plans, including LCPS, August 3

<https://patch.com/virginia/ashburn/back-school-check-out-fall-plans-nova-school-districts>

Loudoun Times story regarding new name for former Mosby Heritage Area, references LCHS mascot change, August 3

https://www.loudountimes.com/news/mosby-heritage-area-association-drops-name-after-extensive-discussions/article_bc3e51b4-d597-11ea-b257-fb5863c62553.html

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

From: Ami Babla
To: Ian Serotkin
Subject: [EXTERNAL] Proposed New Lottery Based and Middle School Proportionate Discriminatory Ruling Changes for ACL Entrance
Date: Wednesday, August 5, 2020 5:01:46 PM

Respected LCPS Administration, Curriculum and Instruction Committee, and LCPS School Board,

I am a resident of Loudoun County, and a parent of a rising eighth grader at LCPS.

I am writing because I am deeply distressed by the most recent proposal of LCPS regarding revisions to the admissions process for Academies of Loudoun (ACL), both as a concerned parent and a citizen and resident of the county. The following details my concerns of why I am strongly opposed to the changes, and why I would encourage you as a Board Member to vote against it:

1. Lottery System - This is probably the most egregious of the changes proposed. As an esteemed institution and a magnet program for STEM students, its stated purpose is to provide Advanced academic math and science courses for students interested in STEM, and an active learning environment to challenge and develop the brightest kids in the County. This is not akin to a County or State Sports team, where the brightest, most talented and well-suited candidates are picked to be on the team. Just like you would not have a lottery system to pick those sports team players, similar to that a lottery system is highly inappropriate and counters the stated mission of the County to provide advanced STEM learning and be a magnet school for the brightest kids in the County. Every kid has their unique strengths, and a merit-based, not a lottery-based system would be equitable based on recognizing and encouraging those strengths.
2. Academic Success - Unless the Academies want to lower their standards to the average for the County school system, in which case it would no longer be a magnet school, students admitted based on a lottery system would run the risk of not being able to survive the more challenging environment at a magnet school, and the County would have to either then lower the standards for the Academies, or have a significant number of students dropping out in the middle of their high school years, going back to regular schools, thus wasting the opportunity that a more deserving merit-based student could suitably take advantage of.
3. Discriminatory - The proposed rules change to a lottery-based system, and apportioning seats proportionately based on Middle school attendance is highly discriminatory to students who have studied hard in Middle School and before, and have attained a certain level of proficiency, that makes them well-suited to a magnet STEM program. Again, just like the County does not, and should not, select players on their basketball and football teams based on a lottery system, or based on proportionately doing it across Middle Schools, they cannot and should not do so for a magnet STEM school like the Academies of Loudoun.

4. County Prestige - The Academies are also a source of pride and recognition for the County, adding also value to the County in terms of being a desirable place for families to locate to for providing good educational opportunities for their kids. A lottery based and a middle school based proportionate discriminatory system will lower the reputation and prestige of Loudoun County, making it a less desirable place for people to live, especially technology and other high-value workers and jobs that the County has been working hard to attract, who may look for STEM-based magnet school opportunities for their kids.
5. Social Equity - I think it wouldn't be inappropriate to conclude that some of the sudden impetus to change the ruling has come from taking advantage of the social equity based thinking that is currently prevalent. While some of those concerns may be justified, sacrificing well-deserving students at the altar of social equity is highly inappropriate. Before the County Board even considers this change in ruling by the Superintendent, they should test public acceptable for social equity based lottery and proportionate school representation for all sports teams, and if the conclusion is that that would not be appropriate, then this proposed ruling would also not be. A social equity based sports program would make the County teams lose every game, lose their prestige, demoralize students, and would run the risk of preventing even the next 'Michael Jordan' to gain a seat on the County sports team, thereby denying not just the County, but the State, the Country, and the World of a superb sports player and their accomplishments. To that end, they would demoralize that next 'Michael Jordan' into not being all he could be. Well, make no mistake about it. That's exactly what this new ruling will do to the most academically gifted and STEM-focused students.

I urge the Board to not let ACL lose its credibility as an esteemed education institute by making its selection process so discriminatory.

I request that you vote against the proposed changes.

Thank You.

Ami Babla
Parent of Arjun Babla (Rising 8th Grader at LCPS)

From: Deb Geller
To: Asia Jones; Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Eric Williams; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Subject: [EXTERNAL] Thought and idea
Date: Tuesday, August 4, 2020 10:01:13 PM

Good evening,

First of all, thank you for all of your hard work and decisions during this pandemic. I believe it cannot be an easy time for anyone, and you all deserve many accolades.

Currently, I am a veteran special education teacher with 40 years experience, and I had an idea that I thought I would pass along for your consideration for the upcoming school year. I have requested DL due to age and health conditions, and as I sit and ponder the many scenarios, it finally dawned on me how we could supplement subs.

Every dean is certified in various areas, and since they did not have the massive work that sped and all teachers had since March, I was wondering if they could be used in DL as joining our teams in which they are certified. Therefore, they could act as our subs as needed. Also, in-school teachers, resource teachers and others who are not busy could also join the DL sessions to assist teachers. This definitely would make things equitable among everyone, and assist teachers too.

As you know, sped teachers completed 3 times the normal work with TDLPs, lesson plans, communication & teaching. These things will also be implemented this year. Equity is the key for everyone.

Thank you for considering my idea. I look forward to a successful school year, either hybrid or DL. Teachers are prepared for whatever comes our way.

Sincerely,
Deb Geller

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 School Board Update
Date: Monday, August 3, 2020 7:22:25 PM
Attachments: COVID-19 Update for School Board 080320.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 today to collaborate on COVID-19 and other matters.
 2. Met with Board members (Atoosa Reaser/Ian Serotkin and Brenda Sheridan/Harris Mahedavi), along with Ashley Ellis, for 2x2 meetings.
 3. Met several times with Maree Sneed and Ashley Ellis to discuss the Academies of Loudoun.
 4. Met with Sharon Willoughby to discuss the FY22 budget.
1. I have attached a copy of my email to Robin Burke, Education Chair of the NAACP Loudoun Branch, acknowledging receipt of prior email which included feedback to the LCPS Plan to Combat Systemic Racism. (pp. 1-7)

Department of Instruction

1. VHSL Phase III Guidelines for Sports and Activities is the topic of the update shared by Ashley Ellis. (pp. 8-32)

Department of Human Resources & Talent Development

1. Scott Ziegler provided an update regarding staffing. The update also references a new heading for this Board in an August 11, 2020 Board Personnel Action Item (Resigned in Lieu of a Recommendation for Termination). If you have questions regarding this personnel matter, please let Dr. Ziegler or me know. (p. 33)

Optional Reading: Articles

WUSA story regarding parents protesting to reopen schools with in-person learning, August 2. Story references a larger rally to be held in Loudoun County next weekend.
<https://www.wusa9.com/article/news/local/virginia/noa-reopening-school-protests-coronavirus-back-to-school/65-cb985c06-46e8-4992-b943-65ef1dbaff48>

U.S. News report on removing Confederate icons, references LCHS mascot, August 1

<https://www.usnews.com/news/best-states/virginia/articles/2020-08-01/across-virginia-officials-weigh-removing-confederate-icons>

Washington Post story regarding private schools in Montgomery County directed to reopen with distance learning, references Loudoun, August 1

https://www.washingtonpost.com/local/education/montgomery-county-health-officials-tell-private-schools-to-start-school-online/2020/08/01/64552b9e-d3fd-11ea-9038-af089b63ac21_story.html

Washington Times story regarding DC schools reopening with distance learning, references LCPS, July 30

<https://www.washingtontimes.com/news/2020/jul/30/dc-public-schools-to-start-school-year-with-online/>

WUSA story regarding childcare survey, July 30

<https://www.wusa9.com/article/news/local/virginia/lcps-considering-offering-child-care-virtual-school/65-8d903a26-b760-49e1-a87a-2067d0fd1711>

Washington Post editorial regarding inequity in TJ admissions and state efforts to address inequity in education, July 27

https://www.washingtonpost.com/opinions/a-virginia-school-shows-that-racial-inequities-arent-confined-to-the-justice-system/2020/07/27/e8a95732-af75-11ea-8758-bfd1d045525a_story.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: Thursday, July 30, 2020 3:30:10 PM
Attachments: COVID-19 Update for School Board 073020.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 since the last Update included the following appointments, among others:
 1. Cabinet met again several times to collaborate on COVID-19 and other matters.
 2. Participated, along with Scott Ziegler and Asia Jones in a bi-weekly webinar for Virginia Division Superintendents hosted by Dr. James Lane.
 3. Met several times with Ashley Ellis, Steve DeVita, Nyah Hamlett, and Maree Sneed regarding the Academies of Loudoun.
 4. Received a phone call from the Virginia Secretary of Education soliciting advice pertaining to the new school year.
 5. Met briefly with approximately one dozen Pennsylvania superintendents to answer questions regarding our planning for the new school year.
 6. Met with Asia Jones, Nyah Hamlett, Steve DeVita, Pat Nelson (Director of Special Education), and Donna Smith (Assistant Director, Special Education Procedural Support) to discuss Policy 5310.
1. Nyah Hamlett has provided a list of principals nominated by their colleagues to participate as members of Senior Staff for 2020-2021. (pp. 1-2)
2. Emails pertaining to the changes in the admission process at the Academies of Loudoun, in-person learning, and Chromebooks sent to the Clerk's account are attached. (pp. 3-17)
3. Nyah Hamlett has provided emails sent to NAACP and MSAAC leaders acknowledging feedback received from both organizations to date and providing them with an additional opportunity to provide input via a google form. (pp. 18-19)

PIO/Communications

1. Rob Doolittle provided 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. 20-22)

2. Rob Doolittle shared a report detailing the Freedom of Information Act requests that LCPS received between April 1 and June 30, 2020. (pp. 23-39)

Department of Instruction

1. Ashley Ellis provided a confidential draft document which includes LCPS 100% Distance Learning information. (pp. 40-53)

Department of Pupil Services

1. Asia Jones provided information on the number of Notices of Intent to Provide Home Instruction received this year as compared to previous year. (p. 54)
2. Asia Jones shared an email from Dr. Goodfriend regarding guidelines for sports and sports practices. (pp. 55-58)
3. Asia Jones shared that Dr. Goodfriend advised he is preparing to respond to a VFOIA involving LCPS. (p. 59)

Department of Support Services

1. Kevin Lewis shared updates on the Childcare Survey for Families of K-6 Grade Students and Families of K-12 Students with Special Needs including responses to Board member inquiries, the J. L. Simpson Middle School Guaranteed Energy Savings Contract Project Summary, residential development referrals, CPAM-2020-0001 & MS-14 site acquisition, and policy updates. (pp. 60-129)

Optional Reading: Articles

Loudoun Times story regarding childcare survey, July 29

https://www.loudountimes.com/news/loudoun-county-public-schools-distributes-childcare-survey/article_c26c076a-d124-11ea-a60f-8b2d03b30cbe.html

The 74Million.org story regarding DC public schools pending plans, references LCPS, July 29

<https://www.the74million.org/article/d-c-public-schools-will-announce-on-friday-whether-itll-offer-in-person-learning-a-look-at-whats-happening-on-the-ground-as-decision-looms/>

LoudounNow story regarding School Board plan to request release of reserve funds, July 28

<https://loudounnow.com/2020/07/28/school-board-to-seek-release-of-reserve-funds/>

Inside NOVA story regarding recent parent protest advocating to open schools, July 28

https://www.insidenova.com/news/education/protesters-say-school-systems-harming-kids-with-online-only-plans/article_edcad1aa-d0c2-11ea-af19-8f80def642ee.html

DCist.com story regarding importance of electronic access for student success, references LCPS Chromebook distribution, July 28

<https://dcist.com/story/20/07/28/dc-public-schools-students-need-laptops-internet-covid19-year/>

Washington Post story regarding renaming of TC Williams High School, references LCHS mascot, July 28

https://www.washingtonpost.com/local/education/history-meets-mythology-debate-stirs-over-push-to-rename-tc-williams-high-school-of-remember-the-titans-fame/2020/07/28/974f0fd2-ccf1-11ea-bc6a-6841b28d9093_story.html

San Bernadino American story regarding importance of census for schools, references LCPS, July 28

<https://sb-american.com/2020/07/28/2020-census-will-help-school-districts-prepare-for-next-generation-of-students/>

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

From: JOGESH
To: Eric Williams
Cc: Denise Corbo; John Beatty; Ashley Ellis; Vince Scheivert; Brenda Sheridan; Leslee King; Ian Serotkin; Lottie Spurlock; Harris Mahedavi
Subject: [EXTERNAL] Re: Academies of Loudoun Admissions 2021-2022 upcoming changes
Date: Monday, August 10, 2020 11:12:09 AM

Dear Eric Williams and the LCPS board,

FYI....instead of having higher standards for a STEM magnet HS like ACL, you have now proposed lowering admissions criteria by allowing average C grade students to apply alongside A grade students, and also take out Geometry instead use only Algebra 1? ACL should be a center of excellence and not average C grade students! This would definitely dilute the ACL brand as a premier STEM magnet HS and have a HUGE long-term negative impact on the struggling students that you are trying to help. Clearly, they will not be able to cope up with the rigorous STEM curriculum at ACL, lose confidence and probably drop out. Just imagine what negative impact would that have on such student's college admissions, worse in the real world of job market where most of us are selected on merit! You are setting up such students for failure! What about the A grade students who have been working hard and driven since 1st grade to get into STEM programs like FUTURA and SPECTRUM? They would be totally demoralized to learn that it was a waste of time to get A grades over years of dedication, hard work and drive, just to be lumped with average C grade students at ACL applicant pool. What a shame and travesty! Worse off, you would be setting a terrible precedent for future ACL students not to work hard at all and push themselves for A grade, instead become mediocre students to get an average C grade! Is that really your primary goal here as Superintendent of LCPS to encourage mediocrity to be the standard at ACL? If so, perhaps you should seriously consider changing the name to AOCS aka Academy of C grade students!

In addition, replacing the lottery draw by a select panel of so-called experts to make final recommendations instead of teachers, on student's racial profile, principle of geography socio/economic equity, expertise ability in guessing which of these students will be successful, and worse having a minimum 75% representation of MS. Do the so-called panel of experts have a crystal ball to determine our kid's future as who will succeed or fail? Sounds like pure "reverse discrimination" against a certain ethnic group of well deserving students based on racial profiling! Some would call this so-called panel of experts a "Death Panel" that are set up in countries with socialized medicine to ration healthcare. Instead of a having a minimum representation of HS based on zip codes and geographic socio/economic principle, why not focus on the students that are actually applying and use that as a representation basis instead to make final selection. That would only be fair to all students. Is racial profiling students even legal? Some would even call it Unamerican and Unconstitutional!

Furthermore, what is even more troubling is the Research Office goal is to review the results of Writing Assessment to promote equitable results across students with diverse backgrounds. Are you gaming or rigging the system here? How can you promote equitable results? That in itself is marginalizing well deserving students and trying to average out everyone! It's called "Socialism" and has no place in the education system. I understand the current political situation in the country is promoting such backward thinking socio/economic equity, and it seems that you are trying to be opportunistic in trying to push your "reverse discrimination" agenda!

it's pretty obvious that instead of having the C&I Committee review these changes where this "Operation" really belongs, you are trying to rush it thru under the guise of CV19! You can't even fully open schools during the pandemic, then how can you think through and execute such HUGE changes? Such HUGE radical changes require a full deliberation, due diligence, input from all stakeholder's, public hearings, regression data analysis to see if these changes were made in last 3 years, would they have indeed achieved the desired result of racial equality? Common sense would prevail and indicate otherwise!

Lastly, last I checked we still live in a democracy and not a Third World Country where one high ranking individual like yourself can't make unilateral overreaching decisions to impact thousands of students! Don't forget that other premier institutions like TJ and HBS tried to make similar ill-conceived race-based changes to their admissions process and it backfired on them badly! They faced legal actions including investigations by DOJ and DOE, which supersedes Virginia AG Mark Herring

In conclusion, let's not dilute the ACL brand by lowering admissions criteria just to achieve racial equity based on geographic socio/economic principles! Terrible illegal idea to racially profile students, promote equitable results and have some Death Panel kill our kid's bright future. Ref this to C&I Committee where it really rightfully belongs for further deliberation.

LCPS board- Please show some spine, moral character and stand up for our kids' future by rejecting this ill-conceived backward thinking radical proposal of Supervenient Eric Williams. Parents will love you for this just and moral stand! You owe this to our kids.

Regards,

Jogesh Bagga (proud father of a rising 8th grader)

From: JOGESH <jogeshbagga@msn.com>

Sent: Wednesday, August 5, 2020 5:42 PM

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

Cc: Denise.corbo@lcps.org <Denise.corbo@lcps.org>; John.beatty@lcps.org <John.beatty@lcps.org>; Ashley.ellis@lcps.org <Ashley.ellis@lcps.org>; vince.scheivert@lcps.org <vince.scheivert@lcps.org>; Brenda.sheridan@lcps.org <Brenda.sheridan@lcps.org>; Leslee.king@lcps.org <Leslee.king@lcps.org>; lan.serotkin@lcps.org <lan.serotkin@lcps.org>; Lottie.spurlock@lcps.org <Lottie.spurlock@lcps.org>; harris.mahedavi <harris.mahedavi@lcps.org>
Subject: Fw: Academies of Loudoun Admissions 2021-2022 upcoming changes

Dear Eric Williams,

FYI....I wanted to share my strong concerns about your plans to unilaterally push a "Lottery" aka lucky Draw and some other radical changes to the admissions criteria at AOL/AET/AOS. I believe Mark Herring AG for Virginia, is putting pressure on you and the LCPS board to adopt these backward thinking admission changes to the best STEM program in Loudoun County. He's probably acting out of pressure exerted on him by the Loudoun County chapter of NAACP to promote racial diversity in AOL/AOS/AET program.

As indicated below to LCPS board member Harris Mahedavi of the Ashburn District, as a minority myself, I am all for more racial diversity at LCPS STEM programs. Instead of doing a "lucky draw" by Lottery to pick the most talented hard-working driven STEM students in LCPS, the right approach would be to bring a greater awareness to African American Parents for programs like FUTURA early on during Elementary School days for their children. That would require a greater more serious outreach than perhaps what is being currently conducted by LCPS. In addition, these early outreach efforts can be supported by LCPS offer of free or subsidized STEM tuition classes for SES aka economically disadvantaged students as well. That's probably the best long-term strategy to bring these students up to the level of others STEM students in order to compete "fairly and equally" for AOL/AOS/AET admission. The absence of it i/e raising the STEM standards, will actually cause such students to greatly suffer among their peers when faced with STEM courses that nither they don't fully comprehend nor are fully prepared for. Thus, you & the LCPS board will be doing a great disservice to such ill-prepared struggling students!

Punishing hard working gifted & talented driven kids who have been doing all that it takes right from the 1st grade to get into programs like FUTURA, SPECTRUM and then apply for AOL/AOS/AET as a path forward for STEM students, is probably the worst message any school district can send to their best students and their parents who have a lot of skin the game.

Also, I believe the correct place to first study any serious admission criteria changes belongs in the C&I aka Curriculum & Instruction Committee. Isn't that the purposed of this committee to look into the pros & cons of any serious admission criteria changes? Let the C&I members like Harris Mahedavi, John Beatty, Denise Corbo, Ashley Ellis & Vince Scheivert fully look into these radical backward thinking admission criteria changes that you are recommending and see if it will indeed achieve the lofty goal of promoting racial diversity or would it greatly damage the

only STEM HS program in Loudoun County.

Most logically thinking parents and students who use common sense, will probably indicate if these admission changes are adopted, it'll greatly damage the AOL/AET/AOS brand as a STEM platform. Instead of admissions being only merit-based & STEM tested, the "lottery lucky draw" will ensure that the best gifted & talented LCPS students DO NOT get into the program. instead less prepared, driven, gifted & talented deserving kids will now unfairly get the final admission offers! Is that what we should be teaching our kids to demoralize their hopes & aspirations? Or should we be encouraging them to participate in fair & healthy competitions based on "merit" to go forward in life and achieve their dreams which is the AMERICAN WAY? Are we preparing our kids for mediocrity or high achievement? Is it fair to push these hard working driven gifted & talented kids down or should we be pulling or helping the other kids up to raise their game and level of STEM education?

So, I urge you and the entire LCPS board, including C&I Committee members to reverse course while you still have time. Furthermore, correct me if I am wrong that we still live in a democracy where votes matter like that of the entire LCPS board to authorize these changes vs an authoritarian state where one high ranking official like yourself makes the unilateral call to adopt these radical backward thinking admission changes. You can't guise these changes under the "Operations" category just to promote racial diversity as some would call it "Unconstitutional and illegal", that would probably face a full-blown legal battle just like TJ faced, including HBS (Harvard Business School) when they too tried to adopt similar "Discriminatory" admissions criteria in order to promote similar racial diversity. Please don't forget that there is a Federal DOE and DOJ that easily supercedes a Mark Herring investigation into LCPS!

Your actions will definitely hurt every hard-working driven gift & talented "aspiring" LCPS student, including their parents and send a wrong message that Loudoun County's best STEM HS program is now diluting its brand, standards by lowering its admission standards in the name of promoting racial diversity. If the LCPS board and you have failed in your duty to rightly outreach SES and African American kids, including their parents early on to promote STEM programs likes FUTURA, SPECTRUM that sets the path forward for AOL/AOS/AET, then you can't punish other hard working driven gifted & talented students for your mistakes and incompetence!

For that matter, I don't see any diversity in the LCPS board to begin with and let's see how everyone in the board would feel instead of being voted in by parents, we start using the "Lottery lucky draw" to pick future ones! Wonder how that will work out for you and the LCPS board?

Exactly, you and everyone will feel cheated out of a "fair & equal" opportunity to compete for your seat. That's how we (parents & students) feel today hearing that you are leaning towards

adopting these radical backward thinking changes to the AOL/AOS/AET admissions criteria.

I plan on being there Aug 11 to voice my strong disapproval among thousands of other parents/students against your plans. Don't forget that you and every LCPS board member come up for vote. We expect you & the LCPS board to show "Spine" and stand up against any and all pressure being exerted by Mark Herring and NAACP, and make the "right" judgement call after a serious deliberate debate at the C&I Committee level including a fully detailed study/report on the pros & cons of such backward thinking radical admission changes.

Regards,

Jogesh Bagga
M 703.835.6321

From: JOGESH

Sent: Friday, July 24, 2020 3:42 PM

To: harris mahedavi <harris.mahedavi@lcps.org>

Subject: Academies of Loudoun Admissions 2021-2022 upcoming changes

Dear Harris

Hope all is well with you and your family during these challenging CV19 times. I am a parent of a rising 8th grader at Trailside Middle School as well a 3rd grader in Newton Lee Elementary School, both in your Ashburn District. I recently learnt that LCPS Board is leaning towards making some radical changes to the AOL & AET admissions criteria for 2021-2022 school year.

Like most Indian American parents in Loudoun County, I am very alarmed to learn that LCPS board is planning to use a "Lottery" system to determine which students would receive final admission offers among the finalists who make it after years of hard work and dedicated learning. Why is LCPS adopting such a non-merit based "lucky draw" to determine the faith of hard-working talented kids for Loudoun County's premier STEM high school program? It really defeats the entire purpose of AOL & AET to pick the very best on a strictly merit basis that should continue to be determined only by multi-faceted STEM testing standards.

In addition, adopting a policy of "a predetermined number of students" to be included in the finalists pool, and then prior to the lottery, a "fair representation from all middle schools in LCPS, followed by a "specified minimum number of applicants" to be included in the finalist pool from all middle schools aka "quota" and lastly a fair representation of economically

disadvantaged aka SES kids to be included in the finalist pool before the "lucky draw" takes place. If LCPS ultimate goal is to represent a wider section of society and school population, then why even have the AOL & AET program as the outcome of your admission policies would be to "make everyone happy" instead of a merit-based STEM contest! Some would even call it a "rigged system" with a predetermined outcome!

If the purpose of adopting such radical, backward thinking, non-merit based changes is to promote kids from economically disadvantaged students (SES) to AOL & AET program, then it's a self-defeating education policy as these kids will really suffer among highly competitive & talented pool of other kids irrespective of their parent's economic status. A better way would be to offer such SES aka Economically disadvantaged kids, free classes and/or STEM tuition paid by LCPS to help them raise their level of STEM academic learning so that they can compete with other kids and that way everyone will be at a level playing field. Healthy competition vs predetermined pool of finalists!

While I have full empathy with the SES kids, but why try to lower the standard of AOL & AET? Instead, LCPS should focus on increasing it and challenging all our kids to their fullest potential? It'll benefit everyone including SES kids!

But depriving well qualified, deserving, hardworking kids simply because of their parent's economic status is actually a full-blown travesty and extremely unfair means in today's 20th century. Countries like Singapore, Sweden, Switzerland are all using merit basis to promote their very best STEM students by offering a level playing field to all their students irrespective of their parent's economic status. They are not adopting such discriminatory practices! Our kids including SES, will fall behind and not be able to compete globally.

Adopting such backward thinking radical non merit-based education policies will definitely prove to be very detrimental long term in promoting Loudoun County as a forward thinking merit based education system that can match up to local counties like Fairfax, Arlington. In addition, if LCPS wants to compete with STEM high schools likes of TJ, we need to raise the standard of our STEM teachers, curriculum, testing standards, have a full day 5 days a week full time STEM program like TJ! Adopting such "quota" & "Lottery" based final admission criteria is very counterproductive to this goal and will not promote racial equality as well if that too is one of the goals of this backward thinking admission policy.

As a parent of elementary & high school students yourself, I am really hoping that you too can relate my dilemma and frustration upon learning of this ridiculous change coming our way. A gentle reminder of what recently Harvard Business School faced when they tried to adopt similar discriminatory admission standards, was a full-blown investigation by Dept. of Education & DOJ, in addition to law suits by concerned parents & students for discriminatory admission policies. If you recall, Asian American students were the true target of such unfair

admission policies in order to benefit white, Hispanic and African American students. I really hope that is not the case and thinking at LCPS!

I am really counting on you as an Asian, Indian American parent, to be our voice of reason at the next LCPS board meeting when the board meets next to take up this backward thinking admissions criteria change. I plan on being there to voice my views, in addition to hundreds of other Indian American parents who moved to Loudoun exactly for the same reason, I/e availing a level playing field of good education and merit-based opportunity. Needless to say, if such non merit-based admission policies are adopted, Loudoun County will definitely see a large outflow of Indian American parents who make up close to 30% of Ashburn/Broadland/Brambleton area, to other counties like Fairfax & Arlington. That would also be a huge loss of revenue to Loudoun County as Indian Americans are among the highest income earners and most well educated like yourself and your wife.

Lastly, astronauts, athletes, business leaders, entertainment artists, spelling bee contestants etc are not chosen on a minimum "quota" or lucky "lottery draw" but on merit so that as a nation we can continue to produce top class talent in all the fields to be our future shining stars likes of Jeff Bezos, Elon Musk, Michael Jordon, Sunita Williams, Mark Cuban, Ted Leonsis, Steve Case, Bill Gates, Marc Zuckerberg and Google co-founders! No mediocracy here except pure raw best talent in conjunction with hard work, drive and ambition. That should be the motto of AOL & AET!

I'll be happy to receive a phone call from you if you wish to discuss this further and also share your thoughts on how best to counter these absurd admission policies.

Regards,

Jogesh Bagga
M 703.835.6321

From: Beth Barts
To: Eric Williams; Schoolboardemail; Nyah Hamlett; Kevin Lewis; Rob Doolittle; Ashley Ellis; Lottie Spurlock
Subject: RAIDER funding
Date: Sunday, August 9, 2020 10:19:35 PM

Fellow board members,

I am sure you have been reading the messages we are being sent. I spent the day calming down my neighbors and their kids. We agreed to change the Raider Name with LCPS funding. My community was assured this would happen. I stated publicly I was very worried about the cost when Ian brought this forward. This was our first step on the action plan to end systemic racism. We need to manage the PR on this.

The following message was sent to the LCHS community from LCHS admin:

"I have received inquiries about the funding for this process, and at this point in time, we have not been provided a funding source from LCPS to re image our campus and purchase items to proudly promote and celebrate our new mascot. I will keep our community posted with funding information as it becomes available."

We need to share a message with the LCHS community Asap letting them know we are funding these things. It is going to be expensive —we knew that. Or we delay the change until we can fund it. This is not fair at all to the kids and the families of the oldest high school in the district. They accepted this change trusting us. Let's not let them down.

I am hopeful we can give them some answers before this goes public with the papers and social media. Parents are really really upset. I worked hard today trying to calm them down.

Thank you

Beth

Sent from my iPhone

From: Denise Corbo
To: Asia Jones
Cc: Eric Williams; Brenda Sheridan
Subject: Legal Concerns
Date: Saturday, August 8, 2020 10:06:31 AM

Good morning, Asia,

I've received questions about where we stand legally with providing distance learning with our SPED students.

If we provide 100% distance to all students are we legally able to do that or will we have to allow some students in person?

Are there legal issues with allowing some students to attend I person and not all?

How are we explaining to parents who's children attend ESY that we are not allowing them in stage 1 of the hybrid? Is this going to be an equity and legal problem?

Are we allowing County daycare and camps to use the school buildings while we are 100% distance? How will we explain to parents that it's okay to open those programs and not school.

What were the ESY problems that were encountered and what specific concerns do we have moving to the hybrid?

Thanks in advance for your help!

Sincerely,

Denise

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

To: Denise Corbo
Cc: Brenda Sheridan; Nyah Hamlett
Subject: RE: Delayed Hybrid Plan
Date: Friday, August 7, 2020 5:24:33 PM

We referenced the possible motion in italics below in BoardDocs without mentioning a specific name. This allowed us to get the

From: Eric Williams
Sent: Friday, August 7, 2020 4:04 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Delayed Hybrid Plan

Good afternoon,
I just sent the full School Board an email that relates to challenges with bringing students back to school for in-person learning.

The agenda for Tuesday includes an agenda item entitled COVID-19 Update on LCPS Continued Response. This agenda item will include two slidedecks, one general and one relating specifically to the implementation of the hybrid model in stages. The second slidedeck, which will be available in Executive Content this evening, will include information regarding the topics/challenges that I referenced in the email I just sent the School Board.

Seeing your interest in discussing the motion described below, would you be okay if we add the following language to the agenda item entitled COVID-19 Update on LCPS Continued Response.

At the request of Board member Denise Corbo, the following potential motion is listed for discussion as part of this Information Item.

I move that the School Board start the school year with 100% distance learning and wait to start any implementation of the Hybrid Model until after the end of the first quarter, and following the superintendent's recommendation and Board approval.

If you'd like to discuss the agenda that we will be posting this afternoon, I'd be happy to speak with you by phone soon. We could also try to bring Ms. Sheridan into a conference call to discuss the specifics of the agenda and your interest discussion of a motion regarding 100% distance learning.

Also, in response to your questions below:

- Staff has prepared options for "very limited exceptions" for implementation on September 8 because of the Board-approved motion regarding "very limited exceptions" and because of the Board-approval calendar with a start date of the school year on September 8.
- We have previously provided information relating to other questions in the first paragraph and will revisit several of these topics during the meeting on Tuesday.
- Steve Devita is not our lead attorney on special education matters. Asia Jones has spoken extensively with outside counsel regarding our plans for serving students with disabilities. I do not know whether she has spoken to Steve Devita regarding the specific questions you list.

I sincerely appreciate you reaching out to me on this. Thank you.

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

Sent: Thursday, August 6, 2020 3:03 PM

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

Subject: Delayed Hybrid Plan

Eric,

As you know during the 2X2 meeting, I share your hesitation with bringing students back to school. I don't think we are ready for many of the reasons you outlined in your supporting documents. There are too many unanswered questions and too much liability. I understand the board made an amendment to your original recommendation, however why are we pushing for September 8th? The board never gave a specific date to the motion. Will we have all the answers to procedural guidelines? Will we have staff? Will we have cleaning and proper PPE and all other preparatory needs met? What happens if someone tests positive?

I'm worried about who we are bringing back to schools and the equity of service. How can we bring some SPED students back and not others. We already offered ESY and now we are not allowing these students to return... I think that may pose legal issues. Have you had a conversation with Steve about the possible legal issues around the select group of SPED students?

I am interested in discussing a motion to postpone any hybrid/in-person learning until after the first quarter.

The motion would be to start the school year with 100% in person and begin the hybrid with SPED and MATA after the first quarter based on the superintendent's recommendation and board approval.

Please let me know your thoughts.

Thanks,

Denise

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

From: Eric Williams
To: Denise Corbo
Cc: Brenda Sheridan; Nyah Hamlett
Subject: RE: Delayed Hybrid Plan
Date: Friday, August 7, 2020 4:03:00 PM

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Sent: Thursday, August 6, 2020 3:03 PM
To: Eric Williams <Eric.Williams@lcps.org>

Subject: Delayed Hybrid Plan

Eric,

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I'm worried about who we are bringing back to schools and the equity of service. How can we bring some SPED students back and not others. We already offered ESY and now we are not allowing these students to return... I think that may pose legal issues. Have you had a conversation with Steve about the possible legal issues around the select group of SPED students?

I am interested in discussing a motion to postpone any hybrid/in-person learning until after the first quarter.

The motion would be to start the school year with 100% in person and begin the hybrid with SPED and MATA after the first quarter based on the superintendent's recommendation and board approval.

Please let me know your thoughts.

Thanks,

Denise

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

To: [Denise Corbo](#)
Cc: [Brenda Sheridan](#); [Nyah Hamlett](#)
Subject: RE: Delayed Hybrid Plan
Date: Friday, August 7, 2020 3:45:07 PM

Good afternoon,

I just sent the full School Board an email that relates to challenges with bringing students back to school for in-person learning.

The agenda for Tuesday includes a specific item

From: Denise Corbo <Denise.Corbo@lcps.org>
Sent: Thursday, August 6, 2020 3:03 PM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Delayed Hybrid Plan

Eric,

As you know during the 2X2 meeting, I share your hesitation with bringing students back to school. I don't think we are ready for many of the reasons you outlined in your supporting documents. There are too many unanswered questions and too much liability. I understand the board made an amendment to your original recommendation, however why are we pushing for September 8th? The board never gave a specific date to the motion. Will we have all the answers to procedural guidelines? Will we have staff? Will we have cleaning and proper PPE and all other preparatory needs met? What happens if someone tests positive?

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Please let me know your thoughts.

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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 the School Board
Date: Monday, August 10, 2020 6:20:36 PM
Attachments: [COVID-19 Update for the School Board 081020.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:
 - a. Met with Kevin Lewis regarding Support Services topics.
 - b. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
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as partial reimbursement for the purchase of 11,424 Chromebooks to distribute to students in grades 3-12 who did not have an individualized learning device.”

4. Attached is a document showing the announced policing/criminal justice reform priorities of the Virginia Senate Democratic Caucus and the Virginia Legislative Black Caucus for the upcoming special session. Neither the House Democratic Caucus nor the Governor have announced their priorities at this time. The House Courts of Justice and Public Safety Committees heard additional testimony on these issues last week in the last of their series of joint meetings. Highlighted items that the two packages have in common are in the attachment although several of those have nuanced differences in the approach that could be a deal breaker for one side or the other. You will also see that the Senate would study some of the items in common while the VLBC has them targeted for action during the special session. Also, you will see some items that are unique to each package. We are sharing this with you because one of these packages includes an item on school resource officers (SROs). You may want to be aware of this now in anticipation that members of the Loudoun legislative delegation will want the Board or Staff to weigh in on this matter. (pp. 20-22)

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1. The LCPS Division of Safety and Security, along with the Loudoun County Sheriff's Office and Leesburg Police Department, will hold a training exercise between 8 a.m. and 4 p.m. on Tuesday, August 11, at Briar Woods High School. (p. 29)

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Eric Williams, Ed.D.

Superintendent

Loudoun County Public Schools

From: [Nyah Hamlett](#)
To: [Denise Corbo](#)
Cc: [Asia Jones](#); [Kevin Lewis](#)
Subject: RE: Legal Concerns
Date: Monday, August 10, 2020 4:58:29 PM
Attachments: [image001.png](#)

Hi Denise,

Asia is currently out of the office, but we expect to have additional information from outside counsel who specializes in Special Education legal matters, Reed Smith. Kevin plans to provide an update regarding child care tomorrow. Asia and/or Kevin may have additional information to add.

Also, a gentle reminder to include me on emails so that I can try to coordinate timely responses for you

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 <Denise.Corbo@lcps.org>
Sent: Saturday, August 8, 2020 10:06 AM
To: Asia Jones <Asia.Jones@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>
Subject: Legal Concerns

Good morning, Asia,

I've received questions about where we stand legally with providing distance learning with our SPED students.

If we provide 100% distance to all students are we legally able to do that or will we have to allow some students in person?

Are there legal issues with allowing some students to attend 1 person and not all?

How are we explaining to parents who's children attend ESY that we are not allowing them in stage 1 of the hybrid? Is this going to be an equity and legal problem?

Are we allowing County daycare and camps to use the school buildings while we are 100% distance? How will we explain to parents that it's okay to open those programs and not school.

What were the ESY problems that were encountered and what specific concerns do we have moving to the hybrid?

Thanks in advance for your help!

Sincerely,

Denise

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

From: Nyah Hamlett
To: Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King
Subject: Plan for August SB Meeting Agenda
Date: Monday, August 10, 2020 12:38:44 PM
Attachments: image001.png

Good afternoon,

Based on the feedback of a few Board members and in consultation with the Chair, tomorrow's Board meeting will be recessed time certain at 10:00PM and per Brenda the meeting will be resumed next Tuesday, August 18 at 6:00PM. At the start of tomorrow's meeting Brenda will announce that the meeting will be recessed at 10PM and that agenda items have been prioritized. She will also announce at the conclusion of tomorrow's meeting that there is unfinished business that will be resumed next Tuesday, August 18. Once that announcement is made, staff will ensure that the meeting is posted in BoardDocs and on the division calendar.

I will send a placeholder for your calendars. Please reply to the calendar invitation, so that I can determine if you will have a quorum. Also, please see the plan regarding agenda items below. If you have any questions or concerns about the agenda, please contact Brenda who will provide direction, in consultation with Board members, as it relates to what agenda items are discussed and when.

Staff Recommendations for Splitting the Agenda

August 11 Meeting	Unsure but Defer to the Board	August 18 Meeting
8.02 Finance and Facilities Committee: Request to Name the Leesburg Annex Baseball Field the "Toby Atwell Field"		8.01 Support Services: Fall 2020 School Board Meeting Calendar for an Elementary School Attendance Zone Change Process and Fiscal Year 2022 Capital Budgets
8.05 Charter School Committee: Middleburg Community Charter School (MCCS) Reopening Plan for 2020-2021		8.03 Indigenous People's Day Proclamation Defer to Brenda and Harris
8.08 Department of Instruction: Academies of Loudoun Admissions	8.06 Student Support and Services Committee: Revision of Policy 5310, Special Education	8.04 Business and Financial Services: Supplemental Appropriation Request – County Reserve Release

	Defer to Ian as SS&S Chair?	Defer to Brenda and Atoosa
9.01 Office of the Superintendent: Detailed Action Plan to Combat Systemic Racism		8.07 Face Coverings Requirements Defer to Brenda and Ian
9.07 Office of the Superintendent: COVID-19 Update on LCPS Continued Response		9.02 Equity Committee: Equity Committee Charter and Membership Review Defer to Brenda
9.08 Access to Distance Learning for Students with No/Limited Internet Service		9.03 Business and Financial Services: FY22 Preliminary Fiscal Outlook
		9.04 Business and Financial Services: School Board Calendar for the Development of the Fiscal Year 2022 School Board Operating Budget
		9.05 Pupil Services: Restraint and Seclusion of Students Annual Report SY 2019-20
		9.06 Support Services: Attendance Zone Change Process
	10.01 Board Members' Comments and Committee Reports (5 minutes each)	

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



From: [Nyah Hamlett](#)
To: [Ian Serotkin](#); [Atoosa Reaser](#)
Subject: RE: COVID-19 Update for the School Board
Date: Tuesday, August 11, 2020 11:17:18 AM
Attachments: [image001.png](#)

Pages 20-22 has a list of priorities of the Virginia Senate Democratic Caucus and the Virginia Legislative Black Caucus for the upcoming special session next week. On page 22 there is reference to reducing and/or replacing SROs with mental health professionals. That part is not highlighted.

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: Ian Serotkin
Sent: Tuesday, August 11, 2020 11:13 AM
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>
Subject: Re: COVID-19 Update for the School Board

Nyah,

I feel like I'm missing something because I don't see any reference to SROs on pages 20-22.
What's the actual change that the legislature is considering?



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: Tuesday, August 11, 2020 11:11 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: RE: COVID-19 Update for the School Board

Staff would not weigh in without Board direction. As mentioned previously (when we spoke last week), I informed our former legislative consultants that staff would not weigh in and that we would keep our Board updated as we receive information or inquiries.

**Board Members moved to bcc*

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: Atoosa Reaser
Sent: Tuesday, August 11, 2020 11:06 AM
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>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: COVID-19 Update for the School Board

Good morning,

With regard to SROs, I suspect there would be Board consensus that staff should not weigh in on the topic without Board direction. I will work with Brenda to discuss this topic with individual board members so we can provide you with direction. In the meanwhile, please let us know if anyone reaches out to you or the staff, on this topic.

Thank you,

Atoosa

From: Eric Williams <Eric.Williams@lcps.org>
Sent: Monday, August 10, 2020 6:21 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 the School Board

Good evening,

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 - "Ms. Perrin, LPCS used the \$1,237,601 in CARES Act Funding it received as partial reimbursement for the purchase of 11,424 Chromebooks to distribute to students in grades 3-12 who did not have an individualized learning device."
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Democratic Caucus nor the Governor have announced their priorities at this time. The House Courts of Justice and Public Safety Committees heard additional testimony on these issues last week in the last of their series of joint meetings. Highlighted items that the two packages have in common are in the attachment although several of those have nuanced differences in the approach that could be a deal breaker for one side or the other. You will also see that the Senate would study some of the items in common while the VLBC has them targeted for action during the special session. Also, you will see some items that are unique to each package. We are sharing this with you because one of these packages includes an item on school resource officers (SROs). You may want to be aware of this now in anticipation that members of the Loudoun legislative delegation will want the Board or Staff to weigh in on this matter. (pp. 20-22)

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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: COVID-19 Update for the School Board
Date: Tuesday, August 11, 2020 11:06:21 AM

Good morning,

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

From: Deepti Bhandari
To: LCPS-SUP-SCHOOLS; Eric Williams; Lottie Spurlock; Ashley Ellis; Neil Slevin; Tinell Priddy; Craig Lewis; Jennifer Chang; Matthew Wilburn; Denise Corbo; Harris Mahedavi; Ian Serotkin; Atoosa Reaser; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Vince Scheivert
Cc: dee bhandari
Subject: [EXTERNAL] Earnest Request from Parents of current LCPS student
Date: Monday, August 10, 2020 7:17:19 PM

Good evening members of LCPS Administration, Curriculum and Instruction Committee, and the LCPS School Board,

With the School Board meeting coming in tomorrow, we as parents want to reach out to you all to highlight the criteria that is being proposed to be accepted for Loudoun County's premier STEM High School admissions.

Lowering the testing criteria standard by only requiring a C average grade for 6/7th grade, and Algebra 1 instead of Geometry, will undermine the primary goal of accepting the talented, driven STEM Students.

In addition, it will **demotivate future driven students not to push themselves to get A/A+ grades** and become mediocre average students getting C grades. Is that the correct message to send to our kids? What about the kids who have worked so hard to get A and B's in 6/7th grade to now lump average C grade students in the same acceptance pool of applicants? It's very demoralizing! Why are we trying to punish hard working, talented, and driven kids for the sake of promoting racial diversity? **There are better ways to accomplish it by directing this exercise to the C&I Committee which can do it's due diligence and come up with suitable recommendations after a deliberate thoughtful process after paying close attention to data of students applying from different middle schools, acceptance rates vs a broad high school representation among applicants.**

LCPS also needs to raise the intensity of bringing awareness of STEM based programs to parents of SES students in certain geographic areas & socio-economic conditions much earlier on during elementary school days vs waiting until students reach middle school. In addition, to help SES students raise their level of understanding STEM courses, LCPS should be offering free or subsidized tuition STEM classes. **LCPS should be focused on raising the standards vs lowering them. They need to accomplish any admission criteria changes by directing this exercise to the C&I Committee which can do it's due diligence and come up with suitable recommendations** after a deliberate thoughtful process after paying close attention to data of students applying from different middle schools, acceptance rates vs a broad high school representation among applicants. Replacing the lottery draw with a **subjectivity panel** who are supposed to guess which students will be successful or not, is a travesty in itself and belongs in sport betting and casinos. Since this panel is composed of educators from a diverse racial & ethnic background and has a core goal of promoting equitable results across students with diverse backgrounds, is that really the "true purpose" of making these radical backward thinking changes? This panel sounds more along the lines of a Death Panel in countries where socialized medicine is rationed among its people.

Furthermore, the selection process seems to lack transparency in terms of weighted average for the subjectivity this panel will exercise after comparing their STEM & &

writing scores. Plus the selection process would take into consideration the principle of geography/Socio-economic equity. What's really the goal here, is it to grant the very best gifted & talented driven STEM students or merely focus on granting admissions based on geographic zip codes and socio economic factors? Again, there are better ways to achieve the goal of helping SES students get admission in ACL by assisting them to increase their standards of STEM courses.

We earnestly request the C&I committee to explore this deeper and come up with suitable recommendations.

Our best regards

Two anxious and sad Parents

From: [Eric Williams](#)
To: [Denise Corbo](#)
Bcc: [Eric Williams](#)
Subject: Responses to Recent Inquiries
Date: Wednesday, August 12, 2020 1:51:00 PM
Attachments: [image001.png](#)
[RE Motion .msg](#)
[Questions.msg](#)
[RE Delayed Hybrid Plan.msg](#)
[Implementation of the Hybrid Model in Stages-Confidential.msg](#)

Dr. Hamlett forwarded to me the email that you sent her shortly after midday (see below). I am writing to comment on responses to recent inquiries.

Reflecting my commitment to robust communication with the School Board, I offered to meet with Board members in pairs early last week to discuss the start of the new school year. Subsequently on Tuesday, August 4, Ashley Ellis and I met with you and Jeff Morse on this topic, one of four meetings we held with pairs of Board members early last week.

During the meeting on August 4, you asked why we were planning towards providing "very limited exceptions" starting September 8. I referenced the Board-approved motion that stated that LCPS "will start the school year" with 100% distance learning with "very limited exceptions" and proceed with implementing the hybrid model in stages. And I noted that the School Board had approved a calendar identifying September 8 as the first day of school for students.

On Thursday, August 6 you raised this topic again in an email, writing, "I understand the board made an amendment to your original recommendation, however why are we pushing for September 8th?" I answered this question again in the attached email entitled "Delayed Hybrid Plan."

On Friday, August 7 at approximately 4 p.m. I sent the attached email, entitled "Implementation of the Hybrid Model in Stages", to the full Board. In that email, I explained that Dr. Jones would be at a small, out-of-state family gathering that weekend but that Board members could ask her to call them. I stated that I was also happy to try to connect with Board members.

In fact, we connected within hours of that conversation. You contacted me at 5:21 and asked me if I was available for a call with Brenda Sheridan that evening or during the weekend. I responded to you three minutes later to say that I could speak that evening or later in the weekend. We subsequently spoke by phone with Brenda Sheridan that evening from 5:30 p.m. to 5:54 p.m. Three minutes after the call I sent you the attached email entitled "Questions" as we had discussed during the call.

On Saturday, August 8, you sent an email to me that is embedded within the attached email entitled "Motion." This email again raised the topic of why we were planning towards "very limited exceptions." The attached email entitled "Motion" includes the response I sent you on Monday. Dr. Hamlett also emailed you on Monday (see below) relating to other aspects of your email from Saturday.

I appreciate you taking the time to read this summary of examples of recent timely, responsive communication steps with you.

Also, yesterday afternoon (approximately one and a half business days after your Saturday inquiry), Mr. Devita sent you an email entitled "CONFIDENTIAL SPED Questions Legal Advice" on the behalf of Dr. Jones. Additionally, some information on the topics that were addressed to Dr. Jones and Mr. Lewis were also presented at the School Board meeting last night.

Thank you.

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

From: Denise Corbo <Denise.Corbo@lcps.org>
Date: August 11, 2020 at 12:21:17 AM EDT
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Cc: Asia Jones <Asia.Jones@lcps.org>, Kevin Lewis <Kevin.Lewis@lcps.org>
Subject: Re: Legal Concerns

Thank you, Nyah. Eric noted in his email that he and Asia would be available this weekend for emails and phone calls as needed. I didn't receive a response until today from Eric and Asia had an auto response. I appreciate your follow up.

Denise

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

From: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Sent: Monday, August 10, 2020 4:58:26 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Cc: Asia Jones <Asia.Jones@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>
Subject: RE: Legal Concerns

Hi Denise,

Asia is currently out of the office, but we expect to have additional information from outside counsel who specializes in Special Education legal matters, Reed Smith. Kevin plans to provide an update regarding child care tomorrow. Asia and/or Kevin may have additional information to add.

Also, a gentle reminder to include me on emails so that I can try to coordinate timely responses for you

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 <Denise.Corbo@lcps.org>
Sent: Saturday, August 8, 2020 10:06 AM
To: Asia Jones <Asia.Jones@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>
Subject: Legal Concerns

Good morning, Asia,

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If we provide 100% distance to all students are we legally able to do that or will we have to allow some students in person?

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Are we allowing County daycare and camps to use the school buildings while we are 100% distance? How will we explain to parents that it's okay to open those programs and not school.

What were the ESY problems that were encountered and what specific concerns do we have moving to the hybrid?

Thanks in advance for your help!

Sincerely,

Denise

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

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; Ashley Ellis; Asia Jones; Kevin Lewis; Rob Doolittle; Scott Ziegler; Sharon Willoughby; Vince Scheivert
Subject: RE: Plan for August SB Meeting Agenda
Date: Tuesday, August 11, 2020 1:41:38 PM
Attachments: image001.png

Good afternoon all,

Here is the plan for the August Meetings after receiving feedback from Board members and in consultation with Brenda. This is just a guide for a prioritized plan, but of course the Chair can and will make adjustments as the meeting ensues. Also, just a heads up, as of this afternoon there were 115 people registered to speak (30 seconds per speaker). Aaron will send the final list sometime after 3:00, but before the Board meeting. Thanks!

August 11 Meeting	Unsure but Defer to the Board	August 18 Meeting
8.02 Finance and Facilities Committee: Request to Name the Leesburg Annex Baseball Field the "Toby Atwell Field"		8.01 Support Services: Fall 2020 School Board Meeting Calendar for an Elementary School Attendance Zone Change Process and Fiscal Year 2022 Capital Budgets
8.05 Charter School Committee: Middleburg Community Charter School (MCCS) Reopening Plan for 2020-2021		8.03 Indigenous People's Day Proclamation Defer to Brenda and Harris
8.06 Student Support and Services Committee: Revision of Policy 5310, Special Education		8.04 Business and Financial Services: Supplemental Appropriation Request – County Reserve Release Defer to Brenda and Atoosa
8.07 Face Coverings Requirements		9.02 Equity Committee: Equity Committee Charter and Membership Review Defer to Brenda
8.08 Department of Instruction: Academies of Loudoun Admissions		9.03 Business and Financial Services: FY22 Preliminary Fiscal Outlook

9.01 Office of the Superintendent: Detailed Action Plan to Combat Systemic Racism		9.04 Business and Financial Services: School Board Calendar for the Development of the Fiscal Year 2022 School Board Operating Budget
9.07 Office of the Superintendent: COVID-19 Update on LCPS Continued Response		9.05 Pupil Services: Restraint and Seclusion of Students Annual Report SY 2019-20
9.08 Access to Distance Learning for Students with No/Limited Internet Service		9.06 Support Services: Attendance Zone Change Process
	10.01 Board Members' Comments and Committee Reports (5 minutes each)	

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: Nyah Hamlett

Sent: Monday, August 10, 2020 12:39 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: Plan for August SB Meeting Agenda

Good afternoon,

Based on the feedback of a few Board members and in consultation with the Chair, tomorrow's Board meeting will be recessed time certain at 10:00PM and per Brenda the meeting will be resumed next Tuesday, August 18 at 6:00PM. At the start of tomorrow's meeting Brenda will announce that the meeting will be recessed at 10PM and that agenda items have been prioritized. She will also announce at the conclusion of tomorrow's meeting that there is unfinished business that will be resumed next Tuesday, August 18. Once that announcement is made, staff will ensure that the meeting is posted in BoardDocs and on the division calendar.

I will send a placeholder for your calendars. Please reply to the calendar invitation, so that I can determine if you will have a quorum. Also, please see the plan regarding agenda items below. If you have any questions or concerns about the agenda, please contact Brenda who will provide direction, in consultation with Board members, as it relates to what agenda items are discussed and when.

Staff Recommendations for Splitting the Agenda

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8.08 Department of Instruction: Academies of Loudoun Admissions	8.06 Student Support and Services Committee: Revision of Policy 5310, Special Education Defer to Ian as SS&S Chair?	8.04 Business and Financial Services: Supplemental Appropriation Request – County Reserve Release Defer to Brenda and Atoosa
9.01 Office of the Superintendent: Detailed Action Plan to Combat Systemic Racism		8.07 Face Coverings Requirements Defer to Brenda and Ian

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From: [Ian Serotkin](#)
To: [Eric Williams](#)
Subject: Reflections from Tuesday night
Date: Wednesday, August 12, 2020 11:42:31 PM
Attachments: [Outlook-khenuio2.png](#)

Eric,

I've spent a lot of time thinking about last night's school board meeting and the challenges therein, particularly during the last hour of the meeting, and discussing the same with a few other board members (although I'm only speaking for myself).

I appreciate you asking for the Board's input on numerous topics, as "baked in" to presentations throughout the night, with examples including:

- Asking the LCSB to join the LCPS Administration in extending a formal apology for the history of operating segregated schools.
- Numerous other questions embedded in the Equity Plan slides
- Should hybrid learning in Stage 1 be provided to the following groups whose families selected or defaulted to the hybrid model? (ASOL SWD 18-22, self-contained SWD 18-22, MATA)
- Should teachers who expressed preference for distance learning, but do not qualify for a leave of absence, be required to teach in-person during Stage 1?
- Should cross-categorical special education teachers who expressed a preference for in-person learning be assigned to teach a self-contained class at their own school if they are licensed and experienced in doing so?
- Should students with disabilities who are eligible for the hybrid model in Stage 1 be assigned to a program at another school if there is not sufficient staff to operate the students' program at their home school?
- Should self-contained teachers who have expressed preference for the hybrid model be assigned to teach the self-contained class at another school of a teacher whose preference is for teaching 100% distance learning?
- Should LCPS focus on creating 100% distance learning schedules for the start of the 20-21 school year?

If these questions are merely meant to spark discussion, than that format is certainly appropriate. And certainly, some of the open-ended questions in the Equity Plan presentation fall into that category. However, for many others, particularly the ones relating to which groups of students would be included in Stage 1, it seems like a reasonable conclusion that you were hoping the board would take an action (either formal or through informal consensus) to provide you with answers to those questions. If that is the case, than I think the Board needs more help in structuring responses to avoid getting into situations like we did last night - Beth having to make up a motion on the spot to have the board vote on

joining you in the segregated school apology, and then again later in the night when there were 5+ conflicting motions, some or all made up on the fly, to try and provide board guidance.

What I would propose as a solution is, when appropriate, for options to be presented to the board as alternate board actions rather than open-ended questions. For example (and purely just examples):

Plan A - No students in person during Stage 1

Plan B - MATA in person during Stage 1

Plan C - MATA + ASOL SWD 18-22 + self-contained SWD 18-22 in person during Stage 1

Plan D - MATA + ASOL SWD PreK-22 + self-contained SWD PreK-22 in person during Stage 1

Etc.

While board members could of course choose to deviate from the prepared options, it would at least give us a starting point and help guide the discussion. Combined with staff's efforts to ensure that the presentations are posted on BoardDocs several days before the meeting, this would give board members time to review potential courses of action in a concrete fashion.

As I intend this to be a positive "Board of 10" hope that we can have more focused deliberations in the future during SB meetings, I've blind copied the rest of the board on this email for their information.

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: [Denise Corbo](#)
To: [Eric Williams](#)
Cc: [Nyah Hamlett](#)
Subject: Re: Responses to Recent Inquiries
Date: Wednesday, August 12, 2020 10:56:27 PM
Attachments: [RE Motion .msg](#)
[Questions.msg](#)
[RE Delayed Hybrid Plan.msg](#)
[Implementation of the Hybrid Model in Stages-Confidential.msg](#)

Good evening, Eric.

I simply thanked Nyah for her follow up.

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: Eric Williams <Eric.Williams@lcps.org>
Sent: Wednesday, August 12, 2020 1:51 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Subject: Responses to Recent Inquiries

Dr. Hamlett forwarded to me the email that you sent her shortly after midday (see below). I am writing to comment on responses to recent inquiries.

Reflecting my commitment to robust communication with the School Board, I offered to meet with Board members in pairs early last week to discuss the start of the new school year. Subsequently on Tuesday, August 4, Ashley Ellis and I met with you and Jeff Morse on this topic, one of four meetings we held with pairs of Board members early last week.

During the meeting on August 4, you asked why we were planning towards providing "very limited exceptions" starting September 8. I referenced the Board-approved motion that stated that LCPS "will start the school year" with 100% distance learning with "very limited exceptions" and proceed with implementing the hybrid model in stages. And I noted that the School Board had approved a calendar identifying September 8 as the first day of school for students.

On Thursday, August 6 you raised this topic again in an email, writing, "I understand the board made an amendment to your original recommendation, however why are we pushing for September 8th?" I answered this question again in the attached email entitled "Delayed Hybrid Plan."

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In fact, we connected within hours of that conversation. You contacted me at 5:21 and asked me if I was available for a call with Brenda Sheridan that evening or during the weekend. I responded to you three minutes later to say that I could speak that evening or later in the weekend. We subsequently spoke by phone with Brenda Sheridan that evening from 5:30 p.m. to 5:54 p.m. Three minutes after the call I sent you the attached email entitled "Questions" as we had discussed during the call.

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I appreciate you taking the time to read this summary of examples of recent timely, responsive communication steps with you.

Also, yesterday afternoon (approximately one and a half business days after your Saturday inquiry), Mr. Devita sent you an email entitled "CONFIDENTIAL SPED Questions Legal Advice" on the behalf of Dr. Jones. Additionally, some information on the topics that were addressed to Dr. Jones and Mr. Lewis were also presented at the School Board meeting last night.

Thank you.

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

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Date: August 11, 2020 at 12:21:17 AM EDT
To: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Cc: Asia Jones <Asia.Jones@lcps.org>, Kevin Lewis <Kevin.Lewis@lcps.org>
Subject: Re: Legal Concerns

Thank you, Nyah. Eric noted in his email that he and Asia would be available this

weekend for emails and phone calls as needed. I didn't receive a response until today from Eric and Asia had an auto response. I appreciate your follow up.

Denise

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

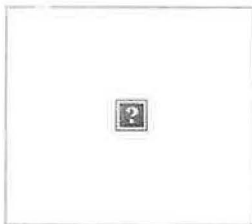
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Also, a gentle reminder to include me on emails so that I can try to coordinate timely responses for you

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To: [Eric Williams](#)
Subject: Re: Responses to Recent Inquiries
Date: Wednesday, August 12, 2020 6:17:37 PM
Attachments: [image001.png](#)

Thanks!



**Denise Corbo | Loudoun County School Board
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Subject: RE: Legal Concerns

Hi Denise,

Asia is currently out of the office, but we expect to have additional information from outside counsel who specializes in Special Education legal matters, Reed Smith. Kevin plans to provide an update regarding child care tomorrow. Asia and/or Kevin may have additional information to add.

Also, a gentle reminder to include me on emails so that I can try to coordinate timely responses for you

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 <Denise.Corbo@lcps.org>
Sent: Saturday, August 8, 2020 10:06 AM
To: Asia Jones <Asia.Jones@lcps.org>
Cc: Eric Williams <Eric.Williams@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>
Subject: Legal Concerns

Good morning, Asia,

I've received questions about where we stand legally with providing distance learning with our SPED students.

If we provide 100% distance to all students are we legally able to do that or will we have to allow some students in person?

Are there legal issues with allowing some students to attend I person and not all?

How are we explaining to parents who's children attend ESY that we are not allowing them in stage 1 of the hybrid? Is this going to be an equity and legal problem?

Are we allowing County daycare and camps to use the school buildings while we are 100% distance? How will we explain to parents that it's okay to open those programs and not school.

What were the ESY problems that were encountered and what specific concerns do we have moving to the hybrid?

Thanks in advance for your help!

Sincerely,

Denise

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

From: Michele Leffler
To: John Beatty; Denise Corbo; Harris Mahedavi
Cc: Eric Williams; Rob Doolittle; Wayde Byard; Ashley Ellis; Teresa Vignaroli
Subject: [EXTERNAL] Re: EL Preparation for Curriculum & Instruction meeting on Wednesday
Date: Saturday, August 15, 2020 6:44:47 PM
Attachments: [Supporting English Learners in Blended Learning.pdf](#)
[PEP Brochure English 2018-2019.pdf](#)

Hello again,

I forgot to include the latest and greatest document, my apologies! There are so many! And a Parents as Educational Partners (PEP) pamphlet. Hope this helps too!


When young children are required to be translators for their parents, it is easy to see why the parents need as much support and encouragement as possible to not feel invisible.

:-) Michele Leffler

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

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

On Sat, Aug 15, 2020 at 6:38 PM Michele Leffler <mherseyleffler@gmail.com> wrote:

 [2018-2019 EL Program Handbook.pdf](#)

 [2019-2020 EL Family Resource Guide - English.pdf](#)

Ladies and Gentlemen,

I think you will find these documents necessary in order to see what was supposed to be shown to you in January, but had been delayed for 5 months.

Including: Adult Education and Young Adult ESL of years past.

November 2019 Presentation of EL Program to departing board (that didn't want to listen - deferring it to January when LCPS did not share it with the new board). I hope this helps with the history of the program and also shows that EL teacher assistants are needed, especially in serving Level 1 and Level 2 students at LCPS.

Thank you. I didn't see any documents provided by LCPS yet, so I figured I would share what I have. Enjoy your weekend and please make sure to record the video with the proper presentation on Wednesday! ;-)

:-) Michele Leffler

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

your home."

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

From: Michele Leffler
To: John Beatty; Denise Corbo; Harris Mahedavi
Cc: Eric Williams; Rob Doolittle; Wayde Byard; Ashley Ellis; Teresa Vignaroli
Subject: [EXTERNAL] EL Preparation for Curriculum & Instruction meeting on Wednesday
Date: Saturday, August 15, 2020 6:39:51 PM
Attachments: [Finalized EL Program November C&I Briefing 111219.pdf](#)
[102418 C&I Committee - Adult Education and GED programs in LCPS.pdf](#)
[DRAFT CI Minutes 111319.pdf](#)
[CI Agenda 11-13-19.pdf](#)
[5-30 to 5150 Action Item 120319 Staff Edits Based on Board Feedback.pdf](#)
[PWPS EL Policy and Regulations.docx](#)
[R600-4 Prince William County ESL Regs.pdf](#)
[CI Presentation on ELL 092116.pdf](#)

 [2018-2019 EL Program Handbook.pdf](#)

 [2019-2020 EL Family Resource Guide - English.pdf](#)

Ladies and Gentlemen,

I think you will find these documents necessary in order to see what was supposed to be shown to you in January, but had been delayed for 5 months.

Including: Adult Education and Young Adult ESL of years past.

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Thank you. I didn't see any documents provided by LCPS yet, so I figured I would share what I have. Enjoy your weekend and please make sure to record the video with the proper presentation on Wednesday! ;-)

:-) Michele Leffler

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

From: [Eric Williams](#)
To: [Ian Serotkin](#)
Cc: [Brenda Sheridan](#); [Atoosa Reaser](#)
Bcc: [Nyah Hamlett](#)
Subject: FW: Reflections from Tuesday night
Date: Friday, August 14, 2020 11:39:00 AM
Attachments: [image001.png](#)

Thank you for your email.

I appreciate the recognition of the interest in receiving Board input.

We (other cabinet members and I) want to sustain and build on our practices to support the Board in effective governance. I appreciate the thoughts on this topic and will discuss this topic with cabinet in order to inform our work moving forward. I have already discussed your suggestions with Dr. Ellis and Dr. Jones in preparation for the continuation of the meeting on Tuesday. It is my goal for you and other Board members to have clarity on the issues for which we are asking guidance.

I know that your email references the posting of documents days before a meeting. My understanding is that the intent in the creation of this practice was to apply this practice with regularly scheduled Board meetings, scheduled at least two weeks apart. We continue our efforts in this area, and will also seek to implement the practice, when feasible, with special meetings of the Board.

You mentioned copying the full Board for their information so I am copying the Board Chair and Vice-Chair.

Thank you.

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Wednesday, August 12, 2020 11:42 PM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Reflections from Tuesday night

Eric,

I've spent a lot of time thinking about last night's school board meeting and the challenges therein, particularly during the last hour of the meeting, and discussing the same with a few other board members (although I'm only speaking for myself).

I appreciate you asking for the Board's input on numerous topics, as "baked in" to presentations throughout the night, with examples including:

- Asking the LCSB to join the LCPS Administration in extending a formal apology for the history of operating segregated schools.
- Numerous other questions embedded in the Equity Plan slides
- Should hybrid learning in Stage 1 be provided to the following groups whose families selected or defaulted to the hybrid model? (ASOL SWD 18-22, self-contained SWD 18-22, MATA)
- Should teachers who expressed preference for distance learning, but do not qualify for a leave of absence, be required to teach in-person during Stage 1?
- Should cross-categorical special education teachers who expressed a preference for in-person learning be assigned to teach a self-contained class at their own school if they are licensed and experienced in doing so?
- Should students with disabilities who are eligible for the hybrid model in Stage 1 be assigned to a program at another school if there is not sufficient staff to operate the students' program at their home school?
- Should self-contained teachers who have expressed preference for the hybrid model be assigned to teach the self-contained class at another school of a teacher whose preference is for teaching 100% distance learning?
- Should LCPS focus on creating 100% distance learning schedules for the start of the 20-21 school year?

If these questions are merely meant to spark discussion, than that format is certainly appropriate. And certainly, some of the open-ended questions in the Equity Plan presentation fall into that category. However, for many others, particularly the ones relating to which groups of students would be included in Stage 1, it seems like a reasonable conclusion that you were hoping the board would take an action (either formal or through informal consensus) to provide you with answers to those questions. If that is the case, than I think the Board needs more help in structuring responses to avoid getting into situations like we did last night - Beth having to make up a motion on the spot to have the board vote on joining you in the segregated school apology, and then again later in the night when there were 5+ conflicting motions, some or all made up on the fly, to try and provide board guidance.

What I would propose as a solution is, when appropriate, for options to be presented to the board as alternate board actions rather than open-ended questions. For example (and purely just examples):

Plan A - No students in person during Stage 1

Plan B - MATA in person during Stage 1

Plan C - MATA + ASOL SWD 18-22 + self-contained SWD 18-22 in person during Stage 1

Plan D - MATA + ASOL SWD PreK-22 + self-contained SWD PreK-22 in person during Stage 1

Etc.

While board members could of course choose to deviate from the prepared options, it would at least give us a starting point and help guide the discussion. Combined with staff's efforts to ensure that the presentations are posted on BoardDocs several days before the meeting, this would give board members time to review potential courses of action in a concrete fashion.

As I intend this to be a positive "Board of 10" hope that we can have more focused deliberations in the future during SB meetings, I've blind copied the rest of the board on this email for their information.

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](#)
To: [Denise Corbo](#)
Subject: RE: Responses to Recent Inquiries
Date: Thursday, August 13, 2020 8:26:00 AM

Thanks for the heads up.

From: Denise Corbo <Denise.Corbo@lcps.org>
Sent: Wednesday, August 12, 2020 10:56 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Responses to Recent Inquiries

Good evening, Eric.

I simply thanked Nyah for her follow up.

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: Eric Williams <Eric.Williams@lcps.org>
Sent: Wednesday, August 12, 2020 1:51 PM
To: Denise Corbo <Denise.Corbo@lcps.org>
Subject: Responses to Recent Inquiries

Dr. Hamlett forwarded to me the email that you sent her shortly after midday (see below). I am writing to comment on responses to recent inquiries.

Reflecting my commitment to robust communication with the School Board, I offered to meet with Board members in pairs early last week to discuss the start of the new school year. Subsequently on Tuesday, August 4, Ashley Ellis and I met with you and Jeff Morse on this topic, one of four meetings we held with pairs of Board members early last week.

During the meeting on August 4, you asked why we were planning towards providing "very limited exceptions" starting September 8. I referenced the Board-approved motion that stated that LCPS "will start the school year" with 100% distance learning with "very limited exceptions" and proceed with implementing the hybrid model in stages. And I noted that the School Board had approved a calendar identifying September 8 as the first day of school for students.

On Thursday, August 6 you raised this topic again in an email, writing, "I understand the board made an amendment to your original recommendation, however why are we pushing for September 8th?" I answered this question again in the attached email entitled "Delayed Hybrid Plan."

On Friday, August 7 at approximately 4 p.m. I sent the attached email, entitled "Implementation of the Hybrid Model in Stages", to the full Board. In that email, I explained that Dr. Jones would be at a small, out-of-state family gathering that weekend but that Board members could ask her to call them. I stated that I was also happy to try to connect with Board members.

In fact, we connected within hours of that conversation. You contacted me at 5:21 and asked me if I was available for a call with Brenda Sheridan that evening or during the weekend. I responded to you three minutes later to say that I could speak that evening or later in the weekend. We subsequently spoke by phone with Brenda Sheridan that evening from 5:30 p.m. to 5:54 p.m. Three minutes after the call I sent you the attached email entitled "Questions" as we had discussed during the call.

On Saturday, August 8, you sent an email to me that is embedded within the attached email entitled "Motion." This email again raised the topic of why we were planning towards "very limited exceptions." The attached email entitled "Motion" includes the response I sent you on Monday. Dr. Hamlett also emailed you on Monday (see below) relating to other aspects of your email from Saturday.

I appreciate you taking the time to read this summary of examples of recent timely, responsive communication steps with you.

Also, yesterday afternoon (approximately one and a half business days after your Saturday inquiry), Mr. Devita sent you an email entitled "CONFIDENTIAL SPED Questions Legal Advice" on the behalf of Dr. Jones. Additionally, some information on the topics that were addressed to Dr. Jones and Mr. Lewis were also presented at the School Board meeting last night.

Thank you.

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

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

Date: August 11, 2020 at 12:21:17 AM EDT

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

Cc: Asia Jones <Asia.Jones@lcps.org>, Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: Re: Legal Concerns

Thank you, Nyah. Eric noted in his email that he and Asia would be available this weekend for emails and phone calls as needed. I didn't receive a response until today from Eric and Asia had an auto response. I appreciate your follow up.

Denise

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

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

Sent: Monday, August 10, 2020 4:58:26 PM

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

Cc: Asia Jones <Asia.Jones@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: RE: Legal Concerns

Hi Denise,

Asia is currently out of the office, but we expect to have additional information from outside counsel who specializes in Special Education legal matters, Reed Smith. Kevin plans to provide an update regarding child care tomorrow. Asia and/or Kevin may have additional information to add.

Also, a gentle reminder to include me on emails so that I can try to coordinate timely responses for you

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
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From: Denise Corbo <Denise.Corbo@lcps.org>

Sent: Saturday, August 8, 2020 10:06 AM

To: Asia Jones <Asia.Jones@lcps.org>

Cc: Eric Williams <Eric.Williams@lcps.org>; Brenda Sheridan
<Brenda.Sheridan@lcps.org>

Subject: Legal Concerns

Good morning, Asia,

I've received questions about where we stand legally with providing distance learning with our SPED students.

If we provide 100% distance to all students are we legally able to do that or will we have to allow some students in person?

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What were the ESY problems that were encountered and what specific concerns do we have moving to the hybrid?

Thanks in advance for your help!

Sincerely,

Denise

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

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; Ashley Ellis; Asia Jones; Kevin Lewis; Rob Doolittle; Scott Ziegler; Sharon Willoughby; Vince Scheivert
Subject: RE: Plan for August SB Meeting Agenda
Date: Monday, August 17, 2020 8:27:41 PM
Attachments: image001.png

My apologies for the length of this email.

As you know, last week the plan in the emails below was outlined in preparation for splitting the August meeting into two (August 11 and August 18).

Here is the plan for tomorrow's meeting.

The Board will begin tomorrow's meeting where you ended when it was announced that the meeting would go into recessed and that the Board would reconvene to finish the meeting on August 18 (tomorrow)

- Starting with item 9.07 Office of the Superintendent: COVID-19 Update on LCPS Continued Response
- Due to the fact that Ms. King's motion "to table the discussion and any future motions until the next School Board Meeting passed (5-4)", if there is further discussion needed at this meeting, a Board Member will need to make a motion to remove it from the table.
- Staff has posted an additional slide deck regarding the implementation of the hybrid model in stages in executive content of BoardDocs. The BoardDocs summary for item 9.07 will be revised to include the following language: *At the reconvened meeting on August 18, the School Board may choose to revisit this information item. Staff has provided an additional slide deck for the School Board's consideration regarding two possible motions and a potential amendment to the base motion regarding the implementation of the hybrid model in stages.*
 - Staff is working on another revision to be made to the slide deck. We plan to make the revision tomorrow morning and anticipate posting it in the public area of the agenda sometime early tomorrow afternoon.

The rest of the meeting will resume in the following order:

- 9.08 - Access to Distance Learning for Students with No/Limited Internet Service
- Back to action items:
 - 8.01 - Support Services: Fall 2020 School Board Meeting Calendar for an Elementary School Attendance Zone Change Process and Fiscal Year 2022 Capital Budgets
 - 8.03 - Indigenous People's Day Proclamation
 - 8.04 - Business and Financial Services: Supplemental Appropriation Request –

County Reserve Release

- Back to info items:
 - 9.02 - Equity Committee: Equity Committee Charter and Membership Review
 - 9.03 - Business and Financial Services: FY22 Preliminary Fiscal Outlook
 - 9.04 - Business and Financial Services: School Board Calendar for the Development of the Fiscal Year 2022 School Board Operating Budget
 - 9.05 - Pupil Services: Restraint and Seclusion of Students Annual Report SY 2019-20
 - 9.06 - Support Services: Attendance Zone Change Process

Nyah D. Hamlett, Ed.D. | Chief of Staff
Loudoun County Public Schools
Nyah.Hamlett@lcps.org | Twitter: @NyahHamlett
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From: Nyah Hamlett

Sent: Tuesday, August 11, 2020 1:42 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: Eric Williams <Eric.Williams@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Rob Doolittle <Rob.Doolittle@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>

Subject: RE: Plan for August SB Meeting Agenda

Good afternoon all,

Here is the plan for the August Meetings after receiving feedback from Board members and in consultation with Brenda. This is just a guide for a prioritized plan, but of course the Chair can and will make adjustments as the meeting ensues. Also, just a heads up, as of this afternoon

there were 115 people registered to speak (30 seconds per speaker). Aaron will send the final list sometime after 3:00, but before the Board meeting. Thanks!

August 11 Meeting	Unsure but Defer to the Board	August 18 Meeting
8.02 Finance and Facilities Committee: Request to Name the Leesburg Annex Baseball Field the "Toby Atwell Field"		8.01 Support Services: Fall 2020 School Board Meeting Calendar for an Elementary School Attendance Zone Change Process and Fiscal Year 2022 Capital Budgets
8.05 Charter School Committee: Middleburg Community Charter School (MCCS) Reopening Plan for 2020-2021		8.03 Indigenous People's Day Proclamation Defer to Brenda and Harris
8.06 Student Support and Services Committee: Revision of Policy 5310, Special Education		8.04 Business and Financial Services: Supplemental Appropriation Request – County Reserve Release Defer to Brenda and Atoosa
8.07 Face Coverings Requirements		9.02 Equity Committee: Equity Committee Charter and Membership Review Defer to Brenda
8.08 Department of Instruction: Academies of Loudoun Admissions		9.03 Business and Financial Services: FY22 Preliminary Fiscal Outlook
9.01 Office of the Superintendent: Detailed Action Plan to Combat Systemic Racism		9.04 Business and Financial Services: School Board Calendar for the Development of the Fiscal Year 2022 School Board Operating Budget
9.07 Office of the Superintendent: COVID-19 Update on LCPS Continued Response		9.05 Pupil Services: Restraint and Seclusion of Students Annual Report SY 2019-20
9.08 Access to Distance		9.06 Support Services:

Learning for Students with No/Limited Internet Service		Attendance Zone Change Process
	10.01 Board Members' Comments and Committee Reports (5 minutes each)	

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: Nyah Hamlett

Sent: Monday, August 10, 2020 12:39 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: Plan for August SB Meeting Agenda

Good afternoon,

Based on the feedback of a few Board members and in consultation with the Chair, tomorrow's Board meeting will be recessed time certain at 10:00PM and per Brenda the meeting will be resumed next Tuesday, August 18 at 6:00PM. At the start of tomorrow's meeting Brenda will announce that the meeting will be recessed at 10PM and that agenda items have been prioritized. She will also announce at the conclusion of tomorrow's meeting that there is unfinished business that will be resumed next Tuesday, August 18. Once that announcement is made, staff will ensure that the meeting is posted in BoardDocs and on the division calendar.

I will send a placeholder for your calendars. Please reply to the calendar invitation, so that I

can determine if you will have a quorum. Also, please see the plan regarding agenda items below. If you have any questions or concerns about the agenda, please contact Brenda who will provide direction, in consultation with Board members, as it relates to what agenda items are discussed and when.

Staff Recommendations for Splitting the Agenda

August 11 Meeting	Unsure but Defer to the Board	August 18 Meeting
8.02 Finance and Facilities Committee: Request to Name the Leesburg Annex Baseball Field the "Toby Atwell Field"		8.01 Support Services: Fall 2020 School Board Meeting Calendar for an Elementary School Attendance Zone Change Process and Fiscal Year 2022 Capital Budgets
8.05 Charter School Committee: Middleburg Community Charter School (MCCS) Reopening Plan for 2020-2021		8.03 Indigenous People's Day Proclamation Defer to Brenda and Harris
8.08 Department of Instruction: Academies of Loudoun Admissions	8.06 Student Support and Services Committee: Revision of Policy 5310, Special Education Defer to Ian as SS&S Chair?	8.04 Business and Financial Services: Supplemental Appropriation Request – County Reserve Release Defer to Brenda and Atoosa
9.01 Office of the Superintendent: Detailed Action Plan to Combat Systemic Racism		8.07 Face Coverings Requirements Defer to Brenda and Ian
9.07 Office of the Superintendent: COVID-19 Update on LCPS Continued Response		9.02 Equity Committee: Equity Committee Charter and Membership Review Defer to Brenda
9.08 Access to Distance Learning for Students with No/Limited Internet Service		9.03 Business and Financial Services: FY22 Preliminary Fiscal Outlook
		9.04 Business and Financial Services: School Board Calendar for the

		Development of the Fiscal Year 2022 School Board Operating Budget
		9.05 Pupil Services: Restraint and Seclusion of Students Annual Report SY 2019-20
		9.06 Support Services: Attendance Zone Change Process
	10.01 Board Members' Comments and Committee Reports (5 minutes each)	

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 Loudoun County Public Schools
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From: [Eric Williams](#)
To: [Leslee King](#)
Subject: RE: Chamber Webinar
Date: Wednesday, August 19, 2020 2:32:00 PM

Thanks for watching and for taking the time to share these kind words!

From: Leslee King <Leslee.King@lcps.org>
Sent: Wednesday, August 19, 2020 11:33 AM
To: Robert Marple <Robert.Marple@lcps.org>; Renee Dawson <Renee.Dawson@lcps.org>; Sheila Alzate <Sheila.Alzate@lcps.org>; Eric Williams <Eric.Williams@lcps.org>
Subject: Chamber Webinar

Fantastic presentation You all made it meaningful and interesting. My grade is A+++!
I love how each of you spoke about equity.
Ms. Alzate, appreciate you stepping up early and giving your example,
Ms. Dawson, your answer about involving teachers and parents on what went well, what was a successful lesson, etc.
Mr. Marple, adding that your school also reached out for information with empathy, great way to stress we have empathy.
Dr. Williams, it was brilliant to bring in the three principals!
Thank you for representing our school system so well. Thank you for being upbeat and communicating how important relationships are.
BTW, you all looked very nice too I'm so proud of you.
Regards,
Leslee King



Leslee King | Loudoun County School Board
Broad Run District Representative

email: leslee.king@lcps.org 571-439-5570 -- cell

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From: Leslee King
To: Robert Marple; Renee Dawson; Sheila Alzate; Eric Williams
Subject: Chamber Webinar
Date: Wednesday, August 19, 2020 11:33:10 AM

Fantastic presentation You all made it meaningful and interesting. My grade is A+++!

I love how each of you spoke about equity.

Ms. Alzate, appreciate you stepping up early and giving your example,

Ms. Dawson, your answer about involving teachers and parents on what went well, what was a successful lesson, etc.

Mr. Marple, adding that your school also reached out for information with empathy, great way to stress we have empathy.

Dr. Williams, it was brilliant to bring in the three principals!

Thank you for representing our school system so well. Thank you for being upbeat and communicating how important relationships are.

BTW, you all looked very nice too I'm so proud of you.

Regards,

Leslee King



**Leslee King | Loudoun County School Board
Broad Run District Representative**

email: leslee.king@lcpss.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.

To: [Ian Serotkin](#)
Cc: [Brenda Sheridan](#); [Atoosa Reaser](#); [Nyah Hamlett](#)
Subject: RE: Reflections from Tuesday night
Date: Thursday, August 20, 2020 2:33:22 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Thank you for your email of appreciation. Your suggestion was a helpful reminder of the value of staff-crafted options and/or motions to assist with structuring Board deliberations. As you observe, even when the Board deviates from an option or motion, I think that providing an option or motion can be helpful. Staff is also available to try to provide feedback, if asked, regarding how to structure alternative motions (separate from feedback on the substance of a motion). Thanks.

From: Ian Serotkin <Ian.Serotkin@lcps.org>
Sent: Wednesday, August 19, 2020 10:29 PM
To: Eric Williams <Eric.Williams@lcps.org>
Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>
Subject: Re: Reflections from Tuesday night

Eric,

I wanted to take a moment to follow up and convey my appreciation for the organization of the questions for the school board into the options that were presented last night. Although we ended up deviating from the options, it was very helpful to have the options and alternatives presented in a clear fashion.

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, August 14, 2020 11:39 AM
To: Ian Serotkin <Ian.Serotkin@lcps.org>

Cc: Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>

Subject: FW: Reflections from Tuesday night

Thank you for your email.

I appreciate the recognition of the interest in receiving Board input.

We (other cabinet members and I) want to sustain and build on our practices to support the Board in effective governance. I appreciate the thoughts on this topic and will discuss this topic with cabinet in order to inform our work moving forward. I have already discussed your suggestions with Dr. Ellis and Dr. Jones in preparation for the continuation of the meeting on Tuesday. It is my goal for you and other Board members to have clarity on the issues for which we are asking guidance.

I know that your email references the posting of documents days before a meeting. My understanding is that the intent in the creation of this practice was to apply this practice with regularly scheduled Board meetings, scheduled at least two weeks apart. We continue our efforts in this area, and will also seek to implement the practice, when feasible, with special meetings of the Board.

You mentioned copying the full Board for their information so I am copying the Board Chair and Vice-Chair.

Thank you.

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

Sent: Wednesday, August 12, 2020 11:42 PM

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

Subject: Reflections from Tuesday night

Eric,

I've spent a lot of time thinking about last night's school board meeting and the challenges therein, particularly during the last hour of the meeting, and discussing the same with a few other board members (although I'm only speaking for myself).

I appreciate you asking for the Board's input on numerous topics, as "baked in" to presentations throughout the night, with examples including:

- Asking the LCSB to join the LCPS Administration in extending a formal apology for the history of operating segregated schools.
- Numerous other questions embedded in the Equity Plan slides

- Should hybrid learning in Stage 1 be provided to the following groups whose families selected or defaulted to the hybrid model? (ASOL SWD 18-22, self-contained SWD 18-22, MATA)
- Should teachers who expressed preference for distance learning, but do not qualify for a leave of absence, be required to teach in-person during Stage 1?
- Should cross-categorical special education teachers who expressed a preference for in-person learning be assigned to teach a self-contained class at their own school if they are licensed and experienced in doing so?
- Should students with disabilities who are eligible for the hybrid model in Stage 1 be assigned to a program at another school if there is not sufficient staff to operate the students' program at their home school?
- Should self-contained teachers who have expressed preference for the hybrid model be assigned to teach the self-contained class at another school of a teacher whose preference is for teaching 100% distance learning?
- Should LCPS focus on creating 100% distance learning schedules for the start of the 20-21 school year?

If these questions are merely meant to spark discussion, than that format is certainly appropriate. And certainly, some of the open-ended questions in the Equity Plan presentation fall into that category. However, for many others, particularly the ones relating to which groups of students would be included in Stage 1, it seems like a reasonable conclusion that you were hoping the board would take an action (either formal or through informal consensus) to provide you with answers to those questions. If that is the case, than I think the Board needs more help in structuring responses to avoid getting into situations like we did last night - Beth having to make up a motion on the spot to have the board vote on joining you in the segregated school apology, and then again later in the night when there were 5+ conflicting motions, some or all made up on the fly, to try and provide board guidance.

What I would propose as a solution is, when appropriate, for options to be presented to the board as alternate board actions rather than open-ended questions. For example (and purely just examples):

Plan A - No students in person during Stage 1

Plan B - MATA in person during Stage 1

Plan C - MATA + ASOL SWD 18-22 + self-contained SWD 18-22 in person during Stage 1

Plan D - MATA + ASOL SWD PreK-22 + self-contained SWD PreK-22 in person during Stage 1

Etc.

While board members could of course choose to deviate from the prepared options, it would at least give us a starting point and help guide the discussion. Combined with staff's efforts to ensure that the presentations are posted on BoardDocs several days before the meeting, this

would give board members time to review potential courses of action in a concrete fashion.

As I intend this to be a positive "Board of 10" hope that we can have more focused deliberations in the future during SB meetings, I've blind copied the rest of the board on this email for their information.

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: [Ian Serotkin](#)
To: [Eric Williams](#)
Cc: [Brenda Sheridan](#); [Atoosa Reaser](#)
Subject: Re: Reflections from Tuesday night
Date: Wednesday, August 19, 2020 10:28:54 PM
Attachments: [image001.png](#)
[Outlook-pkttahkb.png](#)

Eric,

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From: Eric Williams
To: Beth Barts
Subject: RE: Meeting with Dr. Ellis
Date: Wednesday, March 4, 2020 3:40:00 PM

Thank you for this feedback!

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

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Wednesday, March 4, 2020 9:10 AM
To: Eric Williams <Eric.Williams@lcps.org>
Subject: Re: Meeting with Dr. Ellis

I really don't have any concerns with your performance. You have a hard job. Just today I heard that the Schoology Rollout is the best rollout LCPS has done in 15 years. So whoever is running that... kudos to them and kudos to you for hiring them.

You have a good staff. We are a new board with many strong personalities. We want to get stuff done and I genuinely feel we are heading in the right direction. The strategic goals will be key but that needs to be a team effort. The more info you give us on why certain areas should be part of the strategic goals the better. I am sure you can share "your suggestions" with the emphasis that the final say is absolutely at the board's discretion. The color coded activity made a few members uncomfortable to be honest. Too much pressure.

You know several members are big into energy savings/environment. You know we are all worried about the opportunity gaps with our special populations and you know we are feeling pressured to have more STEM seats in LCPS- Either at the academies or back in the regular high schools. And you know teacher pay is a big deal for many. You can tie equity into several of these.

These are some common areas of concern.

Thank you again for your leadership.

Beth

Sent from my iPhone

> On Mar 4, 2020, at 8:32 AM, Eric Williams <Eric.Williams@lcps.org> wrote:
>
> 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.
>
> Thanks!
>
> -----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???)
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> Higher Stipends for drama and band directors. They work 3 "seasons". Parents want this.
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>
> 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.
>
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>
> 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
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> 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.
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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
>
>
> Sent from my iPhone

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Subject: Re: Meeting with Dr. Ellis
Date: Wednesday, March 4, 2020 9:10:27 AM

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>

>

> Sent from my iPhone

From: Eric Williams
To: Beth Barts
Bcc: Nyah Hamlett; Ashley Ellis; Eric Williams
Subject: RE: Meeting with Dr. Ellis
Date: Wednesday, March 4, 2020 8:31:00 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.

Thanks!

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Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Meeting with Dr. Ellis

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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

Sent from my iPhone

From: Denise Corbo
To: Eric Williams; Nyah Hamlett
Subject: AT-Risk Students and Families
Date: Sunday, March 22, 2020 5:27:05 PM
Attachments: Outlook-4i4qdz0r.png

Good afternoon,

I commend the LCPS leadership and every employee who is working tirelessly (the word I struggle with) to communicate and meet the needs of our children and families. At Friday's meeting, I shared a great deal of information, concerns, and questions in regard to reaching our most at-risk students and families, as we know these students will be the most negatively impacted by the school closure.

- **Distance Learning** - What is the protocol to ensure ALL students are connected and have support? Suggestion: Perhaps teachers take attendance and then instill the help of the parent liaisons, specialists, teaching assistants, and other staff to make phone calls and reach out to the families who are not connected. Perhaps this can be managed through a google doc and admin can assign a specialist to manage the mission of having every student connected. Have each teacher report students who are not connected and assign staff to make phone calls and assist.
- **Chromebook Distribution** - What is the protocol to ensure ALL students have Chromebooks? (Including the charter school students.) Suggestion: Create a protocol to ensure all students, especially our most at-risk and disadvantaged students in grades 3-12 receive a computer and hotspot. The protocol may look similar to the suggestion outlined above.
- **Chromebook/Hotspot Instructions** - What is the protocol to ensure parents understand the safety concerns, the suggested usage and have the equipment and directions need for connectivity? Suggestion: When distributing Chromebooks, ensure that each student/parent is provided printed instructions to include, how to use the computer, how to connect to the internet, how to access platforms to allow students to connect with teacher and most importantly, safety precautions (as Mr. Beatty suggested) etc. and where to find technical support in printed in English and Spanish.
- **Food Distribution** - How do we evaluate to distribution of food to ensure we are reaching our neediest students? Suggestion: Use meal distribution data to figure out areas where participation is low and expected to be high and increase the communication by launch Connected Ed calls to neighborhoods and/or target our free and reduced population and EL population across the county.
- **Communication** - How are we communicating with families who do not have internet, computers, and cannot read? Suggestion: Provide ConnectEd phone calls of updates all and information targeting families who rarely use ParentVUE and StudentVUE, families of EL students and free and reduced families.
- **Community Outreach** - How can we proactively use the community to help inform parents of support programs and updates? Suggestion: Within each Connect Ed call encourage

families to share the information with other families and community members to help with communication efforts.

- **Special Education** - How will we ensure our special education students are provided services? Please provide a plan/protocol to share with parents.

Additional concerns from parents:

"So friends in the know think the Governor's "big announcement" tomorrow is that he will close schools for the rest of the year. Sounds fine and dandy, HOWEVER, some of us have students who need to make up work and within our legal right to do so and if they don't, their GPAs will suffer. Also, our seniors will NOT get a proper graduation ceremony and our kids who are still in high school will miss out on over a quarter of work. This does NOT sit well with this mama when her rising junior is signed up to take Calculus next year and will not be provided with her right to an education, which we have paid a pretty price for in real estate taxes. I understand the equity angle, believe me, but then a kid who was promised by her teachers that she would get chances to improve her grade over the next two quarters and who has accommodations loses their rights to improve their GPA due to no fault of their own. So my question is, how will LCPS handle these concerns?"

Is there a way to continue learning for HS students? Perhaps we can engage all contracted and paid employees to help service special needs students. We already have some classes that are provided through virtual Loudoun, would be be able to enroll students in these courses?

Once we have direction, I am sure staff is already considering next steps. I would also hope when decisions are made, teachers who are delivering instruction are included in the process.

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: [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, March 13, 2020 5:35:41 PM
Attachments: [Weekly Update 031320.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 on Monday with Tim Hemstreet, Kevin Johnson, David Goodfriend, Asia Jones, Nyah Hamlett, and Ashley Ellis to discuss COVID-19;
 - Made a presentation regarding the FY21 Budget to the CEO Cabinet of the Chamber of Commerce;
 - Met with Ashley Ellis, Nyah Hamlett, Vince Scheivert, and Sharon Willoughby to discuss Chrome books;
 - Held numerous meetings throughout the week with administrative staff regarding COVID-19;
 - Held weekly meeting with Nyah Hamlett;
 - Held weekly communications meeting with Nyah Hamlett and Rob Doolittle;
 - Visited Potowmack Elementary School, Lowes Island Elementary School, and River Bend Middle School on Wednesday to visit classrooms and speak with students and staff members (with a particular focus on COVID-19 in conversations with staff members);
 - Participated on the panel at the Board of Supervisors' special meeting regarding COVID-19 (Brenda Sheridan and Asia Jones also attended this meeting);
 - Held a press conference regarding LCPS' decision to close schools through March 20;
 - Met with principals to join cabinet members in providing an update on COVID-19; and
 - Participated along with other Virginia superintendents, in several conference calls with Dr. Lane, VDOE Superintendent of Public Instruction.
2. I will send a separate email to the School Board with a COVID-19 update later today. I plan to continue to send frequent COVID-19 updates to the Board for the near future.

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: Cleaning Practices* to Beth Barts from Kevin Lewis, March 10, 2020 (pp. 1-14) (includes communication to individual Board member)
- *Monthly Financial Report* as of February 29, 2020 from Sharon Willoughby, March 11, 2020 (pp. 15-16)
- *Support Services Update* [includes information on School Bus Cleaning, Association of Energy Engineers Certified Energy Manager (CEM), and Congestion Must Go] from Kevin Lewis, March 11, 2020 (pp. 17-19)
- *Legislative Report* from Nyah Hamlett, March 13, 2020 (p. 20)
- Letters of Appreciation and Commendation to Deveshwar Sudhakar (student, Mercer MS), Amber Biggers (teacher, Round Hill ES), and Matthew VanCleaf (teacher, Farmwell Station MS), March 13, 2020 (pp. 21-23)

Optional Reading: Articles & Video

- Miss America visits Hillsboro Charter Academy, Loudoun Now, March 6
<https://loudounnow.com/2020/03/06/miss-america-visits-hillsboro-charter-academy/>
- Miss America visits Hillsboro Charter Academy, Loudoun Times-Mirror, March 6
https://www.loudountimes.com/news/miss-america-spends-a-day-in-hillsboro/article_9f9eac62-5fd5-11ea-b714-5f73c97f1dc9.html
- Inside NOVA story on COVID-19 reaction from area school divisions, March 8
https://www.insidenova.com/headlines/updated-fairfax-prince-william-public-schools-open-monday-loudoun-cancels/article_03152d9e-6183-11ea-a801-73ddb38c631.html
- Loudoun Times-Mirror article on LCPS suspension of international field trips, March 9
https://www.loudountimes.com/news/loudoun-county-public-schools-suspends-international-travel-due-to-covid/article_52e4f620-6213-11ea-ae43-274203bf31a8.html
- Update on Loudoun County's handling of COVID-19, Loudoun Times-Mirror, March 9 - 13
https://www.loudountimes.com/news/the-latest-on-loudoun-county-s-handling-of-the-coronavirus/article_50e7c67c-622c-11ea-b105-bb18e0ea1be4.html
- Loudoun Now article on case involving gun brought to Woodgrove High School, March 9
<https://loudounnow.com/2020/03/09/four-charged-in-connection-with-stolen-firearm-that-was-brought-into-woodgrove-high/>
- Loudoun Times-Mirror article on case involving gun brought to Woodgrove High School, March 9
https://www.loudountimes.com/news/four-charged-in-connection-with-stolen-firearm-that-passed-through/article_6fe780ec-6233-11ea-9d10-87b783c31a10.html
- WUSA-9 report on LCPS cancelling foreign field trips, March 9
<https://www.wusa9.com/article/news/health/coronavirus/loudoun-county-schools-cancel-international-travel-programs/65-f3fde51c-7bfa-4af1-8a73-6d81bcf4c5b5>
- Ashburn Patch article on LCPS cancelling foreign field trips, March 9
<https://patch.com/virginia/leesburg/loudoun-schools-suspend-international-travel-cancel-youth-summit>
- Loudoun Times-Mirror article on Supervisors' budget session, including reference to expanding SRO program, March 9
https://www.loudountimes.com/news/loudoun-county-supervisors-vote-to-add-community-corrections-support-during/article_f05dfa50-5d9a-11ea-acdd-cfe33b5b82ac.html
- Loudoun Times-Mirror article on LCPS new teachers of the year, March 10
https://www.loudountimes.com/news/biggers-vancleef-are-new-teachers-of-the-year-in-loudoun/article_424473e8-622e-11ea-8cf7-676e2194bfb4.html
- Loudoun Now article on engineering presentation at the Academies of Loudoun, March 10
<https://loudounnow.com/2020/03/10/academies-students-told-of-adventures-in-engineering/>
- Loudoun Teams advance in Odyssey of the Mind competition, Loudoun Times-Mirror, March 11
https://www.loudountimes.com/news/loudoun-odyssey-of-the-mind-teams-advance-to-states/article_46b2f704-5d94-11ea-9ce0-ff92bfeb7520.html
- WRC-TV report on LCPS closing through March 20, March 12
<https://www.nbcwashington.com/news/local/loudoun-county-schools-to-close-through-march-20-amid-virus-outbreak/2238404/>
- Loudoun Times-Mirror report on schools closing, March 12
https://www.loudountimes.com/news/update-loudoun-county-superintendent-changes-course-schools-closed-to-students/article_624c0518-63e4-11ea-b0b8-83140d201b4d.html
- Loudoun Patch article on LCPS closure, March 12

- <https://patch.com/virginia/leesburg/loudoun-making-plans-case-schools-close-due-coronavirus>
- WUSA-9 story on LCPS closing, March 12
- <https://www.wusa9.com/article/news/health/coronavirus/loudoun-county-schools-closed-until-march-20-due-to-coronavirus-concerns/65-ea44806c-9efa-4370-9a80-3674e461739c>
- Inside NOVA on LCPS closing, March 12
- https://www.insidenova.com/news/education/loudoun-county-schools-closed-through-march/article_d724f656-63e9-11ea-a6fa-23e32d6bbdea.html
- Loudoun Now article on LCPS closing, March 12
- <https://loudounnow.com/2020/03/12/loudoun-shutters-school-in-fight-against-covid-19/>
- Loudoun Times-Mirror editorial on COVID-19, March 12
- https://www.loudountimes.com/opinion/editorial-stick-together-we-ll-get-through-this/article_372b586a-6480-11ea-bd07-bf3e387aff69.html
- WTTG-TV report on LCPS closing, March 12
- <https://www.fox5dc.com/news/loudoun-county-public-schools-closed-through-march-20-due-to-coronavirus-concerns>
- Loudoun Times-Mirror report on alleged incident at Briar Woods, March 12
- https://www.loudountimes.com/news/ashburn-student-charged-with-sexual-assault-stemming-from-reported-incident/article_94a48338-649c-11ea-985b-03579521b260.html
- Loudoun Times-Mirror article on Superintendent's press conference, March 12
- https://www.loudountimes.com/news/williams-addresses-public-following-school-cancellation/article_084ba108-647b-11ea-9137-3724f2c7e40c.html
- Loudoun Now article on LCPS closing, March 12
- <https://loudounnow.com/2020/03/12/loudoun-shutters-school-in-fight-against-covid-19/>
- Washington Post report on local closings, including LCPS, March 13
- https://www.washingtonpost.com/local/virginia-dc-maryland-coronavirus-news-thursday/2020/03/12/77d178ce-6410-11ea-acca-80c22bbee96f_story.html
- Loudoun Now article on alleged incident at Briar Woods, March 12
- <https://loudounnow.com/2020/03/12/student-suspected-of-sexual-assault-at-briar-woods-high-school/>
- Loudoun Now article on meal services being provided by LCPS, March 13
- <https://loudounnow.com/2020/03/13/loudoun-schools-to-provide-pick-up-meal-service/>
- LCPS video on School-Business Partnership award-winner Habitat for Humanity
- <https://vimeo.com/389251513>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations) The enclosed calendar includes additional dates into April (pp. 24-25)

~~4:00 p.m., March 17, 2020; Charter School Committee Meeting, School Administration Building (Cancelled)~~

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

~~5:30 p.m., March 17, 2020; Select Committee of the School Board for Hearing Appeals, School Administration Building~~

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

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

(Cancelled)

5:30 p.m., March 19, 2020; Special School Board Meeting, School Administration Building

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

6:00 p.m., March 19, 2020; Loudoun County Regional Science & Engineering Fair (**Note:** As of March 11, 2020, altered to virtual event only.)

4:30 p.m., March 23, 2020; School Board Work Session, Location TBD

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

6:00 p.m., March 30, 2020; Communications and Outreach Committee Meeting, School Administration Building (Note: Date Change)

Photos 2:30 – 5:00 p.m., Reception 4:45 – 6:15 p.m., Awards Banquet 6:15 – 9:00 p.m., April 2, 2020; Energy Star Awards Ceremony; Washington Hilton, 1919 Connecticut Ave, NW, Washington, DC

5:30 p.m., April 2, 2020; Equity Committee Meeting, School Administration Building

April 6-10, 2020; Spring Break – All Schools Closed

April 9-10, 2020; Spring Break – All Schools and Administrative Offices Closed

3:30 p.m., April 13, 2020; Joint Committee of the School Board and the Board of Supervisors meeting, County Government Center

3:30 p.m., April 14, 2020; Finance and Facilities Committee Meeting, School Administration Building

4:00 & 6:30 p.m., April 14, 2020; 2nd Tuesday School Board Meeting, School Administration Building

8:00 a.m., April 15, 2020; Curriculum and Instruction Committee Meeting, School Administration Building

6:00 p.m., April 15, 2020; Discipline Committee Meeting, School Administration Building

5:00 p.m., April 16, 2020; Student Support and Services Committee Meeting, 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

10:00 a.m., Welcome; 10:30 a.m. Ceremony; Douglass School Awards Ceremony, Douglass School

From: Eric Williams
To: Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda.Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Jan Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King
Cc: Nyah Hamlett
Subject: COVID 19 Update for SB Members
Date: Thursday, March 12, 2020 6:27:00 PM
Attachments: image001.png
 EXTERNAL FYI Governor Northam Declares State of Emergency Outlines Additional Measures to Combat COVID-19.msg
 LCPS Status Updates.msg

I'm writing to provide an update regarding our work today pertaining to COVID 19. This update is intended for Board members information only.

Thank you for the positive feedback many of you have provided today. Your kind words are appreciated.

Below this paragraph is a link to the letter to LCPS families and staff that you received this morning shortly before public distribution. The rationale for the decision was set forth in the center of the letter in the paragraph with the bullets. The information provided after the bullets pertaining to thorough cleaning is intended as reassurance, rather than as a reason for the closure. Dr. Goodfriend asked that I make that clear since he did not want there to be a perception that there was any knowledge of presumptive position cases of individuals connected to schools.

https://www.lcps.org/cms/lib/VA01000195/Centricity/domain/61/2019-2020_files/Closure%20Message%20from%20Superintendent_031220.pdf

You may wish to listen to some or all of this morning's press briefing in which I walked members of the press through the rationale for the decision. The first fifteen minutes includes my overview of the rationale and the last twelve minutes includes my responses to questions from members of the press. The video is accessible at the top of the COVID-19 page that includes links to FAQs.

<https://www.lcps.org/COVID19>

Here is a graphic providing data pertaining to viewership of the livestreamed press briefing, which was publicized via Social Media. I have not reviewed the graphic carefully, but I'm told that it illustrates that there were 2,554 total views, each with an average watch time of 11 minutes and 38 seconds.



I've also attached Dr. Hamlett's sequence of emails with updates to the School Board, including each of the emails that were sent to community and staff members this morning. And I've attached an update from this afternoon that we just sent recently. We anticipate sending another update tomorrow. You may have noticed that the Public Information Office implemented a pop up notice to visitors to our website yesterday. Today the pop up message referenced the closure and provided a link to the FAQ page.

It may be of interest to you that Cabinet members, Rob Doolittle, and I met for approximately 90 minutes this afternoon to coordinate our

various efforts relating to COVID-19. A group of approximately 25 staff members (Cabinet members, select Senior Staff members, and a few others) for approximately 90 minutes this afternoon to further collaborate across departments. We identified many of the tasks we will focus on during the closure, while also identifying and discussing the highest priority items. Much of the conversation was collaborative although I was directive with several matters, such as my request that we announce a hotline tomorrow that will start operation on Monday and will be staffed full-time by individuals from several departments. This hotline will complement the FAQs, and the opportunity for individuals to submit written questions via the COVID-19 page.

This afternoon I also was interviewed by PBS News Hour.

I've attached an email from Advantus that includes the announcement from the Governor of his declaration of a state of emergency.

Cabinet members are holding a webinar to update principals tomorrow morning regarding COVID-19 matters. The two lead groups that met today (cabinet and the broader group) will each meet again tomorrow.

This morning I spoke directly to the State Superintendent of Public Instruction regarding our closure. And a team of us participated in a conference call this afternoon with the State Superintendent of Public Instruction.

We have heard from six of nine Board members in support of cancelling committee meetings and other meetings scheduled in the Admin Building next week; therefore, the only two meetings that will occur are the special permissions meeting (via WebEx) and the Special Meeting of the School Board. We will work with the PIO to encourage the public to watch the Special Meeting of the School Board remotely.

I'll continue to update you periodically regarding our ongoing work relating to COVID-19.

I want to acknowledge that this is a stressful time to be a School Board member. I know one aspect of the difficulty is that community members demand a lot of elected officials during times like this. Thank you for your difficult service during this time.

Eric Williams
Superintendent, LCPS

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, March 6, 2020 5:17:32 PM
Attachments: Weekly Update 030620.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:
 - Helped present certificates to staff members who completed the Support Services Leadership Academy;
 - Met with Nyah Hamlett and Steve DeVita to discuss the Attorney General's inquiry;
 - Held mid-year evaluation conferences with Steve DeVita, Kevin Lewis, Vince Scheivert, and Rob Doolittle;
 - Met with Scott Ziegler, Steve DeVita, Mark Smith, and Alix Smith to discuss draft revisions to Policy 7560, *Professional Conduct*;
 - Held weekly meeting with Nyah Hamlett;
 - Met with Nyah Hamlett and Rob Doolittle for weekly communications meeting;
 - Met with Zerell Johnson-Welch and Brenda Sheridan at the request of Ms. Johnson-Welch regarding LCPS work pertaining to equity;
 - Met with Sharon Willoughby, Scott Ziegler, Steve DeVita, and others to discuss draft revisions to our FMLA;
 - Met with Ashley Ellis to discuss miscellaneous DOI matters;
 - Reviewed next week's meeting agenda with Brenda Sheridan, Atoosa Reaser, and Nyah Hamlett;
 - Discussed COVID 19 with Asia Jones, Kevin Lewis, Ashley Ellis, Vince Scheivert, Nyah Hamlett, and Dr. Goodfriend;
 - Met with Jamie Almanzan and Graig Meyer of the Equity Collaborative to discuss equity work;
 - Met with Scott Ziegler for weekly HRTD update meeting;
 - Attended (along with Ian Serotkin) and gave opening remarks at the 38th Annual Loudoun County Regional Spelling Bee at Stone Bridge High School;
 - Presented an overview of the School Board Adopted FY20 Budget at the meeting of the Loudoun County Economic Development Advisory Committee;
 - Represented Region IV Superintendents by participating via phone in the State Superintendent of Public Instruction's monthly meeting with representatives of each regional group of superintendents within Virginia (this meeting included an agenda item relating to COVID 19); and
 - Participated, along with Asia Jones, Ashley Ellis, and Rob Doolittle, in a webinar pertaining to COVID 19 for superintendents throughout Virginia hosted by the State Superintendent of Public Instruction and the Virginia Department of Health.
2. Here is information from Kevin Lewis regarding the closed session that will be held as part of the 4:00 p.m. portion of the School Board meeting on March 10:

March 10, 2020, Active Shooter Training Exercise: *There will be an Active Shooter Training Exercise as part of the March 10, 2020, 4:00pm School Board Meeting. Board Members may want to wear comfortable clothing. The exercise will take about 45 minutes. Please be*

prepared for loud noises, including the sound of simulated gunfire. Please keep all details of the exercise confidential so as not to compromise information that could be vital to everyone's safety.

3. Invitations:

- Here is information from Nyah Hamlett regarding the National Conference on School Integration:

Ms. Barts shared information with me regarding the National Conference on School Integration. Mrs. Barts plans to attend. If there are other School Board members interested, I would need them to view the conference details via the link provided above and let me and Chris Coleman know who plans to go ASAP, so that Chris Coleman can register them. Please consider including this in the Notes and Highlights section of the weekly update, if possible. We are asking Board members to inform us by COB Monday.

- Here is information from Kevin Lewis regarding the Energy Star Awards Ceremony. It was previously included in a PDF with the Weekly Update and we are including it in the notes section based on input from Board members regarding invitations:

ENERGY STAR® Dinner on April 2: *This is a reminder that School Board Members are cordially invited to attend the ENERGY STAR® Awards Ceremony on Thursday, April 2, 2020, in Washington, D.C., where LCPS will receive the designation of 2020 ENERGY STAR® Partner of the Year, Sustained Excellence. The ceremony will be held at the Washington Hilton, 1919 Connecticut Ave, NW, Washington, DC. The event schedule is as follows: Photos 2:30 – 5:00 PM, Reception 4:45 – 6:15 PM, Awards Banquet 6:15 – 9:00 PM. Please contact Kevin Lewis by Monday, March 9, 2020, if you would like to attend. Your meal choice is also needed at that time. Your choices are chicken, fish or vegan. Please also state whether or not you desire to ride with LCPS staff departing from the Administration Building that afternoon. The departure time will be determined once the time for the LCPS photo opportunity is established.*

- As highlighted in a note in a previous Weekly Update, School Board members are invited to a reception to honor our Schools to Watch at 5:30 p.m. on March 10 in the 5th Floor Learning Commons prior to the related presentation to the School Board that evening. Interested Board members are asked to RSVP to Nancy.Foote@lcps.org.
- On the subject of invitations, most of you have RSVP'd to indicate your attendance at the School Business Partnership Breakfast next Friday. We appreciate your participation in this special event and so many others as well.

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.)

- *Quick Question about school policies* (Employment or Supervision of Family Members) to Brenda Sheridan from Scott Ziegler, March 2, 2020 (pp. 1-2) initiatives (includes communication to individual Board member)
- *Expansion of Online Payments* from Sharon Willoughby, March 2, 2020 (p. 3)
- *Week 9 Legislative Report* from Nyah Hamlett, March 3, 2020 (p. 4)
- *Census Information* to Principals and Assistant Principals, March 5, 2020 (pp. 5-14)
- *Support Services Update* [includes information on Construction Change Orders Report, *Here Comes the Bus* App, School Safety Award (FSMS), Farm to School program] from Kevin Lewis, March 5, 2020 (pp. 15-21) (includes communication to individual Board member)

- *March 3 Countywide Professional Learning Day* from Ashley Ellis, March 6, 2020 (pp. 22-34)
- *Legislative Report Update* from Nyah Hamlett, March 6, 2020 (p. 35)
- *Pupil Services Communique* for February 2020 from Asia Jones, March 6, 2020 (pp. 36-42)
- Letters of Appreciation and Commendation to Meagen Zawistowski and Ross Armstrong (counselor and assistant principal, respectively, Heritage HS), Bellen Woodard (student, Evergreen Mill ES), Dr. Shreyesh Reuparelia (community member), and Diane Breinig (teacher, Briar Woods HS), March 4 & 6, 2020 (pp. 43-47)
- Minutes for review from Christine Coleman (Special SB Meeting February 4, 2020 pp. 48-54; Regular SB Meeting February 11, 2020 pp. 55-73; and, Regular SB Meeting February 25, 2020 pp. 74-91)

Optional Reading: Articles & Video

- Loudoun Times-Mirror editorial on LCPS, February 28
https://www.loudountimes.com/opinion/editorial-the-problems-persist-at-loudoun-county-public-schools/article_b1137412-5a55-11ea-acb4-6fe38d21d752.html
- Loudoun Times-Mirror article on Board of Supervisors Budget Hearings, February 28
https://www.loudountimes.com/news/public-defender-pay-county-salaries-hot-topics-at-loudoun-county/article_17caaf4e-58bd-11ea-b3bd-77f31c6ebf66.html
- Washington Post article on Montgomery County superintendent in which Loudoun superintendent's salary is mentioned, February 28
https://www.washingtonpost.com/local/education/maryland-schools-superintendent-gets-raise-to-315000/2020/02/28/1341fef4-58dc-11ea-9000-f3cffee23036_story.html
- Read across America with the Redskins, Loudoun Now, March 2
https://loudounnow.com/2020/03/02/elementary-schoolers-celebrate-read-across-america-day-with-redskins/?utm_source=Loudoun+Now+Newsroom&utm_campaign=bdfa0935bb-EMAIL_CAMPAIGN_2020_03_02_08_28&utm_medium=email&utm_term=0_1ec2f141cc-bdfa0935bb-124322513
- Patch story on Super Tuesday in which LCPS is mentioned, March 2
<https://patch.com/virginia/mclean/fairfax-county-schools-offer-student-holiday-super-tuesday>
- Loudoun Times-Mirror article on the importance of data centers, March 3
https://www.loudountimes.com/news/sen-warner-data-center-leaders-take-stock-of-industrys/article_9dd53840-5c12-11ea-ad6d-333467bfdb2d.htm
- Blue Virginia article on prospect of collective bargaining for public employees, March 3
<https://bluevirginia.us/2020/03/more-than-30-virginia-local-elected-officials-announce-support-for-collective-bargaining-for-all-public-employees>
- Report on Bellen Woodard at Evergreen Mill Elementary, March 3
<https://www.wrbl.com/top-stories/fourth-grader-pushes-for-multi-cultural-crayons-in-her-school-district/>
- Loudoun Times-Mirror article on upcoming COVID-19 briefing by the county, March 4
https://www.loudountimes.com/news/loudoun-county-plans-march-coronavirus-briefing/article_bad2ab4c-5e62-11ea-bc37-1b91f7c6eef7.html
- Dr. Goodfriend addresses Leesburg Rotary about COVID-19, LCPS mentioned, Loudoun Now, March 4
<https://loudounnow.com/2020/03/04/county-leaders-launch-coronavirus-outreach-urge-caution-not-panic/>

- Education Dive article on bias training in Montgomery County, Md., that mentions LCPS, March 4
<https://www.educationdive.com/news/dc-area-school-districts-revamp-policies-to-address-bias-hatred/573242/>
- Winchester Star article on Frederick County School Budget in which LCPS is mentioned, March 5
https://www.winchesterstar.com/winchester_star/harsh-realities-a-factor-in-frederick-schools-budget/article_5b432e3f-98be-5c5b-b832-7b436365f9f7.html
- Washington Post article about new law regarding transgender students, March 5
https://www.washingtonpost.com/local/education/virginias-transgender-students-win-safeguards-against-harassment-under-new-law/2020/03/05/0cadde8c-5e6d-11ea-b014-4fafa866bb81_story.html
- Loudoun Times Mirror article about Bellen Woodard appearing on "Today," March 5
https://www.loudountimes.com/news/leesburg-s-bellen-woodard-to-appear-on-today-show-friday/article_5edda448-5f2c-11ea-806d-e71e69aa5bdd.html
- Loudoun Now article on Region 14, Odyssey of the Mind Tournament, March 5
<https://loudounnow.com/2020/03/05/10-odyssey-teams-advance-to-states/>
- Loudoun Now article on regional spelling bee, March 5
<https://loudounnow.com/2020/03/05/mercer-middle-schools-sudhaker-wins-loudoun-spelling-bee/>
- Virginia Mercury story on school construction in Virginia, March 6
<https://www.virginiamercury.com/2020/03/06/in-the-final-days-of-session-funding-school-construction-is-still-a-budget-debate/>
- LCPS video on the Avocado Dance at Creighton's Corner Elementary: In honor of National School Breakfast Week March 2-6, School Nutrition Services teamed up with the PE teachers and students of Creighton's Corner Elementary to remind us to eat a healthy breakfast to fuel our learning. Avocado toast, anyone?
<https://vimeo.com/391095185>

Optional Reading: Important Dates (all commitments are communicated via separate emails or Outlook invitations) The enclosed calendar includes additional dates into April (pp. 92-93)

- 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
- 5:30 p.m., March 10, 2020; Schools to Watch Reception, 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

4:30 p.m., March 23, 2020; School Board Work Session, Location TBD
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
6:00 p.m., March 30, 2020; Communications and Outreach Committee Meeting, School Administration Building (Note: Date Change)
Photos 2:30 – 5:00 p.m., Reception 4:45 – 6:15 p.m., Awards Banquet 6:15 – 9:00 p.m., April 2, 2020; Energy Star Awards Ceremony; Washington Hilton, 1919 Connecticut Ave, NW, Washington, DC
5:30 p.m., April 2, 2020; Equity Committee Meeting, School Administration Building
April 6-10, 2020; Spring Break – All Schools Closed
April 9-10, 2020; Spring Break – All Schools and Administrative Offices Closed
3:30 p.m., April 13, 2020; Joint Committee of the School Board and the Board of Supervisors meeting, County Government Center
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8:00 a.m., April 15, 2020; Curriculum and Instruction Committee Meeting, School Administration Building
6:00 p.m., April 15, 2020; Discipline Committee Meeting, School Administration Building
5:00 p.m., April 16, 2020; Student Support and Services Committee Meeting, 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
10:00 a.m., Welcome; 10:30 a.m. Ceremony; Douglass School Awards Ceremony, Douglass School

From: Beth Barts
To: Eric Williams
Cc: Brenda Sheridan; Atoosa Reaser; Ian Serotkin; Denise Corbo; Harris Mahedavi; John Beatty; Leslee King; Jeff Morse
Subject: views from Leesburg
Date: Tuesday, March 24, 2020 4:24:13 PM
Attachments: image002.png

Good afternoon Dr. Williams,

I respect that we need to channel questions and specific issues in an organized manner to the Chair.

This particular email is to share how my community is feeling and I feel that needs to come from me, their elected official.

Many in my district watched your video last night. I got a significant number of emails and phone calls after the Governor's announcement and additional ones after your video.

I am reassuring Leesburg families that LCPS is spending this time addressing basic needs such as food and making sure our students have devices in order to connect to LCPS. Now that school is closed for the duration of the year, I want to make it clear to LCPS that my community expects their children to be learning NEW material by April 6th at the very latest. The biggest concern many have shared are your references to opportunity gaps and equity and why we are reviewing starting March 30th instead of starting new content.

Some common themes....we have had opportunity gaps for the last two decades and that did not shut down any schools. Our reading scores are quite dismal in certain areas and yet we have continued to purchase additions to the Units of Study program knowing it did not meet the needs of all students. We know our gifted programs have not been inclusive when it comes to making sure we have representation from students of color yet we did not stop admitting kids into the Academies.

I do agree that we can make sure our students excel without all students being on the same timeline. Many students need to start now in order to excel in their classes. Not 1,2 or 3 weeks from now. Maybe the goal needs to be that everyone is at the same place by the beginning of next school year and not that we all start at the same time.

I understand we have special concerns with our SPED students. I am committed to making sure we address gaps that this situation may create. It is not safe for teachers to physically work with our students and this will mean some students will not progress as well as they would in a face to face setting. This is the reality. FAPE requires that we offer a free and appropriate education. It does not say the best. **Not a single student in LCPS is going to be getting the "best" education over the next 3 months. Not a single one.**

I appreciate all that you and your team are doing every day. To be clear I want to continue to support paying our teachers and staff despite knowing we are potentially facing a great recession by making sure they have the opportunity to teach what is needed to move their students forward. I

know our community wants that as well.

Respectfully,
Beth Barts



**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: [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](#); [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: School Board COVID-19 Update
Date: Monday, March 23, 2020 7:55:00 PM
Attachments: [SB Daily Update 032320.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. Confirmed LCPS Cases - There is a 3rd confirmed case at Waxpool Elementary School and a confirmed case associated with Moorefield Station Elementary School. Messages to each community went out today. Tomorrow, the cabinet will be discussing next steps as they relate to future communication regarding confirmed cases. We are exploring posting an update on our website regarding confirmed cases, similar to the updates provided by the Virginia Department of Health. See emails that went to the Waxpool and Moorefield Station communities. (pp. 1-4)
2. Nyah Hamlett and I participated on a conference call with the State Superintendent of Public Instruction one hour prior to the Governor's Press Conference. Please note that in previous calls, the State Superintendent provided updates to Superintendents and provided an opportunity for Superintendents to ask questions. With today's call, the communication was one-way (from Dr. Lane) and Superintendents were instructed to keep the information shared confidential until the Governor made his announcement. (pp. 5-8)

Below are a few notes from the call that may answer a few questions that you have:

- a. Within the next 24 hours VDOE will provide information and guidance regarding graduation, standard credits, continuity of learning and grades;
- b. Guidance on special education came out this weekend from the USDOE
 - i. Taking the position that we should continue with new instruction and students with disabilities or the services that they require should not be a barrier; however, the guidance indicated that local education agencies (LEAs) are still responsible for providing free and appropriate public education (FAPE) and ensuring equity for students.
 - ii. VDOE recommends that LEAs focus on that aspect with their School Board Attorney; VDOE will work with LEAs to provide guidance, not legal advice.
- c. There is no requirement to make up days; however, LEAs without virtual learning may wish to extend next year, but VDOE will not mandate that.

- d. With a continued focus on continuity of learning, there should be an added focus on providing meals to students.
 - i. There may be a potential to offer EBT cards for students eligible for free and reduced meals; VDOE encouraged Superintendents to continue to do what we are doing now and potentially expand those services, as needed.
- e. There is an anticipated heavy burden on the healthcare system in the coming weeks; need to have solutions for child care for essential personnel (i.e. healthcare, public utilities, first responders, etc.)
 - i. VDOE strongly encouraged Superintendents to open facilities (no more than 9-10 kids in a room) for child care for essential personnel and partner with groups like YMCA, local Parks and Recreation departments, Boys and Girls Club, etc.

PIO/Communications

1. Email from Rob Doolittle with viewer statistics from your March 20, 2020 meeting. (p. 9)

Department of Instruction

1. Neil Slevin sent an email to Principals requesting they refrain from making public comments or posts to social media regarding instruction related to the recent announcement by the Governor. He also referred Principals to the reference to remarks that I will make and have posted later this evening. (pp. 10-11)
2. Ashley Ellis sent an email to Principals with updates on dual enrollment, advanced placement, guidance on distance learning read-alouds, and opportunities for learning how to operate in a digital environment. Additionally, she has set up a plan for meetings with principals for the next two weeks. Her email is attached. (p. 12)

Department of Digital Information

1. See email from Vince Scheivert regarding plans to prepare LCPS to remotely provide continuity of education and operations. (pp. 13-14)
2. See related email from Vince Scheivert with a map indicating the geographic locations of where the requests for hot spots originated. (pp. 15-16)

Optional Reading: Articles

-KUOW story on school system meal deliveries which mentions Loudoun, March 20

<https://kuow.org/stories/schools-race-to-feed-students-amid-coronavirus-closures>

Loudoun County Public Schools in Virginia and the Metropolitan School District of Wayne Township in Indiana are also using buses to deliver meals.

-WUSA story on LCPS schools with positive staff members, March 20

<https://www.wusa9.com/article/news/health/coronavirus/loudoun-county-schools-coronavirus-waxpool-elementary-liberty-elementary-pinebrook-elementary/65-9ac9b5c5-e6ef-455e-a6bd-8c53255f8f5f>

-Loudoun Times article on positive cases in Loudoun, including LCPS, March 21

https://www.loudountimes.com/news/at-least-people-in-loudoun-county-have-tested-positive-for/article_46d9d9f2-6bb1-11ea-99d9-e3464998beb8.html

-Patch story on Waxpool principal and other LCPS staff members testing positive, March 21

<https://patch.com/virginia/leesburg/loudoun-school-principal-tests-positive-coronavirus>

-Washington Post story which mentions Loudoun County, March 21

https://www.washingtonpost.com/local/fairfax-county-reports-first-covid-19-death-as-cases-mount-in-region/2020/03/21/d0e42832-6b11-11ea-abef-020f086a3fab_story.html

New infections included a D.C. woman who works at MedStar St. Mary's Hospital in Leonardtown, Md., and the pastor of Crossroads Baptist Church in the Baileys Crossroads area of Fairfax County. Those who attended services with him last Sunday were advised to self-quarantine for 14 days. In Loudoun County, two more school employees tested positive as well, bringing the total to three.

-Loudoun Times story on School Board's Coronavirus update during March 20 meeting, March 22

https://www.loudountimes.com/news/loudoun-county-school-board-receives-coronavirus-updates-during-friday-work/article_3b275d38-6b7e-11ea-8e61-379c6398eb99.html

-Local DVM website article on LCPS staff members with positive virus test results, March 22

<https://www.localdvm.com/news/virginia/two-additional-loudoun-county-public-school-staff-members-test-positive-for-covid-19/>

Eric Williams
Superintendent
Loudoun County Public Schools

From: Beth Barts
To: Eric Williams; Nyah Hamlett
Cc: Atoosa Reaser; Brenda Sheridan; Ian Serotkin; Leslee King; Harris Mahedavi; John Beatty; Jeff Morse; Denise Corbo
Subject: concerns
Date: Friday, March 27, 2020 10:43:15 AM
Attachments: image003.png

Dr. Williams,

The teachers are being told VDOE has said NO new material. This is not factual. We need to make it known this is our choice based on equity. Other systems in Virginia are teaching new content. We need to be teaching new content to our high schoolers asap. No new content in AP classes, languages, science and math is making our teens anxious and parents frustrated. We cannot go into spring break without a date for new content. Many school systems have separated high school expectations from elementary. Our elementary students are ok with review for a week or so.

I will be speaking to this Tuesday night.

Thank you

Beth Barts



**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: [Atoosa Reaser](#)
Subject: spring break as planned?
Date: Thursday, March 26, 2020 9:55:59 AM
Attachments: [image002.png](#)

Good morning colleagues,

I understand teachers have been told that spring break will occur as planned. I found this out by own child's teacher. I have lots of questions. How will this impact current operations regarding food and bus service? I must say I am a bit taken aback as this will result in new content being pushed back even further. Will all the chrome books be distributed and hot spots by then or is this done by 12 month employees? I understand teacher contract is a certain number of days but I also know that they will not be teaching 7 hours a day and will still be being paid a full salary for the rest of the year. Will the mental health resources still be available... what if students or parents need to reach out to a trusted adult via email? Will school counselors be on spring break? As far as the spring break....just fyi....from a PR standpoint this is not going to go over well.

Also wanted to mention that I listened to the BOS meeting and I have no doubt we will be making cuts as Chair Randall said the state will be pulling back money. Perhaps as much as a billion. I had to listen to that twice. She mentioned a "delta" to the schools. I am making a list of priorities. Looking at cutting school based staff as a last resort. Equity is 6M. Also looking at new positions that 3 months ago sounded needed but now we may need to adjust our priorities. If anyone else has concerns about this please call me so we can discuss.

I hope everyone is staying safe and well.
Beth



**Beth Barts | Loudoun County School Board
Leesburg District Representative**

email: beth.barts@lcps.org
mobile: (571) 440-1473

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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](#)
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Subject: COVID-19 Update for School Board
Date: Tuesday, March 24, 2020 6:33:00 PM
Attachments: [School Board COVID-19 Update.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. Confirmed LCPS Case - There is a confirmed case of a staff member at The Academies of Loudoun. See emails that went to the Academies staff and community. (pp.1-2)
2. I participated in a conference call, along with Asia Jones, Ashley Ellis, and Nyah Hamlett, in order to receive information from the State Superintendent. On the call, the State Superintendent and his staff walked us through the guidance that was released late last night and opened it up for Q&A. We are still processing information and the local implications. No discretionary decisions have been made as a result of the guidance released late last night or today's call.
3. We continue to work methodically, yet swiftly, to make operational decisions to ease the hearts and minds of our students, staff, and broader community to the maximum extent possible. We also want the Board to know that we are hopeful that the display by the School Board and senior leadership of Board-staff collaboration. Keeping in mind the guidance provided by Steve DeVita related to virtual meetings for COVID-19 matters, we are planning for potential School Board agenda items, either as separate items or embedded within the COVID update presentation related to policy and resource allocation that will further display our collective efficacy and leadership. A few examples included in today's update include COVID Time Limited Emergency Pay (CTLEP), income replacement after April 10, future plans for Distance Learning Guidance, and options for Charter Schools Chromebook distribution and/or support.

As mentioned in my video message that was released last night, VDOE is now suggesting that learning of new additional content and skills should be part of distance learning plans. This is a shift from the previous language used. Superintendents have been instructed to continue to consider equity issues that may arise in development of our plan, which is why distance learning is defined as both digital and non-digital learning experiences. The Virginia Department of Education set forth guidance late last night to help Superintendents execute plans to continue instruction. For now, with minimal time to process the guidance released and the takeaways from this afternoon's conference call, I can confidently share with you a few things:

- There will be significant flexibility as the State Superintendent has the authority to waive most graduation requirements. Anyone who was on track to graduate as of March 13 will graduate.
- Nothing should preclude a student from moving on to their next course and grade level, but for students who are working for a standard credit we will need to document a process of completion.
- With K-8, those students expected to be on track to move to the next level/course should be able to do so and no student will be required to take an SOL in order to move on.
- The VDOE anticipates flexibility from the Office of Civil Rights (OCR), but school divisions will still be held accountable to FAPE, IDEA, and Section 504. We are encouraged to provide new learning and DOI and DPS are diligently collaborating to prepare to do so for students with and without disabilities.
- VDOE is not recommending grading at this time nor do they plan to issue new guidance on grading. Their recommendation still stands - do not grade, consider pass/fail with considerations for GPA and other local issues.

The bottom line is that as of this moment we are continuing to work on detailed plans of what continuity of education looks like in Loudoun considering the newly released guidance from VDOE. We anticipate moving forward with plans outlined in the guidance provided to teachers last Friday (summarized below). We also anticipate that revisions to the current plan may occur in mid-April following further guidance from VDOE, forthcoming information regarding waivers, and collaboration with the School Board. We do not plan to make a decision without the School Board's review and are also remaining agile as we work toward a moving target.

Here are highlights of the current plan that is subject to change for the period that will begin March 30:

- Most teachers of students in grades 3 through 12 will use Google Classroom to communicate information about both digital and non-digital learning experiences.
- K-2 teachers will use Google Classroom or other platforms they've already been using with their students and their families.
- **At this time**, but with anticipated changes in the near future, all learning experiences presented by teachers will provide reinforcement of previously taught content.
- **At this time**, teachers will give students feedback, but not grades, regarding student work through Google Classroom.

- As of March 30, and subject to change, we've asked elementary school teachers to provide daily learning opportunities of up to 60-90 minutes, depending on a student's grade level.
 - As of March 30, and subject to change, we've asked middle and high school teachers to provide daily learning opportunities of up to 30 minutes per class.
4. In monitoring some social media traffic and a Board member's email to me today, there have been questions and/or concerns regarding my reference to equity in the video, particularly ensuring equity for specific groups. LCPS remains committed to doing the right thing for every student. Reminding viewers of the groups for whom equity and opportunity gaps historically exist helps to keep our focus on all meaning all LCPS students. I would like the School Board to know that needing more time to ensure that we get continuity of education right is not about equity issues, it is about doing it right for all kids and seizing the opportunity to be innovative in the midst of a time of crisis.
 5. I was invited by the County to participate in the Board of Supervisors' Emergency Business Meeting tomorrow at 2:00PM. We are coordinating schedules to see if I can provide an update via telephone on behalf of LCPS, likely between 3:15 and 4:00PM.

PIO/Communications

1. The Public Information Office has posted a link to the text of the Superintendent's videotaped remarks yesterday. You may wish to provide the link and reference aspects of the text in your communication with community members.
https://www.lcps.org/cms/lib/VA01000195/Centricity/domain/61/2019-2020_files/Superintendents_Remarks_to_LCPS_Community_March_23_2020.pdf
2. The Public Information Office will be sending another community update later this evening. You will receive that directly.

Business and Finance

1. An email from Sharon Willoughby regarding the County of Loudoun's appropriation schedule is attached. (p. 3)
2. The other email from Sharon Willoughby addresses the compensation of hourly, non-exempt employees who are required to physically report (or who voluntarily accept an invitation to physically report) to a worksite during the closure of school buildings and facilities. This is referred to as COVID Time Limited Emergency Pay (CTLEP). The summary in the email details how for work completed through April 25, 2020, these employees will be paid an amount equal to their regular hourly rate for time working at the official worksite, in addition to their regular pay. **If Board members have any concerns regarding the summary of implementation through April 25, I ask that they contact me by 2 p.m. tomorrow, March 25.** I would like to bring this topic as an Information Item at the School Board meeting on March 31 and invite feedback from the School Board regarding the concept of extending COVID-19 Time Limited Emergency Pay beyond April 25 for a limited or extended period of time. (pp. 4-5)

Department of Instruction

1. The linked "[Guidance on Graduation Requirements, Awarding of Credits, and Continuity of Learning](#)" was distributed by the Department of Instruction to principals and the Department of Pupil Services to school counselors with a request that they not comment on this guidance or subsequent VDOE or US DOE guidance until receiving communication from LCPS.
2. Ashley Ellis provided updates to principals on the following topics: continuity of learning, capstone projects (high school only), and VHSL update (high school only). Her email with more detail is attached. (p. 6)

Department of Digital Information

1. An update from Vince Scheivert regarding Chromebooks, hotspots, online registration, and charter schools is provided in the attached email. (pp. 7-8)

Department of Pupil Services

1. An update from Asia Jones provides updates on Pupil Services' work to support the needs of all students, including their collaboration with the Department of Digital Services. (p. 9)
2. The Department of Pupil Services will be assisting with the Chromebook distribution process, as shared by Asia Jones in the attached email. (pp. 10-12)

Department of Support Services

1. An email from Kevin Lewis regarding school use for child care is attached. (p. 13)
2. Kevin Lewis outlines the Design-Bid-Build projects for which Action Items will be prepared for the March 31 School Board Meeting in the attached email. **Should you have concerns with these topics begin added as Action Items on the agenda, please contact me by 5:00 p.m. tomorrow.** If anyone prefers to wait until the next meeting, we will do so. (p. 14)

Department of Human Resources and Talent Development

1. Scott Ziegler provides an update on HRTD activities with regard to recruiting and hiring in the attached email. (p. 15)

Optional Reading: Articles

-Loudoun Now story on and link to Superintendent's video message to the community, March 23

<https://loudounnow.com/2020/03/23/williams-addresses-community-on-school-closure/>

-Loudoun Now article on Moorefield Station ES staff member testing positive, March 23

<https://loudounnow.com/2020/03/23/staffer-at-second-loudoun-elementary-school-tests-positive-for-covid-10/>

- Patch article on third positive staff member at Waxpool ES, March 23

<https://patch.com/virginia/ashburn/third-staffer-loudoun-school-tests-positive-coronavirus>

- Yahoo news article which mentions Loudoun County, March 23

<https://news.yahoo.com/virginia-coronavirus-updates-things-know-000000377.html>

- Local DVM article on number of cases in LCPS, March 23

<https://www.localdvm.com/news/virginia/two-additional-loudoun-county-public-school-staff-members-test-positive-for-covid-19/>

- Loudoun Times article on positive staff members at Waxpool ES and Moorefield Station ES, March 23

https://www.loudountimes.com/news/two-more-loudoun-public-schools-employees-test-positive-for-covid/article_7d3fd922-6d5c-11ea-8eb7-e769f81a5d7c.html

- Inside NOVA article on school closures for remainder of academic year, March 23

https://www.insidenova.com/news/education/virginia-schools-closed-for-the-rest-of-the-academic-year/article_153e1f2c-6d30-11ea-8003-871a8a965c94.html

- Loudoun Now article on pending award to Howard Shockey & Sons for school construction, March 23

<https://loudounnow.com/2020/03/23/shockey-on-tap-for-2-more-loudoun-school-construction-contracts/>

- Loudoun Times story on Superintendent's video message to the community, March 24

https://www.loudountimes.com/news/williams-addresses-covid--in-video-message-to-lcps-community/article_7b015ba0-6d74-11ea-b16a-8f171023184c.html

- Loudoun Times community view article written by Tuscarora HS senior, March 24

https://www.loudountimes.com/news/community-view-a-tuscarora-high-school-senior-reflects-on-year/article_cead8660-6dd9-11ea-88ea-1f6935e0c69a.html

From: Nyah Hamlett
To: Beth Barts; Eric Williams
Cc: Atoosa Reaser; Brenda Sheridan; Ian Serotkin; Leslee King; Harris Mahedavi; John Beatty; Jeff Morse; Denise Corbo
Subject: RE: concerns
Date: Friday, March 27, 2020 2:22:05 PM
Attachments: [image002.png](#)
[image004.png](#)

Good afternoon,

We are not sure who is communicating what you have documented in your email, but below is the first Q&A regarding instruction on the [VDOE website](#).

Additionally, please know that staff is working as hard and as fast as we can to manage expectations regarding communication and decision making while also balancing the needs, interests, and community care approach that we have committed to.

Staff is prepared to communicate information regarding distance learning plans and teaching new content as early as this evening. We plan to do so in a thoughtful and systematic manner recognizing that the Board has asked for information regarding our plan and has a meeting on Tuesday. I hope that this information is helpful. Have a good weekend.

Please share guidance related to online or distance learning during an extended school closure.

The impact to students during an extended school closure can be significant. The learning time and support students receive at school are not easily supplemented or replaced. Understanding the desire and responsibility of parents and educators alike to provide continuity for every student in their thinking and learning, many school divisions are assessing the feasibility of providing online learning in the event of extended school closures. In looking at this option, it is important to consider the practical steps necessary to appropriately serve every student equitably and the extent to which a traditional school environment can be quickly replicated online. It is not a simple task, nor is it one that should be attempted without serious consideration of equity and access. Schools should thoughtfully evaluate their approach, understand their legal obligations, and maintain the standards for delivery of instruction and student supports. Services, programs and activities online must be accessible to persons, including individuals with disabilities unless equally effective alternative access is provided in another manner (U. S. Department of Education, Office for Civil Rights, 2020). Divisions may have the capacity to explore expanding or offering online learning. Divisions should apply an equity lens and consider the impacts on underserved groups, including students of color, students with disabilities, emerging bilingual students, students experiencing poverty and homelessness, and students who belong to other protected classes. Consider whether the model will improve or worsen disparities between populations. Consider barriers to equitable implementation and unintended consequences. Shifting from a "brick and mortar" school environment to online learning that meets the regulations of holding "school" is a complex task that requires thoughtful planning, serious consideration of practicality, and assessment of risk. This assessment of risk should consider the impact of compensatory education and exposure for

local school divisions to dispute resolution. Additional guidance is also available from the U. S. Department of Education (USED) [including a short webinar](#) [on online education and website accessibility](#) and a [fact sheet](#) [\(PDF\)](#) on addressing the risk of COVID-19 in schools while protecting the civil rights of students.

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: Beth Barts

Sent: Friday, March 27, 2020 10:43 AM

To: Eric Williams <Eric.Williams@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>

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

Subject: concerns

Dr. Williams,

The teachers are being told VDOE has said NO new material. This is not factual. We need to make it known this is our choice based on equity. Other systems in Virginia are teaching new content.

We need to be teaching new content to our high schoolers asap. No new content in AP classes, languages, science and math is making our teens anxious and parents frustrated. We cannot go into spring break without a date for new content. Many school systems have separated high school expectations from elementary. Our elementary students are ok with review for a week or so.

I will be speaking to this Tuesday night.

Thank you

Beth Barts



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Leesburg District Representative**

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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, April 3, 2020 6:09:20 PM
Attachments: [COVID-19 Update for School Board 040320.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. I spent two hours this morning visiting four meal preparation sites: Guilford Elementary School, Sterling Middle School, Park View High School, and Potomac Falls High School. I visited these sites in order to personally thank each school nutrition worker, as well as the bus drivers picking up food from the high schools, and the Digital Innovation staff members distributing hotspots at Park View High School. We've had declining staff participating with school meals because staff members are tired and anxious about working, even with physical distancing. I wanted to let them know how much they are appreciated.
 - b. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
 - c. A conversation with Vince Scheivert, Justin Donovan, Nyah Hamlett and Lori Sink regarding the distribution of laptops.
 - d. A discussion with Sharon Willoughby regarding business and finance matters.
 - e. A meeting with Tim Hemstreet, Erin McLellan, and Sharon Willoughby to discuss budget matters.
 - f. A meeting with Rob Doolittle, Nyah Hamlett, and Asia Jones regarding the upcoming presentation to the School Board regarding COVID-19 communication.
2. The attached email from Nyah Hamlett provides information about tentative plans for the Virginia General Assembly to reconvene at an outdoor venue on April 22. (pp. 1-4)
3. Today, Nyah Hamlett participated on a webinar hosted by VSBA regarding "The Role of the School Board During the COVID-19 Pandemic". There was a brief presentation presented by Dr. Phil Gore of the Texas Association of School Boards followed by a Q&A session. Board members can access the recording of today's session [here](#). You will need to add your name and email address which will take you directly to the recording and presentation.
4. As we attempt to be responsive to Board member questions, as well as provide guidance, leadership, and support to students, families, and staff, we would like to attempt a new system in gathering School Board questions. Nyah Hamlett has created a document that can be accessed [here](#). The plan is to link a new document to the daily update each Friday, but the document will also be included in every daily

update for ease of Board member access. 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. Questions will 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. 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 and documents are attached. (pp. 5-8)

5. My response to a Board member's email regarding distance learning equity is attached. (includes communication to individual Board member) (pp.9-11)

6. Attached is an update from our legislative consultants which includes information provided at Governor Northam's briefing today. (pp. 12-15)

PIO/Communications

1. The Public Information Office has updated the Instruction section of the Frequently Asked Questions on the [COVID-19 Preparedness at LCPS](#) webpage with information from the March 31 Distance Learning Plan presented at the March 31 School Board Meeting. In addition, the plan has been shared through the [LCPS Continuity of Education](#) webpage. These resources are available for reference by LCPS families who have questions about the recently announced plans. The PIO regularly reviews and updates the FAQs, in addition to posting every community-wide message distributed, to provide the community with convenient access to the latest information available.
2. In an effort to improve the visibility and accessibility of the public comment-submission form on LCPS.org, an additional notice has been posted on the main School Board webpage. While nearly 40 comments were submitted successfully in advance of the March 31 meeting, we are responding to suggestions regarding making the process more visible. PIO also is promoting the online-comment process through news stories about the School Board agenda and through additional social media messages.

Department of Instruction

1. Ashley Ellis provided updates to Principals on April 13 and 14 professional development, K-2 ELA and math learning guides, Advanced Placement exams (high school only), and creative virtual celebrations in the attached email. (pp. 16-20)

Department of Digital Information

1. An email from Vince Scheivert provides a cumulative update on DDI's collective work since the beginning of the COVID-19 crisis. (pp. 21-23)

Department of Pupil Services

1. An email with additional preventive actions against COVID-19 which includes information on ear-loop masks is provided in the attached email from Asia Jones. (pp. 24-32)

Department of Business and Financial Services

1. An email from Sharon Willoughby regarding the County's agenda item for the Board of Supervisors' April 7 Appropriations Resolution adoption. (p. 33)

Optional Reading: Articles

- WTOP story on Transportation worker with positive COVID-19 test, April 2

<https://wtop.com/coronavirus/2020/04/coronavirus-dc-maryland-virginia-update-april-2/>

The county's health department will conduct a contact investigation. The school system believes that based on information it has, "We are not aware of any staff members or members of the public who will meet the Virginia Department of Health's definition of a close contact," Williams said.

- Fox5 story regarding Transportation worker with positive COVID-19 test, April 2

<https://www.fox5dc.com/news/loudoun-county-school-district-meal-service-worker-diagnosed-as-having-covid-19>

The Loudoun County Health Department is working to determine who the staffer might have had close contact with. They say that – according to the state's criteria – they do not believe the staffer had close contact with any colleagues or members of the public during the 48 hours before the symptoms appeared.

- Washington Times story regarding Transportation worker with positive COVID-19 test, April 2

<https://www.washingtontimes.com/news/2020/apr/2/loudoun-county-public-schools-staff-member-tests-p/>

"Based on the information we have, we are not aware of any staff members or members of the public who will meet the Virginia Department of Health's definition of a close contact," Mr. Williams wrote.

- Patch story regarding Transportation worker with positive COVID-19 test, April 2

<https://patch.com/virginia/ashburn/s/h2k5s/loudoun-schools-transport-staffer-tests-positive-coronavirus>

- Patch story on Loudoun County COVID information hub (links to LCPS School Nutrition Service webpage), April 2

<https://patch.com/virginia/leesburg/loudoun-creates-information-hub-residents-during-coronavirus>

- Loudoun Times story regarding Transportation worker with positive COVID-19 test, April 3

https://www.loudountimes.com/news/lcps-staffer-tests-positive-for-covid-19-after-having-supported-meal-service/article_ae65b102-755e-11ea-a269-bfa4da07d0ff.html

"Based on the information we have, we are not aware of any staff members or members of the public who will meet the Virginia Department of Health's definition of a close contact," the superintendent wrote.

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

From: [Eric Williams](#)
To: [Denise Corbo](#)
Subject: Distance Learning Equity
Date: Friday, April 3, 2020 3:55:00 PM

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: Denise Corbo
To: Eric Williams; Nyah Hamlett; Vince Scheivert; Ashley Ellis; Sharon Willoughby
Subject: Distance Learning Equity
Date: Thursday, April 2, 2020 9:44:59 AM

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.

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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: 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; 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: Wednesday, April 1, 2020 5:42:00 PM
Attachments: COVID-19 Update for School Board 040120.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. Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
2. I just wanted to take a moment to express appreciation for the Board's support, meaningful questions, and due diligence throughout yesterday's 6 hour School Board meeting. There were many examples of you skillfully fulfilling governance responsibilities and demonstrating our unified commitment to serving the students and families of LCPS, while also working to address the needs of employees. I am grateful for our display of collaboration through a governance team approach. In the midst of a stressful season for everyone, it certainly is not expected that we will always be on the same page, but I thank you for trusting me and my team to make operational decisions with your input and support. My hope is that with the School Board and Cabinet's collective efficacy and track record, we will continue to lead and model the way together through these unprecedented times.
3. I also met this afternoon with Vince Scheivert, Ashley Ellis, Nyah Hamlett, and Justin Donovan (the DDI Director taking the lead with Chromebook distribution, under the supervision of Vince). We discussed how we might build on previously planned follow-up outreach to the initial Chromebook pick-up opportunities in order to implement the motion approved by the School Board last night relating to Chromebooks.

PIO/Communications

1. We will distribute another update to the community later today. The update will address the following topics: continuity of education; quarter 3 grades and make up work; April 6 to April 10; April 13 and 14; meals program during spring break, and refund requests.
2. In response to a request from Ms. Corbo, today's attachment includes a spreadsheet documenting the 239 queries received by LCPS through a form on

the COVID-19 FAQ webpage. Personally identifiable information of community members submitting questions has been removed to protect their privacy. Responses to these queries have taken several forms, including individual email responses from subject matter experts within LCPS departments; individual responses through the public information office, using content from the prepared FAQs; summary responses, providing generalized information about a subject area (such as building access or cleaning processes); and, in some cases, responses indicating that decisions about topics have not been finalized. A complete record of individual responses has not been maintained, since multiple LCSP respondents have been answering queries. (pp. 1-14)

Department of Instruction

1. An update to principals from Ashley Ellis includes information on Edmentum for middle school and high school core courses, dual enrollment (high school only), and Advanced Placement courses (high school only). (pp. 15-22)

Optional Reading: Articles

- Loudoun Times story on Sanders Corner ES staff member testing positive, March 31

https://www.loudountimes.com/news/sanders-corner-elementary-school-worker-tests-positive-for-coronavirus-10th-lcps-employee-stricken-with-virus/article_7076b8c2-73b6-11ea-94e6-9f43fe148fd9.html

- Patch story on Sanders Corner staff member, March 31

<https://patch.com/virginia/leesburg/s/h2gpn/loudoun-school-system-reports-10th-staff-member-coronavirus>

- WTOP News story on regional schools' plans for distance learning, March 31

<https://wtop.com/education/2020/03/d-c-md-and-va-schools-offer-learning-plans-free-meals-for-students-during-coronavirus-closures/>

Loudoun County Public Schools will hold spring break as planned from April 6-12. April 13 and April 14 will be teacher development days. New content will be taught remotely starting April 15. More plan details will be released at a school board meeting on April 7.

The school system also has learning resources online for students to continue learning through the school closures. There will be free breakfast and lunch provided at each public school.

- LoudounNow story on regional 'stay home' statement, March 31

<https://loudounnow.com/2020/03/31/randall-regional-leaders-issue-joint-statement-stay-home/>

- LoudounNow story on Waxpool and Central Office LCPS staff members, March 31

<https://loudounnow.com/2020/03/31/2-school-employees-county-deputy-among-recent-covid-19-cases/>

- Washington Times reference to Waxpool and Central Office staff members, March 31

<https://www.washingtontimes.com/news/2020/mar/31/hogan-marylanders-already-facing-penalties-breakin/>

- WTOP News on LCPS spring break plans, April 1

<http://my.tvey.es/g9AXn>

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: RE: Continuity of Education Plan and Distance Learning Plan Presentation
Date: Tuesday, March 31, 2020 2:31:11 PM
Attachments: [Distance Learning Plan SB Presentation 033120.pdf](#)
[Continuity of Education Plan 033120.pdf](#)
[image001.png](#)

Just in case you plan to use these documents tonight versus downloading the documents on BoardDocs, please use these revised documents attached to this email. There was an error on the original slide deck and we had some formatting issues fixed on the plan. Sorry about that.

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: Nyah Hamlett
Sent: Tuesday, March 31, 2020 1:23 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: Eric Williams <Eric.Williams@lcps.org>
Subject: Continuity of Education Plan and Distance Learning Plan Presentation

Good afternoon,

Thank you for your patience as we worked through finalizing the Continuity of Education Plan. Please see the attached documents that will be posted to BoardDocs and shared with Principals within the next 15 minutes or so. There will also be a message sent to all LCPS staff at approximately 4:00PM today that will reference these documents and how to access them.

We look forward to "seeing" you soon.

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: [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: Continuity of Education Plan and Distance Learning Plan Presentation
Date: Tuesday, March 31, 2020 1:23:03 PM
Attachments: [Continuity of Education Plan 033120 \(3\).pdf](#)
[Distance Learning Plan SB Presentation 033130.pdf](#)
[image001.png](#)

Good afternoon,

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We look forward to "seeing" you soon.

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Chief of Staff
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