From:

Denise Corbo

To:

Eric Williams; Nyah Hamlett

Cc:

Asia Jones; Ashley Ellis; Vince Scheivert

Subject:

Distance Learning/Equity Date:

Monday, March 30, 2020 6:18:19 PM

Good evening,

I will be making the following motion tomorrow:

I move that LCPS implement the following procedures to ensure all students have equitable access to distance learning throughout Loudoun County by April 14th and provide a status update to the school board at each board meeting for the rest of the year:

- 1. LCPS administration office staff mail weekly learning packets to all K-2nd grade to student's homes with an opt out option for parents
- 2. LCPS administration office staff provide Chromebook home delivery to all students who have not picked up their Chromebooks with a one page "How to Connect" and "Log-On" direction sheet translated in English, Spanish or the households preferred language
- 3. LCPS administration office staff mail a physical copy of LCPS updates pertaining to distance based learning to every family who qualifies for free and reduced meals or who has an ELL student. (Please update the parent portal with a close to opt out of this provision.)
- 4. LCPS administration office staff report back to the School Board at every board meeting with updated information regarding the number of students who are connecting via online distance base learning learning, packets, and those who are still not connected.

Thank you,

Denise

From:

Nyah Hamlett

To:

Denise Corbo; Eric Williams; Ashley Ellis; Asia Jones

Subject: Date: RE: Distance Learning Equity Plan Monday, March 30, 2020 11:27:00 AM

Attachments:

image001.png

Good morning Denise,

The equity portion of the distance learning plan will be addressed in tomorrow's presentation. You can also get a sense of some of those plans in the SPED, EL, and additional resources part of the plan that was shared on Friday. If there are specific questions that you have or additional information that you believe should be specifically addressed, please do share your input.

Have a good day.

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

Twitter: @NyahHamlett



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

From: Denise Corbo

Sent: Sunday, March 29, 2020 10:33 AM

To: Eric Williams <Eric.Williams@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Nyah Hamlett

<Nyah.Hamlett@lcps.org>; Asia Jones <Asia.Jones@lcps.org>

Subject: Distance Learning Equity Plan

Good morning,

Please share the distance learning equity plan of action to ensure every student has devices (K-3), learning packets (k-2), have online access, and are engaging distance learning.

Sincerely,

Denise

From:

Denise Corbo

To:

Eric Williams; Ashley Ellis; Nvah Hamlett; Asia Jones

Subject:

Distance Learning Equity Plan

Date:

Sunday, March 29, 2020 10:33:05 AM

Good morning,

Please share the distance learning equity plan of action to ensure every student has devices (K-3), learning packets (k-2), have online access, and are engaging distance learning.

Sincerely,

Denise

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: Date: COVID-19 Update for School Board Friday, March 27, 2020 6:03:00 PM

Attachments:

COVID-19 Update for School Board 032720.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)

- Cabinet and Rob Doolittle met again today to collaborate on COVID-19 and other matters.
- 2. Tonight's update to the LCPS community will announce plans for teachers to provide synchronous and asynchronous learning of new skills and knowledge starting on April 15. This is confidential until our update is distributed this evening. Synchronous learning includes real-time, on-line learning such as an interactive webinar. Asynchronous learning includes education in which the presentation of information is not simultaneous with the receipt of information. Reading an article posted in Google classroom is an example of asynchronous learning.
- 3. In discussions with the Chair and Vice Chair, as well as, questions and concerns expressed by Board members Nyah Hamlett compiled a table of information that we thought might be helpful to the Board. Oftentimes our process as it relates to operational matters (not just COVID specific issues) is to check in with our colleagues through the Region IV (Northern VA) Superintendents network, the Region IV Assistant Superintendents for Instruction network, and collaboration with other regional groups. We also check in with our colleagues in the larger school divisions in Regions I (Richmond area) and II (Hampton Roads and Tidewater area). Please see the email from Nyah Hamlett that provides some context for decision making and messaging regarding spring break, Distance Learning Plans, and when school divisions are teaching new content. (pp. 1-2)
- 4. The School Board agenda for Tuesday includes an item entitled *Tentative Distance Learning Timeline and Spring Break*. This item will include a discussion with the School Board regarding April 6 to April 10, the week that has been designated for Spring Break. **Confidentially**, it is my inclination that we should refrain from changing the published work calendars of staff members who are not currently scheduled to work between April 6 to April 10. The School

Board approves teacher work calendars, which are proposed by LCPS staff, with the details largely driven by the student calendar that is approved by the School Board. I am authorized to make changes to the student calendar by closing school in connection with emergencies, such as inclement weather or the current unforeseen emergency.

Please read the attachment referenced in the second note to see additional context for my inclination regarding not changing published work calendars. Staff plans to review this further prior to the Board meeting. If I do not change my inclination, I would state at the Board meeting that I am not recommending a change in the published work calendar and would set forth a rationale for this recommendation. No Board action would be needed for LCPS to proceed without changing staff work calendars. I would make it clear that the School Board could decide to change the published work calendars. If this is the route that the School Board wishes to go, I think we can proceed in that fashion without setting up an "us" versus "them" scenario. Even though I would describe my recommendation, I would note that reasonable people might disagree and I would open the door for the Board to change our course of action in terms of the work schedules. I will update the Board on my latest thinking as of Monday via the Board update that day.

Business and Finance

1. Email from Sharon Willoughby regarding the Federal COVID-19 Stimulus Package. (p. 3)

PIO/Communications

1. An update to the LCPS community will be distributed later this evening, addressing the following topics: continuity of education update; mental health and wellness parent/guardian resources; contact your school unified mental health team; public participation in School Board meeting March 31, 4 p.m.; and school campuses remain closed for all activities.

Department of Instruction

1. In addition to a Continuity of Education Plan, Ashley Ellis provides updates shared with principals on DE courses (high school), AP courses (high school), and learning guides provided at meal sites in the attached email. (pp. 4-9)

Department of Pupil Services

1. Asia Jones shared an update on and a hyperlink to a resource for families, Caregiver Training: How Adults Can Support Children During Difficult Times, which has been added to the LCPS Continuity of Education website. (p. 10)

Department of Support Services

1. Kevin Lewis provides an update on meals distributed and school campus closures in the attached email. (p. 11)

Optional Reading: Articles

-Washington Post story on DVM area, March 26

https://www.washingtonpost.com/local/washington-jobless-claims-virus-cases-surge/2020/03/26/0210441a-6f66-11ea-aa80-c2470c6b2034_story.html

Loudoun County, which had 28 known cases, reported the death of a county schools employee. The woman died Wednesday night, according to an email sent to families and staffers by Loudoun Superintendent Eric Williams.

The woman, whose name was not released, was in her 70s, the county Health Department said. She is among at least six employees within the 84,000-student system who have tested positive for covid-19 and the first reported death from within a Virginia school system. Williams said the school system would refrain from any "specific remembrances," because he believes the woman would not have wanted that.

But, in his email, he echoed the grief being felt by a widening group of area residents as the number of fatalities climbs.

"She is someone who loved and was loved," Williams wrote. "She is someone who felt joy and sorrow. She is someone who poured her whole self into contributing to our community."

-WJLA story on superintendent's report of COVID-19-related death of LCPS staff member, March 26

https://wjla.com/news/coronavirus/loudoun-schools-death-staff-member-covid-19

 Northern Virginia Patch article on COVID-19-related death of LCPS staff member, March 26

https://patch.com/virginia/vienna/northern-virginias-second-coronavirus-death-reported-patch-pm

- WDVM-TV report on COVID-19-related death of LCPS staff member, March 26

https://www.wric.com/health/coronavirus/loudoun-county-health-department-reports-first-covid-19-death/

- WDBJ report on COVID-19-related death of LCPS staff member, March 26

 https://www.nbc12.com/2020/03/26/school-employee-dies-covid-loudoun-county/
- Washington Times on COVID-19-related death of LCPS staff member, March 26 https://www.washingtontimes.com/news/2020/mar/26/loudoun-county-teacher-dies-coronavirus/
- WRC-TV report on COVID-19-related death of LCPS staff member, March 26 https://www.nbcwashington.com/news/local/first-coronavirus-death-in-loudoun-county-was-a-public-school-teacher/2255042/
- Loudoun Times-Mirror report on COVID-19-related death of LCPS staff member, March 26

https://www.loudountimes.com/news/update-loudoun-county-public-schoolsemployee-dies-after-testing-positive/article_007a98a0-6f7d-11ea-ae0fef31d9f329cf.html

- Loudoun Now report on an illegal incident involving an LCPS staff member, March 26

https://loudounnow.com/2020/03/26/sterling-dwi-suspect-charged-with-attempted-bribery/

- Loudoun Now report on COVID-19-related death of LCPS staff member, March 26 https://loudounnow.com/2020/03/26/virginia-covid-19-cases-reach-460-28-in-loudoun/
- WUSA-9 story on digital divide; includes interview with Dr. Williams, March 26 http://mv.tvev.es/q6EAd
- WMAL report on Chromebook distribution in Montgomery and Loudoun counties,
 March 26

https://www.wmal.com/2020/03/26/loudoun-and-montgomery-county-schools-giveout-chromebooks-to-prepare-for-distance-learning/

- WTOP story on teacher car parade at Creighton's Corner Elementary, March 27

https://wtop.com/loudoun-county/2020/03/teacher-car-parade-lifts-spirits-for-students-parents-of-loudoun-co-elementary-school/

Eric Williams, Ed.D.
Superintendent

Loudoun County Public Schools

From:

Nyah Hamlett Denise Corbo

To: Cc:

Eric Williams

Subject:

RE: Distance Learning Equity Monday, April 6, 2020 5:26:13 PM

Date:

Attachments: image001.png

Hi Denise,

There is an information item on tomorrow's agenda that addresses Chromebook and hotspot distribution data and the plans moving forward. If you still have questions following tomorrow's update I will work with you, Eric, and the appropriate Assistant Superintendents to schedule a conference call for us to discuss.

Thanks,

Nyah D. Hamlett, Ed.D. Chief of Staff Loudoun County Public Schools 571-252-1030

Nyah.Hamlett@lcps.org
Twitter: @NyahHamlett



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

Sent: Friday, April 3, 2020 9:14 PM

To: Eric Williams < <u>Eric.Williams@lcps.org</u>> **Subject:** Re: Distance Learning Equity

Eric,

I appreciate you taking the time to respond to my email. Unfortunately, I am having a difficult time seeing the leadership in equitable actions from you and the staff. We can't throw the word out there

without action or we lose all creditably.

I have been highly verbal with you and the staff about my concerns with meeting the needs of all children. I shared my concerns and offered many simple suggestions when we approved the purchase of the computers a month ago and thereafter. I asked for your plan to address equity with the laptop distribution access. I was told to wait. There was nothing shared at the board meeting or prior about any action or plan for meeting the equitable needs or how we will be supporting our

neediest children until this email.

My suggestion for a simple hand out of directions when handing out laptops to support families in need was ignored by you and the staff. I went to the see the distribution in action I call it to your attention and was told the second day there would be directions. I checked in at one of the title 1

schools the following day and there was still no directions being distributed.

1. Please explain why we didn't give out printed directions when we distributed laptops for those

who need them.

 ${\hbox{\bf 2. Please explain why I was told there was going to be directions printed during the distribution of}}\\$

laptops and when I did a site visit the following day and it didn't happen.

3. Please explain why there was a FedEx request to ship 1,800 laptops.

4. Please explain why the plan you explained in your email was not shared with the board when I

expressed concern and asked for the plan?

5. Please explain why you and your staff didn't speak about any distribution plans at the Tuesday

meeting.

Sincerely,

Denise

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

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

Sent: Friday, April 3, 2020 3:55:15 PM

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

Subject: Distance Learning Equity

I greatly appreciate your emphasis on serving ALL children. I share that focus.

Prior to the School Board meeting on Tuesday, LCPS started to implement and further develop plans to identify students who had not yet picked up a laptop with the aim of providing a laptop to every student. A more detailed expression of that aim would include the phrase "that wants one" since parents across the division have declined the Chromebooks because their students have access to other devices at home (although these families are not the ones we are focused on in terms of equitable digital access).

Prior to receipt of your email, we launched plans for personalized outreach to families who did not pick up a laptop as part of the recent laptop distribution. We look forward to the opportunity to provide the School Board more information regarding this topic at our next School Board meeting.

The intent behind input from Board members following the email from FedEx is appreciated because it reflects Board members' commitment to thorough communication. The specific feedback provided did not change our course of action because our approach has been to explore other ways of providing laptops before home delivery, while still implementing the motion approved by the School Board. Of course any steps we take will be informed by our primary focus on the health of all involved (staff members, parents, students). I'm optimistic that Board members, staff members, parents, and students will be pleased with the additional progress we make following the Board's approval of the motion.

I'll include your email and this response in today's Update for the School Board as an fyi for other Board members.

Thank you.

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

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

Sent: Thursday, April 2, 2020 9:45 AM

To: Eric Williams < Eric.Williams@lcps.org; Nyah Hamlett < Nyah.Hamlett@lcps.org; Vince Scheivert Vince.Scheivert@lcps.org; Ashley Ellis Ashley.Ellis@lcps.org; Sharon Willoughby

<Sharon.Willoughby@lcps.org>
Subject: Distance Learning Equity

Eric,

We can all agree it is the responsibility of our school division and the school board to service ALL children. We have children at every school in every district who are disadvantaged and need us more than ever during this crisis. In collaboration with a group of principals, teachers and staff who are working on the frontline, we created the motion I presented on Tuesday to ensure distance learning equity throughout the county.

As a district, we can be so proud of our proactive efforts in purchasing and providing 1:1 devices to students in grades 3-12. However, we cannot say we are fully 1:1 if there are presumably 1,800 children without a laptop and we have made no attempt to find out why. In my opinion, if we don't take action, we have failed 1,800 children and families.

We know every school is tracking students who have picked up their computers through a database. Within 15 minutes or less, each school is able to compile a list names and contact information for students who have not picked up computers. I would suggest each school principal hold an online meeting and task a group of staff who have a "light load" or who are key players (attendance secretaries, counselors, specialists, parent liaisons, instructional facilitators, teacher assistants and all other staff) to call or email each family to find out why the laptops have not been picked up. Perhaps some students have moved, some families may not want laptops, some might be able to pick them up in coordination with food delivery, some may need home delivery through drop off and as a last resort we would mail them through FedEx.

The inadvertent transparency of the FedEx email sent to the board was a blessing. It provided an opportunity for the board to offer clarity and direction. I would hope outreach to students and being fiscally responsible is among our highest priorities as we move forward.

Sincerely,

Denise

From: To:

Denise Corbo Eric Williams

Subject:

Re: Distance Learning Equity

Date:

Friday, April 3, 2020 9:14:15 PM

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Sent: Friday, April 3, 2020 3:55:15 PM

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

Subject: Distance Learning Equity

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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

<<u>Sharon.Willoughby@lcps.org</u>> **Subject:** Distance Learning Equity

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Sincerely,

Denise

From:

Nyah Hamlett

To:

Denise Corbo; Eric Williams

Cc:

Sharon Willoughby; Scott Ziegler; Ashley Ellis; Kevin Lewis

Subject:

RE: DL and Hybrid Equity

Date:

Friday, October 30, 2020 1:06:58 PM

Attachments:

image001.png

Hi Denise,

In terms of the equity of the workload, DOI has worked to calculate the instructional minutes of both distance and hybrid learning. Due to the staffing ratios and many specialists being itinerants, they are not able to have the same instructional time as classroom teachers. DOI has collaborated with the supervisors to create instructional blocks of time that is equitable for all specialists and itinerants.

Also, I just want to reiterate that teachers have not been tasked with cleaning restrooms. Please let us know if this is an issue at a particular location. I have included both Ashley and Kevin as a FYI and so that you can let them know, if there is an issue at a particular location.

Not sure if this is helpful in thinking through the equity between instruction in DL vs. hybrid, but DOI calculated the distance learning and hybrid instructional minutes for comparison:

Distance:

20 minutes of Morning Meeting 2-45 minute synchronous sessions 20 minutes of small group (potential, as needed) 1-45 minute Special

Total of 175 minutes 4 days per week for 680-700 minutes of instruction

Hybrid:

405 minutes of instruction (including morning meeting and specials) 60 minutes for lunch and recess

Total of 345 minutes two days per week is 690 minutes of instruction

As it relates to compensation, the listing of COVID-related compensation items that were paid out in FY20 is provided in the following table. These compensation expenses were covered from savings in the FY20 budget from position freezes, operations/maintenance freezes, and naturally occurring budgetary savings.

	FY20 Actual
Income Replacement	\$5,525,320
COVID-19 Time Limited Emergency Pay	\$7,448,284
COVID-19 Time Limited Emergency Pay Non-Contract	\$212,958
Exempt Employee COVID-19 Emergency Supplemental	\$338,917
Payment	
Total	\$13,525,479

For this year (FY21), savings that will occur from position freezes, operations/maintenance freezes, and naturally occurring budgetary savings will be needed to offset revenue shortfalls and unbudgeted COVID related expenses. Further financial analysis will need to happen to determine if any extra compensation may be afforded in the budget. Also, determining eligible employees and appropriate compensation levels would need to occur as well.

I will share this email with the rest of the Board in Monday's update for their awareness. Have a great weekend.

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

Nyah.Hamlett@lcps.org | Twitter: @NyahHamlett
571-252-1030



From: Denise Corbo

Sent: Tuesday, October 27, 2020 1:47 PM **To:** Eric Williams < Eric. Williams@lcps.org>

Cc: Nyah Hamlett <Nyah.Hamlett@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>;

Scott Ziegler < Scott. Ziegler@lcps.org>

Subject: DL and Hybrid Equity

Eric,

What work and research has been done to address the equity of the workload and risk between the hybrid and in person proposals? Specialist and others seem to have a lot of extra time and hybrid elementary staff is nonstop with barely time for planning. Hybrid elementary teachers work until 3 where DL finishes at 1:30. In addition in many cases are responsible for cleaning bathrooms while managing students. We have many support staff who are not working directly with students who

who need them.

- 2. Please explain why I was told there was going to be directions printed during the distribution of laptops and when I did a site visit the following day and it didn't happen.
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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

From:

Denise Corbo

To: Cc:

Eric Williams Nyah Hamlett

Subject:

Re: Distance Learning Equity Monday, April 6, 2020 5:58:07 PM

Date: Attachments:

image001.png

Good evening, Eric.

I would like for you to answers my questions prior to tomorrow's meeting.

Sincerely, Denise

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

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

Sent: Monday, April 6, 2020 5:26:12 PM **To:** Denise Corbo < Denise.Corbo@lcps.org> **Cc:** Eric Williams < Eric.Williams@lcps.org> **Subject:** RE: Distance Learning Equity

Hi Denise,

There is an information item on tomorrow's agenda that addresses Chromebook and hotspot distribution data and the plans moving forward. If you still have questions following tomorrow's update I will work with you, Eric, and the appropriate Assistant Superintendents to schedule a conference call for us to discuss.

Thanks,

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

Twitter: @NyahHamlett



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 < Denise. Corbo@lcps.org >

Sent: Friday, April 3, 2020 9:14 PM

To: Eric Williams < <u>Eric.Williams@lcps.org</u>> **Subject:** Re: Distance Learning Equity

Eric,

I appreciate you taking the time to respond to my email. Unfortunately, I am having a difficult time seeing the leadership in equitable actions from you and the staff. We can't throw the word out there without action or we lose all creditably.

I have been highly verbal with you and the staff about my concerns with meeting the needs of all children. I shared my concerns and offered many simple suggestions when we approved the purchase of the computers a month ago and thereafter. I asked for your plan to address equity with the laptop distribution access. I was told to wait. There was nothing shared at the board meeting or prior about any action or plan for meeting the equitable needs or how we will be supporting our neediest children until this email.

My suggestion for a simple hand out of directions when handing out laptops to support families in need was ignored by you and the staff. I went to the see the distribution in action I call it to your attention and was told the second day there would be directions. I checked in at one of the title 1 schools the following day and there was still no directions being distributed.

- 1. Please explain why we didn't give out printed directions when we distributed laptops for those who need them.
- 2. Please explain why I was told there was going to be directions printed during the distribution of laptops and when I did a site visit the following day and it didn't happen.
- 3. Please explain why there was a FedEx request to ship 1,800 laptops.
- 4. Please explain why the plan you explained in your email was not shared with the board when I expressed concern and asked for the plan?
- 5. Please explain why you and your staff didn't speak about any distribution plans at the Tuesday meeting.

Sincerely,

Denise

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

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

Sent: Friday, April 3, 2020 3:55:15 PM

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

Subject: Distance Learning Equity

I greatly appreciate your emphasis on serving ALL children. I share that focus.

Prior to the School Board meeting on Tuesday, LCPS started to implement and further develop plans to identify students who had not yet picked up a laptop with the aim of providing a laptop to every student. A more detailed expression of that aim would include the phrase "that wants one" since parents across the division have declined the Chromebooks because their students have access to other devices at home (although these families are not the ones we are focused on in terms of equitable digital access).

Prior to receipt of your email, we launched plans for personalized outreach to families who did not pick up a laptop as part of the recent laptop distribution. We look forward to the opportunity to provide the School Board more information regarding this topic at our next School Board meeting.

The intent behind input from Board members following the email from FedEx is appreciated because it reflects Board members' commitment to thorough communication. The specific feedback provided did not change our course of action because our approach has been to explore other ways of providing laptops before home delivery, while still implementing the motion approved by the School Board. Of course any steps we take will be informed by our primary focus on the health of all involved (staff members, parents, students). I'm optimistic that Board members, staff members, parents, and students will be pleased with the additional progress we make following the Board's approval of the motion.

I'll include your email and this response in today's Update for the School Board as an fyi for other Board members.

Thank you.

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

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

Sent: Thursday, April 2, 2020 9:45 AM

To: Eric Williams < Eric. Williams@lcps.org>; Nyah Hamlett < Nyah. Hamlett@lcps.org>; Vince Scheivert

< Vince.Scheivert@lcps.org>; Ashley Ellis < Ashley. Ellis@lcps.org>; Sharon Willoughby

<Sharon.Willoughby@lcps.org>
Subject: Distance Learning Equity

Eric,

We can all agree it is the responsibility of our school division and the school board to service ALL children. We have children at every school in every district who are disadvantaged and need us more than ever during this crisis. In collaboration with a group of principals, teachers and staff who are working on the frontline, we created the motion I presented on Tuesday to ensure distance learning equity throughout the county.

As a district, we can be so proud of our proactive efforts in purchasing and providing 1:1 devices to students in grades 3-12. However, we cannot say we are fully 1:1 if there are presumably 1,800 children without a laptop and we have made no attempt to find out why. In my opinion, if we don't take action, we have failed 1,800 children and families.

We know every school is tracking students who have picked up their computers through a database. Within 15 minutes or less, each school is able to compile a list names and contact information for students who have not picked up computers. I would suggest each school principal hold an online meeting and task a group of staff who have a "light load" or who are key players (attendance secretaries, counselors, specialists, parent liaisons, instructional facilitators, teacher assistants and all other staff) to call or email each family to find out why the laptops have not been picked up. Perhaps some students have moved, some families may not want laptops, some might be able to pick them up in coordination with food delivery, some may need home delivery through drop off and as a last resort we would mail them through FedEx.

The inadvertent transparency of the FedEx email sent to the board was a blessing. It provided an opportunity for the board to offer clarity and direction. I would hope outreach to students and being fiscally responsible is among our highest priorities as we move forward.

Sincerely,

Denise

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: Date: School Board Update Monday, November 2, 2020 5:43:34 PM

Attachments:

Update for the School Board 110220.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:
 - Cabinet and Rob Doolittle met to collaborate on COVID-19 and other matters.
 - 2. Met with Rob Doolittle, Ashley Ellis, Kevin Lewis and Asia Jones to review the written hybrid plan.
- A response from Nyah Hamlett to Ms. Corbo regarding questions about equity in workload, distance learning and hybrid schedules, employee compensation, and more. (pp 1-3)
- 2. For the Board's awareness, we thought that you might like to know that Delegate Wendy Gooditis will be speaking on Monday, November 16 at 12pm on google meets to the school's JSA and interested students taking government at Riverside Highschool. The topic of discussion includes how our local government works and how to continue political action and be an active citizen outside of voting in presidential elections, specifically for youth.

Department of Instruction

- 1. Information provided by Ashley Ellis regarding revised science textbook adoption timeline. (p 4)
- 2. Information provided by Ashley Ellis regarding Assessment and Grading Regulations 5030-A and 5030-B. (pp 5-15)

Department of Pupil Services

1. Asia Jones shared the October edition of The Pupil Services Communique (pp

16-22)

Department of Support Services

 Support Services update from Kevin Lewis which includes: County of Loudoun COVID testing in LCPS parking lots, Impact Aid Survey, 2020-2021 LCPS Planning Districts - Election District Representation by Resident Students, Rock Ridge High School Cellular Tower Proposal - November 11 Briefing and Construction Change Orders Report. (pp 23-34)

PIO/Communications

 Information provided by Rob Doolittle regarding community notices that LCPS has issued for staff members, students and visitors who have reported testing positive for COVID-19. (pp 35-37)

Optional Reading: Articles

WJLA story regarding Loudoun Valley HS staff member testing positive, Oct. 31.

https://wjla.com/news/local/loudoun-high-school-staff-member-isolating-after-positive-covid-test

Washington Post story regarding falling enrollment in area schools, references LCPS, Oct. 31.

https://www.washingtonpost.com/local/education/school-enrollment-falls-across-the-washington-region/2020/10/30/c256326a-08f5-11eb-9be6-cf25fb429f1a_story.html

LoudounNow story regarding challenges of return to in-person learning, Oct. 29.

https://loudounnow.com/2020/10/29/back-to-school-challenges-mount-as-more-push-for-return-to-classrooms/

Local WDVM story regarding School Board decision to adopt Latin Honors system, Oct. 29.

https://www.localdvm.com/news/virginia/loudoun-county-school-board-votes-to-eliminate-class-rank-adopt-latin-honor-system/

Patch.com story regarding renaming of Riverside stadium, Oct. 29.

https://patch.com/virginia/ashburn/s/hamoy/riverside-high-football-stadium-be-named-after-student

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

Eric Williams

Го:

Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Ian

Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King

Cc:

Nyah Hamlett

Bcc:

Rob Doolittle; Michelle Walker; Eric Williams; Ashley Ellis (ashley.ellis@lcps.org); Asia Jones; Kevin Lewis; Scott

Ziegler; Sharon Willoughby (Sharon. Willoughby@lcps.org); Steve DeVita (stephen.devita@lcps.org); Vince

Scheivert

Subject:

School Board Update

Date: Attachments: Thursday, November 5, 2020 5:19:00 PM Update for the School Board 110520.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)

- My schedule since the last Update included the following appointments, among others:
 - Cabinet and Rob Doolittle met to collaborate on COVID-19 and other matters.
 - 2. Attended the Principals meeting and made opening remarks.
 - 3. Met with Ashley Ellis to discuss the development of the FY21 proposed budget for the Department of Instruction.
- 1. Joint Committee meeting summary for October 19, 2020. (pp. 1-3)
- 2. As you know, in addition to sharing a quarterly report with the School Board with a list of all FOIA requests, staff has committed to sharing with the Board information regarding FOIA requests that may be of interest to the full Board or that involve politically sensitive information. Please see a recent document that compiles all FOIA requests regarding specific School Board Members for the past seven months. We have shared many of these and spoken with individual Board members, but we thought that it would be helpful to see the types of FOIA requests that have been submitted lately regarding School Board members and the status of each. (pp. 4-5)

Business and Finance

- 1. Follow up response to Ian Serotkin from Sharon Willoughby regarding Instructional Facilitators-Behavior. (p. 6)
- 2. Meal Service update from Sharon Willoughby. (p. 7)

Department of Instruction

- 1. Follow up Response to Denise Corbo from Ashley Ellis regarding Schoology Down. (pp. 8-9)
- 2. VHSL Athletics Update from Ashley Ellis (pp.10-11)
- 3. Response from Ashley Ellis to Beth Barts regarding a question about communication about athletics. (pp. 12-13)

Department of Human Resources and Talent Development

1. Distance Learning Placement development process from Scott Ziegler. (p. 14)

Department of Pupil Services

1. Highlight from Asia Jones of the recent VDOE Special Education: Excellence in Co-Teaching Initiative. (p. 15)

Department of Support Services

 Support update from Kevin Lewis which includes: 11/9 and 11/10 packet deliveries 'day of' delivery to School Board members, November 12 Pathway to Equity: Community Conversation regarding the MOU between LCPS and LE Updated Governor's EO67 and Updated Forward Virginia Phase Three Guidelines, Indoor and Outdoor Recreational Sports, Fresh Air in School Building's, Grant - School Bus Electrification and Transportation Concern Registry Update. (pp. 16-85)

Optional Reading: Articles

Security Magazine profile of John Clark, Director of Security, and LCPS efforts to protect students and staff, Nov. 5.

https://www.securitymagazine.com/articles/93839-john-clark-securing-loudouns-schools

LoudounNow story regarding voter approval of county bonds, references LCPS, Nov. 4.

https://loudounnow.com/2020/11/04/transportation-public-safety-top-bond-approvals/

LoudounNow story regarding LCPS COVID Case Data webpage, Nov. 4.

https://loudounnow.com/2020/11/04/covid-dashboard-tracks-virus-at-loudoun-schools/

LoudounNow story regarding LCPS parent workshop on Schoology and ParentVUE.

Nov. 3.

https://loudounnow.com/2020/11/03/parents-offered-workshop-on-distance-learning-systems/

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

From:

Melissa Phelps (Firestone)

To:

Denise Corbo; Leslee King; Eric Williams; Ashley Ellis; Lottie Spurlock

Cc:

Schoolboardemail

Subject:

[EXTERNAL] "Concurrent learning" question Thursday, November 5, 2020 12:14:14 PM

I have some questions that I have not seen addressed anywhere in the documentation for concurrent learning, but will significantly impact students' ability to learn under this proposed method.

I understand that teachers will be required to be in the classroom, wearing masks, under this method. I further assume that teachers will be required to have their faces on camera (e.g., be stationary at the front of the classroom) at all times to provide equity between students in the classroom and those not in the classroom.

This raises two (sets of) questions for me.

- 1. How will this accommodate students who rely on lip-reading to understand the teacher? Related, how will students in the classroom (wearing masks) communicate with classmates who rely on lip-reading?
- 2. How will this work for certain literacy, foreign language, and music classes where mouth formation is a critical part of effective learning? Will those teachers remain fully in the distance learning model?

Thank you for your attention to these concerns. Melissa Phelps Firestone mphelps@hey.com 703-609-7458 (text)

From:

Leslee King

To:

Eric Williams; Nyah Hamlett; Ashley Ellis

Subject:

FW: [EXTERNAL] Request for Tuesday to be distance learning days prior to upcoming holiday breaks

Date:

Tuesday, November 3, 2020 9:44:32 AM

This sounds like a good idea. Gives everyone somewhat of a break. Hopefully you can announce this at our next meeting on Nov. 10th with reasons behind it Leslee

----Original Message----

From: Jennifer Staples <jennifer.staples@gmail.com>

Sent: Monday, November 2, 2020 10:35 PM To: Schoolboardemail <lcsb@lcps.org>

Subject: [EXTERNAL] Request for Tuesday to be distance learning days prior to upcoming holiday breaks

Good evening,

I am writing to request that Tuesday, November 24 and Tuesday, December 22 be distance learning days for all staff and students in LCPS. This would promote equity so Tuesday hybrid students don't receive two additional in-person days of learning that others don't, and it would allow hybrid teachers and students to have a longer time to quarantine before getting together with family on Thanksgiving and Christmas. Right now hybrid teachers and learners would only have one full day to quarantine before Thanksgiving and two full days to quarantine before Christmas if they want to get together with family. If those Tuesdays turn into distance learning days for hybrid staff, teachers could quarantine for five days for Thanksgiving and seven days for Christmas before spending it with their families.

Thank you for considering this proposal that would promote safety and equity for LCPS families and staff.

Sincerely, Jennifer Staples LCPS Elementary Educator

From:

Mark Farr

To:

Eric Williams; Rob Doolittle; John Beatty; wayde.byard@lcps.com; Brenda Sheridan; Wayde Byard; Atoosa

Reaser; Denise Corbo; lesslee.king@lcps.org

Subject:

[EXTERNAL] Williams

Date:

Tuesday, November 17, 2020 4:28:09 PM

Mr Williams

It looks like a lot of prayers have been answered, and you'll hopefully be moving on from your position as the LCPS superintendent. Loudoun County drastically changed under your leadership. The focus went from first and foremost educating our children to first and foremost implementing a social justice program within the school district. Causing white students to question their place in society. In my humble opinion all school systems lost ground on the moral issues the day Christianity was removed from schools and replaced by a program initiated by the new socialist based society which aims to tear down the "western" family culture.

Our kids need to be back in school, learning in person. The million plus dollars in which you spent on initiation and roll-out of The Collaborative Equity program could have been much better spent on educational tools for our kids.

Hope you change your ways before you corrupt another school system with BS progressive agenda theories.

Best ridden, don't let the door hit you in the rear.

MRF

Mark Farr | Farr Construction Group 130 N Hatcher Avenue Purcellville, Virginia 20132 c) 703.407.0771 o) 540.441.3155 x 101 mark@farrconstructs.com



From: To: LCPS-PLN-PLANNING Rannae Hamlet

CC

Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King; Ashley Ellis; Asia Jones; Eric Williams; Kevin Lewis; Nyah Hamlett; Scott Ziegler; Sharon

Willoughby; Vince Scheivert; Beverly Tate; Susan Hembach; Ajay Rawat; Rae Mitchell

Subject: Date: RE: [EXTERNAL] Elementary School Zone 6.5 Tuesday, November 17, 2020 1:27:55 PM

Thank you for your comments regarding the Dulles area elementary school attendance zone change process. Your email, with this response, has been forwarded to the School Board and Superintendent.

Information on the attendance zone change process is accessible on the Loudoun County Public Schools website (www.lcps.org), on the dedicated Fall 2020 - Elementary School Attendance Zone Change Process page.

Loudoun County Public Schools
Division of Planning Services
21000 Education Court
Ashburn, Virginia 20148
lcpsplan@lcps.org
571-252-1050

----Original Message----

From: Rannae Hamlet <rannae@icloud.com>
Sent: Tuesday, November 17, 2020 9:38 AM
To: LCPS-PLN-PLANNING <LCPSPLAN@lcps.org>
Subject: [EXTERNAL] Elementary School Zone 6.5

Dear School Board

I am writing about the new adopted elementary school zone for 20-2021 SY. From the meeting and comments during the meeting on 11/16/2020 there was a question about the school not adopting zones that will create an island. In fact if you look at how the zones were adopted it did create an island for 6.5 school zone of Rockbridge subdivision. Many members of the community already opt for sending their children to private and other schools fearing that they don't want to sen their kids to Aldie elementary school. Also Aldie is an inadequate school for the growing community. Example there is not a strong sense of equity and diversity amongst staffing, custodian, teachers and other staffing at Aldie. I know recruiting is tough and you need to find the right fit for every situation, however due the the size location and facility it is always going to be a challenge for the LCSB to find staff that want to work at Aldie.

Sent from my Phone

Begin forwarded message

From: Bob and Beth Barclay https://sobandbeth/@comeast.net/
Date: November 15, 2020 at 7:01:17 PM EST
Tu Denise Corbo-Quies corg>, Hurris Mahedavi https://sobandbeth/@comeast.net/https://s

To the School Board,

I have attached an email string to inform you that I have been reaching out to the School Board over time. (I have also been reaching out to the the LEA-of which I am a member). Curreutly, I am a KG TA for Hybrid students. I am a former classroom teacher and began working in LCPS in 2002 as a long-term substitute and then later as a PALs tutor and TA.

Since last March, I have been following School Board meetings. Before Hybrid Learning was implemented, I reached out to them and to the admin at my school and asked numerous questions, few of which had been answered satisfactorily. I am writing today because I am gravely concerned about the direction our school system is heading. As the main focus currently seems to be on the return of MS and HS students, I have decided to shed some actual light on what is going on in my specific situation-which I have no doubt is indicative of the situation K-2 staff are experiencing across the board.

I am aware that you are examining whether or not to "discipline" staff for criticizing LCPS. Please consider this constructive criticism. It must be voiced because TAs have not felt they have been allowed to have a voice, otherwise. At this time, I am readily prepared for discipline. First, no TA is in this job for the money. We are in this because we love kids. Enter COVID, and things have changed drastically for us. We are told that we are "all in this together" and that we must be "flexible". For an explanation as to why I am a Hybrid TA, please read the email chain below.

(I share this with permission). On Sunday, November 8, 2020, the teacher I work with called me to inform me that she has COVID in her home. Her mother-in-law, who tested positive, is 87 years old. She lives with my co-worker and has dementia. She had just returned from a trip to the home of other relatives. The mother-in-law had traveled out-of-town because she was afraid that the teacher would be bringing COVID home to her. She had no idea that she would be the one to become infected while away. On Tuesday, the teacher and her husband had COVID tests done, and they were returned as negative. However, my co-worker is caring for her COVID positive mother-in-law, who is now a Hospice patient. COVID caused the mother to spiral into deep dementia from which she will be unable to recover. Nor will she be able to be re-tested to discern if/when she is negative.

My co-worker reached out to our principal (who is also at home on quarantine) to ask what she should do-what are the next steps for her. She was told that she should contact Disability. However, at the Admin level, it seems that they are working from home. My co-worker left at least 3 voicemails before her call was finally returned several days later—only to be told that the Disability person was not a "COVID specialist". The teacher was told to call her doctor (she lives in MD) to find out protocol about quarantine and returning to school. (Do MD and VA have the same COVID return-to-work protocols?) So, in the midst of caring for her dying mother-in-law, my co-worker is being forced to jump through hoops to gain information that NOBODY in LCPS seems to know! My co-worker also received something in the mail from "Compensation". There is no explanation as to why nor what she should do with these forms. So, now the KG teacher must play phone tag with Workers Comp to find out what this document is all about. She is also creating double lesson plans-for Hybrid and asynchronous learning.

Across the board in LCPS, KG TAs take over the role of the teacher when she is absent. The substitute, then, becomes the TA. The problem with this? There are certain things the TA can do that a sub cannot. Hint: Spray Bottle Training was not extended to subs. So, in addition to being lead teacher, we are also responsible for cleaning (after snacks) and the other jobs we generally do. Basically, the sub helps to monitor students—well, except in the case of extreme behavior challenges because managing those, too, falls on the shoulders of the KG TA (who is trying to teach at the same time). While we do not mind performing the lead teacher role from time to time, when there is an extended absence, this becomes problematic. This has become especially so with information I just received this evening and after I had written this email (which I am now updating). The teacher I work with was told that the rules seem to have been changed and that she can now teach students from her home. Prior to today, she was told she could only participate in Morning Meeting. When the teacher asked if there would be a substitute in the classroom with the KG TA while she is at home, she was told, "Subs are tight". This means the KG TA will most likely be "assisting" alone. This is puzzling to me. Specialists and even classroom teachers aren't supposed to be alone with KG students, but somehow it is OK for the TA who is paid far less?

In my school building, we have 3 on-site long-term subs. 2 will not work in a classroom setting (only DL), and the other cannot work on Fridays. Fortunately for me, I was able to secure the 1 Hybrid sub for 3 days last week (T W Th) and before the new implementation of a quarantined teacher working from home. Subs don't have to arrive until 7:30a along with students. So, I have been arriving at 6:45a to set up all the technology (2 devices and the multitude of tabs), put name tags on desks, set up student baskets, etc... Because even though LCPS will not pay ME until 7:30a, I am conscientious. I CARE about my students and the teacher I work with. I want students to continue learning to the best of my ability. After school, after 3pm, when I am no longer on the clock, I then look over lesson plans for the next day, and I convert Google slides to flip charts because flip charts are far more interactive for KG level students. I have also had to meet my teacher to pick up packets, etc... for students. (I will gladly do anything for my co-worker; this is NOT about her). Of course, it would be nice for KG TAs to have a laptop as the Chromebook is limited in pretty much anything that has to do with teaching students. But, the teacher has left the school-issued one with me. However, that crashes at least 3 or 4 times a day. I have since obtained a loaner from my school, but it does not allow audio to the Promethean. (Yes. I put in a trouble call. There is no solution). So, often, in trying to be prepared ahead of time for student arrival, I am hindered by technology problems.

B Days are extremely difficult days. I needed assistance from the dean last week. Well, I am responsible for filling out discipline referrals located in Phoenix. That would be fine-except that LCPS has not given TAs access to Phoenix. My dean graciously filled out the referral on my behalf. On Friday (B Day), there was no sub for me since we have no Hybrid subs that day. So... I was given a student teacher. I am very thankful for the extra body, but, a student teacher is still a STUDENT, and she required quite a bit of direction from me!

Now that I know I could possibly be alone with students, I am vehemently opposed to this on B Days.

At my school, a KG TA has been on quarantine. Her pregnant KG teacher has not had a sub. There were several days 2 weeks ago when 2 KG TAs were out at the same time. The KG teachers were often alone without a sub because there are just not enough subs to go around!

PPE: LCPS made a lunch change. In signing up for Hybrid, we were told lunch would be in the classroom. Without the knowledge of KG TAs, lunch was suddenly going to be in the cafeteria at the start of school. At a meeting just before Hybrid began, I inquired about N95 masks and gowns. Would KG TAs have access to those since we were now going to be exposed to all of KG in the cafeteria? I was told there were no N95 masks or gowns (though I could possibly "share" a gown). We were offered face shields. I accepted the offer, and then I realized that I would be wearing it with a rubber band to hold it in place around my head. So, I bought my own, instead. I have purchased my own Nitrile gloves as well. (My son, who is concerned about me, is a virologist who works with COVID-19. He has given me a lot of information about proper PPE).

I am greatly concerned that "we" are sending grades 3-5 students back to school even as there are substitute problems and lack of PPE. In fact, the TAs at my school were told via email that we will need to be used as substitutes. So, now, we will be exposed to even more students. The SB has suggested that we may have to reduce desk distance down to 3 feet given the number of Hybrid students we could have come January 21. This is in direct opposition to CDC guidance. I wonder if Hybrid staff are going to be asked how they feel about that? In my specific case, it is not possible to keep a distance from our KG students anyway. They are 5. They need assistance with so much. I realize that we are considered "essential" employees. However, essential employees must have access to proper PPE which LCPS has definitely not provided with equity.

Bus: After a very difficult B Day on Friday, as I delivered my last student to her bus, the clearly frustrated substitute bus driver, clipboard in hand, asked me "which stop" the student needed to be dropped off at. I only knew what street she lives on because I delivered bags of supplies to all of my students prior to the start of school. So, I told him the name of her street. He showed me something like 3 stops with that street name and asked me repeatedly which stop he should drop her off at. The student is the ONLY student on that bus. I could only say that I didn't know because I'm not a bus driver.

2 of my students are riding a bus ALONE. Teachers and TAs cannot be on Google Meet with students without a parent present, but we can put young children on a bus alone? The mother of one of the students is concerned about this.

I could go on and on about the situation we KG TAs have been placed in. For example, about a week or so before school began, we were sent a link to an "Intro to Schoology" course. It needed to be completed prior to school beginning. We were told it would take about 3 hours to complete (of our own unpaid time). It took me 17 hours to complete it. The KG TAs at my school had a text thread going with one another; we had so many questions. No one was available to readily answer our questions when they arose. At least teachers received formal training. This was not offered to TAs.

There is more I could include in my email, but suffice it to say, that Hybrid KG TAs have not been offered a STEP increase, hazard pay or a raise, despite the fact we make below poverty wages, work well beyond our contract hours and are being put in unsafe working conditions. COVID cases are exploding across the nation, and LCPS seems determined to put as many students in school as possible without proper safeguards in place and all while expecting TAs to plug multiple holes.

Will KG TAs be forced to burn through their own sick leave when needing to go on quarantine (which is not the case for those in DL)? Will we be able to assist from home without using sick leave as teachers now seem to be able to do?

I LOVE the school I work at. I do not fault anyone there with any of the problems we are experiencing. We were placed in this situation because of decisions made by others. Did the School Board and Superintendent fully think through all the difficulties that would arise before sending K-2 back to school? I urge all of you to please REACH OUT to the people being directly impacted by these decisions—teachers and assistants. In fact, with all the sub shortages, perhaps you would be willing to help us out? Because as we have been told, we are all in this together, and we all need to be flexible.

Please know I do realize that you have many balls to juggle as you deal with what is best for students and their parents during these challenging times. I only ask that you consider what is best for staff as well. I do appreciate all that is before you and the hours you are putting into meeting with one another and the public.

Very sincerely,

Beth Barclay

Dear Ms. Corbo and Mr. Mahedavi.

I wanted to send another email to share with you some additional thoughts regarding the current hybrid model of learning. But, first, I want to thank you for your service to your constituents. No doubt, you have spent many many hours pondering and researching a situation that really doesn't have any good answers. Ms. Corbo, I especially want to thank you for your support of teachers/staff and for your willingness to come under attack for standing up for what is in the best interests of LCPS employees and students.

As stated before, I am a KG TA. I am a former classroom teacher (in FCPS and PWCPS). Since 2002, I have been an employee of LCPS—first as a long-term/day-to-day sub, and now, of course, as a TA. I have 2 sons who were both educated in LCPS. My oldest is a graduate of Broad Run HS and is currently a virologist who regularly works with COVID-19. My other son serves our country in the Navy (a proud NJROTC alum from Loudoun County HS). Therefore, I consider myself a stakeholder in this decision making process.

Specifically, I want to speak for KG TAs. As the "preference" results were tallied, it shows that TAs chose the hybrid model over DL by about twice as many (myself included). Yet, for the majority of us, that really wasn't and isn't a preference. Before I made my "decision", I sent emails asking for specifics regarding my role to the School Board, LEA, administrators at my school, and I submitted questions to the Teacher/Teacher Assistant Town Hall. My questions remained unanswered, for the most part, because no one seemed to have any information as to what would be expected of me in the classroom or in a DL setting. It was made known to us, though, that we would be placed "wherever there is a need" if we selected DL. KG TAs, then, were left to assume that should we select DL as our preference, we could be assigned to a different TA position and/or lose our job at our school when things return to normal. This actually happened to me before. I was an EL TA some years back, and when it was decided that we were no longer needed, we were RIFed. I was reassigned to a multiple disabilities program at a middle school. Up to that point, all of my experience had been at the elementary level. We TAs love the schools and the students where we are currently working. A role for us in a DL model was not publicized anywhere, and the majority of us feared for our jobs.

Equity is of great importance, so I'd like to bring it to the KG TA level. One specific I do know is that I will be overseeing lunch duty for my KG students (with the chance I would need to cover other grade levels). During this time, students will not be wearing masks. I will be responsible for opening food packages that mouths have tried to pry open first, cleaning up yogurt, juice, and milk spills. I will need to wipe down shirts soaked with chocolate milk because KGners are not experts yet at drinking directly from a milk carton without the use of a straw. Throughout the day, I will be wiping up water bottle spills—with LCPS-issued paper towels. After snack and lunch, if allowed, I will be cleaning students desks. As of this writing, LCPS has not offered KG TAs PPE. No head coverings, no isolation gowns, no N95 masks. Only 5 cloth masks that will NOT be able to provide safety in this situation. Additionally, we may be asked to assist with random temperature checks, and we will be ushering students off buses and out of cars. If we focus on our little KGners, it is alarming to me to consider what their in-school experience will be if protocol is rigidly followed (which, for KG staff, we know this is not realistic). There is no possible way for KGners to remain at a 6-foot distance. These little ones desire and need contact from their teachers/assistants in the form of hugs, holding their hands, or in close proximity, especially the first few weeks of school! At ages 4 and 5, students need help learning how to walk in a line, holding pencils and cutting with scissors. This whole hybrid set-up will be a traumatic experience for them, and that is of great concern! As KG TAs, we will nurture them because that is our nature, and that will allow for quite a bit of exposure. That does not even account for the multiple exposures we will have as we help students with bathroom challenges, deal with vomiting, tears, filling water bottles, etc... At my school, for example, there are 6 KG TAs. 1 is in her 40s, 4 of us are

There is also the chance that KG TAs will be sent to a "satellite" location in the school with a small group of students. It is not clear that there will be access to a sink for frequent hand-washing. How to make that work without further disruptions to learning...

Assuming that some KG TAs will be assigned DL, let's think about this. All of us are paid below poverty wages. While the KG TAs in DL will be able to stay safe and healthy at home, those of us assigned to hybrid will be on the frontlines and required to risk our lives. There is no down time for us—from the moment we step into the schools until we leave. In fact, we are not even paid for our lunch break—which we will most likely be spending in our cars. Yet, the hybrid TAs are offered no hazard pay or additional compensation of any kind. Without PPE such as isolation gowns, some of us KG TAs would like to wear scrubs. We can easily take these off after work and throw them directly in the wash. There seems to be some concern, though, about appearance. Appearance! We will already have donned masks and face shields (and I will have a disposable cap on my head). Is it really thought that students would be afraid if some of us wore scrubs? I hope that the SB will make it an official policy for scrubs to be worn during hybrid learning, especially for those of us working with younger grades. I think there should be a standard policy on that. We are not living in normal times.

It is understood that custodians will be cleaning student hall bathrooms 3X a day. What about the adult bathrooms? 60+ adults will be sharing 4 of them. What about classrooms that have bathrooms? It is thought that perhaps students will NOT be able to use those. For KGners, that is unrealistic. We will have many more accidents with which to contend since that age group does not generally give fair warning when they have to "go". Of additional concern, given that no toilets have lids, every time a toilet is flushed, staff (and students in their bathrooms) are exposed.

Our governor released last week a 38-page draft of safety measures that should be taken by employers based on the level of risk to an employee. In the draft, schools are considered "medium" risk (which my virologist son would disagree with). A safety measure mentioned in the document says that "when feasible", plexiglass partitions should be used. The leadership of LCPS has dismissed the use of plexiglass outright (except for office staff), suggesting that it "doesn't work" in direct contradiction to the governor's draft. Is this something the SB can re-examine?

Ms. Corbo and Mr. Mahedavi, I could continue on and on. Why aren't doctors seeing patients in person? Why do banks require an appointment? Why are offices encouraging telework? Why are some "essential" workers divided into 2 groups—one group at work, one group at home? Why do hospitals have such strict protocols for seeing a single patient? Even my vet will not allow me into the building with my cat. That tells me all I need to know about whether or not it is safe to open schools during a pandemic that is not yet under control in this country.

It is my understanding that the SB will be participating in a hybrid school day simulation. At what grade levels? KG should be a requirement. I am more than happy

I am asking you to think long and hard about what you are asking of LCPS employees and students. As a stakeholder, I request that you be the ones to make the decision about whether or not schools should open in the fall. The wisest and safest choice for now is DL for all.

Very sincerely,

Beth Barclay

Dear Mr. Mahedavi.

I appreciate your timely response to me. The reason I reached out to you (and Ms. Corbo) is because after inquiring of admin at my school, they were not able to give me any information regarding what a Kindergarten Teacher Assistant role will be in a hybrid model. Neither has LCPS provided an option of a DL role for Kindergarten TAs (at least to my knowledge, and that is why I asked you about it). Without these vital details, I am unable to make an informed decision about what I need to pursue for the upcoming school year. My family's health and safety is of utmost importance to me.

Any information that you or Ms. Corbo can pass along to me (as well as to other Kindergarten TAs) would be very much appreciated.

Thank you.

Beth Barclay

Ms Barclay

Thank you for sharing your feedback on this very difficult decision in front of us

Question. How doe you see (or what has been communicated with TA by Administration) on their roles in 190% DEP

12

omali: Hacus Mahedavi@icos.prg mobile: 571-420-9312

Press to a set that consisted dense with an easted of the Commonwealth of Virginia is subject to Freedom of Information Act (FOIA) disclosure laws

From: 80b and 8eth Barcley <u>replantified 9 Commont net</u>2
Sent Monday, June 29, 2002 25 PM
To Harris Mahedon i Instit Store to Bourge Desise Corbo Shune Couloubling orga
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Co. Alono a Rever Alberta Protection orga: In Serotion distributed the early Leide King <u>Herrica and Rica orga</u>; John Beatly <u>sich destivolition orga</u>
Subject: [EXTERNAL] Education Choice

Dear Mr. Mahedavi and Ms. Corbo,

My name is Beth Barclay, and I live in the Ashburn District. Currently, I am a KG TA. Both of my children attended LCPS and received an excellent

In the fall of 2002, a former classroom teacher, I began employment as a long-term and day-to-day sub with LCPS. This upcoming school year, I will begin my

I wanted to share with you my perspective because TAs have been left out of this conversation entirely. As you are aware, a TA earns below poverty level wages, and the job we do demands far more than that. We don't work for the money. We work for our love of students.

As I follow very closely the various options for schools in the fall, I can only speculate what my job would be because THERE ARE NO DETAILS! Given the diagrams, there shows no place for a KG TA. That leaves me to conjure up several scenarios: We will be required to manage our own group of students all day (for which we will not be paid), we will become social distance monitors, transportation assistants, providers of coverage for teachers during specials, and classroom custodians. Ours will be a job that requires us to come into contact with multiple groups of students (not required to wear face coverings) while most of us barely earn \$20,000/yr.

What will be the job of TAs in: a hybrid scenario? a DL scenario?

I am one of those who has a family member at home who is high risk. Given that I am over 50 years of age, I too, am in a higher risk category.

My son is a virologist. He has done a lot of work with the live COVID-19 virus. When I shared with him the various education scenarios that LCPS is considering for the upcoming year, he told me that DL is the only way to keep both students and staff safe. He says we are dealing with a novel virus, and much is still unknown. He is also not at all convinced that "children do not spread the virus" as that is not how viruses work.

As communities across the nation have opened, we have seen a spike in coronavirus cases, especially among young people. When schools across the nation open, coronavirus cases will spike. The fact that LCPS will not provide PPE for staff, especially since students are not required to wear masks, is alarming. As a KG TA, I have been coughed on, sneezed on, and hugged with snotty lingers. Even if my face has a cloth mask, my eyes are not protected. I cannot count how many times, my eyes are the recipient of coughs and sneezes. When I catch a cold from a student, the door opens wide for me to contract COVID-19. And at that point, what is LCPS going to do should I need hospitalization or if the high risk member of my family does? Or worse, yet, one of us passes away?

A hybrid learning option will NOT keep COVID-19 from entering the classroom. It will NOT slow the spread, especially since students are not required to

As a TA, I believe that a DL option is the safest way to go for now. I also hope that the SB will address the role of TAs within a DL option. I can work with small groups, and if allowed to record synchronous learning meetings, the classroom teacher should not need to be present.

We already know that our students are often sent to school sick.

I hope you will take the time to think very carefully before making a decision that will undoubtedly effect the health and well-being of staff and students.

Sincerely.

Beth Barclay

From: To: Sandra Vaughan Eric Williams

Cc:

Denise Corbo; Atoosa Reaser; Harris Mahedavi; Leslee King; Ian Serotkin; John Beatty; Jeff Morse;

beth.barts@lcp.sorg; Brenda Sheridan

Subject:

[EXTERNAL] OPEN SCHOOLS and ALLOW SPECTATORS! (my first email)

Date:

Monday, November 9, 2020 6:45:52 PM

Dr. Williams and LCPS School Board,

I consider myself to be level-headed, rational person. Over the years, I have held leadership positions and served in various volunteer roles and am sensitive to the fact that the general population that you represent/serve, does not and cannot understand the complexities of the issues that you are facing. I also understand that none of you ever expected to face an issue like COVID and I certainly do not envy the position that you are in. Because of the complexities and uniqueness of this situation, I have PATIENTLY and OPTIMISTICALLY given you 8 MONTHS to put together a plan to get our children back in school. And the fact of the matter is LCPS is still SO FAR BEHIND many other school systems across the US, including areas that were much more severely impacted by COVID. WHAT ARE YOU WAITING FOR?

- 100% EFFECTIVE VACCINE? Be honest with yourself, THAT IS NEVER GOING TO HAPPEN!
- 100% NO RISK? THAT IS NEVER GOING TO HAPPEN! Life is full of risks and we must all learn to live with this new risk, which statistics are proving to be not as serious as initially thought back in March.

And this newest decision to "prohibit all spectators from attending our athletic competition" is ABSOLUTELY ABSURD!!!! I understand that LCPS may need to restrict attendance to meet certain guidelines regarding the number of people allowed in venues at any given time and that masks would likely be required of all spectators at indoor competitions. But a blanket decision to disallow spectators (even parents and guardians of the athletes) is cowardly and honestly, it's offensive. Your #1 priority is not the health and safety of my children. That's my job and my husband's job. I ask that you reconsider this decision IMMEDIATELY and at a minimum, allow parents/guardians the option to attend their children's athletic competitions. Frankly, my family, as well as many families across Loudoun County, have been doing this for months now with no issue. Perhaps you have as well? We've been to multiple baseball tournaments (in and out of state) and stayed at multiple hotels with no issues. We've worn masks at some locations (OUTDOORS in the August heat when it was required). We've even watched basketball games in much smaller INDOOR venues than a high school gymnasium without any issues. I am not familiar with all the school venues used for winter sports, but there is ABSOLUTELY plenty of space for athlete's parents/guardians to spread out and "be safe" in the high school gymnasium to watch basketball games. And if you must require masks of all spectators, then fine. We've all been conditioned to wear masks just about everywhere else that we go indoors (grocery stores, restaurants, doctor's offices, etc.)

Now, if you are making the decision to prohibit all spectators to promote "equity" amongst the various winter sports, then you are prioritizing the wrong issue in your decision making. Different sports require different venues; and therefore, may need different common-sense rules. A one-size fits all approach "to prohibit" because it is the easier policy is a lazy, fear-filled policy decision. Make a wise, well-thought out policy that is supportable by reason and

facts. Everyone may still not agree with such a decision, but most (myself included) would at least respect that decision. I do not and can not respect this current decision as the only reason given in your email is extremely weak: "We believe it is in the best interests of all to start the season this way, *out of an abundance of caution*." You cannot protect everyone from getting COVID and that's not your job.

Seriously, please start to live up to the first of the 5 C's that your LCPS principals and school administrators constantly share at back to school nights and other communications with us:

BE A CRITICAL THINKER..... It is time to move past the fear and the rhetoric and the BS and seriously, use your brains and take action that makes sense. If you cannot do this, then step down and let others take the reigns who are capable of critically thinking. I am extremely disappointed in the education my children have been receiving from LCPS (even pre-COVID, but that discussion is for another day) and I am embarrassed by the fear-filled decisions that you have and continue to make.

You have the opportunity tomorrow at your next meeting to begin to show this county that you are willing and able to make better, stronger, bolder, and wiser decisions! NOW DO IT!

Sincerely, Sandra Vaughan 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: Date: School Board Update
Monday, November 9, 2020 5:00:25 PM

Attachments:

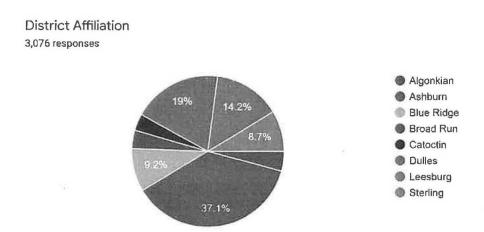
School Board Update.pdf

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. My schedule since the last Update included the following appointments, among others:
 - a. Cabinet and Rob Doolittle met to collaborate on COVID-19 and other matters.
- 2. The calendar <u>feedback form</u> went out to the LCPS community on Friday afternoon. As of 4:30PM today there were 3,076 responses. We have copied the district affiliation breakdown below for your awareness. We have also added Board Members as collaborators on the form, so that you can see the responses on the back end. You may access the spreadsheet **here** at any time to view the real time data.



3. Email attached from Nyah Hamlett to the panelists of the Equity Community Conversation regarding the MOU with law enforcement. Please note that our law enforcement partners are no longer participating in the event. We will continue to develop a memorandum of understanding with the Loudoun County Sheriff's Office and the Leesburg Police Department that is a model for the Commonwealth of Virginia, and incorporates the best practices for the safety of our students and staff in Loudoun County. It was confirmed today that the event has been rescheduled to December 9

from 6-7:30PM. (p. 1)

Registration for the VSBA Capital Conference (Virtual Conference) is now open. 4. The event description is as follows: Advocacy by local school board members is a year-round job but is never more critical than when the Virginia General Assembly is in session. With the Virginia State Capitol and Pocahontas Building closed to visitors for the unforeseeable future, it is imperative for school board members to continue to contact their legislators and make your voices heard on the issues that are impacting public education. Even though things are not exactly business-as-usual this year, there are plenty of opportunities for you to engage with lawmakers by scheduling a virtual meeting where you can convey your message and advocate for investing in public education and increasing local control and flexibility for school boards in implementing policy. We will kick-off the two-day conference with a review of the state budget, commentary on the new political scene both in Virginia and nationally, as well as an outlook on the 2021 session of the general assembly. The events on day one will help prepare you for your meetings with your individual members of the general assembly. On day two do not miss out on J.T. and Stacy's wakeup call in the morning to get you ready to meet with your legislators virtually. This session will review strategies and tips for your meetings. The VSBA Capital Conference offers you an opportunity for your voice to be heard and continues VSBA's efforts for year-round advocacy. This event earns 10 VSBA Academy Credit point. (pp. 2-3)

Date: January 25-26, 2021 Location: Virtual Conference Cost: \$200 per registration Please email Shari.bvrne@lcps.org if you wish to attend the conference.

Department of Pupil Services

1. Information provided by Asia Jones regarding PSAT NMSQT 10th graders - planning in progress. (p. 4)

Department of Support Services

 Support Services update from Kevin Lewis which includes: Douglas renovation, email follow up to the discussion and questions raised at the October 20 Finance and Facilities Committee meeting and information response on HEPA filters (pp. 5 - 36)

Optional Reading: Articles

WTOP News story regarding proposed additions of religious holidays to LCPS calendar, Nov. 6.

https://wtop.com/loudoun-county/2020/11/loudoun-county-weighs-adding-diverse-

holidays-to-school-calendar/

LoudounNow story regarding expiration of CARES Act funds, Nov. 5.

https://loudounnow.com/2020/11/05/schools-face-deadline-on-cares-act-spending/

LoudounNow story regarding calendar changes under consideration, Nov. 5.

https://loudounnow.com/2020/11/05/loudoun-school-board-weighs-adding-religious-holidays-to-calendar/

WJLA follow-up story at Cedar Lane Elementary regarding in-person learning, Nov. 5.

https://wjla.com/news/local/7-on-your-side-checks-on-lcps-in-person-instruction

Nyah D. Hamlett, Ed.D.

Chief of Staff *on behalf of the Superintendent
Loudoun County Public Schools

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From:

Shima Andreassen

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: Date: [EXTERNAL] Grades 3-5 back to school Monday, November 9, 2020 3:52:19 PM

Good afternoon,

Please vote YES to let kids grades 3-5 to go back to school starting December 1st.

My son desperately needs to go back. He cannot do it anymore. He's more than frustrated about online schooling and so many hours of screen time.

Please consider the mental, physical, emotional health of children. Please do not make them suffer any longer. LCPS should have had a plan LONG time ago. It's way over due. You need to let the kids back to school now.

You want to bring equity to schools, start with letting children learn the way they need to.

Thank you!

From:

Beth Barts

To:

Donna Colombo- President

Cc:

Michelle H. Leffler; Pinebrook PTA President; Eric Williams; Erin Wilhelm; Kirsten Shabanowitz; Jennifer Wall;

Leigh Boyd; Paul Thiessen; Schoolboardemail; amandalynch16@gmail.com; bos@loudoun.gov

Subject:

Re: [EXTERNAL] Re: It is not appropriate to have a Pinebrook PTA meeting on Veteran"s Day

Date:

Monday, November 9, 2020 1:13:26 PM

Thank you Donna. I appreciate your leadership in taking the time to clarify. One of the nice things about the school board meetings is that they are recorded and archived.

Kindly,

Beth Barts

Sent from my iPhone

On Nov 9, 2020, at 12:44 PM, Donna Colombo- President president@yapta.org wrote:

Good Morning Everyone,

I hope you had a good weekend.

I understand that when I am cc'd on a message, I don't have to necessarily answer or comment, I am truly just copied to ensure I am kept in the loop. I also understand that a phone call has been made to our National PTA Office as well as others on this email and felt it was my responsibility to now comment as the State PTA President.

I understand that the Pinebrook ES PTA Meeting is on Tuesday and not Wednesday as previously stated. I also understand that the PTA leadership is meeting with the school to re-visit scheduling of meetings so they don't conflict with the SB meetings that usually happen on Tuesday afternoon/evenings. Please also understand though that as a previous President of a local unit for 2 kids and 2 terms, scheduling can be a real challenge so thank you for re-visiting the meeting concerns. Whether we are attending meetings, volunteering to help the school and the PTA, and/or representing the school and/or PTA, we must follow the Mission of our PTA and that includes our actions, our comments, our following and statements on social media and if not respectful and thoughtful, than our Mission isn't being followed and will be addressed.

As stated, as a local unit PTA President, I had many questions when I first began and one was around "why doesn't our school have Veteran's Day off?" It is a

federal holiday but not a state or local holiday. Those holidays are determined through a very robust process and I understand that. The reason that I was given made total sense and has stood with me for 24 years now and you can see the answer below.

"We don't have Veteran's Day off as a holiday as we choose to let our educators celebrate and recognize with the students in school and if schools then recognize our Veterans through class projects, assemblies, breakfasts, invitations to lunch, on air news announcements, field trips, etc. then we will have more Veterans be able to attend these recognitions because they are off on that day" Of course, if the federal holiday falls on a Fri or Mon then some will choose to make it a long weekend, but we hope that the Veterans will choose to participate in what the school offers."

I will tell you that when I look at schools across the Commonwealth some recognize more than others. Whether it's a slide on social media, an announcement at the school, or some keep it within the classroom and we wouldn't necessarily see it as a whole. And that's o.k. It's up to the school and leadership as to how they recognize that day. I personally took it upon myself as a parent to start the Veteran's Day Assembly at SCES and it has grown and after different Principals it looks different but it's still a special day. I know at the MS's and HS's it's hard due to scheduling, trust me I tried many times when my sons grew into the MS and HS levels. At TSMS, we had the explanation of Taps on the news and a student play the bugle live on the news. At SBHS, they tried with assemblies offered to History classes with Q&A from Veteran parents from the community. Some of the ES's recognize through a flag raising, I understand every school is different and we must recognize that every school is different (and even more different right now).

I had a conversation with my husband this morning (who served for 15 years) and my father (USN Retired Chaplain) and while they appreciate the recognition (Dad was recognized at a baseball game for SBHS and had nothing to do with Veteran's Day) they also recognize that a "Thank You" anytime is great and sometimes hands are tied at schools and it doesn't have to be tied around a certain day. I recognize every Veteran every chance I get coming from a very active military family myself. They also commented that they did their job (I have family members that were drafted and volunteered) not for a recognition but for the good of this country, but a "Thanks for your service" is always a bonus.

Virginia PTA has developed a very robust Military Family page on our website www.vapta.org and has been shared with over 1000 units across the

Commonwealth of Virginia and we will recognize Veteran's Day on Wednesday with a slider and a link to that page and we will always offer that information to all of our units. I will also tell you that we recognize ALL family's year long and we encourage and hope that all PTA's do too and have developed this year a state and community wide diversity, equity and inclusion committee to continue to education, recognize, and celebrate ALL of our families.

Virginia PTA

Make Every Child's Potential a Reality. Every Child. One Voice. Our Mission is to make every child's potential a reality by engaging and empowering families and communities to advocate for all children.

www.vapta.org

Michelle, thank you for your service. Pinebrook ES PTA and leadership, thank you for everything you do for our students, family's and teachers. LCPS, thank you for your hard work on behalf of our children. National PTA and Virginia PTA, thank you for your continued advocacy on behalf of ALL of our children.

Thank you for your time today and have a good week.

Donna

Donna Colombo, President Virginia PTA 703-728-3477 (cell) www.vapta.org

#VAPTATogether #ptafoundation #joinrenewbuild1921 #membershipmatters #vapta #ptastrong #TakeAction4Kids #Report2Results #nationalptaschoolofexcellence #ptyay

2020-2021 Reflections Theme: "I Matter Because" 2020-2021 Citizenship Essay Theme: "How do we stand together while so far apart?"

Virtual Summer Leadership Training: June 6 - August 8 100th Anniversary and Annual Meeting & Conference 2021: March 20, 2021

From: Michele Leffler <mherseyleffler@gmail.com>

Sent: Monday, November 9, 2020 11:46 AM

To: Pinebrook PTA President president@pnbpta.org>

<Eric.Williams@lcps.org>; Erin Wilhelm <Erin.Wilhelm@lcps.org>; Kirsten Shabanowitz

<huntdd@vapta.org>; Jennifer Wall <Jennifer.Wall@lcps.org>; Leigh Boyd

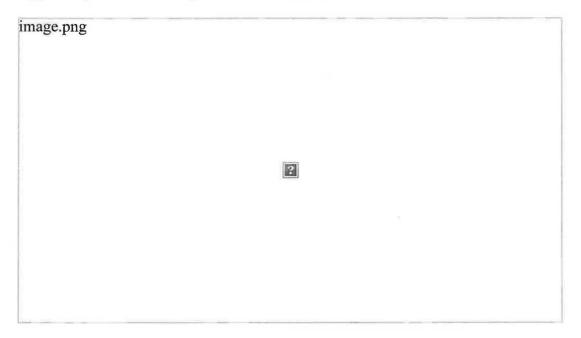
<Leigh.Boyd@lcps.org>; Paul Thiessen <Paul.Thiessen@lcps.org>; Schoolboardemail

<lcsb@lcps.org>; amandalynch16@gmail.com <amandalynch16@gmail.com>;

bos@loudoun.gov <bos@loudoun.gov>

Subject: Re: It is not appropriate to have a Pinebrook PTA meeting on Veteran's Day

Apparently this is more important than veterans....



:-) 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 Mon, Nov 9, 2020 at 11:43 AM Michele Leffler

<mhersevleffler@gmail.com> wrote:

Apparently Pinebrook PTA deleted my comment on social media about the fundraiser being inappropriate and they should be honoring Veterans on

Veterans Day.

It was replaced by an advertisement for the Turkey of the Year.

Who runs Pinebrook again? Anyone that ever served in the military?

:-) 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 Mon, Nov 9, 2020 at 9:33 AM Michele Leffler < mherseyleffler@gmail.com > wrote:

Ms. Lynch,

I am not confused. But the lack of priorities of the PTA respecting the school board meetings and veterans that served shows. PTA meetings should NOT be on school board evenings, that is a fact. No parent, veterans or otherwise, should have to choose between a school function or a school board meeting to advocate for our children. There has been absolutely no acknowledgement of veterans by the Pinebrook PTA ever since my children began going to school there six years ago, including my tenure as Pinebrook PTA President, LEAP delegate, and MSAAC delegate. That is why this is so upsetting. Last time this happened, there was a different PTA president that never once spoke about the veterans that served on the day we had the PTA meeting. It was shocking. Just like last 9/11 Hunt District PTA meeting not being opened to the public was shocking.

If membership is truly important, respecting those that served our country is equally important. Advertising for fundraisers during a pandemic is not productive despite the intentions. We are all traumatized right now, it would be respectful to honor that many lost their jobs and cannot even pay for childcare right now. Fundraising when we already have \$40,000 plus in the bank seems more than a little insensitive right now. Virginia has a LOT of veterans here, please show us some respect. And don't tell me I am confused. SEAC was supposed to have a meeting the week before, but the school board moved their follow up meeting to that evening. Apparently SEAC chose Veteran's Day because LCPS had nothing scheduled about Veterans (which is equally disappointing). As a reminder, I was chosen by MSAAC to be on the Special Education Ad Hoc Committee and spoke about veteran/military family needs as well as minorities and EL language barriers. Before you began and terminated my role as an MSAAC delegate for Pinebrook. I strongly feel leadership is not being respectful for veterans and the National

I do my homework before the meetings. I hope you do too. Hunt District doesn't seem to be showing any respect to those that served our country and those whose families served in the war. We matter too.		
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133000 mmo		
image.png		
Thank you for your respons:-) Michele Leffler		

(a Tibetan saying)

On Mon, Nov 9, 2020 at 9:07 AM Pinebrook PTA President pnbpta.org wrote:

Dear Ms Leffler:

I don?t know what you are talking about, as our PTA meeting is Tuesday night, as per our usual. I asked the administration to fix this on the Pinebrook website weeks ago.

SEAC does have its meeting on Wednesday, so perhaps you are confusing the two. LCPS has blocked any non-staff members from updating their websites.

It was brought to my attention that you were unhappy that our meetings were on Tuesdays and so we are looking into potentially changing that after the first of the year.

We always thank you for your service.

On Mon, Nov 9, 2020 at 8:54 AM Michele Leffler <<u>mherseyleffler@gmail.com</u>> wrote: Pinebrook PTA,

The last time there was a PTA meeting on Veterans Day, no veterans were honored at all for our service to our country. That was extremely offensive.

As a reminder, Veteran's Day is a federally recognized holiday. I served in the Navy honorably for 10 years and my father as well as all of his brothers served in the military during the Vietnam War (in the Navy, Army, Marines, and Air Force). I was NEVER acknowledged for my service by the PTA while being the Pinebrook PTA president and have been snubbed ever since being on the MSAAC committee.

I truly hope you rethink the role the PTA has with the community and remind you to HONOR THOSE VETERANS THAT SERVED. I help veterans (and other community residents) with trauma and PTSD. Also, on Friday I am meeting with the supervisor of Northern Virginia Veterans Affairs. Disabled American Veterans administration is literally shocked at how apathetic LCPS has become towards veterans and Veterans Day is a federal holiday that Loudoun County has off.

I feel strongly that as a protected class, the Veterans in Loudoun are getting a great disservice by the Hunt District PTA and the message is very clear -- they don't care about our service, only about how much money will they provide to the next fundraiser.

I expect better from the PTA and remind you that Loudoun Veterans are watching and we are NOT pleased with how indifferent the PTA is to veterans. We matter because we served our country and made so many sacrifices I don't think many would EVER consider in this selfish generation. We matter because we lost so many great people and so few people want to even hear our stories or acknowledge how challenging it is to be a civilian on our own with everyone being a rival instead of a friend.

I matter because I not only served my country honorably in the Navy, I also stood up as a PTA president, LEAP delegate, and MSAAC delegate to try to bring our county together equitably. I am proud to be a daughter of veterans - even with the knowledge that they have PTSD and so do I. At least we made our country safer by our selfless devotion to our country at a divisive time.

:-) 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: Leslee Kind

To: Randali, Phyllis; Kay Greenwell; Schoolboardemail

Cc: Eric Williams; Asia Jones

Subject: RE: [EXTERNAL] Fw: Open the Schools
Date: Monday, December 7, 2020 11:41:26 AM

Attachments: image001.gng

Dear Ms. Randall,

Thank you for your reply. Please note that LCPS is way ahead of every county in the DMV metro area with all of our elementary school students currently in school two days a week for those who chose this option.

Also, many of our students who need extra help are in school. Our young adults in the transition program are going in school more than 2 days per week. Everyone needs to realize that there are valid concerns on both sides and our staff is working tirelessly to respond to these concerns. In addition, for every expert on one side, there is an expert on the other side. This is why the majority of the board decided to use two metrics reaching high risk before pulling back.

We move forward and hope for the best.

Regards, Leslee King



Leslee King | Loudoun County School Board Broad Run District Representative

email: leslee kingtirleps.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: Randall, Phyllis < Phyllis.Randall@loudoun.gov>

Sent: Monday, December 7, 2020 10:52 AM

To: Kay Greenwell < mkgreenwell 2004@yahoo.com>; Schoolboardemail < lcsb@lcps.org>

Cc: Eric Williams < Eric_Williams@lcps.org>; Asia Jones < Asia. Jones@lcps.org>

Subject: RE: [EXTERNAL] Fw: Open the Schools

Ms. Greenwell,

I completely agree with you and have said as much multiple times. In October I wrote an open letter to my colleagues on the School Board detailing the Mental Health reasons students should be back in school. In addition, from the BOS board room dais,...ON THE RECORD I have repeatedly advocated for schools to be open, utilizing all CDC and VDH guidelines for safety. We of course need to protect our educators and LCPS staff as well as student, parents that do not wish to send their students back should not be required to do so.

In short, Mam, you are preaching to the choir, however, I commit to continue singing this song with you.

All my best,

Chair Randall

From: Kay Greenwell < mkgreenwell 2004@yahoo.com >

Sent: Monday, December 7, 2020 10:11 AM **To:** Schoolboardemail < lcsb@lcps.org>

Cc: Randall, Phyllis < Phyllis.Randall@loudoun.gov>; Eric Williams < Eric.Williams@lcps.org>; asia.jones@lcps.org

Subject: [EXTERNAL] Fw: Open the Schools

Dear Board Members:

I started advocating for schools to open for my own kids, but I have since realized this issue is way bigger than my family. There is a whole set of kids being left in the dust by closure policies that take away their education and their futures. The evidence is overwhelming. My conscience with be clear—I did everything I could to help them. Can you say the same?

Sincerely,

Kay Greenwell Ashburn

---- Forwarded message -----

From: Kay Greenwell < mkgreenwell2004@yahoo.com>

To: atif.qarni@governor.virginia.gov <atif.qarni@governor.virginia.gov>; Clark Mercer <<u>clark.mercer@governor.virginia.gov</u>>; Frances Bradford

<fran bradford@governor.virginia.gov>; Tori Noles <victoria.noles@governor.virginia.gov>

Cc: David Reid <a href="mailto:center-supe

Sent: Monday, 7 December 2020, 10:05:51 am GMT-5

Subject: Open the Schools

Dear Virginia Officials:

Do you read the Washington Post? They are running story after story after story about opening schools. No one in power seems to care.

"We recently asked a top official in a Washington-area jurisdiction, who insisted on anonymity, why there wasn't more of a push to figure out ways to return children to the classroom. The answer was that there is no political pressure, Parents of means can give their children the help and resources they need or switch them to a private school; parents of minority or disadvantaged students with the most to lose have the least clout."

You should all be ashamed of yourselves that you are letting this happen while celebrating "Equity Week" in Virginia education. "Equity" means everyone gets an education, even those who can't afford private school.

Sincerely,

Kay Greenwell Loudoun County

The Washington Post

AN INDEPENDENT NEWSPAPER

EDITORIALS

Misplaced priorities

Dr. Fauci is right: 'Close the bars and keep the schools open.'

INCE THE outbreak of the covid-INCE THE outbreak of the covid-19 pandemic, teachers, princi-pair, administrators and parents worked nightily to help students keep learning. Schools developed new curric-ulums, provided children with portable computers, and labored to give some computers and labored to give some semblance of structure to remote learning. Parents took on larger, unaccus-tomed roles, troubleshooting tech problems, helping their children understand what was being taught and caiming them when they struggled.

Even with these efforts, remote learning has failed to provide anything approaching the quality of education that can be delivered by a teacher in a classroom. Evidence of the failures, particularly for children already at risk, is matched by growing evidence of the relative safety of in-person learning when proper precautions are in place. The combination should spur officials to devise plans to get students back in

the classroom.

Close the bars and keep the schools open," Anthony S. Fauci, director of the National Institute of Allerm and Infec-tions Diseases, told ABC last sunday. In too many places, officials have pushed the reverse. Dr. Fauci was pet advocat-ing a wholesale, one-size-fits-all ap-proach for the country to reopen schools but instead stressed the need to take into account local health condi-tions and capabilities. Dr. Fauci was initially more cautious about what initially more cautious about what schools should do in the face of an unprecedented public health crisis, but his thinking has appropriately evolved as more has become because the control of the contr as more has become known about the virus. Schools have not been a major source of covid-19 spread; European countries - as well as states such as Rhode Island and private and public charter schools - have brought children and staff safely back into the classroom with strict safety protocols including wearing masks, social distancing and proper ventilation.

Also clear are the pernicious effects academically, socially and mentally - of keeping children out of schools. Fairfax County, one of the nation's largest (and wealthiest) school districts, issued a

reportatiowing how online learning has caused a drop in scademic perform-ance. Those who have been hurt the most are children with disabilities and English-language learners. Data from Montgomery County schools leads to the same stark conclusion. Superintendents across the country have sounded the slarm about falling grades, elemen-tary school children struggling with being in front of a screen all day, and teachers, parents and grandparents stretched to the limit.

We recently asked a top official in a Washington-area jurisdiction, who insisted on anonymity, why there wasn't more of a push to figure out ways to return children to the classroom. The answer was that there is no political pressure. Parents of means can give their children the help and resources they need or switch them to a private school; parents of minority or disadvantaged students with the most to lose have the least clout. Vaccines are on the horizon, but students already have lost too much time. Dr. Fauci is right: "Close the bars and keep the schools open."

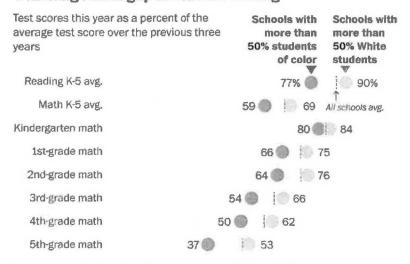


What Schoo exceil who

> DAG D

has

Widening racial gap in student testing



Sources: Curriculum Associates fall assessment data, McKinsey & Company THE WASHINGTON POST

https://t.co/ZisvycvMnS?amp=1

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:

School Board Update Friday, December 4, 2020 12:02:21 AM

Date: Attachments:

School Board Update 120320.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. I met again today with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- Information from Stephen DeVita regarding Joint Boards Committee which includes: Highlighted School Board Draft Resolution to Conduct and Electronic meeting, School Board Draft Resolution to Conduct an Electronic meeting and County Version Resolution to Conduct an Electronic meeting. (pp. 1-4)

PIO/Communications

1. Follow up response to Beth Barts regarding Freedom of Information Act Request on November 28th. (p. 5)

Business and Finance

1. The FY20 Comprehensive Annual Financial Report (CAFR) has been completed and is included for the School Board. The annual CAFR update will be presented at the December 15th School Board meeting. (pp. 6-205)

Department of Pupil Services

- 1. November issue of the DPS communique shared by Asia Jones. (pp. 206-214)
- Information from Asia Jones regarding Loudoun County Point of Dispensing (POD) for COVID-19 Vaccination. (pp.215-216)
- Information from Asia Jones regarding DPS annual Mental Health and Wellness Conference. (pp.217-218)
- 4. Response to Beth Barts from Asia Jones regarding Contact Tracing new CDC guidance for Quarantines FYI (pp. 219-220)
- Email response that Asia Jones provided to Ms. Weiskopf, LCPS teacher, regarding her concern for transgender or gender nonconforming students. (pp. 221-224)

Department of Instruction

- 1. Follow up email to Denise Corbo from Ashley Ellis related to Extended School Year programs. (pp. 225-259)
- 2. Response from Ashley Ellis to Denise Corbo's questions about literacy in LCPS. (pp. 260-267)

Department of Human Resources & Talent Development

- 1. Follow up response from Scott Ziegler to Denise Corbo regarding Sub Fill Rate by School. (pp. 268-274)
- Response from Scott Ziegler to Beth Barts regarding an admin question that comes from a teacher and should be directed to the school principal. (pp. 275-276)

Department of Digital Information

 Information from Vince Scheivert regarding Baltimore County Public School Ransomware Attack. (p. 277)

Department of Support Services

 Support Services update from Kevin Lewis includes: Hovatter Elementary School Attendance Zone Process, CPAM-2020-0001 & MS-14 Acquisition, Brambleton Middle School Annex, Transportation concern Registry Update, Electric Busses and Here Comes the Bus Update. (pp. 278-286)

Optional Reading: Articles

WTOP News story regarding approved LCPS school calendar, Dec. 2.

https://wtop.com/loudoun-county/2020/12/loudoun-county-school-board-approves-days-off-for-yom-kippur-diwali-among-others/

Loudoun Times story regarding debate around adding holidays to LCPS calendar, Dec. 2.

https://www.loudountimes.com/news/new-religious-holidays-added-to-loudoun-county-public-schools-calendar/article a548824c-34ae-11eb-a7bf-5b4593ff4489.html

Loudoun Times story regarding approval of public utilities at future school site, Dec. 2.

https://www.loudountimes.com/news/loudoun-county-supervisors-approve-plan-to-extend-public-utilities-to-schools-in-rural-policy-area/article 58fdf124-28ec-11eb-

8de9-97bf3fbaead4.html

LoudounNow story regarding Dr. Williams' departure, Dec. 1.

https://loudounnow.com/2020/12/01/williams-hiring-by-texas-school-division-finalized/

WTOP News story regarding Dr. Williams' departure, Dec. 1.

https://wtop.com/loudoun-county/2020/12/loudoun-county-school-superintendent-to-leave-for-texas-school-district/

LoudounNow story regarding School Board deliberations on building a new pool in western Loudoun, Dec. 1.

https://loudounnow.com/2020/12/01/school-board-highlights-need-for-western-aquatics-center/

WJLA story regarding additional students returning to LCPS, Dec. 1.

https://wjla.com/news/local/loudoun-county-public-schools-to-welcome-students-back-into-classrooms-today

WJLA story regarding School Board meeting, metrics monitoring, Dec. 1.

https://wjla.com/news/local/loudoun-county-school-board-monitoring-the-metrics-but-in-person-learning-will-continue

Fox5 DC story regarding students returning to LCPS and PWCPS schools on Dec. 1, Nov. 30.

https://www.fox5dc.com/news/is-it-safe-for-teachers-students-to-return-to-classroom-as-covid-19-cases-rise

WUSA TV story regarding students returning to LCPS and PWCPS on Dec. 1, Nov. 30.

https://www.wusa9.com/article/news/education/mixed-emotions-parents-teachers-prince-william-loudoun-county-schools-back-to-class-students/65-934c8621-d278-453a-84db-d34ad7c2ff5b

WJLA TV story regarding students returning to LCPS and PWCPS on Dec. 1, Nov. 30.

https://wjla.com/news/local/10000-students-returning-to-loudoun-prince-william-coclassrooms-this-week

WTOP News story regarding area snow-day plans, Nov. 30.

https://wtop.com/local/2020/11/will-dc-area-schools-have-snow-days/

Loudoun Times story regarding Dec. 1 School Board agenda, virtual meeting, Nov.

<u>30.</u>

https://www.loudountimes.com/news/loudoun-school-board-returns-to-virtual-meeting-format-board-member-conduct-on-slate/article_cf434f12-3334-11eb-883b-07ddc41fb028.html

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

From: To: LCPS-PLN-PLANNING Krystal Boitnott Halsey

Cc:

Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King; Ashley Ellis; Asia Jones; Eric Williams; Kevin Lewis; Nyah Hamlett; Scott Ziegler; Sharon

Willoughby; Vince Scheivert; Beverly Tate; Susan Hembach; Ajay Rawat; Rae Mitchell

Subject: Date: RE: [EXTERNAL] DS06.8 School Rezoning Thursday, December 3, 2020 3:30:06 PM

Thank you for your comments regarding the Dulles area elementary school attendance zone change process. Your email, with this response, has been forwarded to the School Board and Superintendent.

Information on the attendance zone change process is accessible on the Loudoun County Public Schools website (www.lcps.org), on the dedicated Fall 2020 - Elementary School Attendance Zone Change Process page.

Loudoun County Public Schools
Division of Planning Services
21000 Education Court
Ashburn, Virginia 20148
lcpsplan@lcps.org
571-252-1050

From: Krystal Boitnott Halsey <kab3vf@gmail.com>

Sent: Thursday, December 3, 2020 3:28 PM

To: Denise Corbo < Denise.Corbo@lcps.org>; LCPS-SUP-PUBLICCOMMENT

<public.comment@lcps.org>; LCPS-PLN-PLANNING <LCPSPLAN@lcps.org>; Schoolboardemail

<lcsb@lcps.org>; ian.erotkin@lcps.org; PublicComment-AutoReply <PublicComment-</pre>

AutoReply@lcpsorg.onmicrosoft.com>

Subject: [EXTERNAL] DS06.8 School Rezoning

Good Afternoon,

I am writing to express my displeasure with and opposition to the current School Zoning plan (Plan 2 dated 11-19-2020) concerning the Elementary School zones and DS06.8 in particular. I've never written to the school board for any of the decisions made previously, as I believed they were equitable decisions. However, the zoning of DS06.8 is not. DS06.8 going to Aldie ES fails to meet most of the School Board's criteria for Zoning Decisions. As such, I respectfully request the School Board to reject the plan as to DS06.8 or, in an alternative, enlarge DS07.11 to include the entirety of the Tanglewood-Braddock HOA community.

Facilities - Aldie ES is slated to begin the 2021 school year at 117% capacity while

Hovatter, Buffalo Trail, and Goshen Post will be at 90%, 93%, and 90% respectively. At the end of the 2025 school year Aldie ES is expected to be at 125% while Hovatter, Buffalo Trail, and Goshen Post will be 114%, 105%, and 121% respectively. The better use of the facilities available would be to align these schools to meet capacity simultaneously rather than creating an over capacity issue at Aldie while the other three schools are under capacity. Due to the disparity in building size, moving the DS06.8 students to Hovatter would reduce the Aldie ES enrollment by 10% or more but increase Hovatter by less than 1%. Better usage of the facilities available would be to put more stress on newer buildings to preserve and extend the life expectancy of older ones. The current location of DS06.8 does not do this.

It is concerning that this is the direction that the board wants to move when thinking about the equity of all children and their education. Aldie ES is very small older school and is located in a more rural area than the other schools mentioned. The projected class size for the 2021-22 school year is 23 students per classroom at Aldie ES and 25 students during the 2025-26 school year. This is assuming that all classrooms have an equal number of children which is highly unlikely since one cannot expect the same amount of students in each grade, so the potential for overcrowding is high. The projected class sizes at Hovatter, a larger newly built school in a more affluent area, in contrast are 18 students per classroom during the 2021-22 school year and 23 in 2025-26. Current students at Aldie ES should not have to accept larger class sizes so that neighboring schools can have smaller class sizes.

Proximity and Accessibility: Aldie ES is 4.4 miles away from DS06.8, while Hovatter is 1.6 miles, not to mention the four other elementary schools that are all closer than Aldie ES. DS06.8 zoning to Aldie ES forces the bused students to cross the "man-made barrier" of RT-15. In case anyone on the Board is not familiar with the intersection of Braddock Road and Rt 15. The intersection is uncontrolled, uneven, and uphill. It has been the scene of numerous accidents involving vehicles turning on and off Braddock and Rt. 15. The School board naturally acknowledges that Rt 50 is a man-made barrier in their assessment but fails to recognize Rt. 15 as the same. Aligning DS06.8 with Hovatter removes both of these issues.

The movement of DS06.8 children to Aldie ES rather than a school closer to the community will inevitably cost the county more money for bus drivers and buses. If parents choose to drive their children this would create a larger commute time for them since this school is out of the way and in the opposite direction as all other schools in the area. The zoning to Aldie ES also creates an undue burden on working parents who will need to provide before and after school care. There are no childcare centers in the area of Aldie ES, besides in home daycares, that transport children to and from Aldie ES.

Community: The placement of DS06.8 in Aldie ES fails to maintain the community by local affiliation or "school community." DS06.8 (specifically Tanglewood) shares the same internal thoroughfare (Hazel Road) with DS07.11. DS07.11 and DS06.8 students currently ride the same bus, play on the same sports teams, and participate equally in all facets of their lives together. But with the recent change of this plan will become unreasonably two separate communities. Additionally, DS06.8 contains a portion of The Greens at Willowsford (Tanglewood).

Stability: While the eastern portion of the County population is stabilizing, the Rt. 15

corridor is not. With that being the case, the size of Aldie ES should lead the School Board to believe a new school, or at minimum, an expanded Aldie ES, will be required. Thus DS06.8 being sent to Aldie ES does not provide stability for the community.

The other factors associated with the assessment (Demographics, Cluster Alignment) appear to be an accurate portrayal of the facts. As such, I do not feel it necessary to comment on those. If there are any questions or concerns related to my comments, please feel free to reach me at 276-732-1878 and/or kab3vf@gmail.com.

Thank you for your consideration, Krystal Halsey

Krystal Boitnott Halsey 276-732-1878

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 Update 113020

Date:

Monday, November 30, 2020 5:18:52 PM

Attachments:

School Board Update 113020.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.

Department of Instruction

- 1. Information from Ashley Ellis regarding the EL Program Evaluation (pp. 1-2)
- 2. Information pertaining to the 2021 Regional and Scripps National Spelling Bees from Ashley Ellis. (p.3)
- 3. Follow up email to Jeff Morse from Ashley Ellis regarding information about FCPS proposals for TJHSST admissions. (pp. 4-70)

Support Services

1. Information from Kevin Lewis regarding CIP - Energy Conservation Program summary. (pp. 71-72)

Optional Reading: Articles

LoudounNow story regarding School Board consideration of Policy 1035, Nov. 27.

https://loudounnow.com/2020/11/27/school-board-eyes-additional-conduct-regulations-for-members/

LoudounNow story regarding new agreement for LCPS staff to attend meetings with supervisors, Nov. 27.

https://loudounnow.com/2020/11/27/school-staff-can-now-attend-county-meetings/

WJLA story regarding area school divisions' return-to-school plans, metrics, Nov. 27.

https://wjla.com/news/local/return-to-school-loudoun-prince-william-counties-move-forward-fairfax-co-scales-back

Nyah D. Hamlett, Ed.D.

Chief of Staff * on behalf of the Superintendent
Loudoun County Public Schools

571-252-1030 | Nyah.Hamlett@lcps.org

From:

Elizabeth Dickson

To:

Beth Barts; Denise Corbo; John Beatty; atoosa.reaser@lcpr.org; Brenda Sheridan; Eric Williams; Harris Mahedavi;

Ian Serotkin; Jeff Morse; Leslee King

Subject: Date: [EXTERNAL] DO NOT CHANGE METRICS Monday, November 30, 2020 10:32:57 AM

Dear Dr. Williams and LCPS School Board Members,

I am a parent of two LCPS students (a 2nd and 5th grader) and an Elementary School teacher in the county as well. As both a parent and a teacher, I ask that you not vote to suspend the rules this week in any meeting. The SB has met and voted on and passed metrics for the county. We need to STICK to them. Just because some of us are now thinking based on fear, not facts (like the fact that our numbers have been going down for days) is ridiculous. Again, those who don't want to their children to go back, can choose to keep them home. Teachers that have actual medical concerns are able to stay home. Principals are working hard go make this happen. I can attest to this personally as my TA was changed with another based on a medical need. Those who don't have a medical reason, I am sorry, but they need to take leave, or work. We can't continue to pay teachers who don't want to fulfill their job requirements.

Tomorrow morning 3-5 grade students are finally returning to in person learning after being home for the past 10 months. My son is FINALLY able to go back to school.

In addition, I ask that you Dr. Williams do not choose to change all students to DL and remove the students from the hybrid learning model they are currently in. We have been home for the past 10 months struggling to help our own children learn and working to meet the needs of our students as well. We are failing all of our students, as evidence by the test scores, MAP, grades and lack of learning. All students grades K-12 should be back in school!

I also want to state loudly and clearly that as teacher I WANT to go back. I want to go to my job and teach my students face to face. A large majority of teachers want to go back but are afraid to speak up due to the negativity that they face doing so. PLEASE don't just listen to the loudest voices when deciding what you believe all teachers want or need. My job is teach students in person and my students need to be back in school so that they can learn. We are essential employees, and should be treated as such.

Please consider all of what is mentioned above while you meet in the coming weeks and months. 10 months is too long for our students to be out of school. The mental health issues and lack of equity and implementation of IEPs is astounding and disheartening to me as both a parent and an educator.

Remember that you represent ALL in Loudoun County, not just your own district or your own children. You need to put your own personal feelings and fears aside.

Thank you for your time.

Sincerely, Beth Dickson

Sent from Yahoo Mail on Android

From:

Rvan Hornbaker

To:

Beth Barts; Denise Corbo; John Beatty; Atoosa Reaser; Brenda Sheridan; Eric Williams; Harris Mahedavi; Ian

Serotkin; Jeff Morse; Leslee King

Subject:

[EXTERNAL] Return to School

Date:

Monday, November 30, 2020 9:50:51 AM

Dear Dr. Williams and LCPS School Board Members,

I am a parent of three LCPS students and a Middle School teacher in the county as well. As both a parent and a teacher, I ask that you not vote to suspend the rules this week in any meeting. The SB has met and voted on and passed metrics for the county. Tomorrow morning 3-5 grade students are finally returning to in person learning after being home for the past 10 months.

In addition, I ask that you Dr. Williams do not choose to change all students to DL and remove the students from the hybrid learning model they are currently in. We have been home for the past 10 months struggling to help our own children learn and working to meet the needs of our students as well. We are failing all of our students, as evidence by the test scores, MAP, grades and lack of learning. All students grades K-12 should be back in school!

I also want to state loudly and clearly that as a middle school teacher I want to go back. I want to go to my job and teach my students face to face. A large majority of teachers want to go back but are afraid to speak up due to the negativity that they face doing so. Please don't just listen to the loudest voices when deciding what you believe all teachers want or need. My job is teach students in person and my students need to be back in school so that they can learn.

Please consider all of what is mentioned above while you meet in the coming weeks and months. 10 months is too long for our students to be out of school. The mental health issues and lack of equity and implementation of IEPs is astounding and disheartening to me as both a parent and an educator. My own child's IEP has been out of compliance for the past 10 months.

Remember that you represent all in Loudoun County, not just your own district or your own children.

Thank you for your time.

Sincerely, Ryan Hornbaker

From:

Ryan Hornbaker

To:

Beth Barts; Denise Corbo; John Beatty; Atoosa Reaser; Brenda Sheridan; Eric Williams; Harris Mahedavi; Ian

Serotkin; Jeff Morse; Leslee King

Subject:

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Remember that you represent all in Loudoun County, not just your own district or your own children.

Thank you for your time.

Sincerely, Ryan Hornbaker

From: To:

Leslee King Eric Williams

RE: Confidential News

Subject: Date:

Tuesday, November 24, 2020 10:54:52 AM

Sensitivity:

Boo Hoo for us, Hooray for her!

Leslee

From: Eric Williams < Eric. Williams@lcps.org> Sent: Monday, November 23, 2020 5:37 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>; lan Serotkin <lan.Serotkin@lcps.org>; Jeff Morse

<Jeff.Morse@lcps.org>; John Beatty < John.Beatty@lcps.org>; Leslee King < Leslee.King@lcps.org>

Subject: Confidential News Sensitivity: Confidential

Good evening,

I am writing to give you a heads up that Dr. Hamlett has been selected to serve as Superintendent of Chapel Hill-Carrboro City Schools in North Carolina. Her last day with LCPS will be December 31. I am including below the text of an email that will be sent shortly to Senior Staff and Principals. In accordance with past practice relating to Assistant Superintendents and our Chief of Staff, we do not plan to post this information to the web site or send a general email to all staff or parents. This information is confidential until 6 p.m.

Senior Staff and Principals,

I am writing to share the news that Nyah Hamlett has been selected to serve as Superintendent of Chapel Hill-Carrboro City Schools in North Carolina. We are excited for her and know that she will be missed greatly in Loudoun County Public Schools. We are appreciative of her important contributions to our work in effectively and equitably serving our students.

This information is confidential until 6 p.m.

In reflecting on her work with you, Dr. Hamlett shared,

Working with Senior Staff and building leaders for the past year and a half has been a wonderful collaborative learning experience. I truly appreciate the opportunity to work alongside so many amazing leaders committed to authentic equity work and student centered decision making. I hope that in my short time in LCPS, I had a positive impact on you, as so many of you have had on me. Remember to employ the Lead Simply framework as you navigate continued problems of practice by modeling the behavior that you expect to see, connecting with those that you lead, and involving them as much as possible. I look forward to hearing great things about all that building and division leaders have accomplished in the months and years to come.

Please join me in congratulating Dr. Hamlett.

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

From:

Eric Williams

To:

Atoosa Reaser; Beth Barts; Brenda Sheridan (Brenda Sheridan@lcps.org); Denise Corbo; Harris Mahedavi; Ian

Serotkin; Jeff Morse (jeff.morse@lcps.org); John Beatty; Leslee King

Subject:

Confidential News

Date:

Monday, November 23, 2020 5:36:00 PM

Sensitivity:

Confidential

Good evening,

I am writing to give you a heads up that Dr. Hamlett has been selected to serve as Superintendent of Chapel Hill-Carrboro City Schools in North Carolina. Her last day with LCPS will be December 31. I am including below the text of an email that will be sent shortly to Senior Staff and Principals. In accordance with past practice relating to Assistant Superintendents and our Chief of Staff, we do not plan to post this information to the web site or send a general email to all staff or parents. This information is confidential until 6 p.m.

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Please join me in congratulating Dr. Hamlett.

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:

School Board Update

Date:

Monday, November 23, 2020 4:52:56 PM

Attachments:

School Board Update 112320.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. The next Board Update will be next week. Have a great Thanksgiving!

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

- 1. I met again today with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- 2. Dr. Doug Fulton, principal of Freedom High School, has been selected as the preferred candidate for Director of School Administration. He would fill the vacancy created by the retirement of Dr. Ginny Patterson. I've attached a memo from Dr. Ellis regarding this selection, as well as Dr. Fulton's cover letter and resume. If you have any questions or concerns, please contact Dr. Hamlett and me by 8 a.m. on Monday, November 30. Otherwise, we will move forward with an announcement of his selection as the preferred candidate as early as the evening of November 30. The announcement would precede the posting of the personnel addendum on December 1. (pp. 1-8)

Business and Finance

- 1. Information from Sharon Willoughby regarding the planned schedule for employee step increases. (p. 9)
- 2. Sharon Willoughby shared a transmittal letter from Mr. Hemstreet regarding the FY22 County Board of Supervisors Preliminary FY2022 Budget Guidance and related information is provided. (pp. 10-30)

Department of Pupil Services

1. Recommendation from Asia Jones regarding tentative transition timeline that will be used to (1) transition to 100% distance learning when the LCPS metrics is reached, and (2) when the hybrid in-person instructional model will resume. (pp.31-34)

Department of Instruction

1. Information from Ashley Ellis regarding the Head Start Shared Governance

Packet. (pp. 35-50)

Optional Reading: Articles

Loudoun Now story regarding Halloween parties causing outbreaks, Nov. 18.

https://loudounnow.com/2020/11/18/halloween-parties-caused-at-least-3-covid-19-outbreaks/

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: Subject: Nyah Hamlett School Board Update

Date:

Monday, December 7, 2020 4:54:55 PM

Attachments: School Board Update 120720.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. Lori Mercer has been selected as the preferred candidate for the position of principal of Hovatter Elementary School. She currently serves as principal of Belmont Station Elementary School. The attachment includes a memo with additional details from Ashley Ellis, as well as a cover letter and resume from Lori Mercer. If you have any questions or concerns regarding this transfer, please contact me by 5 p.m. on Thursday, December 10. We tentatively plan to communicate with the Belmont Station and Hovatter Elementary School communities as early as Friday, December 11. Official action by the School Board is anticipated at the meeting on December 15. (pp. 1-5)
- 2. I met again today with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- 3. VFOIA training reminders for the School Board. (pp. 6-7)

Business and Finance

1. Information from Sharon Willoughby regarding the Drive Thru Flu Shot Clinic Update (p. 8)

Department of Instruction

1. Ashley Ellis writes,

After conversations with the Elementary Education Office and input from other departments, we are planning on making Tuesday, December 22 a 100% distance learning day for all students, including those who would otherwise be in person (Pk-5, SWD, EL and Academies hybrid in-person students scheduled for in-person learning on Tuesdays).

If the Board has questions or concerns, I ask that they reach out to me Thursday, December 10, at 5:00 PM. We tentatively plan to include this information in a staff and community message on Thursday night or Friday.

Department of Support Services

 Support Services update from Kevin Lewis includes: Warehouse Sublease from County, HEPA Filters in Classroom, Transportation's Recruiting Efforts to fill Bus Driver Vacancies and Intersection at Belmont Ridge Road and Legacy Park Drive. (pp. 9-12)

Optional Reading: Articles

Loudoun Times editorial regarding changes to school calendar, Dec. 3.

https://www.loudountimes.com/editorial-school-board-makes-the-right-call-with-new-calendar/article 86e5c7fc-3575-11eb-a898-072e2cb44bd7.html

Washington Post story regarding area divisions' return-to-school plans, references LCPS, Dec 4.

https://www.washingtonpost.com/local/education/virginia-schools-plan-gradual-reopening-as-evidence-of-online-learning-gap-piles-up/2020/12/03/a4f5d742-35a6-11eb-8d38-6aea1adb3839_story.html

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

From: To: Beth Barts Randall, Phyllis

Cc:

Kristen Umstattd; Eric Williams; bos@loudoun.gov

Subject:

Re: [EXTERNAL] Fw: Open the Schools Monday, December 7, 2020 11:54:41 AM

Date: Attachments:

image001.png image002.png

Thank you Phyllis for weighing in.

The board is getting many emails sharing concerns from teachers, parents and even residents such as yourself who have no children in LCPS but seek to share their input. We are also hearing from local medical practitioners along with currently practicing mental health advocates. Not surprisingly, they all share very different opinions on our school reopening and closing plans, often even within the SAME field. So many who feel their views are the right and only way we should do things. It is a balance.

While you are not one of my constituents, I wanted to respond personally as a courtesy since you are the Chair of the BOS. While I recognize the BOS has no authority in our decision making I do appreciate your sharing your opinion as a resident and community advocate.

I hope your family has a safe holiday season.

Kindly,

Beth Barts

Kindly,

Beth Barts

Sent from my iPhone

On Dec 7, 2020, at 10:52 AM, Randall, Phyllis < Phyllis.Randall@loudoun.gov> wrote:

Ms. Greenwell,

I completely agree with you and have said as much multiple times. In October I wrote an open letter to my colleagues on the School Board detailing the Mental Health reasons students should be back in school. In addition, from the BOS

board room dais,...ON THE RECORD I have repeatedly advocated for schools to be open, utilizing all CDC and VDH guidelines for safety. We of course need to protect our educators and LCPS staff as well as student, parents that do not wish to send their students back should not be required to do so.

In short, Mam, you are preaching to the choir, however, I commit to continue singing this song with you.

All my best, Chair Randall

From: Kay Greenwell < mkgreenwell 2004@yahoo.com>

Sent: Monday, December 7, 2020 10:11 AM **To:** Schoolboardemail lcsb@lcps.org

Cc: Randall, Phyllis < Phyllis.Randall@loudoun.gov>; Eric Williams

<Eric.Williams@lcps.org>; asia.jones@lcps.org
Subject: [EXTERNAL] Fw: Open the Schools

Dear Board Members:

I started advocating for schools to open for my own kids, but I have since realized this issue is way bigger than my family. There is a whole set of kids being left in the dust by closure policies that take away their education and their futures. The evidence is overwhelming. My conscience with be clear--I did everything I could to help them. Can you say the same?

Sincerely,

Kay Greenwell Ashburn

---- Forwarded message -----

From: Kay Greenwell < mkgreenwell2004@yahoo.com>

To: atif.qarni@governor.virginia.gov <atif.qarni@governor.virginia.gov>; Clark Mercer

<clark.mercer@governor.virginia.gov>; Frances Bradford

<fran.bradford@governor.virginia.gov>; Tori Noles <victoria.noles@governor.virginia.gov>

Cc: David Reid <deldreid@house.virginia.gov>; Office of Senator John Bell

<district13@senate.virginia.gov>

Sent: Monday, 7 December 2020, 10:05:51 am GMT-5

Subject: Open the Schools

Dear Virginia Officials:

Do you read the Washington Post? They are running story after story after story about opening schools. No one in power seems to care.

"We recently asked a top official in a Washington-area jurisdiction, who insisted on anonymity, why there wasn't more of a push to figure out ways to return children to the classroom. The answer was that there is no political pressure. Parents of means can give their children the help and resources they need or switch them to a private school; parents of minority or disadvantaged students with the most to lose have the least clout."

You should all be ashamed of yourselves that you are letting this happen while celebrating "Equity Week" in Virginia education. "Equity" means everyone gets an education, even those who can't afford private school.

Sincerely,

Kay Greenwell Loudoun County

<image001.png>

<image002.png>

https://t.co/ZisvycvMnS?amp=1

From:

To:

Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John

Beatty; Leslee King

Cc:

Nyah Hamlett

Subject:

School Board Update

Date:

Thursday, December 17, 2020 5:05:26 PM

Attachments:

School Board Update 121720.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)

- I met again today with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- 2. As a reminder regarding the process for the Annual Organizational meeting, please refer to Policy 2210.
- 3. Due to the fact that LCSB committee composition will change as of January 4, committee chairs with committee meetings scheduled within the first two weeks of January should reach out to staff liaisons in order to allow ample transition and planning time.
- 4. The next School Board update will occur on January 4. Happy holidays. Enjoy your winter break.

Department of Instruction

1. Information from Ashley Ellis regarding LCPS plans to continue with AAP and VDH guidance on mask wearing during athletic practices and competitions. (pp. 1-2)

Department of Support Services

1. Support Services update from Kevin Lewis includes: Advanced Security Protocol at the Administration Building During School Board Meetings, K-12 school security simulated exercise and WiFi Installation on School Buses Update. (pp. 3-11)

Optional Reading: Articles

Loudoun Times story regarding school closures due to dangerous winter conditions. Dec. 17.

https://www.loudountimes.com/news/first-winter-storm-of-season-gives-students-day-

off-causes-headaches-for-drivers/article_3282f616-406b-11eb-b081-bba1a9fac3d3.html

<u>LoudounNow story regarding appointment of Dr. Ziegler as Interim Superintendent, Dec. 16.</u>

https://loudounnow.com/2020/12/16/ziegler-named-interim-superintendent-in-loudoun/

Loudoun Times story regarding appointment of Dr. Ziegler as Interim Superintendent, Dec. 16.

https://www.loudountimes.com/news/ziegler-named-loudoun-public-schools-interim-superintendent/article_ac0b17c4-3fa4-11eb-b9f7-0319125aa7ce.html

WTOP News story appointment of Dr. Ziegler as Interim Superintendent, Dec. 16.

https://wtop.com/loudoun-county/2020/12/loudoun-county-names-ziegler-interim-superintendent/

WDVM story regarding appointment of Dr. Ziegler as Interim Superintendent, Dec. 16.

https://www.localdvm.com/news/virginia/lcps-announces-interim-superintendent/

Loudoun Times story regarding gender-identity related agenda items for reconvened School Board meeting, Dec. 16.

https://www.loudountimes.com/news/school-board-to-consider-gender-pronoun-policy-anti-name-calling-resolution/article_e7ce092c-3fb0-11eb-8f72-2bf46c8aa438.html

LoudounNow story regarding LCPS return of CARES Act funding, Dec. 16.

https://loudounnow.com/2020/12/16/facing-spending-deadline-school-division-to-return-7-5m-in-cares-act-funding/

LoudounNow story regarding plans to increase size of Equity Committee, Dec. 16.

https://loudounnow.com/2020/12/16/loudoun-school-board-to-expand-equity-committee/

WJLA story regarding appointment of Dr. Ziegler as Interim Superintendent, Dec. 15.

https://wjla.com/news/local/loudoun-county-public-school-names-interim-superintendent

WTOP News story regarding winter weather plans, references LCPS observation of snow days, Dec. 15.

https://wtop.com/weather-news/2020/12/wednesdays-snow-likely-to-be-most-

significant-in-2-years/

LoudounTimes story regarding LCPS students in Civil Air Patrol, Dec. 14.

https://www.loudountimes.com/news/loudoun-teens-take-to-skies-with-local-civil-air-patrol/article 15b76970-3e3d-11eb-b2c8-4bb801ebfacf.html

Fox News story regarding LCPS contracts with Equity Collaborative, Dec. 14.

https://www.foxnews.com/us/virginia-county-spends-nearly-500g-on-critical-race-theory-programs-for-schools

West Nova News story regarding LPCS contracts with Equity Collaborative, Dec. 11.

https://westnovanews.com/stories/568964739-loudoun-county-schools-signs-new-contract-with-social-justice-consultants

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

From:

Monica O"Meara

To:

Denise Corbo; Beth Barts; John Beatty; Atoosa Reaser; Brenda Sheridan; Eric Williams; Harris Mahedavi;

Schoolboardemail; Leslee King; Ian Serotkin; Jeff Morse; bos@loudoun.gov

Subject:

[EXTERNAL] School board meeting 12/15

Date:

Wednesday, December 16, 2020 8:10:10 AM

Good Morning. My name is Monica Sadeghi. I have been present and speaking at the school board meetings since early fall. I have sent numerous emails to my school board rep (Mr.Beatty) and a few to the board as a whole. I first want to thank you all for the time you out in to your position as a school board member. I can't tell it is a tough position and it seems like the ones who are loud are always angry. So I would like to express my gratitude to start this off. The board is also receiving emails regarding specific members and their questionable behavior towards the public. I would like to say that yes a couple moldy blueberries could spoil the bunch.... but in this case I don't believe that to be true. I have had the pleasure of speaking in person to the school board at least 3 times... maybe more? After speaking in person and doing the Webex public comment I was surprised that I actually prefer and the in person public comment. While making public comment to the board members who we present in the building I made eye contact with all of them (Serotkin, Morse, Sheridan, Beatty, King). All were listening and engaged in what I was saying. I felt like they were actually listening. While in person I looked at the large screen behind the board members two members we distracted and never looked up. One member was distracted and only looked up when I referenced an event that she was specifically at. To be honest I have tried to be kind with my words. I have tried to refrain from name calling and mean rhetoric but I can't judge the parents who are resorting to that. It seems to be the only way to get some SB members attention. I would love to say that my involvement with the school board has been a positive experience but over all it has not. When trying to make a difficult decisions I like to make a list of pros and cons to help clear my head and really looks at the info. My difficult decision is for my children next year. Am I going to roll the dice on LCPS to get their act together or do I jump ship?

LCPS positives

- 1. We have LOVED all of our teachers
- 2. The schools my children attended have been amazing as well (Catoctin and KWC)
- 3. My Rep Mr. Beatty has been very responsive and friendly. He has also shown he is fighting for quality education for the students of LCPS
- 4. Until March of 2020 my children were receiving outstanding education.

LCPS Negatives

- 1. LCSB shows a lack of understanding of the counties needs
- 2. The Equity the LCSB talks about is purely virtue signaling. I have yet to see the school board take steps in this pandemic to be equitable.
- 3. Lack of TRUST in the majority of the school board to make decision in the best interest of children.

The 3rd negative is huge for me. I can honestly say that even though I don't agree with everything Phyllis Randal support she recently has show that she is following science and facts and not pushing a personal agenda. I respect the hell out of her for that. To give you and quote of hers recently "the science is the science" and "we can't just accept it when it fits our agenda or opinions". PR is showing Loudoun county that she is her to support and work for ALL residents not just the ones or groups who helped her get elected.

Feeling flustered last night I also forgot to bring up the fact that LCPS and the parks and rec daycare use the same mitigation strategies. Yet these bogus metrics the board voted on in a shady meeting only mean the schools are too dangerous for school children not for parks and rec daycares. Yet another inconsistency in the decision making of the LCSB. I would love to come together with the school board and have honest open discussions on how to best move forward and get these kids back in school where they belong. Please feel free to reach out to me!

Monica Sadeghi 971-506-2414

I would also like to give a big thank you to

Beatty, Morse, Serotkin you all continue to show up and fight for our children! I don't think I can thank you enough!
Sent from my iPhone

From: Robert Reinish

To: Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts;

Brenda Sheridan; Schoolboardemail; Eric Williams

Cc: phyllis.randall@loudoun.gov; Stephen DeVita

Subject: [EXTERNAL] Why do you allow members to post selfies on facebook during board meetings? Shouldn"t they be

listening to public comment instead?

Date: Tuesday, December 15, 2020 8:50:07 PM **Attachments:** barts during public comments.png

policy 1030 school board.pdf

LCPS School board,

Today at 445PM I had to leave my son's therapy session early to attend the LCPS school board meeting and public comment session. He's a junior at Briar Woods struggling with anxiety, ADHD and depression made worse by the fact that he has not been in school for 9 months now. We see his therapist weekly trying to help him cope. I actually thought school board members cared and listened to their constituents during these comments. I know that some of you do and it is appreciated. While I don't agree with several of your views on school closing, I do think that most of you take your jobs seriously. It is always disturbing to see some members on their phones not listening while board meetings are going on, but of course there is very serious business to attend to. Like posting selfies on Facebook DURING PUBLIC COMMENTS.

Tonight I listened to working parents pour their hearts out about issues their kids and families are having with distance learning while working two jobs and trying to take care of the little ones. I heard community members discussing equity issues, LEA brought up pay issues for teachers and of course the hot button issue of opening/closing schools during the pandemic. Our community is literally being torn apart over our school issues and certain members of the school board are creating an atmosphere of mistrust in the community. I find it interesting that during public comments, the public always singles out a particular board member for her lack of empathy for the community. Every single meeting there are comments directed at Ms Barts and her behavior. Imagine my surprise this evening to find the attached picture of Beth Barts circulating on social media that was posted DURING PUBLIC comment when she should be listening to her constituents. I know the board has received many complaints about Ms Barts and her behavior on social media, tonight she broke a contract with our community. Tonight she cast a shadow on the rest of the school board. Tonight she told the residents of Loudoun County that they don't matter and their kids don't matter. Many in the community question if the school board is listening to us, tonight we got confirmation that at least one member is not.

I am writing this evening to request the members of the school board ask Beth Barts to resign her position effective immediately. I am also writing to demand a public apology from the school board to the Loudoun County community. She showed disrespect for our kids, our teachers, LEA members and the other school board members who were listening to every word that was said during public comment. There is no apology, no reprimand (you have already tried those) no censure that can repair the broken bond of trust with our community. I have attached the LCPS school board member code of conduct. I would encourage Mr Barts to re-read it and realize that school board members represent all of the residents of Loudoun County, not just a particular zip code. It is a school board members job to act in the best interests of our students. How can you do that when you don't even listen to them?

I believe the members of our community can work with the school board, teachers, principals

and our children to return our children to school safely. We will never get down to solving the real problems this pandemic presents when we have a board member who won't even listen and who openly disrespects and mocks her constituents. It is time for the board to act and to ask for Ms Barts resignation so our community can get back to the business of solving the huge challenges we are all facing with CV19.

Thank you and please remain safe this holiday season.

Regards,

Robert J. Reinish 703 772 4074

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: Date: School Board Update
Thursday, December 10, 2020 5:29:10 PM

Attachments:

School Board Update 121020.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 commitments:
 - Participated in agenda review meeting with Brenda Sheridan and Atoosa Reaser;
 - Met with Kevin Lewis regarding Support Services matters; and
 - Met again today with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.

Business and Finance

1. Information from Sharon Willoughby regarding the recommendation of the County Action on Reserve Releases. (p.1)

Department of Pupil Services

- 1. Follow up response from Asia Jones to Beth Barts and Denise Corbo regarding athletics and COVID-19 cases reporting, Woodgrove HS Basketball. (pp. 2-4)
- 2. Follow up response from Asia Jones regarding Woodgrove HS Basketball team. (pp. 5-6)

Department of Instruction

 Information from Ashley Ellis regarding the Healthy and Music Resource Adoption. (pp. 7-8)

Department of Support Services

1. The attached memo from Kevin Lewis, Assistant Superintendent for Support Services, requests the establishment of an Executive Director, Chief of Facilities. This position would oversee and coordinate the divisions of Construction and Facilities. The volume and technical complexity of the capital programs of LCPS has critically outgrown the structure resulting in a deficit of capacity to address the facility infrastructure needs. This position

would coordinate collaboration and supervise staff to achieve a higher level of performance requisite for a program measured in hundreds of millions of dollars. HRTD has reviewed the position description and placed it at the Administrative Level 7, and Business and Finance has confirmed the request (\$236, 205 with benefits) may be funded from anticipated available funds from the County's first reserve release after the employee salary step increases have been awarded. The Assistant Superintendent for Business and Finance, the Assistant Superintendent for Human Resources & Talent Development and I support this proposal and plan. If you have any questions or concerns regarding this proposal, please contact Kevin Lewis by 5 p.m. on Thursday, December 17. If there are no concerns, we will proceed with posting the position as early as December 18 and the position would not be filled before January 12 when the School Board formally appropriates the additional funds from the County. (pp. 9-12)

 Support Services update from Kevin Lewis includes: NAACP 80th Anniversary Celebration - LCPS Comments on Douglass School Renovation and Transportation Concern Registry Update. (p. 13)

Optional Reading: Articles

WUSA TV story regarding recent LCPS positive cases, metrics, return to school plans, Dec. 9

https://www.wusa9.com/article/news/health/coronavirus/loudoun-county-public-schools-reports-20-positive-covid-19-cases/65-af9ada18-05f2-4f6b-99c4-4fcde2437436

Local WDVM story regarding LCPS metrics, Dec. 8.

https://www.localdvm.com/video/lcps-may-go-back-to-100-vertual-learning/6100457/

WTOP News story regarding LCPS metrics, Dec. 8.

https://wtop.com/loudoun-county/2020/12/what-triggers-a-return-to-all-distance-learning-in-loudoun-co/

<u>LoudounNow story regarding Loudoun County vaccine plans, references LCPS, Dec. 7.</u>

https://loudounnow.com/2020/12/07/county-leaders-on-vaccine-stay-patient-stay-safe-2/

Loudoun Now story regarding impact of increasing cases on LCPS metrics, Dec. 7.

https://loudounnow.com/2020/12/07/loudouns-coronavirus-case-growth-nears-trigger-to-close-in-person-learning/

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

From:

Michelle Thomas

To:

Sara Howard-O"Brien; Leslee King; Jeff Morse; Ian Serotkin

Cc:

Eric Williams; Schoolboardemail; Pastor Michelle C. Thomas; cacoates@verizon.net; Robin Burke; Rochelle

Summer; Amanda Tandy; Ron Campbell

Subject:

[EXTERNAL] 1942 LCPS Letter to NAACP Regarding Douglass High School

Date:

Tuesday, December 8, 2020 2:39:16 PM

Attachments:

School.pdf

Sara Howard-O'Brien and Members of the Finance & Facilities Committee, Here is the one of the greatest piece of documented evidence that codifies the NAACP Loudoun Branch's invaluable relationship with LCPS during the building of the Douglass HS, the daily operational advocacy, the advocacy success of accreditation, the investment in school furnishing & equipment for Douglass High School students, the advocacy and negotiations of increase in African American teacher salaries to a comprable fair wage. The advocacy of the NAACP made all the difference in the successful formalization of integrated education and equity for students, teachers and staff of Color. After 80 years, the NAACP Loudoun Branch continue to partner with LCPS advocating for the full dismantling of systemic racism found at LCPS. The NAACP Loudoun Branch is inestricably tied to the historic Douglass High School, as our branch was founded for the sole purpose of building Douglas HS and ensuring that African American students had access to and equitable secondary education. It is based of the fact of our unique integral role of advocacy and providing solutions for the Douglass HS build and support of it's students and staff, do we ask for permanent operating space in the Historic Douglass HS Building to share our history and continue our mission of our NAACP Loudoun Branch (secure the educational equality of rights and eliminate race-based discrimination). To provide further evidence and learn the rich history of the NAACP Loudoun Branch's integral role in the Douglass HS build and operations please see the following:

- 1. Letter from <u>G. William Liverpool</u>, <u>principal of Douglass High School</u>, to Mrs. Marie Medley, president of the Loudoun County NAACP, January 24, 1942. Mr. Liverpool lets NAACP president Marie Medley know that Douglass High School has been accredited, and ends the letter by saying, "long live the NAACP!"
- 2. February 2004 issue of *Loudoun Magazine*, Elaine E. Thompson's <u>article about the history of Douglass High School</u>.

Sincerely, Pastor Michelle C. Thomas President NAACP Loudoun Branch 703-298-0887

From:

Beth Barts Kevin Lewis

To: Cc:

Schoolboardemail; Superintendent"s Cabinet; Nancy Kramer

Subject:

Re: LCPS Pathway to Equity: A Community Conversation with LCPS, Leesburg Police Dept and LCSO

Date:

Tuesday, December 8, 2020 1:02:10 PM

Thank you for the invite. Unfortunately my husband has a work virtual event that I need to attend with him. I am glad it is being recorded so I can watch later.

Kindly,

Beth Barts

Sent from my iPhone

On Dec 8, 2020, at 12:59 PM, Kevin Lewis < Kevin.Lewis@lcps.org > wrote:

Good Afternoon School Board members and Cabinet.

Each of you either have or will receive an invitation to: LCPS Pathway to Equity: A Community Conversation with LCPS, Leesburg Police Dept and LCSO (Virtual) which is scheduled for Dec. 9, 2020 at 6:00 PM - 7:30 PM and can be found here: https://www.lcps.org/Page/2#calendar69227/20201207/event/1684495

LCPS will host a Pathway to Equity: Community Conversation regarding the Memorandum of Understanding (MOU) between LCPS, the Leesburg Police Department and the Loudoun County Sheriff's Office. The purpose of the School-Law Enforcement partnership is to promote a positive relationship between students, staff and law enforcement; to create awareness of the partnership; and to deepen understanding of how LCPS and local law enforcement endeavor to maintain safe, supportive, and secure school environments. The virtual meeting is open to the public. The event will be moderated by Leah Dozier Walker, Director of Equity and Community Engagement with the Virginia Department of Education. The meeting also will be livestreamed on LCPS.org and broadcast on Comcast channel 18 and Verizon FIOS channel 43. The draft Memorandum of Understanding is available for review on the LCPS Equity Overview webpage.

There will be a facilitated panel discussion with representatives from the following:

Minority Student Achievement Advisory Committee (MSAAC)
Special Education Advisory Committee (SEAC)
Hunt District PTA
Loudoun County School Board
Loudoun County Public Schools Principal, Staff and Administration
Local Law Enforcement

Loudoun County Commonwealth Attorney's Office Virginia Department of Criminal Justice Systems (DCJS)

The public is invited to submit questions for panelists in advance. Whereas you have not been assigned a role on the panel discussion, you may very well be invited to participate by responding to questions or comments during the evening and therefore your Webex invitation does allow for that function. I hope the evening will be productive in continuing to establish a trusting relationship among the critical stakeholders of our school community and look forward to the discussion.

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

From:

Lottie Spurlock

To:

Traci Townsend; Ryan Tyler; Chad T. Green; Jessica Harding; Cynthia Lewis; Scott Meisenzahl; Amanda Kim; Jennifer Miller; Stefanie LaPolla; Wendy King; Odette Scovel; Patricia Herr; Lyndria Bland; Tracy Jackson; Virginia C. Patterson; Lisa Fillipovich; Lindsay Orme; John Lody; Veronica Cuadrado; Mark Smith; Robert Phillips; Alix Smith; Laura Collins; Patricia Coggins; Andrea Mendoza; Charles Barrett; Gus Martinez; Rae Mitchell; Nereida Gonzalez-Sales; Neil Slevin; John P Walker; Clark Bowers; Ashleigh Spiegel; Susan Casale; Tisha Austin; Erin

Goodykoontz; Seju Shastry; Thomas Wolf; Justin Martin; Lhe Smith

Cc: Subject: Ashley Ellis; Asia Jones; Scott Ziegler; Sharon Willoughby; Kevin Lewis; Vince Scheivert; Nyah Hamlett

RE: Cross-Dept Follow-up on Logic Model for LCPS Equity Plan

Date:

Tuesday, January 5, 2021 4:57:38 PM

Attachments:

image004.png

Greetings, All:

Thank you for a positive and productive meeting yesterday. Greatly appreciated.

Please stay tuned for a follow up on next steps for small group and whole group work ahead. A few of you have asked about the quotes and/or slides, so I have linked that the slide deck here. Slide 7 references the VDOE Road Map and Audit Tool that was released in December 2020. You'll notice how our work aligns with the state framework, as well as how we can utilize these resources to build upon our work as central office leaders and how we support staff and students going forward.

Feel free to reach out with questions or if you desire thought partnership around your departmental work as outlined in each of the Comprehensive Equity Plan logic models.

Together along this journey, Lottie

Lottie M. Spurlock

Director of Equity Office of the Superintendent Loudoun County Public Schools 21000 Education Court

Ashburn, VA 20148 571.252.1210

Twitter: @LottieSpurlock

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

----Original Appointment----

From: Lottie Spurlock

Sent: Tuesday, December 8, 2020 3:45 PM

To: Lottie Spurlock; Traci Townsend; Ryan Tyler; Chad T. Green; Jessica Harding; Cynthia Lewis; Scott Meisenzahl; Amanda Kim; Jennifer Miller; Stefanie LaPolla; Wendy King; Odette Scovel; patricia.Herr@lcps.org; Lyndria Bland; Tracy Jackson; Virginia C. Patterson; Lisa Fillipovich; Lindsay Orme; John Lody; Veronica Cuadrado; Mark Smith; Robert Phillips; Alix Smith; Laura Collins; Patricia Coggins; Andrea Mendoza; Charles Barrett; Gus Martinez; Rae Mitchell; Nereida Gonzalez-Sales; Neil Slevin; John P Walker; Clark Bowers; Ashleigh Spiegel; Susan Casale; Tisha Austin; Erin Goodykoontz; Seju Shastry; Thomas Wolf; Justin Martin

Cc: Ashley Ellis; Asia Jones; Scott Ziegler; Sharon Willoughby; Kevin Lewis; Vince Scheivert; Nyah Hamlett

Subject: Cross-Dept Follow-up on Logic Model for LCPS Equity Plan

When: Monday, January 4, 2021 1:00 PM-3:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Google Meet; link is below

Join this meeting on Google Meet

meet.google.com/css-tfqv-nic

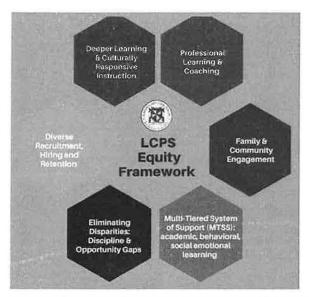
12/21 – UPDATE: Since our original date was a SNOW DAY, this meeting is now being moved to the afternoon of January 4th. The agenda and some guiding questions are listed below for your preview. This is an important meeting to determine both short-term and long-term next steps relative to our goals, data collection and reporting. Thank you, in advance, for your participation in the work session we will hold in January. Enjoy the holiday season and a well-deserved winter break. Sincerely, Lottie

Logic Models:

https://docs.google.com/document/d/12Ke3zKbih1NvQCdhI3rosmqLQ6qwLrFbiURZJdRsDtg/edit

Agenda for Meetings with Points of Contact for Revised Logic Models December 2020

• Revisit the purpose of the Comprehensive Equity Plan Equity Plan (10 minutes)



- Review the revised Action Steps, Responsibilities and Expectations (Behaviors), and Outcomes (30 minute small groups; 5 minute report-out)
 - What are the priority behaviors?
 - What are the foundational behaviors? Which behaviors come first in the stages of change?
 - What changes will be facilitated by these practices?
 - What are the most important outcomes?
 - Which outcomes represent the first stages of change?
 - What outcomes matter to our stakeholders?
 - What data is needed to document the behaviors and outcomes?
 - What data is currently available or will be available?
 - What additional data sources will be needed?
 - Who will collect and manage the data?
- Next Steps
 - Developing the data collection plan <u>Preparing for Data Collection</u> (10 minutes)
 - Ongoing supports by the Equity and Research Offices
 - How can we highlight the effective practices and support the ongoing equity work?
 - Questions

Good afternoon, All.

I hope your week is going well. As a follow up to our recent small group logic model discussions on the goals of the LCPS Comprehensive Equity Plan, our whole group next step is to come back together to continue to examine our work, current practices, and how we will monitor goal-attainment and measure impact. Please plan to attend this meeting which will encompass both whole group and small group time around the logic models, as well as our garnering your input on next steps for updating various stakeholders on the progress of the goals in the equity plan. We may not need the full-two hour block, but thank you for reserving this time on your calendar. Together in this work,

Lottie



Join this meeting on Google Meet meet.google.com/css-tfqv-nic

modegoogie.com/obb tiqv ma

First-time user? Learn about Meet

From: To: Kayla Marlin Scott Ziegler

Subject: Date: Fwd: Update to All LCPS Staff Members Tuesday, January 5, 2021 6:42:57 PM

Dr. Ziegler,

Thank you for the update!

If teachers do choose to go into the building starting on the 12th, are we allowed to bring our school aged children with us as stated in previous communication?

Kayla Marlin Fourth Grade Moorefield Station Elementary Get <u>Outlook</u> for iOS

From: Loudoun County Public Schools <BlackboardMN@LCPS.org>

Sent: Tuesday, January 5, 2021 6:30:26 PM

To: Loudoun County Public Schools Recipients < recipients@loudoun.parentlink.net>

Subject: Update to All LCPS Staff Members

Email Banner	

January 5, 2021

Colleagues,

It is with sincere appreciation for all you do for the students of Loudoun County that I wish you a Happy New Year and welcome you back to the start of 2021.

While the past year has been difficult, we should all take pride in the collective and individual successes we achieved in 2020. Among them, as an organization, we developed and implemented an entirely new learning modality for students. We found ways to bridge gaps caused by COVID and we forged a path forward. As individuals, you are delivering quality instruction in your classrooms and from your homes. You are supporting the social-emotional and mental health needs of your students and families. You are providing meals to students in need. You are making sure our buildings are clean and safe, and you are transporting students safely. In sum, students' lives are being positively impacted by each employee and our students are learning.

None of those achievements has come easily, and it's clear that many of the challenges and frustrations of 2020 will continue into 2021. I would like nothing more than to present to you a long-term plan that lays out the next six months and the start of the next school year. Unfortunately, I am unable to do so. The changing dynamics of COVID make that impossible. For now, we need to continue embracing flexibility, and make peace with the not-yet-known.

On January 4, the administrative team presented to the School Board a new way of looking at metrics for the three core indicators of risk, which were adopted on Nov. 17 for determining whether students should be in schools. If you did not see the presentation, I encourage you to take a look at a <u>replay</u> of the meeting. These proposed new metrics will enable LCPS to look at data at the classroom, school, and high school cluster level to make decisions about learning modality. The School Board will consider action on these metrics on January 12 and implementation may have an impact on school operations and for those families who chose hybrid instruction.

As you know, the administration has directed instructional staff to return to the buildings on January 12, 2021. Based on the adopted metrics and current data, I am suspending that directive and will provide additional information on the return-to-school date after the School Board meets on January 12. To be clear, instructional staff members may, but are not required to, report to their assigned work location on January 12.

As we move forward, I will continue to provide updates on our evolving situation and changes we or the School Board may adopt. Your continued adherence to the mitigation standards copied below and your commitment to the health and well-

being of every LCPS student, staff member, their families and our community are appreciated.

Sincerely,

Scott Ziegler, Ed.D. Interim Superintendent

Mitigation Standards

Daily symptom checker

Although COVID-19 can cause a wide range of symptoms, employees should be attuned to the presence of the following new symptoms as potential signs of a COVID-19 infection, particularly if they cannot clearly be attributed to a pre-existing health condition and self-screen for them each day before coming to work:

Daily Symptom Screening Checklist

Answer "YES" or "NO"—In the last 48 hours have you had any of the following: YES NO

- 1. A new fever (100.4 or higher) or the sense of having a fever or chills?
- 2. Use of medication to reduce a fever (in the last 24 hours)?
- 3. A new cough that you cannot attribute to another health condition?
- 4. New shortness of breath that you cannot attribute to another health condition?
- 5. A new sore throat that you cannot attribute to another health condition?
- 6. New onset of congestion or runny nose that you cannot attribute to another health condition?
- 7. New muscle aches (myalgia) that you cannot attribute to another condition or that may not have been caused by a specific activity (such as physical exercise)?
- 8. New nausea, vomiting, or diarrhea that you cannot attribute to another health condition?
- 9. New loss of taste or smell that you cannot attribute to another health condition?
- 10. Have you been around someone who has symptoms of illness or someone who has tested positive for COVID-19 in the last 48 hours?

If an employee answers "yes" to any of these questions, they should seek medical attention and postpone reporting to work. Additionally, employees will be subject to random daily temperature checks, though also encouraged to monitor their own temperature each day prior to reporting to work.

LCPS Symptom-Checker Alternative Processes

In the event the symptom-checker survey is not delivered by text or email, parents and staff members can complete the survey by visiting the <u>Qualtrics LCPS COVID-19 Symptom Checker Survey website</u>.

This link can also be reached through every LCPS school website and can also be found in the "Families" and "Students" sections of LCPS.org.

Face coverings

Face coverings, including cloth or procedure masks, are intended to mitigate the spread of the virus by reducing airborne droplets. They should cover the nose and mouth. All employees must follow LCPS guidance related to face coverings. In other words, the use of face coverings is mandatory. LCPS has provided a limited number of cloth face coverings for employees who are working on-site in LCPS facilities.

Face coverings are required in all LCPS facilities when in shared areas of the buildings, including but not limited to break rooms, kitchens, restrooms, hallways, stairwells, lobbies, and meeting rooms. They are also required while in personal workspaces, except when in a room, office, or cubicle with walls 7' or higher, with the door closed. Face coverings may be removed while actively eating or drinking, but only if a minimum of 6' of physical distancing can be maintained. Otherwise, the employee should relocate to space with an increased ability to distance to consume food or beverages.

Physical distancing

The most important component of protecting the health of all employees is maintaining consistent physical distance from others. Employees should remain at least 6' from other individuals at all times, or 10' if strenuous physical tasks are being performed or when speaking loudly, thus projecting additional airborne droplets. This applies in all settings, including common areas, hallways, meeting spaces, workstations, and offices. Departments and employees are encouraged to think creatively about the best way to use existing space to appropriately distance employees, assuming significant configuration changes to the workstation infrastructure cannot easily be made.

Employees should not share spaces and office supplies, if avoidable. This includes phones, staplers, and other office supplies. When possible, workstations and desks should not be shared or should be thoroughly disinfected between users. Staggered work schedules may be implemented to increase physical distancing.

Additionally, employees should be mindful of physical distancing in other work-related contexts, including times when they might travel to other LCPS sites to perform work duties. For example, unless employees can be 6' apart, they should not ride together in a vehicle.

Hand Washing and Sanitizing Stations

Employees should regularly clean their hands, washing them with soap and water for at least 20 seconds, or using hand sanitizer with at least 60% alcohol, to minimize the virus on their hands. At a minimum, hands should be washed or sanitized:

- · After blowing one's nose, coughing, or sneezing
- · Before, during, and after preparing or consuming food
- · After using the restroom
- · After touching trash
- · Before and after a work shift
- · Before and after work breaks
- After touching objects handled or touched by others, such as any surface in a common area (e.g. elevator buttons, microwaves, refrigerator handles, shared office supplies)
- Before applying or adjusting their face covering
- · Immediately after removing gloves.

Enhanced Building Cleaning

From the earliest days and throughout the response, LCPS has been committed to cleaning measures that enhance employee safety. These include high-frequency cleaning of high-touch surfaces such as, but not limited to, stair rails, doorknobs, faucet handles, and elevator buttons, as well as continued in-depth daily cleaning of spaces used during the workday.

Employees are also provided with the opportunity to complete online Hazard Communication: Right to Understand training and follow up in-person demonstration training to be able to utilize the approved LCPS hospital-grade disinfectant (Diversey Virex II 365) in their workspaces if additional cleaning is desired beyond the standard daily cleaning completed by their respective building's custodial staff.

To access the training, employees can visit https://lcps-va.safeschools.com/ and log in with their employee PID. Employees may complete the 26-minute online training--Hazard Communication: Right to Understand (GHS) (full course) and report completion to their supervisor to coordinate access to shared cleaning supplies. Employees will need to complete a short in-person additional training offered by a member of the custodial staff. Only trained employees should use the provided cleaner and cleaners. To protect student and staff health and safety, cleaners from home should not be used, as they may interact with the cleaner provided.

Health Mitigation Monitors

HMMs monitor all student and staff activities to ensure compliance with the many COVID-19 mitigation protocols published by LCPS, CDC, OSHA, and the Virginia Department of Labor and Industry.

Employees may report violations of LCPS COVID-19 mitigation measures to their supervisor or the HHM assigned to their building.

Meetings and Gatherings

- · Virtual meetings are encouraged
- · Maintain 6' of physical distancing during meetings and gatherings
- · Follow posted signage regarding room capacity
- Leave tables and furniture in place to maintain physical distancing
- · Avoid hand shaking or other physical contact

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Loudoun County Public Schools | Administration Building21000 Education Court, Ashburn, VA 20148 | 703-996-2190

From: To: Subject: Date: Loudoun County Public Schools Loudoun County Public Schools Recipients Update to All LCPS Staff Members Tuesday, January 5, 2021 6:32:47 PM

Email Banner		

January 5, 2021

Colleagues,

It is with sincere appreciation for all you do for the students of Loudoun County that I wish you a Happy New Year and welcome you back to the start of 2021.

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Sincerely,

Scott Ziegler, Ed.D. Interim Superintendent

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LCPS Symptom-Checker Alternative Processes

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- · Before and after work breaks
- · After touching objects handled or touched by others, such as any surface in a common area (e.g. elevator buttons,

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Loudoun County Public Schools | Administration Building21000 Education Count, Ashburn, VA 20148 | 703-996-2199

From: To: Scott Ziegler Schoolboardemail

Cc:

Ashley Ellis; Asia Jones; Eric Williams; Kevin Lewis; Mark Smith; Scott Ziegler; Sharon Willoughby; Vince

Scheivert

Subject:

Staff Message

Date:

Tuesday, January 5, 2021 5:46:00 PM

Attachments:

image001.png

Good Evening Board Members,

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Scott A. Ziegler, Ed.D.
Assistant Superintendent of Human Resources & Talent Development
Loudoun County Public Schools
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Ashburn, VA 20148
Scott.Ziegler@lcps.org

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Interim Superintendent

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Obtained via FOIA by Judicial Watch Inc.

From:

Clmichon

To:

Clmichon; bos@loudoun.gov

Cc:

Schoolboardemail; Denise Corbo; Brenda Sheridan; Leslee King; Beth Barts; Harris Mahedavi; Scott Ziegler;

Atoosa Rease

Subject:

[EXTERNAL] Board of Supervisors - DEFUND LCPS - NOW!!

Date:

Tuesday, January 5, 2021 10:38:31 PM

Loudoun County Board of Supervisors,

Earlier today, Mr. Ziegler, the interim LCPS Superintendent, in as much announced to staff that LCPS will not be opening for students for the remainder of this school year, and to plan for next year to be all distance learning as well. Since this is the case, PLEASE DEFUND LCPS beginning July 1, 2021. Instead, return the tax dollars of \$16,000 per student to each family who requests it so they can afford to provide the education that LCPS has failed, and continues to fail, to give. There has already been a mass exodus from LCPS, many more than is shown in the numbers they use. But those families are in the position to already afford private school or have the ability to be home full time and teach their own curriculum by homeschooling or have moved elsewhere to places that value education. But the rest of the Loudoun families of school aged children are not in that position and need their tax money back so they can pursue a quality education for their children. The "equity" that is spouted left and right around here is such hogwash. There is no equity in leaving those families who have financial insecurities and language barriers behind. The educational chasm that has been created due to the continued closure of our schools these past 10 months in LoCo is enormous and growing larger each and every day. So, refund the tax dollars for each student so that families can afford to get an education for their children.

With whatever small school budget there is left, cut all the "specials" - PE, art, music, theater, photo journalism, tech ed - these curriculums have been proven out the past 10 months that they cannot be taught online. From there, you have no need for thousands of teachers at every grade level when teaching remote through a camera. Colleges have shown that. You can teach 1000 students in an online platform. So, 3/4 of the teachers are no longer needed. And, the admin building is full of employees that no longer have anything to do so cut the majority of positions there as well. And while you are at it, cut the job of the Superintendent. That too has proved itself worthless this past year. With whatever funds are left, for the skeleton staff needed, cut their salaries in half and you can still offer "distance learning" to those families who so choose to access that and do it within your budget constraints.

There, I did the 2021/22 budget for you. BAM! LCPS no longer needs to be 70% of the Loudoun County budget when they are not offering an education for the children of Loudoun. The allocation of \$16K per student back to the families who are going to educate their children elsewhere can be made up by furloughing 3/4 of the LCPS staff and admin as the School Board has proved their jobs to be non-essential with the closure of our schools.

NOTHING the LCPS School Board has done makes any sense. We can have children in the school buildings for childcare, but not education. We have students in the buildings for recreational and high school sports, but not education. There can be sports but no allowance for the arts or any of the hands on trades. And now, for another year or years?!!!! But do let us pat ourselves on the back for providing a full salary for LCPS employees to stay home all the while the private sector is working and mitigating the virus.

And,

While I am at it, please put the real heroes of this pandemic at the front of the line for the vaccine if they so desire to receive it. Those who have worked EVERY SINGLE DAY since March. Those true front line workers are the ones working at our grocery stores, providing curbside pickup, stocking shelves, drive through pharmacies, working on the public works infrastructure, sanitation, delivery drivers, postal workers and childcare providers as well as our healthcare providers and first responders. Why are educators going to get the vaccine in Loudoun ahead of the people who have actually worked non-stop these past months, if schools are not going to open for the foreseeable future for our children?

Obtained via FOIA by Judicial Watch Inc.

Children are not spreaders. The virus is 99.95 % survivable. Defund LCPS. They are inept and have failed our children. This directly adversely impacts our entire county, one that previously was a fabulous place to raise a family. Board of Supervisors, this is in your hands now.

Respectfully submitted, Carri Michon Hamilton resident for 24 years Mother of 6 Grandmother of 9.5

And I didn't even address the mental heath crisis this has created for the K-12 students, although I have emailed numerous times on this topic of grave concern, at least to parents. Obviously not to LCPS leadership or School Board. #LCPSfail

From: To: Brenda Sheridan Scott Ziegler

Subject: Date: Re: Staff Message Tuesday, January 5, 2021 8:40:55 PM

Attachments:

image001.png

very clear message. thanks

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

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

From: Scott Ziegler < Scott.Ziegler@lcps.org> **Sent:** Tuesday, January 5, 2021 5:46 PM **To:** Schoolboardemail < lcsb@lcps.org>

Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>

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From:

Harris Mahedavi

To:

Scott Ziegler

Cc:

Ashley Ellis; Asia Jones; Mark Smith

Subject:

RE: Staff Message

Date:

Tuesday, January 5, 2021 7:02:10 PM

Attachments:

image002.png image003.png

Hi Scott,

Thank your for sharing this message. I am already seeing positive response to this message. Really well done message, please continue this approach.

Thanks

Harris



Harris Mahedavi | Loudoun County School Board Ashburn Representative

email: Harris.Mahedavi@lcps.org

mobile: 571-420-9312

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On January 4, the administrative team presented to the School Board a new way of looking at metrics for the three core indicators of risk, which were adopted on Nov. 17 for determining whether students should be in schools. If you did not see the presentation, I encourage you to take a look at a <u>replay</u> of the meeting. These proposed new metrics will enable LCPS to look at data at the classroom, school, and high school cluster level to make decisions about learning modality. The School Board will consider action on these metrics on January 12 and implementation may have an impact on school operations and for those families who chose hybrid instruction.

As you know, the administration has directed instructional staff to return to the buildings on January 12, 2021. Based on the adopted metrics and current data, I am suspending that directive and will provide additional information on the return-to-school date after the School Board meets on January 12. To be clear, instructional staff members may, but are not required to, report to their assigned work location on January 12.

As we move forward, I will continue to provide updates on our evolving situation and changes we or the School Board may adopt. Your continued adherence to the mitigation standards copied below and your commitment to the health and well-being of every LCPS student, staff member, their families and our community are appreciated.

Sincerely,

Scott Ziegler, Ed.D.

Interim Superintendent

Mitigation Standards Daily symptom checker

Although COVID-19 can cause a wide range of symptoms, employees should be attuned to the presence of the following new symptoms as potential signs of a COVID-19 infection, particularly if they cannot clearly be attributed to a pre-existing health condition and self-screen for them each day before coming to work:

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Answer "YES" or "NO"—In the last 48 hours have you had any of the following: YES NO

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- 3. A new cough that you cannot attribute to another health condition?
- 4. New shortness of breath that you cannot attribute to another health condition?
- 5. A new sore throat that you cannot attribute to another health condition?
- 6. New onset of congestion or runny nose that you cannot attribute to another health condition?
- 7. New muscle aches (myalgia) that you cannot attribute to another condition or that may not have been caused by a specific activity (such as physical exercise)?
- 8. New nausea, vomiting, or diarrhea that you cannot attribute to another health condition?
- 9. New loss of taste or smell that you cannot attribute to another health condition?
- 10. Have you been around someone who has symptoms of illness or someone who has tested positive for COVID-19 in the last 48 hours?

If an employee answers "yes" to any of these questions, they should seek medical attention and postpone reporting to work. Additionally, employees will be subject to random daily temperature checks, though also encouraged to monitor their own temperature each day prior to reporting to work.

LCPS Symptom-Checker Alternative Processes

LCPS COVID-19 Symptom Checker

In the event the symptom-checker survey is not delivered by text or email, parents and staff members can complete the survey by visiting the <u>Qualtrics LCPS COVID-19</u> <u>Symptom Checker Survey website</u>.

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Face coverings

Face coverings, including cloth or procedure masks, are intended to mitigate the spread of the virus by reducing airborne droplets. They should cover the nose and mouth. All employees must follow LCPS guidance related to face coverings. In other words, the use of face coverings is mandatory. LCPS has provided a limited number of cloth face coverings for employees who are working on-site in LCPS facilities.

Face coverings are required in all LCPS facilities when in shared areas of the buildings, including but not limited to break rooms, kitchens, restrooms, hallways, stairwells, lobbies, and meeting rooms. They are also required while in personal workspaces, except when in a room, office, or cubicle with walls 7' or higher, with the door closed. Face coverings may be removed while actively eating or drinking, but only if a minimum of 6' of physical distancing can be maintained. Otherwise, the employee should relocate to space with an increased ability to distance to consume food or beverages.

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Additionally, employees should be mindful of physical distancing in other work-related contexts, including times when they might travel to other LCPS sites to perform work duties. For example, unless employees can be 6' apart, they should not ride together in a vehicle.

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- After blowing one's nose, coughing, or sneezing
- · Before, during, and after preparing or consuming food
- After using the restroom
- · After touching trash
- Before and after a work shift
- Before and after work breaks
- After touching objects handled or touched by others, such as any surface in a common area (e.g. elevator buttons, microwaves, refrigerator handles, shared office supplies)
- Before applying or adjusting their face covering
- · Immediately after removing gloves.

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From the earliest days and throughout the response, LCPS has been committed to cleaning measures that enhance employee safety. These include high-frequency cleaning of high-touch surfaces such as, but not limited to, stair rails, doorknobs, faucet handles, and elevator buttons, as well as continued in-depth daily cleaning of spaces used during the workday.

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HMMs monitor all student and staff activities to ensure compliance with the many COVID-19 mitigation protocols published by LCPS, CDC, OSHA, and the Virginia Department of Labor and Industry.

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- · Virtual meetings are encouraged
- Maintain 6' of physical distancing during meetings and gatherings
- Follow posted signage regarding room capacity
- · Leave tables and furniture in place to maintain physical distancing
- · Avoid hand shaking or other physical contact

Obtained via FOIA by Judicial Watch Inc.

From:

Ashley Ellis

To:

Scott Ziegler; Asia Jones; Rob Doolittle

Cc:

W. John Brewer; Tinell Priddy

Subject:

FW: [EXTERNAL] Governor Northam Announces Advisory Committee on Culturally Relevant and Inclusive Education

Practices

Date:

Wednesday, January 6, 2021 10:50:46 AM

FYI, because it sounds like quite an honor – looks like we have a Dominion/AET student on this advisory committee. Divya appears to be the only student on the committee.

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

Sent: Wednesday, January 6, 2021 10:43 AM

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

Subject: [EXTERNAL] Governor Northam Announces Advisory Committee on Culturally Relevant and

Inclusive Education Practices

Commonwealth of Virginia Office of Governor Ralph S. Northam

FOR IMMEDIATE RELEASE · January 6, 2021

Office of the Governor

Alena. Yarmosky@governor.virginia.gov

Department of Education

Charles, Pyle@doe.virginia.gov

From:

Jessica Blythe

To:

Scott Ziegler

Subject:

[EXTERNAL] February is VSBA School Board Appreciation Month

Date:

Wednesday, January 6, 2021 8:33:09 AM

Attachments:

SBAM 2021Guide.pdf

FEBRUARY IS SCHOOL BOARD APPRECIATION MONTH

Salute the service of the almost 850 school board members in Virginia in February 2021 during School Board Appreciation Month. The theme — 115 Years of Providing Leadership Advocacy and Support — reflects the partnership of the Virginia School Boards Association with local school board members as they serve their local divisions and advocate for public education with local, state, and federal leaders on behalf of all students.

The month-long observance is an opportunity for your school division and community to build a stronger understanding of the crucial role school boards assume in a representative democracy. School boards voluntarily tackle the enormous job of governing multi-million dollar public school divisions, while preserving the core of our democratic values.

Use the month to highlight the accomplishments of your local board, and encourage community leaders, business partners and local civic groups to join in your recognition efforts. The attached guide was developed to assist you in these efforts:

- Kit content and instructions sheet
- Suggested activities and tips
- · Sample news release
- · Sample letter to the editor
- Public service announcement scripts
- Sample article for division newsletters and other publications
- Education guotes sheet
- Sample resolution

This guide and other resources are available

at: https://www.vsba.org/resources/initiatives/school-board-appreciation-month/

Sincerely,

Jessica Blythe
Director of Membership Services
Virginia School Boards Association
200 Hansen Road, Suite 2
Charlottesville, VA 22911
800-446-8722 or 434-295-8722 Office
434-295-8785 Fax
jessica@vsba.org, www.vsba.org

Obtained via FOIA by Judicial Watch Inc.

From: To:

Liza Scallet Liza Scallet

Subject:

[EXTERNAL] VASS-VASBO Winter Conference, MONDAY, January 11 - Event Details and Lists of Attendees

Date:

Wednesday, January 6, 2021 8:29:09 AM

Attachments:

VASS-VASBO 2021 Winter Conference Program.pdf

VASS-VASBO Winter Conference School Division Participants.01.05.21.xlsx VASS-VASBO Winter Conference Business Represntatives.01.05.20.xlsx

Greetings, Superintendents and Other School Division Leaders!

We are looking forward to your joining us for the VASS-VASBO Virtual Winter Conference, 9:00 AM to 2:00 PM, NEXT Monday, January 11, 2021.

Thank you for already taking care of registering via ZOOM to participate in the meeting. After submitting your registration, you should have received an email from the Zoom system owned by Virginia Ed Strategies, the host of our event, which contained your UNIQUE link for participating in the VASS-VASBO Virtual Winter Conference.

Please save YOUR unique link - perhaps by copying onto your calendar - since you will need it to join the Winter Conference meeting on January 11.

The VASS-VASBO Virtual Winter Conference Program is ATTACHED.

During most of the event, the entire audience will be listening to a series of informative presentations on the budgetary and legislative issues that are currently of most concern to Virginia's Superintendents and other School Division Leaders. We suggest you use the "speaker view," and you are asked to mute yourself and turn off your video, in order to make the event run smoothly for the over 300 participants we are expecting. During each of the presentations, you are encouraged to add questions and comments to the Chat Box, which moderators will share with the presenters in whatever time is available.

During the Breakout session at 11:30 am, you will be automatically sent to a Breakout room that you pre-selected, unless you chose on your registration not to participate in that session. During the Breakout session at 12:45 pm, participants will be randomly placed in different rooms to engage in small group discussions of the issues addressed during the Winter Conference. These two Breakout sessions are intended to enable all conference participants to engage with and learn from each other, so please do unmute your mic and turn on your video while you are participating in these two Breakout sessions.

Please see the ATTACHED lists of School Division and Business Representatives who are registered to participate in the 2021 VASS-VASBO Virtual Winter Conference.

Here are a few tips to help you have the best possible experience with this virtual event:

1. If you do not already have a Zoom account, please take the time to sign up for one

- **BEFORE the conference** by going to https://zoom.us/freesignup/ it is totally free and does not require you to download any software to your computer. You will be prompted to log into your Zoom account when you join the meeting on January 11.
- 2. Please plan to attend the conference via computer rather than by phone if at all possible. Breakout session groups will be pre-assigned, and when participants join by phone, their assignments are not recognized by the system.
- 3. Chromebooks and Zoom Rooms will not allow you to participate in Breakout sessions, so please plan to use alternate devices/platforms. (If you are not familiar with a "Zoom room,' you probably do not need to be concerned with this.)
- 4. You will have the ability to share/unshare video and mute/unmute audio throughout the conference; since there will be a large number of participants, please be prepared to keep yourself muted with video unshared for most of the day. The chat box and other interactive tools will be utilized to encourage active involvement of participants.

If you have any questions, concerns, or suggestions, please don't hesitate to contact me.

We are looking forward to seeing you <u>a few minutes before 9:00 AM</u> on Monday, January 11, 2021!

Liza Scallet VASS Administrative Assistant From:

Michelle Walker Scott Ziegler

To: Subject:

FW: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Date:

Wednesday, January 6, 2021 8:28:48 AM

Attachments:

1.5.21 LCPS MOU Ready4Signature.pdf

Hi Scott - The VCU LCPS MOU is in need of your signature, once approved I will apply.

Thanks, Michelle

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

Sent: Tuesday, January 5, 2021 5:04 PM To: Kelly Briner < Kelly.Briner@lcps.org>

Cc: Michelle Walker < Michelle. Walker@lcps.org>

Subject: FW: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Hi Kelly,

I hope all is well. Please see below. How do you suggest we proceed?

Thanks, Lottie

From: Joshua Cole < coleip@vcu.edu> Sent: Tuesday, January 5, 2021 3:24 PM

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

Cc: Cassandra Stanley <stanleyc3@vcu.edu; Michelle Walker <Michelle Walker Michelle Walker Michelle Walker Michelle Walker@lcps.orgMichelle Walker@lcps.orgMichelle Walker@lcps.orgMichelle Walker@lcps.orgMichelle.Walker@lcps.org<a href="mai

Subject: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Hello Lottie,

Thank you for the follow up (I appreciate Kelly in Procurement finding my math error, especially in our financial favor). I have made the correction, as well as having Dr. Ziegler listed on the signature line.

As a request of our Dean, is it possible to have Dr. Ziegler sign first?

Thank you, Joshua

Joshua P. Cole, Ph.D. **Executive Director of Strategic Engagement** School of Education Virginia Commonwealth University coleip@vcu.edu

Office: 804-828-6727

Pronouns: He/Him/His

To learn more - www.mypronouns.org

Follow me on Twitter @joshuapcole

Follow us on Facebook, Twitter, Instagram, LinkedIn and YouTube.



On Tue, Jan 5, 2021 at 12:05 PM Lottie Spurlock < Lottie. Spurlock@lcps.org > wrote:

Good afternoon, Drs. Cole and Stanley.

I hope your 2021 has been a happy and healthy one so far.

Please see the email below (from our procurement office) regarding next steps in this process. Once I receive the signed copy from VCU we will follow up with the signature by Interim Superintendent Dr. Ziegler.

Thank you, Lottie

Lottie M. Spurlock

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

Twitter: @LottieSpurlock

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

From: Kelly Briner < Kelly.Briner@lcps.org>
Sent: Monday, January 4, 2021 5:07 PM

To: Andrea Philyaw < Andrea. Philyaw@lcps.org >; Lottie Spurlock < Lottie. Spurlock@lcps.org >

Cc: Ashley Ellis <Ashley.Ellis@lcps.org> **Subject:** RE: [EXTERNAL] VCU LCPS MOU

Hi, Lottie-

I've reviewed the attached MOU and made a revision to have Dr. Ziegler's name on the signature line. I also found that the math doesn't add up for one of the listed fees on page 2. Please forward the attached to your contact at VCU for them to review, finalize, sign, and send it back for Dr. Ziegler's countersignature.

Once it's available, we will need the fully executed version of the MOU for our contract management system.

Thanks so much! Kelly

Kelly Briner, Risk Manager Loudoun County Public Schools Procurement/Risk Management Services 21000 Education Court Ashburn, VA 20180 571-252-1270 kelly.briner@lcps.org

Obtained via FOIA by Judicial Watch Inc.

From:

Leslee King

To:

Scott Ziegler; Schoolboardemail

Cc:

Ashley Ellis; Asia Jones; Eric Williams; Kevin Lewis; Mark Smith; Sharon Willoughby; Vince Scheivert

Subject:

RE: Staff Message

Date:

Wednesday, January 6, 2021 12:00:02 AM

Attachments:

image001.png

Scott,

Kudos to you

I was planning on sending you an e-mail today/tonight and asking that you push back the date to return until after the board meets. You are showing so much good common sense. Thank you, thank you.

ALSO, I really appreciate your positive statements highlighting all the good things they have accomplished in these unprecedented times.

Appreciate this immensely.

Regards,

Leslee

P.S. I don't often reply to all but this was such a good message, I wanted everyone to know



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: Scott Ziegler <Scott.Ziegler@lcps.org> Sent: Tuesday, January 5, 2021 5:47 PM To: Schoolboardemail < lcsb@lcps.org>

Cc: Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Eric Williams <Eric.Williams@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Vince Scheivert < Vince. Scheivert@lcps.org>

Subject: Staff Message

Good Evening Board Members,

The message copied below will be sent to all staff members this evening. Please let me know if you need additional information.

Scott A. Ziegler, Ed.D. Assistant Superintendent of Human Resources & Talent Development **Loudoun County Public Schools**

21000 Education Court Ashburn, VA 20148 Scott.Ziegler@lcps.org

Colleagues,

It is with sincere appreciation for all you do for the students of Loudoun County that I wish you a Happy New Year and welcome you back to the start of 2021.

While the past year has been difficult, we should all take pride in the collective and individual successes we achieved in 2020. Among them, as an organization, we developed and implemented an entirely new learning modality for students. We found ways to bridge gaps caused by COVID and we forged a path forward. As individuals, you are delivering quality instruction in your classrooms and from your homes. You are supporting the social-emotional and mental health needs of your students and families. You are providing meals to students in need. You are making sure our buildings are clean and safe, and you are transporting students safely. In sum, students' lives are being positively impacted by each employee and our students are learning.

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From:

Scott Ziegler

To:

Harris Mahedavi

Cc:

Ashley Ellis; Asia Jones; Mark Smith

Subject:

RE: Staff Message

Date:

Wednesday, January 6, 2021 1:05:00 PM

Attachments:

image001.png image002.png

Will do and thank you for your feedback and kind words!

Scott Ziegler

From: Harris Mahedavi

Sent: Tuesday, January 5, 2021 7:02 PM **To:** Scott Ziegler <Scott.Ziegler@lcps.org>

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

<Mark.Smith@lcps.org>
Subject: RE: Staff Message

Hi Scott,

Thank your for sharing this message. I am already seeing positive response to this message. Really well done message, please continue this approach.

Thanks Harris



Harris Mahedavi | Loudoun County School Board Ashburn Representative

email: Harris.Mahedavi@lcps.org

mobile: 571-420-9312

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From: Scott Ziegler < Scott.Ziegler@lcps.org>
Sent: Tuesday, January 5, 2021 5:47 PM
To: Schoolboardemail < lcsb@lcps.org>

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

<<u>Fric.Williams@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>; Mark Smith <<u>Mark.Smith@lcps.org</u>>; Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Sharon Willoughby <<u>Sharon.Willoughby@lcps.org</u>>; Vince

Scheivert < Vince. Scheivert@lcps.org >

Subject: Staff Message

Good Evening Board Members,

The message copied below will be sent to all staff members this evening. Please let me know if you need additional information.

Scott A. Ziegler, Ed.D.
Assistant Superintendent of Human Resources & Talent Development Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Scott.Ziegler@lcps.org

Colleagues,

It is with sincere appreciation for all you do for the students of Loudoun County that I wish you a Happy New Year and welcome you back to the start of 2021.

While the past year has been difficult, we should all take pride in the collective and individual successes we achieved in 2020. Among them, as an organization, we developed and implemented an entirely new learning modality for students. We found ways to bridge gaps caused by COVID and we forged a path forward. As individuals, you are delivering quality instruction in your classrooms and from your homes. You are supporting the social-emotional and mental health needs of your students and families. You are providing meals to students in need. You are making sure our buildings are clean and safe, and you are transporting students safely. In sum, students' lives are being positively impacted by each employee and our students are learning.

None of those achievements has come easily, and it's clear that many of the challenges and frustrations of 2020 will continue into 2021. I would like nothing more than to present to you a long-term plan that lays out the next six months and the start of the next school year. Unfortunately, I am unable to do so. The changing dynamics of COVID make that impossible. For now, we need to continue embracing flexibility, and make peace with the not-yet-known.

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Sincerely,

Scott Ziegler, Ed.D.

Interim Superintendent

Mitigation Standards Daily symptom checker

Although COVID-19 can cause a wide range of symptoms, employees should be attuned to the presence of the following new symptoms as potential signs of a COVID-19 infection, particularly if they cannot clearly be attributed to a pre-existing health condition and self-screen for them each day before coming to work:

Daily Symptom Screening Checklist

Answer "YES" or "NO"—In the last 48 hours have you had any of the following: YES NO

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- 2. Use of medication to reduce a fever (in the last 24 hours)?
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has tested positive for COVID-19 in the last 48 hours?

If an employee answers "yes" to any of these questions, they should seek medical attention and postpone reporting to work. Additionally, employees will be subject to random daily temperature checks, though also encouraged to monitor their own temperature each day prior to reporting to work.

LCPS Symptom-Checker Alternative Processes



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Physical distancing

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- · Before, during, and after preparing or consuming food
- After using the restroom
- After touching trash
- · Before and after a work shift
- Before and after work breaks
- After touching objects handled or touched by others, such as any surface in a common area (e.g. elevator buttons, microwaves, refrigerator handles, shared office supplies)
- Before applying or adjusting their face covering
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From: To: Jaimie Sklarow Scott Ziegler

Subject: Date: [EXTERNAL] School Social Worker Wednesday, January 6, 2021 12:52:11 PM

Hello,

I am writing to you both as a parent and employee of LCPS. My son is currently a Kindergartener at Buffalo Trail Elementary School, and I am a School Social Worker at Smart's Mill Middle School in Leesburg. In looking at the new proposed options for our return to inperson learning, I want to bring something very important to your attention. Basing in-person learning off the metrics of individual areas and school clusters is incredibly inequitable. Statistics show that areas with higher levels of COVID positivity, Loudoun included, are those with high populations of low income and minority families/individuals. There are a multitude of reasons for this, such as crowded living arrangements, people who are more likely to work blue collar jobs that cannot be done from home, inadequate access to healthcare, and more. In looking at Loudoun County, Sterling and Leesburg are perfect examples of this, as these two areas have high numbers of low-income and minority families and also have the highest rates of COVID positivity cases.

While all students are struggling with online learning and isolation during this time, the students who I have seen most impacted are those from low income and minority families. I understand that parents in our more affluent areas are struggling with their children's mental health needs and overall schoolwork, and their issues are valid, but what we are seeing in Leesburg and Sterling goes so far beyond this. I have multiple students that are unable to even get on a waitlist to see a mental health clinician because they do not have insurance or the financial means. I have multiple students who are reported as missing or a runaway. I have multiple students who have been absent for over 40 days of school. I have multiple students with only disconnected numbers listed for their parents in our system. I have multiple students with outdated or fake addresses listed in our system. I have multiple students who I care deeply for that are unreachable and lost. I have spent so much time calling unanswered numbers and knocking on unanswered doors, because these kids are truly in crisis, and as the lead of our Unified Mental Health Team, I am trying to do all that is in my power to find these kids and bring them back. What makes this even more difficult in our low-income areas is that the scope of the problem is so significant, and it is not just a few kids at each school. While I try to address each individual case that I can, this is a large-scale issue. To give one example, prior to extending our deadline for students to turn in Quarter 1 work (after Q2 began) we had over 900 Fs. We had students failing over 900 classes. Please help these kids. Please keep them in mind when making decisions.

LCPS has made incredible strides in the last few years in looking at equity, please do not go backwards. We cannot go back to catering to our affluent families and leaving our low-income

Obtained via FOIA by Judicial Watch Inc.

and minority families behind. We just started closing the gap, please use your ability to advocate and make decisions to not widen this gap even further. If you want to try and send kids back, give all kids the opportunity to go back. Please look at options that use metrics and protocols that make this possible for all students, no matter where they live.

I appreciate your time in reading this email. I know that this has been an incredibly busy and stressful time for you and I am thankful for all your advocacy and effort.

Jaimie Sklarow

Obtained via FOIA by Judicial Watch Inc.

From:

Scott Ziegler Kayla Marlin

Subject:

RE: Update to All LCPS Staff Members

Date:

Wednesday, January 6, 2021 1:07:00 PM

Yes, that is acceptable. We will provide a waiver to those who chose to participate - so be on the lookout for that.

Scott Ziegler

From: Kayla Marlin

Sent: Tuesday, January 5, 2021 6:43 PM To: Scott Ziegler <Scott.Ziegler@lcps.org> Subject: Fwd: Update to All LCPS Staff Members

Dr. Ziegler,

Thank you for the update!

If teachers do choose to go into the building starting on the 12th, are we allowed to bring our school aged children with us as stated in previous communication?

Kayla Marlin Fourth Grade Moorefield Station Elementary Get Outlook for iOS

From: Loudoun County Public Schools < Blackboard MN@LCPS.org>

Sent: Tuesday, January 5, 2021 6:30:26 PM

To: Loudoun County Public Schools Recipients < recipients@loudoun.parentlink.net >

Subject: Update to All LCPS Staff Members

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January 5, 2021

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Loudoun County Public Schools | Administration Building £1000 Education Court, Ashburn, VA 20148 | 703 996 £199

From:

Scott Ziegler

To:

Leslee King; Schoolboardemail

Cc:

Ashley Ellis; Asia Jones; Eric Williams; Kevin Lewis; Mark Smith; Sharon Willoughby; Vince Scheivert

Subject:

RE: Staff Message

Date:

Wednesday, January 6, 2021 1:05:00 PM

Attachments:

image004.png

Thank you, Mrs. King for your feedback and kind words!

Scott Ziegler

From: Leslee King

Sent: Wednesday, January 6, 2021 12:00 AM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Schoolboardemail <lcsb@lcps.org>

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

<Eric.Williams@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Mark Smith <Mark.Smith@lcps.org>;
Sharon Willoughby <Sharon.Willoughby@lcps.org>; Vince Scheivert <Vince.Scheivert@lcps.org>

Subject: RE: Staff Message

Scott,

Kudos to you

I was planning on sending you an e-mail today/tonight and asking that you push back the date to return until after the board meets. You are showing so much good common sense. Thank you, thank you.

ALSO, I really appreciate your positive statements highlighting all the good things they have accomplished in these unprecedented times.

Appreciate this immensely.

Regards,

Leslee

P.S. I don't often reply to all but this was such a good message, I wanted everyone to know



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: Scott Ziegler < Scott.Ziegler@lcps.org>
Sent: Tuesday, January 5, 2021 5:47 PM
To: Schoolboardemail < lcsb@lcps.org>

Cc: Ashley Ellis <<u>Ashley.Ellis@lcps.org</u>>; Asia Jones <<u>Asia.Jones@lcps.org</u>>; Eric Williams

<Eric.Williams@lcps.org>; Kevin Lewis < Kevin.Lewis@lcps.org>; Mark Smith < Mark.Smith@lcps.org>;
Scott Ziegler < Scott.Ziegler@lcps.org>; Sharon Willoughby < Sharon.Willoughby@lcps.org>; Vince
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Employees are also provided with the opportunity to complete online Hazard Communication: Right to Understand training and follow up in-person demonstration

training to be able to utilize the approved LCPS hospital-grade disinfectant (Diversey Virex II 365) in their workspaces if additional cleaning is desired beyond the standard daily cleaning completed by their respective building's custodial staff.

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Health Mitigation Monitors

HMMs monitor all student and staff activities to ensure compliance with the many COVID-19 mitigation protocols published by LCPS, CDC, OSHA, and the Virginia Department of Labor and Industry.

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Meetings and Gatherings

- Virtual meetings are encouraged
- Maintain 6' of physical distancing during meetings and gatherings
- Follow posted signage regarding room capacity
- Leave tables and furniture in place to maintain physical distancing
- Avoid hand shaking or other physical contact

From: To: Tiffany Williams Scott Ziegler

Subject: Date: RE: Update to All LCPS Staff Members Wednesday, January 6, 2021 2:00:34 PM

Dear Dr. Ziegler,

I just wanted to take a moment to thank you for your kind, uplifting words and for suspending this directive regarding January 12th. As a hybrid teacher, it just didn't make any sense especially when numbers are so high. When I am safer, I am a more focused teacher and in the end my students benefit from that. I am already 110% prepared to report to school WITH students, especially as an elementary teacher who has already been in school.

I do hope that our two core indicators for metrics stay the same, and the 3rd indicator is only used for when schools are already open and in session. I also hope that you will continue to allow us to stay home while students are also home so that we are not on pins and needles waiting to hear about another future "hybrid teachers report to school" date. Perhaps we could be expected to report one day before students are expected back?

Thank you so much for your support and consideration. Please know that I appreciate your leadership!

Sincerely,

Tiffany Williams Waxpool ES Music (571) 367-4220 @MusicTWilliams

From: Loudoun County Public Schools <BlackboardMN@LCPS.org>

Sent: Tuesday, January 5, 2021 6:30 PM

To: Loudoun County Public Schools Recipients < recipients@loudoun.parentlink.net>

Subject: Update to All LCPS Staff Members

Email Banner		
	9	

January 5, 2021

Colleagues,

It is with sincere appreciation for all you do for the students of Loudoun County that I wish you a Happy New Year and welcome you back to the start of 2021.

While the past year has been difficult, we should all take pride in the collective and individual successes we achieved in 2020. Among them, as an organization, we developed and implemented an entirely new learning modality for students. We found ways to bridge gaps caused by COVID and we forged a path forward. As individuals, you are delivering quality instruction in your classrooms and from your homes. You are supporting the social-emotional and mental health needs of your students and families. You are providing meals to students in need. You are making sure our buildings are clean and safe, and you are transporting students safely. In sum, students' lives are being positively impacted by each employee and our students are learning.

None of those achievements has come easily, and it's clear that many of the challenges and frustrations of 2020 will continue into 2021. I would like nothing more than to present to you a long-term plan that lays out the next six months and the start of the next school year. Unfortunately, I am unable to do so. The changing dynamics of COVID make that impossible. For now, we need to continue embracing flexibility, and make peace with the not-yet-known.

On January 4, the administrative team presented to the School Board a new way of looking at metrics for the three core indicators of risk, which were adopted on Nov. 17 for determining whether students should be in schools. If you did not see the presentation, I encourage you to take a look at a <u>replay</u> of the meeting. These proposed new metrics will enable LCPS to look at data at the classroom, school, and high school cluster level to make decisions about learning modality. The School Board will consider action on these metrics on January 12 and implementation may have an impact on school operations and for those families who chose hybrid instruction.

As you know, the administration has directed instructional staff to return to the buildings on January 12, 2021. Based on the adopted metrics and current data, I am suspending that directive and will provide additional information on the return-to-school date after the School Board meets on January 12. To be clear, instructional staff members may, but are not required to, report to their assigned work location on January 12.

As we move forward, I will continue to provide updates on our evolving situation and changes we or the School Board may adopt. Your continued adherence to the mitigation standards copied below and your commitment to the health and well-being of every LCPS student, staff member, their families and our community are appreciated.

Sincerely,

Scott Ziegler, Ed.D. Interim Superintendent

Mitigation Standards

Daily symptom checker

Although COVID-19 can cause a wide range of symptoms, employees should be attuned to the presence of the following new symptoms as potential signs of a COVID-19 infection, particularly if they cannot clearly be attributed to a pre-existing health condition and self-screen for them each day before coming to work:

Daily Symptom Screening Checklist

Answer "YES" or "NO"—In the last 48 hours have you had any of the following: YES NO

- 1. A new fever (100.4 or higher) or the sense of having a fever or chills?
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- 8. New nausea, vomiting, or diarrhea that you cannot attribute to another health condition?
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- 10. Have you been around someone who has symptoms of illness or someone who has tested positive for COVID-19 in the last 48 hours?

If an employee answers "yes" to any of these questions, they should seek medical attention and postpone reporting to work. Additionally, employees will be subject to random daily temperature checks, though also encouraged to monitor their own temperature each day prior to reporting to work.

LCPS Symptom-Checker Alternative Processes

In the event the symptom-checker survey is not delivered by text or email, parents and staff members can complete the survey by visiting the <u>Qualtrics LCPS COVID-19 Symptom Checker Survey website</u>.

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Face coverings, including cloth or procedure masks, are intended to mitigate the spread of the virus by reducing airborne droplets. They should cover the nose and mouth. All employees must follow LCPS guidance related to face coverings. In other words, the use of face coverings is mandatory. LCPS has provided a limited number of cloth face coverings for employees who are working on-site in LCPS facilities.

Face coverings are required in all LCPS facilities when in shared areas of the buildings, including but not limited to break rooms, kitchens, restrooms, hallways, stairwells, lobbies, and meeting rooms. They are also required while in personal workspaces, except when in a room, office, or cubicle with walls 7' or higher, with the door closed. Face coverings may be removed while actively eating or drinking, but only if a minimum of 6' of physical distancing can be maintained. Otherwise, the employee should relocate to space with an increased ability to distance to consume food or beverages.

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The most important component of protecting the health of all employees is maintaining consistent physical distance from others. Employees should remain at least 6' from other individuals at all times, or 10' if strenuous physical tasks are being performed or when speaking loudly, thus projecting additional airborne droplets. This applies in all settings, including common areas, hallways, meeting spaces, workstations, and offices. Departments and employees are encouraged to think creatively about the best way to use existing space to appropriately distance employees, assuming significant configuration changes to the workstation infrastructure cannot easily be made.

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Employees should regularly clean their hands, washing them with soap and water for at least 20 seconds, or using hand sanitizer with at least 60% alcohol, to minimize the virus on their hands. At a minimum, hands should be washed or sanitized:

- · After blowing one's nose, coughing, or sneezing
- · Before, during, and after preparing or consuming food
- · After using the restroom
- · After touching trash
- · Before and after a work shift
- · Before and after work breaks
- After touching objects handled or touched by others, such as any surface in a common area (e.g. elevator buttons, microwaves, refrigerator handles, shared office supplies)
- Before applying or adjusting their face covering
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Loudoun County Public Schools | Administration Building 21000 Education Court, Ashburn, VA 20148 | 703-996-2199

From:

Rob Doolittle

To:

Scott Ziegler

Cc: Subject: Mark Smith; Lottie Spurlock
Equity Committee Message

Date:

Wednesday, January 6, 2021 5:48:05 PM

Dr. Ziegler, For your awareness, Chair Sheridan requested that the message below be sent to all LCPS families to invite self-nominations from the community. It is being scheduled for 9 a.m. tomorrow morning.

Rob

Subject Line: School Board Seeks Nominees for Equity Committee

Body Text: At its January 4, 2021, meeting, the Loudoun County School Board announced it was seeking three members for the Equity Committee based on the committee's revised charter, found here.

Members being sought are representatives of the following three communities:

- One member nominee from an interested member of the Hindu community
- One member nominee from an interested member of the Latinx community
- One member nominee from an interested member of the LGTBQIA+ community

Those interested should fill out a statement of interest via this <u>Google form</u>, no later than 5 p.m. Friday, January 15.

The next meeting of the Equity Committee is on Thursday, February 4. The School Board is expected to appoint the three new members at its Tuesday, February 26, meeting.

The Equity Committee is composed of various stakeholders and is charged with making recommendations to the School Board to create a culturally responsive school system for every LCPS student. The committee meets the first Thursday of every month, unless otherwise noted.

Those appointed will serve until December 31, 2021. A committee member may be nominated for another year of service. Committee members who miss two meetings without contacting the committee's chair will be removed and the stakeholder group will be asked to nominate a new member.

Questions about the Equity Committee may be directed to LCPS Director of Equity Lottie Spurlock at Lottie.Spurlock@lcps.org.

From:

Loudoun County Public Schools

To:

Scott Ziegler

Subject:

[EXTERNAL] Your Loudoun County Public Schools Online Safety Report

Date:

Thursday, January 7, 2021 5:11:00 AM

Attachments:

stripe subtle gray.png

Hi Scott Ziegler,

You are receiving this email because you are a Reports Administrator on the Loudoun County Public Schools SafeSchoolsTM website. Below is a basic summary of your statistics, and the attached document is a report which highlights the people who have not yet completed their required training.

Summary Data	
Complete Assignments	78053
Outstanding Assignments	79862
People with Outstanding Assignments	12856
People with Past Due Assignments	10804
Percent Compliant	49.43%

See the attached spreadsheet for more details.

Your Loudoun County Public Schools SafeSchoolsTM Website: http://lcps.va.safeschools.com/

Your username is 410510

For questions, please contact your Loudoun County Public Schools SafeSchoolsTM contact. Thanks for making Loudoun County Public Schools a safer place to work and learn.

From: To: Subject: Date: Laudoun County Public Schools

Loudoun County Public Schools Recipients
School Board Seeks Nominees for Equity Committee

Thursday, January 7, 2021 9:02:40 AM

LCPS Banner

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From:

Natalie Woods

To:

ACramp@mcpsva.org; Ashley Ellis; brian.stockton@apsva.us; bridget.loft@apsva.us; McDade, Bruce; Carrie.Dorsey@fairfaxva.gov; ciarocam@pwcs.edu; cintia.johnson@apsva.us; Lynmara Colon; Wilson, Diego;

Elizabeth Hoover; Eric Williams; francisco.duran@apsva.us; Rita E. Goss; Gregory C. Hutchings Jr.;

icrites@acps.k12.va.us; Allen, Jeannette; Jennifer.braswell@mpark.net; jennifer.kiernan@mpark.net; Platenberg, Jeffrey; Julia A. Burgos; Kevin Lewis; KKeegan@mcpsva.org; kmichael@fccps.org; KNewman@mcpsva.org; Saunders, Melissa; Neil Slevin; patricia.waldron@acps.k12.va.us; Pajardo, Phyllis; Peter Noonan; Baenig, Rebecca G; Rebecca Sharp; sandra.hardeman@acps.k12.va.us; Scott Ziegler; Presidio, Sloan; Brabrand, Scott S; Stephen

M. Wilkins; Terri Mozingo; WALTSSL@pwcs.edu; wbates@fccps.org

Cc:

Anthony Kim; Kelly Freiheit; Megan Huneck

Subject:

[EXTERNAL] Reminder: Northern VA Collaborative today at 4:00 PM

Date:

Thursday, January 7, 2021 1:58:41 PM

Good Afternoon NOVA Collab,

We have been thinking of you all today as we are navigating the recent events at the Capitol. We are still going to hold our collaborative chat this afternoon and we will start off with asking you all what you need most today. We thought we could share how our team responded both internally and externally, give you all space to share and then move onto our topic of communicating with stakeholders, if that feels right. If you have not seen this resource yet, our team compiled resources that may be helpful for leaders and teachers in your district: bit.ly/EducatorCrisisResources. Feel free to share with anyone you believe would benefit.

Resources for today:

- · Agenda where we will capture notes
- Slides
- Zoom Link

We look forward to seeing you at 4:00 PM. If you are unable to attend but want to send someone in your place, just let us know. As always, join if you can, and we will send a follow up sharing what we discussed.

Natalie and Kelly

Natalie Woods | Associate Partner Education Elements, Inc. natalie@edelements.com | @NatalieWoodsEE | 314.494.2811



From:

Kelly Freiheit

Cc:

ACramp@mcpsva.org; Ashley Ellis; brian.stockton@apsva.us; bridget.loft@apsva.us; McDade, Bruce; Carrie.Dorsey@fairfaxva.gov; ciarocam@pwcs.edu; cintia.johnson@apsva.us; Lynmara Colon; Wilson, Diego;

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Ben Politzer; Natalie Woods

Subject:

[EXTERNAL] Follow-up: Northern VA Collaborative yesterday

Date:

Friday, January 8, 2021 7:56:00 AM

Good morning Northern Virginia Collaborative,

Our team continues to think about each of you after this week's events in DC. Natalie shared a bank of resources in the email yesterday that we'd encourage you to check out: bit.ly/EducatorCrisisResources.

Thank you for your resilience and for showing up for your community each and every day! Natalie, Megan, and I believe we made the right choice in keeping the collaborative chat yesterday based on the reactions from those that were able to attend. We hope to continue to create a space where you can show up as your whole self and provide insight and seek support/guidance from others. If you weren't able to join the conversation yesterday, we'd encourage you to check out the <u>slides</u>. Those leaders who were able to attend shared in the check out question that they'd be bringing back the idea of:

- Leveraging a check-in question to address how people are showing up to a meeting right now and then at the end of the meeting checking back in
- Co-facilitating focus groups alongside of School Board members, community members so that they could build a stronger understanding of what's going on + the perception of being partners in the work
- Importance of loud voices being "healthy voices" to the conversation

Lastly, our team wanted to share an upcoming opportunity that will be taking place at the end of the month. We will be hosting a free, virtual <u>Strategic Planning Mini Conference</u> which is not your traditional all day virtual conference. During this learning experience, leaders will have a series of short, focused learning opportunities to explore the different stages of Strategic Planning. Most importantly, the leaders who sign-up will be able to choose a pathway based on their needs and interests. Sign-up!

We will be coming back together next on January 21st at 4:00 PM.

Take care of yourself and have a restful weekend,

Kelly, Natalie, Megan and the EE Team

Kelly Freiheit | Partner Education Elements, Inc. kelly@edelements.com | 703.963.8112

?

Register for the series by clicking here!

On Thu, Jan 7, 2021 at 1:55 PM Natalie Woods < natalie@edelements.com > wrote: Good Afternoon NOVA Collab,

We have been thinking of you all today as we are navigating the recent events at the Capitol. We are still going to hold our collaborative chat this afternoon and we will start off with asking you all what you need most today. We thought we could share how our team

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	Natalie and Kelly
1	Natalie Woods Associate Partner Education Elements, Inc. natalie@edelements.com @NatalieWoodsEE 314.494.2811

From: To: Subject: Kayla Marlin

Scott Ziegler

Date:

Re: Update to All LCPS Staff Members Friday, January 8, 2021 7:53:30 AM

Attachments: Outlook-x4necagk.png

Great, thank you so much!

Kayla Marlin



From: Scott Ziegler <Scott.Ziegler@lcps.org>
Sent: Wednesday, January 6, 2021 1:07 PM
To: Kayla Marlin <Kayla.Marlin@lcps.org>
Subject: RE: Update to All LCPS Staff Members

Yes, that is acceptable. We will provide a waiver to those who chose to participate - so be on the lookout for that.

Scott Ziegler

From: Kayla Marlin

Sent: Tuesday, January 5, 2021 6:43 PM

To: Scott Ziegler < Scott. Ziegler@lcps.org >

Subject: Fwd: Update to All LCPS Staff Members

Dr. Ziegler,

Thank you for the update!

If teachers do choose to go into the building starting on the 12th, are we allowed to bring our school aged children with us as stated in previous communication?

Kayla Marlin Fourth Grade Moorefield Station Elementary Get <u>Outlook</u> for iOS

From: Loudoun County Public Schools < BlackboardMN@LCPS.org>

Sent: Tuesday, January 5, 2021 6:30:26 PM

To: Loudoun County Public Schools Recipients < recipients@loudoun.parentlink.net >

Subject: Update to All LCPS Staff Members

Email	Banner
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January 5, 2021

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- · Immediately after removing gloves.

Enhanced Building Cleaning

From the earliest days and throughout the response, LCPS has been committed to cleaning measures that enhance employee safety. These include high-frequency cleaning of high-touch surfaces such as, but not limited to, stair rails, doorknobs, faucet handles, and elevator buttons, as well as continued in-depth daily cleaning of spaces used during the workday.

Employees are also provided with the opportunity to complete online Hazard Communication: Right to Understand training and follow up in-person demonstration training to be able to utilize the approved LCPS hospital-grade disinfectant (Diversey Virex II 365) in their workspaces if additional cleaning is desired beyond the standard daily cleaning completed by their respective building's custodial staff.

To access the training, employees can visit https://lcps-va.safeschools.com/ and log in with their employee PID. Employees may complete the 26-minute online training--Hazard Communication: Right to Understand (GHS) (full course) and report completion to their supervisor to coordinate access to shared cleaning supplies. Employees will need to complete a short in-person additional training offered by a member of the custodial staff. Only trained employees should use the provided cleaner and cleaners. To protect student and staff health and safety, cleaners from home should not be used, as they may interact with the cleaner provided.

Health Mitigation Monitors

HMMs monitor all student and staff activities to ensure compliance with the many COVID-19 mitigation protocols published by LCPS, CDC, OSHA, and the Virginia Department of Labor and Industry.

Employees may report violations of LCPS COVID-19 mitigation measures to their supervisor or the HHM assigned to their building.

Meetings and Gatherings

- · Virtual meetings are encouraged
- Maintain 6' of physical distancing during meetings and gatherings
- · Follow posted signage regarding room capacity
- · Leave tables and furniture in place to maintain physical distancing
- · Avoid hand shaking or other physical contact

From:

Edward Hou

To:

Scott Ziegler

Subject:

[EXTERNAL] Swivl for Return-to-School Hybrid Learning

Date: Attachments: Thursday, January 7, 2021 7:56:16 PM Screen Shot 2020-10-12 at 1.30.56 PM.png

Good afternoon Scott,

My name is Edward Hou, Swivl account manager for Loudon County Public Schools.

Our team is currently training teachers at Hampton City Schools as the district is in the process of outfitting all secondary classrooms with a Swivl robot to assist with its return to school hybrid learning plan. Would you be interested in exploring Swivl for your teachers? Swivl has also previously been used by some staff members within LCPS pre-pandemic for PD-related use cases.

I'd be happy to schedule a Zoom call with you and your team to tell you more about using Swivl with Zoom or Google Meet live streaming.

Thank you for your time and consideration.





Edward Hou

Consultant | 650-620-9694 | Twitter | LinkedIn | Book a meeting

Learn how Swivl is leading the Hybrid Classroom movement!

From:

Asia Jones

To:

Karen Dawson; Loree Winslow

Cc:

Lottie Spurlock; Mark Smith; Scott Ziegler

Subject:

Jan 12 Action Item - 10.01

Date:

Thursday, January 7, 2021 5:02:03 PM

Attachments:

Version A Draft Policy 1040.docx Version B Draft Policy 1040.docx

Karen and Loree,

Please update the action item as listed below and also include these two attachments. (I renamed Revision Policy 1040 to Version A). Thank you.

Recommended Action: That the Loudoun County School Board adopt Version A or Version B of revised Policy 1040, Equal Opportunity for Equitable, Safe and Inclusive Environment.

At its December 3, 2020 meeting the Equity Committee voted 14-0 to refer the misgendering of students to the Loudoun County School Board for policy review by the appropriate School Board Committee, in this case, the Legislative and Policy Committee. Per the request of LCSB Chair and Equity Committee Chair, Brenda Sheridan staff drafted revisions to Policy 1040, Equal Opportunity for Equitable, Safe and Inclusive Environment (attached).

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: To:

Cc:

Michelle Walker Scott Ziegler Mark Smith

Subject:

School Board Update

Date: Attachments: Thursday, January 7, 2021 4:27:20 PM School Board Update 01.07.21.pdf

Good evening,

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

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

 Met with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.

Department of Instruction

 Response to Leslie King from Ashley Ellis regarding student petition to keep learning lab. (pp. 1-2)

Department of Pupil Services

 Information from Asia Jones regarding COVID-19 Vaccinations for LCPS Employees. (p. 3)

Public Information Office

 Response from Rob Doolittle to Denise Corbo regarding LCPS Positive Cases by location. (pp. 4-20)

Optional Reading: Articles

LoudounNow story regarding delay to teachers' return to school, Jan. 7.

https://loudounnow.com/2021/01/07/ziegler-delays-return-of-teachers-as-school-leaders-weigh-options-for-return-of-in-person-learning/

Loudoun Times story regarding staff presentation to School Board on new metrics. Jan. 6.

https://www.loudountimes.com/news/lcps-details-new-public-health-metric-for-return-to-hybrid-learning/article_9230ecf2-5039-11eb-88c2-975687fd9cb4.html

<u>LoudounNow story regarding Maverick Bikes donations to LCPS students through Congestion Must Go program, Jan. 6.</u>

https://loudounnow.com/2021/01/06/maverick-bikes-cafe-donates-36-bikes-to-

schools/

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LoudounNow story regarding expansion of Equity Committee, Jan. 5.

https://loudounnow.com/2021/01/05/loudoun-schools-equity-committee-expanded-not-dissolved/

<u>Loudoun Times story regarding School Board farewell comments to Dr. Williams, Jan. 5.</u>

https://www.loudountimes.com/news/scholarly-farewell-school-board-shares-parting-words-with-williams/article_10a36cbc-4f9b-11eb-bc39-c32393a23b93.html

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

From: To: Scott Ziegler Schoolboardemail

Cc: Subject: Superintendent"s Cabinet School Board Update

Date: Attachments: Friday, January 8, 2021 10:51:00 AM School Board Update 01.07.21.pdf

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Scott A. Ziegler, Ed. D. Interim Superintendent Loudoun County Public Schools To: Cc: Schoolboardemail
Superintendent"s Cabinet

Subject:

School Board Update

Date: Attachments: Friday, January 8, 2021 10:48:56 AM School Board Update 01.07.21.pdf

Good evening,

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

Scott Ziegler

To:

Michelle Walker

Subject:

RE: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Date:

Friday, January 8, 2021 10:59:00 AM

Attachments:

SAZ.Signed.1.5.21 LCPS MOU Ready4Signature.pdf

Scott Ziegler

From: Michelle Walker

Sent: Wednesday, January 6, 2021 8:29 AM To: Scott Ziegler < Scott. Ziegler@lcps.org>

Subject: FW: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Hi Scott - The VCU LCPS MOU is in need of your signature, once approved I will apply.

Thanks, Michelle

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

Sent: Tuesday, January 5, 2021 5:04 PM To: Kelly Briner < Kelly.Briner@lcps.org>

Cc: Michelle Walker < Michelle. Walker@lcps.org>

Subject: FW: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Hi Kelly,

I hope all is well. Please see below. How do you suggest we proceed?

Thanks. Lottie

From: Joshua Cole < coleip@vcu.edu> Sent: Tuesday, January 5, 2021 3:24 PM

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

Cc: Cassandra Stanley <stanleyc3@vcu.edu; Michelle Walker <Michelle Walker@lcps.org>

Subject: [EXTERNAL] Re: FW: [EXTERNAL] VCU LCPS MOU

Hello Lottie,

Thank you for the follow up (I appreciate Kelly in Procurement finding my math error, especially in our financial favor). I have made the correction, as well as having Dr. Ziegler listed on the signature line.

As a request of our Dean, is it possible to have Dr. Ziegler sign first?

Thank you,

Joshua

Joshua P. Cole, Ph.D.
Executive Director of Strategic Engagement
School of Education
Virginia Commonwealth University
colejp@vcu.edu
Office: 804-828-6727

Pronouns: He/Him/His

To learn more - www.mypronouns.org

Follow me on Twitter @joshuapcole

Follow us on Facebook, Twitter, Instagram, LinkedIn and YouTube.



On Tue, Jan 5, 2021 at 12:05 PM Lottie Spurlock < Lottie. Spurlock@lcps.org > wrote:

Good afternoon, Drs. Cole and Stanley.

I hope your 2021 has been a happy and healthy one so far.

Please see the email below (from our procurement office) regarding next steps in this process.

Once I receive the signed copy from VCU we will follow up with the signature by Interim Superintendent Dr. Ziegler.

Thank you, Lottie

Lottie M. Spurlock

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

Twitter: @LottieSpurlock

"As we work together to restore hope for the future, we need to

include a new and strange ally — our willingness to be disturbed." ~Margaret Wheatley

From: Kelly Briner < Kelly Briner@lcps.org > Sent: Monday, January 4, 2021 5:07 PM

To: Andrea Philyaw < Andrea. Philyaw@lcps.org>; Lottie Spurlock < Lottie. Spurlock@lcps.org>

Cc: Ashley Ellis < Ashley. Ellis@lcps.org>
Subject: RE: [EXTERNAL] VCU LCPS MOU

Hi, Lottie-

I've reviewed the attached MOU and made a revision to have Dr. Ziegler's name on the signature line. I also found that the math doesn't add up for one of the listed fees on page 2. Please forward the attached to your contact at VCU for them to review, finalize, sign, and send it back for Dr. Ziegler's countersignature.

Once it's available, we will need the fully executed version of the MOU for our contract management system.

Thanks so much! Kelly

Kelly Briner, Risk Manager Loudoun County Public Schools Procurement/Risk Management Services 21000 Education Court Ashburn, VA 20180 571-252-1270 kelly.briner@lcps.org From:

Beth Barts Scott Ziegler

To: Subject:

Fwd: [EXTERNAL] Budgeted Stipends for Theater Teachers

Date:

Friday, January 8, 2021 2:48:15 PM

FYI.

Sent from my iPhone

Begin forwarded message:

From: Kerry Benton kwbenton1@gmail.com

Date: January 8, 2021 at 1:29:53 PM EST

To: Beth Barts <Beth.Barts@lcps.org>, Denise Corbo <Denise.Corbo@lcps.org>, altoosa.reaser@lcps.org

Subject: [EXTERNAL] Budgeted Stipends for Theater Teachers

Dear Board members,

As you consider the budget next year please look into paying the Theater teachers for the work they provide.

Theater is paid one stipend for three "seasons" of work. They provide culture and cohesion in our community. They search out and support outside opportunities for students that help further their academic careers.

During the pandemic theater teachers went above and beyond to continue to provide opportunities to engage to our students during one of the most uniquely challenging times in modern history.

We are not asking for special treatment for them simply equal treatment. Some staff can receive multiple stipends for each season of sports they support. Theater staff has been expected to do the same amount of work, or more, for one one of the stipends while working for the entire year.

I appreciate your time and hope you understand the equity of this request.

Thank you, Kerry Benton

Sent from my iPhone

From:

Garry W Carter Jr Scott Ziegler

Subject:

[EXTERNAL] Re: Thanks

Date:

Friday, January 8, 2021 1:08:19 PM

Happy New Year, Scott.

I'm glad he got in and that he is excited about the opportunity. Please let me know if I can help down the road. He is more than welcome to reach out to me should he need help/guidance/assistance with anything during his transition.

Enjoy your day.

Dr. Garry Carter Manager, Training (757) 534-0939 garry.carter@hii-nns.com

Think Safety!

From: Scott Ziegler <Scott.Ziegler@lcps.org>

Sent: Friday, January 8, 2021 12:38 PM

To: Garry W Carter Jr <Garry.Carter@as.edu>

Subject: Thanks

Happy New, Garry!

Just a quick note of thanks to you for reaching out to Colin. He called a few minutes ago to let me know he received a provisional offer to work as a welder with the shipyard. Needless to say, he is extremely excited and looking forward to starting the onboarding and training process.

Thanks again,

Scott

Scott A. Ziegler, Ed.D.
Interim Superintendent of Schools
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Scott.Ziegler@lcps.org

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From: To: Scott Ziegler Garry W Carter Jr

Subject:

Thanks

Date: Friday, January 8, 2021 12:38:00 PM

Happy New, Garry!

Just a quick note of thanks to you for reaching out to Colin. He called a few minutes ago to let me know he received a provisional offer to work as a welder with the shipyard. Needless to say, he is extremely excited and looking forward to starting the onboarding and training process.

Thanks again,

Scott

Scott A. Ziegler, Ed.D.
Interim Superintendent of Schools
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
Scott.Ziegler@lcps.org

From:

Harris Mahedavi

To:

Scott Ziegler; Mark Smith; Lottie Spurlock

Subject:

Re: Use of term latinx

Date:

Sunday, January 10, 2021 12:13:51 PM

This is another research article

https://www.pewresearch.org/hispanic/2020/08/11/about-one-in-four-u-s-hispanics-have-heard-of-latinx-but-just-3-use-it/

From: Harris Mahedavi

Sent: Sunday, January 10, 2021 11:57:21 AM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lottie Spurlock

<Lottie.Spurlock@lcps.org>
Subject: Use of term latinx

Hi Scott and Mark,

Can you please investigate the term latinx we have used for equity committee invitees. Here is a recent article that informa, latinx is not a common term within the Hispanic Community.

https://www.washingtonpost.com/outlook/latinx-latinos-unpopular-gender-term/2020/12/18/bf177c5c-3b41-11eb-9276-ae0ca72729be story.html

I ask that you investigate and perhaps find an appropriate term to replace it, based on findings of course.

Thanks Harris



At its January 4, 2021, meeting, the Loudoun County School Board announced it was seeking three members for the Equity Committee based on the committee's revised charter, found here.

Members being sought are representatives of the following three communities:

- · One member nominee from an interested member of the Hindu community
- One member nominee from an interested member of the Latinx community
- . One member nominee from an interested member of the LGTBQIA+ community

Those interested should fill out a statement of interest via this Google form, no later than 5 p.m. Friday, January 15.

The next meeting of the Equity Committee is on Thursday, February 4. The School Board is expected to appoint the three new members at its Tuesday, February 26, meeting.

The Equity Committee is composed of various stakeholders and is charged with making recommendations to the School Board to create a culturally responsive school system for every LCPS student. The committee meets the first Thursday of every month, unless otherwise noted.

Those appointed will serve until December 31, 2021. A committee member may be nominated for another year of service. Committee members who miss two meetings without contacting the committee's chair will be removed and the stakeholder group will be asked to nominate a new member.

Questions about the Equity Committee may be directed to LCPS Director of Equity Lottie Spurlock at Lottie Spurlock@lcps.org.

From:

Harris Mahedavi

To:

Scott Ziegler; Mark Smith; Lottie Spurlock

Subject:

Use of term latinx

Date: Sunday, January 10, 2021 11:57:25 AM

Hi Scott and Mark,

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https://www.washingtonpost.com/outlook/latinx-latinos-unpopular-gender-term/2020/12/18/bf177c5c-3b41-11eb-9276-ae0ca72729be story.html

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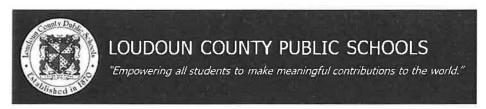
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From:

Lottie Spurlock

To: Subject: Scott Ziegler; Mark Smith Fw: Use of term latinx

Date:

Sunday, January 10, 2021 6:02:09 PM

Hello Scott and Mark,

I hope your weekend has been a good one.

I know one of you will respond to this inquiry, so I am just providing a little background information on it here.

The term LatinX (as referenced in the articles) has become more widely utilized in recent years.

As evidenced from the original committee charter (voted on in Feb 2019) of the Equity Committee (whose first meeting was held April 2019, while I was still serving as principal and appointed as committee staff liaison) this terminology was used by the previous school board in its public deliberations on the make-up of the committee. The use of the term LatinX in LCPS continued when the Systemic Equity Assessment report was released by the Equity Collaborative, the coaching/consulting firm who conducting the small group community focus groups. The intent was to recognize the Spanish language is gender-based with the goal of making the term more inclusive by X denoting "gender neutral".

In order to keep the consistency of the terminology of the committee charter and the Systemic Equity Assessment, when I started in my role I, too, began to use LatinX. We have a member of the committee who has served as that representative since the committee's inception, who has never expressed discontent with the term. I did begin to hear some less than favorable feedback on it during small group deliberations for the development of the Comprehensive Equity Plan and made the adjustment to the term in the 2020 version of the plan (adopted by the LC School Board) to read as Latino/a/x.

Following the board's committee meeting held on December 10th, Brenda updated me on the potential next steps which were then discussed at the following board meeting. When the decision was made to send out a message to the community last week (with a board member requesting me to send this out and serve as point of contact for gathering names) the term LatinX was never mentioned, as it was moving forth as part of the original language of the committee charter. The vote of the board captured that language.

All that to say, it can be an easy fix, although I wonder if the board would need to take action (official vote) on this to change the language. I know Brenda (as committee chair) is planning to provide update on some other feedback I have received related to particular religious groups, etc. (all part of the original dialogue of the previous board between Feb and March

2019) as well as some other suggestions I have received from the community, so it is possible that the board could take action during that meeting to make several adjustments in lingo as well as nominations from the various stakeholder groups.

Sorry for the long email. Hopefully, this provides some clarification on this. Happy to follow up as needed.

Thanks, Lottie

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

Twitter: @LottieSpurlock

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

From: Harris Mahedavi < Harris. Mahedavi@lcps.org>

Sent: Sunday, January 10, 2021 11:57 AM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lottie Spurlock

<Lottie.Spurlock@lcps.org>
Subject: Use of term latinx

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Thanks Harris



--- Original Mossage--From: Harris Mahedavi Startis Ma

Thanks for your question, I will follow up and respond back



Harris Mahedavi | Loudoun County School Board Ashburn Representative

email: Harris Mahadavis@logs.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 (FQIA) disclosure laws

From: Pesentheiner sent: Wednesday, December 16, 2020 7:10 PM To: Harris Mahedavi Harris Mahedavi Harris Mahedavi Subject: [EXTERNAL] CRT

Dear Mr. Mahedavi,

I hope all is well on your end and that you are enjoying our first snowfall.

I'm writing because I am hearing that LCPS has engaged with CRT, Critical Race Theory. I'm not exactly sure what this is and would like to go straight to the

source. Could you provide feed back on CRT, what is it and how it is being implemented at Trailside Middle School?

Thank you for your time,

Tammy Pesentheiner

To: Cc: Subject: Date: Sender Code Senden Devise Pub Docimie: Max Smith RE: [EXTERNAL] CRT Sunday, January 10, 2021 10:21:32 PM smith202 and

Good Evening Denise,

I do not believe the email warrants a response. Without permission, an on-line media group used the photo copied below to criticize the Division's on-going equity work.

Scott Ziegle

From: Denise Corbo
Sent: Thursday, January 7, 2021 3:07 PM
To: Scott Ziegler Scott Ziegler@lcps.org
Cc: Stephen DeVita Stephen DeVita Stephen DeVita Stephen DeVita Stephen DeVita@lcps.org
Subject: Fwd: [EXTERNAL] CRT

Good afternoon,

This email from a constituent is concerning. Do you have any suggestions on how to respond to help stop the rumors?

Thanke

Denise

Denise Corbo Loudoun County School Board Member At-Large

Sent from my iPhone app. Please forgive my eyes, thumbs and auto correct for typos

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

From: Pesentheiner <a continue of policy posent: Thursday, January 7, 2021 1:47 PM
To: Harris Mahedavi
Cc: Schoolboardemail
Subject: [EXTERNAL] CRT

Mr. Mahedavi.

This is the third time that I am requesting a response regarding the matter in my email that I sent on 12/16/2020.

Kindly respond as I am a resident in the Ashburn School District,

Tammy Pesentheiner

Hi Mr. Mahedavi,

Just wanted to follow up with you regarding my email below. I, also, have additional concerns,

I'm hearing in my community that LCPS has an interim Superintendent, Scott Zeigler. It's my understanding that Scott Zeigler is a BLM supporter/activist. His picture is circulating on Facebook and some LCPS community forums. I don't believe the school leadership should be a political activist.

I look forward to your reply regarding CRT and Scott Zeigler,

Thank you, Tammy Pesentheiner



—Original Message
From: Harris Mahedavi «Harris Mahedavi@icos.org»
To: Pessentheiner pessentheiner <a href="https://document.org

Ms Pesentheiner.

Thanks for your question, I will follow up and respond back.

Regards Harris



Harris Mahedavl | Loudoun County School Board Ashburn Representative

email: Harris Mahed Mill Cos.on:

mobile: 571-420-9312

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source. Could you provide feed back on CRT, what is it and how it is being implemented at Trailside Middle School? Thank you for your time.

Tammy Pesentheiner

From: To: Asia Jones Scott Ziegler

Subject: Date: RE: Vaccines Sunday, January 10, 2021 10:31:01 PM

Hello,

I am working on SPED stuff and beginning to work on the SB PPT and employee survey questions as we discussed late Friday. I also will include in the PPT my thoughts/recommendations for prioritization of vaccine. You may recall I mentioned the following groups of in-person employees (Stage 1 in-person employees, athletics, and depending upon return to in-person Academies, elementary, etc.)

If Ryan is able to load the questions into a division-wide survey tomorrow, we can send an employee email by COB tomorrow.

On tomorrow's call, I anticipate Dr. G sharing when the vaccine is expected to be on hand in order to start our POD. If Kevin is able to secure a large venue for immediate use, great. If not, I recommend we move forward with BWHS to start as soon as possible this week. We gave our nurses a deadline for the module completion by Friday COB. I need to check with Jeannie to see when the in-person training is to be done. We should have no problem if the vaccine is on hand, nurses are trained, and location staged.

Once I have the answers to these issues, I will include in an email for the update. Exciting times!

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Scott Ziegler <Scott.Ziegler@lcps.org>
Sent: Sunday, January 10, 2021 10:14 PM
To: Asia Jones <Asia.Jones@lcps.org>

Subject: Vaccines

Let me know your thoughts about providing an update to the Board on vaccines through the update on Monday – I'd like to follow with an EE email, if possible. Something that lets staff know we are working on the plan.

Scott A. Ziegler, Ed.D.
Interim Superintendent of Schools
Loudoun County Public Schools
21000 Education Court

Ashburn, VA 20148
Scott.Ziegler@lcps.org

From: To:

Cc:

Mark Smith
Lottie Spurlock
Scott Ziegler

Subject:

Re: Use of term latinx

Date:

Monday, January 11, 2021 8:55:52 AM

Attachments:

Outlook-zw4phaup.png

Good morning Lottie,

Thank you for sharing the background on the use of Latinx in LCPS. Scott and I will discuss and we'll probably need to collaborate some more on this. Thanks!

Mark

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

@SmithMarkUVA

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

Sent: Sunday, January 10, 2021 6:02 PM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

Subject: Fw: Use of term latinx

Hello Scott and Mark,

I hope your weekend has been a good one.

I know one of you will respond to this inquiry, so I am just providing a little background information on it here.

The term LatinX (as referenced in the articles) has become more widely utilized in recent years.

As evidenced from the original committee charter (voted on in Feb 2019) of the Equity Committee (whose first meeting was held April 2019, while I was still serving as principal and appointed as committee staff liaison) this terminology was used by the previous school board in its public deliberations on the make-up of the committee. The use of the term LatinX in LCPS continued when the Systemic Equity Assessment report was released by the Equity Collaborative, the coaching/consulting firm who conducting the small group community focus groups. The intent was to recognize the Spanish language is gender-based with the goal of making the term more inclusive by X denoting "gender neutral".

In order to keep the consistency of the terminology of the committee charter and the Systemic Equity Assessment, when I started in my role I, too, began to use LatinX. We have a member of the committee who has served as that representative since the committee's inception, who has never expressed discontent with the term. I did begin to hear some less than favorable feedback on it during small group deliberations for the development of the Comprehensive Equity Plan and made the adjustment to the term in the 2020 version of the plan (adopted by the LC School Board) to read as Latino/a/x.

Following the board's committee meeting held on December 10th, Brenda updated me on the potential next steps which were then discussed at the following board meeting. When the decision was made to send out a message to the community last week (with a board member requesting me to send this out and serve as point of contact for gathering names) the term LatinX was never mentioned, as it was moving forth as part of the original language of the committee charter. The vote of the board captured that language.

All that to say, it can be an easy fix, although I wonder if the board would need to take action (official vote) on this to change the language. I know Brenda (as committee chair) is planning to provide update on some other feedback I have received related to particular religious groups, etc. (all part of the original dialogue of the previous board between Feb and March 2019) as well as some other suggestions I have received from the community, so it is possible that the board could take action during that meeting to make several adjustments in lingo as well as nominations from the various stakeholder groups.

Sorry for the long email. Hopefully, this provides some clarification on this. Happy to follow up as needed.

Thanks, Lottie

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

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

From: Harris Mahedavi < Harris. Mahedavi@lcps.org>

Sent: Sunday, January 10, 2021 11:57 AM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lottie Spurlock

<Lottie.Spurlock@lcps.org>
Subject: Use of term latinx

Hi Scott and Mark,

Can you please investigate the term latinx we have used for equity committee invitees. Here is a recent article that informa, latinx is not a common term within the Hispanic Community.

https://www.washingtonpost.com/outlook/latinx-latinos-unpopular-gender-term/2020/12/18/bf177c5c-3b41-11eb-9276-ae0ca72729be story.html

I ask that you investigate and perhaps find an appropriate term to replace it, based on findings of course.

Thanks Harris

From:

Ashley Ellis

To:

Scott Ziegler

Cc:

Michelle Walker; Mark Smith

Subject:

FW: Principal Update and Important Jan 6 Response Resources

Date:

Monday, January 11, 2021 12:08:48 PM

Attachments:

Additional Resources.msq

Good afternoon, Scott,

Please share the email message below and message attached with the School Board. Both were sent last week, one on Wednesday evening and one Thursday morning as a response to the events that unfolded in D.C. on Wednesday afternoon. DOI and DPS met Wednesday and quickly pulled together resources for teachers and school leaders who would likely have to address the topic the next day and/or support students who had questions or worries about the events.

I know a couple of School Board members have had questions about how we responded and are supporting schools, so I hope this information helps answer those questions. I am happy to talk to anyone who might have additional questions.

Thank you,

Ashley

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

From: Ashley Ellis

Sent: Wednesday, January 6, 2021 5:42 PM **To:** Principals - All < Principals - All@lcps.org>

Cc: SeniorStaff <SeniorStaff@lcps.org>; Patricia Coggins <Patricia.Coggins@lcps.org>; Andrea Mendoza <Andrea.Mendoza@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

Subject: Principal Update and Important Jan 6 Response Resources

Importance: High

Good evening, Principals,

Here are the updates for today. More importantly and time sensitive, in light of the events that unfolded in D.C. today, we'd like to provide you with some resources to share with your teachers. We have received a few questions from teachers on supporting classroom conversations and anticipate more questions to come. The message to Social Science and Global Studies teachers is below and will be sent momentarily from the SSGS Office. As noted in the message, we are here to continue to support you and staff.

Feel free to share the information below with other school staff as you see fit.

Thank you, Ashley

Notes on the events of 1/6/20

Loudoun County Public Schools is committed to providing an inclusive, safe, caring, and challenging learning environment for all. Because of the events of January 6 around the U.S. Capitol and the Electoral College certification by Congress, we have put together some guidance for conversations that may come up in the classroom. We recognize that this is an ongoing situation and we will be working to continue to support you as you navigate these conversations with your students.

Student and family resources provided by members of the UMHT are listed below. **Items related to mental health:**

- Unified mental health team (UMHT) members are aware of the events and are prepared to support teachers and students needing care. Students can contact UMHT staff through this communication <u>resource</u>.
- Families and school personnel play a critical role in helping to reestablish a sense of normalcy and security for children after an act of violence occurs. Tips for talking to students about violence can be found here.

Social Science leaders, please read over the guidance and put any questions you might have in the <u>Elementary</u> or <u>Secondary</u> parking lots.

If you do choose to engage students in a conversation around the ongoing events at the Capitol and the Electoral College certification, please recognize that emotions will be running high, so it will be important to acknowledge the range of perspectives and intense emotions that are present in your classroom.

As the teacher in the classroom strive to:

- review your classroom agreements around sensitive conversations (if you don't have any—there is no time like the present!);
- manage your emotions and take an IMPARTIAL stance in the conversation; meaning you can acknowledge that our Democracy supports peaceful protest which can sometimes be messy, but there is a difference between legal protest and illegal and/or violent acts.
- Use the conversation as a teaching opportunity to build students' abilities in listening and perspective-taking.
- Let students know that there are mental health professionals in the school with whom they can have further conversations. See the information above related to mental health.

If you do not choose to have a conversation about the ongoing events but still want to acknowledge it, you can do the following:

acknowledge that events are ongoing, and everyone might be feeling strong

- emotions from a variety of perspectives, so it may be hard to focus;
- let the students know they can disengage, or take a break for a moment if they are having trouble focusing;
- give your students a chance to write for a minute or two -- to process their thoughts and feelings and then move on to your plan for the day.
- If a student raises the events as a topic when you hadn't planned to discuss it,
 these resources may be helpful if you want to engage everyone in conversation. If
 you do not feel prepared to engage all students, validate the need for the
 conversation, but explain that you want to think further about how to engage the class
 in a respectful and safe way, so that the conversation is inclusive of all the emotions
 and perspectives.

Ashley F. Ellis, Ed.D.
Assistant Superintendent for Instruction
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
(571) 252-1300
@ashleyfellis

From:

Scott Ziegler

To:

Atoosa Reaser

Cc: Subject: <u>Karen Dawson</u>; <u>Brenda Sheridan</u>; <u>Mark Smith</u> RE: LIS > Bill Tracking > HB1904 > 2021 session

Date:

Monday, January 11, 2021 10:58:00 AM

That looks good. Once the bill is passed, it will be interesting to see how the training and rubrics are built and promulgated around the requirement. That will be where the real work starts.

Scott Ziegler

From: Atoosa Reaser

Sent: Monday, January 11, 2021 10:08 AM **To:** Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: Karen Dawson < Karen. Dawson@lcps.org>; Brenda Sheridan < Brenda. Sheridan@lcps.org>; Mark

Smith < Mark. Smith@lcps.org>

Subject: LIS > Bill Tracking > HB1904 > 2021 session

This is the bill that's going to encompass one of our program's asks. It will be carried by someone outside of Loudoun, and is more comprehensive. I believe it encompasses what we were asking for and am OK with that path forward. Please let me know this morning if you have other thoughts.

http://leg1.state.va.us/cgi-bin/legp504.exe?ses=211&typ=bil&val=Hb1904

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.

From: To: Lottie Spurlock Mark Smith

Cc:

Scott Ziegler

Subject:

Re: Use of term latinx

Date: Attachments: Monday, January 11, 2021 9:03:21 AM Outlook-zw4phaup.png

Good morning Mark,

Sure thing.

Thanks,

Lottie

From: Mark Smith <Mark.Smith@lcps.org>
Sent: Monday, January 11, 2021 8:55 AM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Cc: Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: Re: Use of term latinx

Good morning Lottie,

Thank you for sharing the background on the use of Latinx in LCPS. Scott and I will discuss and we'll probably need to collaborate some more on this. Thanks!

Mark

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

@SmithMarkUVA

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

Sent: Sunday, January 10, 2021 6:02 PM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

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Sorry for the long email. Hopefully, this provides some clarification on this. Happy to follow up as needed.

Thanks, Lottie **Lottie M. Spurlock** Director of Equity

Office of the Superintendent Loudoun County Public Schools 21000 Education Court Ashburn,VA 20148 571.252.1210

Twitter: @LottieSpurlock

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I ask that you investigate and perhaps find an appropriate term to replace it, based on findings of course.

Thanks Harris

From: To: Subject: Loudoun County Public Schools

Loudoun County Public Schools Recipients
LCPS Employee COVID-19 Vaccine Interest Survey

Monday, January 11, 2021 6:34:14 PM

LCPS Banner

January 11, 2021

Colleagues:

LCPS is very excited to be working closely with the Loudoun County Health Department (LCHD) to provide COVID-19 vaccinations to employees who want the vaccine. We believe the vaccine will support the return to safer in-person learning and ultimately end the pandemic. The Virginia Department of Health (VDH) has developed a plan to distribute the COVID-19 vaccine to specific groups of people over several phases and this work is currently underway.

Virginia began Phase 1a in December 2020 for healthcare personnel and people living in long-term care. LCPS Student Health Services staff members were included in Phase 1a and many of our SHS staff have already received the vaccine. The VDH has announced that Loudoun County is one of a few health districts that will begin Phase 1b vaccinations the week of January 11th. K-12 teachers and staff are included in vaccine group 1b.

LCPS and LCHD will work to administer the vaccine as quickly as possible, potentially as soon as Friday, January 15. The vaccine supply in the United States is limited and the federal government is allocating about 110,000 doses of vaccine to Virginia a week. The number of vaccines available in the U.S. and in Loudoun County is dependent on the capabilities of the manufacturers to produce and distribute the vaccine. We anticipate that capacity and availability will increase in the coming months.

To ensure LCPS employees are afforded the opportunity to receive the vaccine as quickly and efficiently as possible, Student Health Services RNs are completing the extensive training that is required for all Virginia COVID-19 vaccinators and will work under the direction of the LCHD to provide the vaccination in a location designated for LCPS employees only. Plans are being finalized for providing vaccines to LCPS employees, and more information, including dates and time for vaccine appointments, will be provided when those details are available.

Participation is voluntary and the vaccine is free. When you complete the survey and indicate that you wish to receive the vaccination, you will be enrolled in the Vaccine Administration Management System (VAMS), the online appointment-scheduling tool that was created by the Centers for Disease Control and Prevention (CDC), and used by the VDH and LCHD. (You will receive email messages from VAMS@cdc.gov to register for the system.)

Please respond to the brief survey linked below by **5 p.m. Wednesday**, **January 13**, to let us know if you want to receive the vaccination through the LCPS point of distribution site:

https://www.research.net/r/98FPK2N

More information will be provided as additional details are finalized.

LCPS remains committed to protecting the health and well-being of every student, staff member, their families and the community. Receiving the COVID-19 vaccine is another important step that each of us can take to improve our community's resilience and help end the pandemic. I intend to get vaccinated as soon as I have the opportunity, and I encourage each of you to take this important protective measure as well. I also urge you to continue to be diligent in employing other essential measures -- use of face coverings, frequent handwashing, physical distancing, limiting in-person gatherings -- so we can continue to make progress in defeating this



Thank you for all you do for the students and residents of Loudoun County.

Sincerely,

Scott Ziegler Interim Superintendent

You are receiving this email because of your relationship with Londoun County Public Schools, If you wish to stop receiving annil updates sent through the Blackboard service, please unsubscribe.
Loudoun County Public Schools | Administration Building21000 Education Count, Ashburn, VA 20148 | 703-996-2190

From:

Scott Ziegler

Cc:

School Board Confidential Superintendent"s Cabinet

Bcc:

Michelle Walker

Subject:

FW: School Board Update

Date:

Monday, January 11, 2021 5:51:00 PM School Board Update 011121.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)

- I Met with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- 2. Met with Asia Jones and others from Pupil Services on LCPS Employee Vaccination POD planning.
- Attended VASS-VASBO Winter Conference.

Department of Instruction

 Information from Ashley Ellis regarding Principal Update and Important Jan 6 Response Resources (pp. 1-4)

Department of Pupil Services

- Asia Jones sharing the Pupil Services Communique' (pp. 5-8) and MTSS Newsletter (pp. 9-13)
- 2. Given the COVID-19 vaccination for Loudoun Phase 1b is now authorized for distribution, staff has identified Brambleton Middle School as the Point of Distribution (POD). We have alerted the BMS principal and she is supportive of this effort. This information is not for public announcement until the BMS principal has had an opportunity to meet with the planning team tomorrow. We plan to have her share a notice with her community as we announce the location of the POD site.

Much planning with the LCHD and Loudoun County Emergency Management Team is underway to complete training for Student Health Services staff and others who will work under the direction of the LCHD to implement the POD. Employees will receive the interest survey this evening for completion within the next 48 hours. It is our intention to complete training, and have the site set up for vaccine distribution as early as Friday, January 15, and no later than Monday, January 18. Please share this in your update to the Board. Thank

you.

Public Information Office

1. COVID Vaccine Message to Employees (pp. 14-16)

Optional Reading: Articles

Loudoun Times story regarding Tuscarora HS students winning Audi prize, Jan. 7.

https://www.loudountimes.com/news/tuscarora-students-win-audi-stem-challenge/article_a4ad9810-5054-11eb-a47a-9fe88116bd25.html

Loudoun Times story regarding superintendent's proposed budget, Jan. 8.

https://www.loudountimes.com/news/loudoun-public-schools-officials-propose-1-5b-budget-for-fiscal-2022/article_54f73fd0-5156-11eb-b3e3-bb3ff5926bd4.html

LoudounNow story regarding proposed FY22 LCPS budget, Jan. 8.

https://loudounnow.com/2021/01/08/1-5b-budget-proposed-for-loudoun-schools-in-fy-2022/

LoudounNow story regarding School board resolution seeking higher vaccination priority for teachers, Jan. 8.

https://loudounnow.com/2021/01/08/school-board-seeks-higher-vaccination-priority-for-teachers/

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

FW: School Board Update

Date: Attachments: Monday, January 11, 2021 5:48:23 PM School Board Update 011121.pdf

Scott Ziegler

From: Michelle Walker

Sent: Monday, January 11, 2021 5:10 PM **To:** Scott Ziegler <Scott.Ziegler@lcps.org> **Cc:** Mark Smith <Mark.Smith@lcps.org>

Subject: School Board Update

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

From: To: Asia Jones Scott Ziegler

Cc: Subject: Ashley Ellis; Kevin Lewis; Mark Smith; Vince Scheivert BMS - Closed POD for LCPS Phase 1b - confidential

Date:

Monday, January 11, 2021 5:46:49 PM

Good afternoon,

Given the COVID-19 vaccination for Loudoun Phase 1b is now authorized for distribution, staff has identified Brambleton Middle School as the Point of Distribution (POD). We have alerted the BMS principal and she is supportive of this effort. This information is not for public announcement until the BMS principal has had an opportunity to meet with the planning team tomorrow. We plan to have her share a notice with her community as we announce the location of the POD site.

Much planning with the LCHD and Loudoun County Emergency Management Team is underway to complete training for Student Health Services staff and others who will work under the direction of the LCHD to implement the POD. Employees will receive the interest survey this evening for completion within the next 48 hours. It is our intention to complete training, and have the site set up for vaccine distribution as early as Friday, January 15, and no later than Monday, January 18. Please share this in your update to the Board. Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From:

Michelle Walker

To: Cc: Scott Ziegler Mark Smith

Subject:

School Board Update

Date: Attachments: Monday, January 11, 2021 5:10:35 PM School Board Update 011121.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)

- I Met with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- 2. Met with Asia Jones and others from Pupil Services on LCPS Employee Vaccination POD planning.
- 3. Attended VASS-VASBO Winter Conference.

Department of Instruction

 Information from Ashley Ellis regarding Principal Update and Important Jan 6 Response Resources (pp. 1-4)

Department of Pupil Services

1. Asia Jones sharing the Pupil Services Communique' (pp. 5-8) and MTSS Newsletter (pp. 9-13)

Public Information Office

1. COVID Vaccine Message to Employees (pp. 14-16)

Optional Reading: Articles

Loudoun Times story regarding Tuscarora HS students winning Audi prize, Jan. 7.

https://www.loudountimes.com/news/tuscarora-students-win-audi-stem-challenge/article_a4ad9810-5054-11eb-a47a-9fe88116bd25.html

Loudoun Times story regarding superintendent's proposed budget, Jan. 8.

https://www.loudountimes.com/news/loudoun-public-schools-officials-propose-1-5b-budget-for-fiscal-2022/article_54f73fd0-5156-11eb-b3e3-bb3ff5926bd4.html

LoudounNow story regarding proposed FY22 LCPS budget, Jan. 8.

https://loudounnow.com/2021/01/08/1-5b-budget-proposed-for-loudoun-schools-in-fy-2022/

LoudounNow story regarding School board resolution seeking higher vaccination priority for teachers, Jan. 8.

https://loudounnow.com/2021/01/08/school-board-seeks-higher-vaccination-priority-for-teachers/

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

From:

Rob Doolittle

To:

Scott Ziegler

Cc: Subject: Michelle Walker; Mark Smith

Date:

COVID Vaccine Message to Employees Monday, January 11, 2021 4:59:08 PM

Date: Attachments:

LCPS COVID Vaccine Employee Message.pdf

Dr. Ziegler,

Later this afternoon LCPS will send the attached message regarding the availability of COVID vaccinations for employees and a survey to identify employees who wish to receive vaccinations.

Please consider sharing this message in today's update to the School Board.

Thank you.

Rob Doolittle

Director, Communications and Community Engagement

LCPS

From: To: Michelle Walker Scott Ziegler

Cc:

Mark Smith

Subject:

School Board Update

Date: Attachments: Monday, January 11, 2021 4:38:52 PM School Board Update 011121.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)

- I Met with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- Met with Asia Jones and others from Pupil Services on LCPS Employee Vaccination POD planning.
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LoudounNow story regarding School board resolution seeking higher vaccination priority for teachers, Jan. 8.

https://loudounnow.com/2021/01/08/school-board-seeks-higher-vaccination-priority-for-teachers/

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

From:

Asia Jones

To:

Rvan Tyler; Vivian Jefferson

Cc:

Superintendent"s Cabinet; Rob Doolittle

Subject: Date:

FW: Position titles for COVID-19 Vaccination Survey

Monday, January 11, 2021 2:55:31 PM

Attachments:

Positions for Survey.xlsx

Thanks Ryan and Vivian. I am headed into cabinet and will ask leadership to review.

Asia R. Jones, Ed.D. **Assistant Superintendent** Department of Pupil Services **Loudoun County Public Schools** 21000 Education Court Ashburn, VA 20148

Telephone: 571-252-1022

From: Ryan Tyler < Ryan. Tyler@lcps.org> Sent: Monday, January 11, 2021 2:34 PM

To: Vivian Jefferson < Vivian.Jefferson@lcps.org>

Cc: Asia Jones <Asia.Jones@lcps.org>

Subject: FW: Position titles for COVID-19 Vaccination Survey

FYI

Ryan Tyler, Ph.D. Supervisor of Research **Loudoun County Public Schools** 571-252-1484

From: Kimberly Klees < Kimberly Klees@lcps.org>

Sent: Monday, January 11, 2021 2:33 PM To: Ryan Tyler < Ryan. Tyler@lcps.org>

Subject: RE: Position titles for COVID-19 Vaccination Survey

Dr. Tyler,

I have just finished putting together the list of positions and the summary groups we use to define them. We have over 1,500 positions. We use summary and rollup categories to summarize them in our budget book but even still these remain fairly long lists. I have included a file that lists each position with both of those groups and ran pivots to provide you lists for the Summary titles and Rollup Groups to see if either of those work for what you need. In Budget we do not have roles associated with these positions. Please review the attached and see if that information will provide you with the information you need.

Kim

Kim Klees

Director-Budget and Financial Analytics
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571-252-1829
kimberly.klees@lcps.org

From: Ryan Tyler < Ryan.Tyler@lcps.org>
Sent: Monday, January 11, 2021 2:26 PM
To: Kimberly Klees < Kimberly.Klees@lcps.org>

Subject: RE: Position titles for COVID-19 Vaccination Survey

Good afternoon, Kim.

Just checking in on your progress in providing the roles and positions for the survey.

Ryan Tyler, Ph.D. Supervisor of Research Loudoun County Public Schools 571-252-1484

From: Ryan Tyler

Sent: Monday, January 11, 2021 11:45 AM **To:** Kimberly Klees < <u>Kimberly Klees@lcps.org</u>>

Cc: Asia Jones Asia Jones@lcps.org; Vivian Jefferson Vivian Jefferson@lcps.org;

Subject: RE: Position titles for COVID-19 Vaccination Survey

Kimberly,

Following up on my request: if we could receive the list of roles and positions in a spreadsheet format, that would be ideal.

Thanks again.

Ryan Tyler, Ph.D.
Supervisor of Research
Loudoun County Public Schools
571-252-1484

From: Ryan Tyler

Sent: Monday, January 11, 2021 10:21 AM

To: Kimberly Klees < Kimberly Klees@lcps.org>

Cc: Asia Jones <<u>Asia.Jones@lcps.org</u>>; Vivian Jefferson <<u>Vivian.Jefferson@lcps.org</u>>

Subject: Position titles for COVID-19 Vaccination Survey

Good morning, Kimberly.

LCPS is developing a survey to gather information on staff interest in the COVID-19 Vaccination. Dr. Jones recommended that we contact you regarding the following request:

1. Position Type: (Do we have a list of positions typically used in surveys that can be used here with specificity? ie: Special education teacher, elementary teacher, behavior assistant, special education assistant, school nutrition worker, related services, athletic coach/assistant coach, athletic trainer, etc.)

We need a list of the roles and positions for survey respondents to select from. Is it possible to provide this information ASAP?

Please let me know if you have any questions.

Thank you for your time and attention.

Ryan Tyler, Ph.D. Supervisor of Research Loudoun County Public Schools 571-252-1484 From: To: Mark Smith

Subject:

Scott Ziegler
ACTION: Fw: Neelum"s Bio

Date:

Tuesday, January 12, 2021 12:05:55 PM

Attachments:

image001.png

Bio Chaudhry. Neelum 1-11-2021.doc

Resume - Chaudhry -- FHS Prinicipal Application.pdf

Outlook-antfw50t.png

Attached.

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

@SmithMarkUVA

From: Steve Walter <Steve.Walter@lcps.org> Sent: Monday, January 11, 2021 10:10 AM

To: Kristi Hurd < Kristi. Hurd@lcps.org>; Mark Smith < Mark. Smith@lcps.org>

Subject: RE: Neelum's Bio

Good morning,

See the attached bio for Ms. Chaudhry. Please review and let me know if you want to make changes. I used her resume, Cyborg, and Oracle to assist with the bio. She listed the testing coordinator as 13-14, but I looked in Cyborg, and it shows her starting in 2012.

Thank you,

Steve

Steve Walter
Operations Supervisor
Human Resources and Talent Development
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1651

From: Kristi Hurd < Kristi.Hurd@lcps.org> **Sent:** Monday, January 11, 2021 9:08 AM **To:** Steve Walter < Steve.Walter@lcps.org>

Subject: RE: Neelum's Bio

January 13, 2021.

Kristi Hurd
Supervisor, Secondary and Substitutes
Human Resources and Talent Development
21000 Education Court
Ashburn, VA 20148
571-252-1645

From: Steve Walter < Steve.Walter@lcps.org>
Sent: Monday, January 11, 2021 8:17 AM
To: Kristi Hurd < Kristi.Hurd@lcps.org>

Subject: RE: Neelum's Bio

Effective date?

Steve

Steve Walter
Operations Supervisor
Human Resources and Talent Development
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1651

From: Kristi Hurd < Kristi.Hurd@lcps.org > Sent: Monday, January 11, 2021 8:02 AM To: Steve Walter < Steve.Walter@lcps.org >

Subject: FW: Neelum's Bio

Steve,

Would you please send Mark a Bio for Neelum Chaudry for Principal at Freedom HS? She is being appointed at the next Board meeting.

Kristi Hurd
Supervisor, Secondary and Substitutes
Human Resources and Talent Development
21000 Education Court
Ashburn, VA 20148
571-252-1645

From: Mark Smith < Mark. Smith@lcps.org> **Sent:** Monday, January 11, 2021 7:51 AM To: Kristi Hurd < Kristi. Hurd@lcps.org>

Subject: Neelum's Bio

Morning Kristi,

Congrats to your Ravens! My Steelers looked pitiful. Sad ending to their season. Oh well!

Checking in to see how Neelum's bio gets to Scott for the board meeting to announce her. Is there something we need to do? Thanks!

Mark

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

@SmithMarkUVA

From:

Asia Jones

To:

Sharon Willoughby

Cc:

Jeannie Kloman; Scott Ziegler; Kevin Lewis; Andrea Philyaw; Elizabeth Mills; Brian Stocks

Subject: Date:

RE: CARES Act funding use question Tuesday, January 12, 2021 10:08:04 AM

I think having nutrition services provide adult lunches would be great. We are planning for Friday as the first POD implementation date/training on Thursday.

Asia R. Jones, Ed.D.

Assistant Superintendent

Department of Pupil Services

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Telephone: 571-252-1022

From: Sharon Willoughby <Sharon.Willoughby@lcps.org>

Sent: Tuesday, January 12, 2021 10:03 AM

To: Asia Jones <Asia.Jones@lcps.org>

Cc: Jeannie Kloman < Jeannie.Kloman@lcps.org>; Scott Ziegler < Scott.Ziegler@lcps.org>; Kevin Lewis

<Kevin.Lewis@lcps.org>; Andrea Philyaw <Andrea.Philyaw@lcps.org>; Elizabeth Mills

<Elizabeth.B.Mills@lcps.org>; Brian Stocks <Brian.Stocks@lcps.org>

Subject: RE: CARES Act funding use question

Kevin reached out to me regarding this and if SN staff could deliver meals to staff working the PODS. Beth is working with Brian to coordinate this. If another option is desired, please contact Andrea in purchasing for guidance on how to procure meals.

I've copied Andrea, Brian, and Beth on this email so they may coordinate this effort.

Sharon Willoughby

Assistant Superintendent of Business and Financial Services Loudoun County Public Schools 21000 Education Court Ashburn, VA 20148

Telephone: 571-252-1400

From: Asia Jones < Asia. Jones@lcps.org> Sent: Tuesday, January 12, 2021 9:58 AM

To: Sharon Willoughby <Sharon. Willoughby@lcps.org>

Cc: Jeannie Kloman < Jeannie Kloman@lcps.org; Scott Ziegler < Scott.Ziegler@lcps.org;

Subject: CARES Act funding use question

Good morning Sharon,

Activation of the vaccination POD will require we provide snacks and lunch for staff who are

operating the POD. Can CARES Act funding or a division funding stream be provided so that we may begin the purchasing? Thanks

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From: To: Christopher Bennett

Cc:

Scott Ziegler; Ashley Ellis; Rae Mitchell Annette Slattery; Michelle Walker Belmont Station ES Principal Candidate

Subject: Date: Attachments:

Tuesday, January 12, 2021 8:31:30 AM BST Principal Candidate - Erin Timothy.pdf

Dr. Ziegler & All,

Erin Timothy has been offered and accepted the Principal position at Belmont Station ES, pending school board approval, and was asked to keep it confidential. Attached are the materials for the school board notification.

As soon as we receive approval to proceed, DOI can coordinate school and community notifications for Ms. Timothy. This position will become vacant on January 21, 2021, when the current Principal transitions to her new role. If possible, perhaps we could update the school board and advise that we would like Ms. Timothy to begin on January 21, 2021, and then be formally approved at the January 26, 2021 school board meeting. Or Ms. Timothy could start in her new role on January 27, 2021, after the school board meeting.

Thanks, Chris

Christopher G. Bennett
Director, Human Resources and Talent Development
(Elementary School, Special Education, Operations, Budget)
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1100

From:

Stephanie Stolte

To:

Scott Ziegler; david.goodfriend@vdh.virginia.gov

Subject: Date: Pfizer Vaccine instead of Moderna Monday, January 11, 2021 8:20:09 PM

I understand LCPS will be using the Moderna vaccine. Is there a way we can get the Pfizer vaccine instead if we so choose?

I know INOVA in Fairfax used the Pfizer vaccine on some FCPS teachers today. Do you know if INOVA Loudoun will be doing the same?

Thank you.

Stephanie Stolte PE 6 and 7 Farmwell Station Middle School (571) 252-2320

From: Loudoun County Public Schools <BlackboardMN@LCPS.org>

Sent: Monday, January 11, 2021 6:30 PM

To: Loudoun County Public Schools Recipients < recipients@loudoun.parentlink.net>

Subject: LCPS Employee COVID-19 Vaccine Interest Survey

LCPS Banner			
	EG)		

January 11, 2021

Colleagues:

LCPS is very excited to be working closely with the Loudoun County Health Department (LCHD) to provide COVID-19 vaccinations to employees who want the vaccine. We believe the vaccine will support the return to safer in-person learning and ultimately end the pandemic. The Virginia Department of Health (VDH) has developed a plan to distribute the COVID-19 vaccine to specific groups of people over several phases and this work is currently underway.

Virginia began Phase 1a in December 2020 for healthcare personnel and people living in long-term care. LCPS Student Health Services staff members were included in Phase 1a and many of our SHS staff have already received the vaccine. The VDH has announced that Loudoun County is one of a few health districts that will begin Phase 1b vaccinations the week of January 11th. K-12 teachers and staff are included in vaccine group 1h

LCPS and LCHD will work to administer the vaccine as quickly as possible, potentially as soon as Friday, January 15. The vaccine supply in the United States is limited and the federal government is allocating about 110,000 doses of vaccine to Virginia a week. The number of vaccines available in the U.S. and in Loudoun County is dependent on the capabilities of the manufacturers to produce and distribute the vaccine. We anticipate that capacity and availability will increase in the coming months.

To ensure LCPS employees are afforded the opportunity to receive the vaccine as quickly and efficiently as possible, Student Health Services RNs are completing the extensive training that is required for all Virginia COVID-19 vaccinators and will work under the direction of the LCHD to provide the vaccination in a location designated for LCPS employees only. Plans are being finalized for providing vaccines to LCPS employees, and more information, including dates and time for vaccine appointments, will be provided when those details are available.

Participation is voluntary and the vaccine is free. When you complete the survey and indicate that you wish to receive the vaccination, you will be enrolled in the Vaccine Administration Management System (VAMS), the online appointment-scheduling tool that was created by the Centers for Disease Control and Prevention (CDC), and used by the VDH and LCHD. (You will receive email messages from VAMS@cdc.gov to register for the system.)

Please respond to the brief survey linked below by 5 p.m. Wednesday, January 13, to let us know if you want

to receive the vaccination through the LCPS point of distribution site:

https://www.research.net/r/98FPK2N

More information will be provided as additional details are finalized.

LCPS remains committed to protecting the health and well-being of every student, staff member, their families and the community. Receiving the COVID-19 vaccine is another important step that each of us can take to improve our community's resilience and help end the pandemic. I intend to get vaccinated as soon as I have the opportunity, and I encourage each of you to take this important protective measure as well. I also urge you to continue to be diligent in employing other essential measures — use of face coverings, frequent handwashing, physical distancing, limiting in-person gatherings — so we can continue to make progress in defeating this significant public health threat.

Thank you for all you do for the students and residents of Loudoun County. Sincerely, Scott Ziegler

Interim Superintendent

You are receiving this email because of your relationship with Loudoun County Public Schools. If you wish to stop receiving cinail updates sent through the Blackboard service, please <u>insubscribe</u>.

Landoun County Public Schools | Administration Building21000 Education Court, Ashburn, VA 20148 | 703-996-2199

From: Vince Scheivert

To: Scott Ziegler

Subject: RE: [EXTERNAL] Re: Swivl for Return-to-School Hybrid Learning

Date: Tuesday, January 12, 2021 12:39:55 PM

Attachments: image002.png

This is a marketing blast. I got the same email.

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

From: Scott Ziegler <Scott.Ziegler@lcps.org> **Sent:** Tuesday, January 12, 2021 12:32 PM **To:** Vince Scheivert <Vince.Scheivert@lcps.org>

Subject: FW: [EXTERNAL] Re: Swivl for Return-to-School Hybrid Learning

Forwarding just b/c this looks like it would be fun to play with.

Scott Ziegler

From: Edward Hou <<u>edward@swivl.com</u>>
Sent: Tuesday, January 12, 2021 12:16 PM
To: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>

Subject: [EXTERNAL] Re: Swivl for Return-to-School Hybrid Learning

Hi Scott,

I hope you had a chance to review my last email. Do you think Swivl may be something your district would be interested in exploring?

In addition to Hampton City, we have been assisting thousands of schools in the US with either setting up or enhancing their hybrid learning experiences. See <u>Here</u>.

Let me know if you think a Zoom call would be beneficial at this time.

On Thu, Jan 7, 2021 at 4:55 PM Edward Hou <edward@swivl.com> wrote:

Good afternoon Scott,

My name is Edward Hou, Swivl account manager for Loudon County Public Schools.

Our team is currently training teachers at Hampton City Schools as the district is in the process of outfitting all secondary classrooms with a Swivl robot to assist with its return to school hybrid learning plan. Would you be interested in exploring Swivl for your teachers? Swivl has also previously been used by some staff members within LCPS pre-pandemic for PD-related use cases.

I'd be happy to schedule a Zoom call with you and your team to tell you more about using Swivl with Zoom or Google Meet live streaming.

Thank you for your time and consideration.





Edward Hou

Consultant | 650-620-9694 | Twitter | Linkedin | Book a meeting

Learn how Swivl is <u>leading</u> the Hybrid Classroom movement!

From:

Scott Ziegler

To:

Vince Scheivert

Subject:

FW: [EXTERNAL] Re: Swivl for Return-to-School Hybrid Learning

Date:

Tuesday, January 12, 2021 12:32:00 PM

Attachments:

image001.png

Forwarding just b/c this looks like it would be fun to play with.

Scott Ziegler

From: Edward Hou <edward@swivl.com> **Sent:** Tuesday, January 12, 2021 12:16 PM **To:** Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: [EXTERNAL] Re: Swivl for Return-to-School Hybrid Learning

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I'd be happy to schedule a Zoom call with you and your team to tell you more about using Swivl with Zoom or Google Meet live streaming.

Thank you for your time and consideration.





Edward Hou

Consultant | 650-620-9694 | Twitter | LinkedIn | Book a meeting

Learn how Swivl is <u>leading</u> the Hybrid Classroom movement!

From:

Edward Hou

To:

Scott Ziegler

Subject:

[EXTERNAL] Re: Swivl for Return-to-School Hybrid Learning

Date: Attachments: Tuesday, January 12, 2021 12:16:30 PM Screen Shot 2020-10-12 at 1.30.56 PM.png

Hi Scott,

I hope you had a chance to review my last email. Do you think Swivl may be something your district would be interested in exploring?

In addition to Hampton City, we have been assisting thousands of schools in the US with either setting up or enhancing their hybrid learning experiences. See <u>Here</u>.

Let me know if you think a Zoom call would be beneficial at this time.

On Thu, Jan 7, 2021 at 4:55 PM Edward Hou <<u>edward@swivl.com</u>> wrote: Good afternoon Scott,

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I'd be happy to schedule a Zoom call with you and your team to tell you more about using Swivl with Zoom or Google Meet live streaming.

Thank you for your time and consideration.



 From:
 Sharon Willoughby

 To:
 Stephen DeVita; Asia Jones

 Cc:
 Scott Ziegler; Kevin Lewis

Subject: RE: LCPS RNs as vaccinators - follow up question

Date: Tuesday, January 12, 2021 6:54:39 PM

We included public in our question to VACORP, so no concern. So long as under Supt direction, we are good.

Sharon Willoughby

Assistant Superintendent of Business and Financial Services Loudoun County Public Schools 21000 Education Court Ashburn, VA 20148

Telephone: 571-252-1400

From: Stephen DeVita <Stephen.DeVita@lcps.org>

Sent: Tuesday, January 12, 2021 6:37 PM

To: Asia Jones <Asia.Jones@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: RE: LCPS RNs as vaccinators - follow up question

Asia

Sporadic vaccinations of members of the public that find their way in to the program is a bit different from taking in wholesale members of the public. No problem with the former in my view, but check with VaCorp. Steve

From: Asia Jones <<u>Asia.Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 6:19 PM

To: Stephen DeVita < Stephen. DeVita@lcps.org >; Sharon Willoughby < Sharon. Willoughby@lcps.org >

Cc: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>

Subject: RE: LCPS RNs as vaccinators - follow up question

Given the roll out of the process for 1b to allow for LCPS employees, it could be at least 30 days. We have received a high response rate for participation. Our worry is to not turn away anyone from the Priority 1b group from our POD. For example, if a 75 year old makes their way to receive the vaccination, it would not be appropriate to turn them away from receipt of public vaccine. This is a new wrinkle we learned about today during our debrief. Basically, the LCHD is unable to ensure the POD is closed to just LCPS if it is uploaded in the VAMS platform. The VAMS platform is the robust scheduling and vaccine accountability tool.

LCPS does not have, in this short time frame, a robust tool that can handle what the VAMS tool does for ensuring schedules are maintained and sent to recipients during the registration process. I'd like to propose that we allow LCPS employees to go to any site and, if we must, allow others in the Priority 1b group to come to ours given the LCHD cannot "close" a VAMS site to LCPS without canceling anyone from the public who might select the LCPS site.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Stephen DeVita <Stephen.DeVita@lcps.org>

Sent: Tuesday, January 12, 2021 6:07 PM

To: Asia Jones <<u>Asia Jones@lcps.org</u>>; Sharon Willoughby <<u>Sharon.Willoughby@lcps.org</u>>

Cc: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>

Subject: RE: LCPS RNs as vaccinators - follow up question

What is the anticipated length of service that the County will need to borrow our nurses for their vaccination program? Short-term (30 days) or Long-term (more than 30 days)

From: Asia Jones <<u>Asia.Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 5:49 PM

To: Sharon Willoughby < Sharon. Willoughby@lcps.org>; Stephen DeVita < Stephen. DeVita@lcps.org>

Cc: Scott Ziegler < Scott.Ziegler@lcps.org>; Kevin Lewis < Kevin.Lewis@lcps.org>

Subject: LCPS RNs as vaccinators - follow up question

Importance: High

Sharon and Steve,

We are closer to completing the required training/certification of our participating RNs as COVID vaccinators. I have a question related to expanding the role of our RNs as vaccinators to also include the general public during the pandemic period. If needed, and it is likely if given permission, will VACORP allow this? Steve, if VACORP allows this, what else would you need? Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From:

Stephen DeVita

To: Cc: Asia Jones; Sharon Willoughby Scott Ziegler; Kevin Lewis

Subject:

RE: LCPS RNs as vaccinators - follow up question

Date:

Tuesday, January 12, 2021 6:37:06 PM

Asia

Sporadic vaccinations of members of the public that find their way in to the program is a bit different from taking in wholesale members of the public. No problem with the former in my view, but check with VaCorp. Steve

From: Asia Jones <Asia.Jones@lcps.org>
Sent: Tuesday, January 12, 2021 6:19 PM

To: Stephen DeVita <Stephen.DeVita@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: RE: LCPS RNs as vaccinators - follow up question

Given the roll out of the process for 1b to allow for LCPS employees, it could be at least 30 days. We have received a high response rate for participation. Our worry is to not turn away anyone from the Priority 1b group from our POD. For example, if a 75 year old makes their way to receive the vaccination, it would not be appropriate to turn them away from receipt of public vaccine. This is a new wrinkle we learned about today during our debrief. Basically, the LCHD is unable to ensure the POD is closed to just LCPS if it is uploaded in the VAMS platform. The VAMS platform is the robust scheduling and vaccine accountability tool.

LCPS does not have, in this short time frame, a robust tool that can handle what the VAMS tool does for ensuring schedules are maintained and sent to recipients during the registration process. I'd like to propose that we allow LCPS employees to go to any site and, if we must, allow others in the Priority 1b group to come to ours given the LCHD cannot "close" a VAMS site to LCPS without canceling anyone from the public who might select the LCPS site.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Stephen DeVita < Stephen. DeVita@lcps.org>

Sent: Tuesday, January 12, 2021 6:07 PM

To: Asia Jones Asia Jones@lcps.org; Sharon Willoughby Sharon Willoughby@lcps.org;

Cc: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>

Subject: RE: LCPS RNs as vaccinators - follow up question

What is the anticipated length of service that the County will need to borrow our nurses for their vaccination program? Short-term (30 days) or Long-term (more than 30 days)

From: Asia Jones <<u>Asia.Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 5:49 PM

To: Sharon Willoughby <Sharon.Willoughby@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>

Cc: Scott Ziegler < Scott. Ziegler@lcps.org>; Kevin Lewis < Kevin.Lewis@lcps.org>

Subject: LCPS RNs as vaccinators - follow up question

Importance: High

Sharon and Steve,

We are closer to completing the required training/certification of our participating RNs as COVID vaccinators. I have a question related to expanding the role of our RNs as vaccinators to also include the general public during the pandemic period. If needed, and it is likely if given permission, will VACORP allow this? Steve, if VACORP allows this, what else would you need? Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From:

Asia Jones

To:

Stephen DeVita; Sharon Willoughby

Cc:

Scott Ziegler; Kevin Lewis

Subject:

RE: LCPS RNs as vaccinators - follow up question

Date:

Tuesday, January 12, 2021 6:19:11 PM

Given the roll out of the process for 1b to allow for LCPS employees, it could be at least 30 days. We have received a high response rate for participation. Our worry is to not turn away anyone from the Priority 1b group from our POD. For example, if a 75 year old makes their way to receive the vaccination, it would not be appropriate to turn them away from receipt of public vaccine. This is a new wrinkle we learned about today during our debrief. Basically, the LCHD is unable to ensure the POD is closed to just LCPS if it is uploaded in the VAMS platform. The VAMS platform is the robust scheduling and vaccine accountability tool.

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Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Stephen DeVita <Stephen.DeVita@lcps.org>

Sent: Tuesday, January 12, 2021 6:07 PM

To: Asia Jones <Asia.Jones@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: RE: LCPS RNs as vaccinators - follow up question

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From: Asia Jones <<u>Asia.Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 5:49 PM

To: Sharon Willoughby <Sharon.Willoughby@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>

Cc: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>

Subject: LCPS RNs as vaccinators - follow up question

Importance: High

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Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From:

Stephen DeVita

To:

Asia Jones; Sharon Willoughby

Cc: Subject: Scott Ziegler; Kevin Lewis
RE: LCPS RNs as vaccinators - follow up question

Date:

Tuesday, January 12, 2021 6:06:38 PM

What is the anticipated length of service that the County will need to borrow our nurses for their vaccination program? Short-term (30 days) or Long-term (more than 30 days)

From: Asia Jones <Asia.Jones@lcps.org>
Sent: Tuesday, January 12, 2021 5:49 PM

To: Sharon Willoughby <Sharon.Willoughby@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: LCPS RNs as vaccinators - follow up question

Importance: High

Sharon and Steve,

We are closer to completing the required training/certification of our participating RNs as COVID vaccinators. I have a question related to expanding the role of our RNs as vaccinators to also include the general public during the pandemic period. If needed, and it is likely if given permission, will VACORP allow this? Steve, if VACORP allows this, what else would you need? Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From:

Asia Jones

To:

Sharon Willoughby; Stephen DeVita

Cc: Subject: Scott Ziegler; Kevin Lewis

Date:

LCPS RNs as vaccinators - follow up question Tuesday, January 12, 2021 5:48:51 PM

Sharon and Steve,

We are closer to completing the required training/certification of our participating RNs as COVID vaccinators. I have a question related to expanding the role of our RNs as vaccinators to also include the general public during the pandemic period. If needed, and it is likely if given permission, will VACORP allow this? Steve, if VACORP allows this, what else would you need? Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From: To: Beth Barts Scott Ziegler

Subject: Date: Fwd: Theatre Teacher 11-Month Contract Proposed Wednesday, January 13, 2021 4:44:37 PM

FYI

Sent from my iPhone

Begin forwarded message:

From: Addie Schafer <Addie.Schafer@lcps.org>
Date: January 13, 2021 at 4:18:59 PM EST
To: Schoolboardemail <lcsb@lcps.org>

Subject: Theatre Teacher 11-Month Contract Proposed

Dear Loudoun County School Board,

My name is Addie Schafer Benko and I am the theatre director/teacher at Woodgrove High School. I currently have a master's degree from William and Mary in education as well as my dual-certification undergraduate degree in both English and Theatre. I have worked in as well as outside of the classroom at all age levels Pre-K-collegiate. I was a Fulbright Teaching Scholar in 2015 and a National Geographic Teaching Fellow in 2019. I paid to attend 4 theatre conferences last year and typically attend 1-2 per year often at my own expense for fees, travel, etc. My professional website and work history can be found here: https://sites.google.com/lcps.org/woodgrovetheatre

I tell you all of this, not to brag about my credentials. I tell you all of this so that you are fully aware of the certifications, training, and time I've spent becoming an expert in my field. Not to undermine coaches at the high school level, but I challenge you to find a coach with the variety of experience, working over 40 jobs in my young professional career thus far before the age of 30, with as much passion and hard work that it takes to run a theatre program. In addition to my credentials, I've been awarded several teaching grants in and as well as outside of the county in my six years teaching in LCPS. I have taught formally or informally in four different countries on two different continents.

When Theatre received a "specialist" in the admin building 4 years ago, we had all hoped that he would be able to make change. Under Mr. James Dallas' leadership, there was real momentum towards an 11-month contract and a second stipend. However, when Mr. Dallas left LCPS and there was a re-alignment of the departments, he was told that this issue is "under review". Unfortunately, it's been "under review" for 2+ years, and when he inquiries about it, he is told that it's not a priority. Last year, athletics received stipend increases from the Department of HR. This was of course, against the wishes of principals and some athletic directors, as they knew this would further bring up the conversation about equity of pay regarding the performing arts stipends contracts. From both the student side as an LCPS Briar Woods graduate and now on the teacher side as both an elementary and high school teacher, I have watched, as Band Directors, etc. receive an 11th Month Contract, Stipend(s) for Marching band, color guard, drum line, drill, indoor guard, etc. As a theatre teacher, there is no wiggle room for us to do anything BUT theatre with the 4-7 show expectation in our programs, yet a band teacher with an 11-month contract and a devotion to band can pick up extra responsibilities and duties. These are facts. Many of my colleagues coach multiple sports throughout the year and have financial support on a level unmatched.

On top of that, currently, \$1400 is given to the program for curricular related expenses. On average, a musical costs between \$15,000 - \$80,000 to produce in the extra-curricular setting (many school theatre programs lost \$10,000 - \$30,000 in Spring of 2020 due to lost shows). It has not only been a struggle in the past but more so than ever is a struggle now. These are facts that no one talks about openly. I gather, you yourself, may not have even been aware of these hard numbers. Here is the facts document that outlines other figures as well: https://docs.google.com/document/d/1Z_MHDuvEwaZLO0djzTJqY1Y0IFvuUam1_chcB7A8OWU/edit?usp=sharing

We, as theatre teachers, are requesting an 11 Month Contract, the same offered to Band Teachers,

as well as an evaluation of the Stipend Scale for Fine Arts.

Some Critical disparaging facts:

A HS Theatre Program is Funded at: \$5,556 (1 stipend) + \$1400 for classroom supplies

A HS Football Program is Funded at: \$40,079 (stipends) WITH an athletic director for administrative support with additional financial support for buses, equipment, field maintenance, uniforms from the county.

A HS Lacrosse Program is Funded at: 14,317 (Stipends)_WITH an athletic director for administrative support with additional financial support for buses, equipment, field maintenance, uniforms from the county.

More disparaging is this simple fact:

A HS Theatre program may accommodate upwards of 190+ Students throughout the year. That is \$36 per student allocated by the school board

A HS Football program may accommodate up to 100 students throughout the year. That is \$400.79 per student excluding their transportation, uniforms, equipment, etc. . .

That is a deficit of \$364.69 per student.

Finally, we are currently collecting hard data from all theatre teachers about how many hours they put into the program. To date, 8 of the 16 schools have responded with data.

This fall alone, I spend +250 hours on the fall production for after school hours (from auditions, to meetings, to rehearsals, to editing the film to adjust for COVID-19, etc. I also spent my lunches and planning doing extra tasks (as I typically do even before COVID-19 for business related tasks since running a theatre program is like running a small business, but all profits go back to paying for rights for the next project rather than the person or team bringing in the money) completing additional hours of steaming costumes, sanitizing all surfaces, etc. This then forces me to work so many weekends and extra hours to finish grading, etc. This is in order to produce the quality expected for high school productions while also teaching full-time. It feels like working three full-time jobs at times.

I hope you can see why it is critical that this issue be addressed immediately. You have the power to create change and stand behind the values of arts education in Loudoun County. Your voice is powerful on the board, and we need you now more than ever as an ally. Tell your Theatre Teachers that what we do is worth it to our students; that we are valuable to LCPS and to the community, as a whole.

If you have any questions at all, please do not hesitate to reach out to me. I am available at your discretion. Please find the hours reference sheet from some teachers here from the 2019-2020 school year from approximate measurements from production calendars, email, other tracking methods: https://docs.google.com/spreadsheets/d/1Fjr_fZmv_SnyUk4UqZcgWZSbdcvNanZXCQvCujp4MIY/edit?usp=sharing. I know you have a lot on your mind and plate right now. In a time of change, here is another important one that should be part of the main course of changes. Thank you for your time and consideration on this matter.

Sincerely,

Addie Schafer Benko



Copy of THEATRE TEACHER HOUR TRACKING

Sheet I RRHS,RRHS,THS,JCHS,FHS,DHS,PFHS,SBHS-ND**,BHS-ND*,RVHS,LCHS-ND*,HHS,WHS,BWHS,LVHS-ND*,RVHS,LCHS-ND*,PVHS,AVERAGE Fall Production,172,172,114,92,154,25,140,106,151.5,-,156,-238,5,-,-,200,-,-,154,20 Winter Production,185,80,112,50,156,90,146,5,100,-,-,20,-,-,40,-,-,97,95 Spring

From:

Asia Jones

To: Subject: <u>Vince Scheivert;</u> <u>Scott Ziegler;</u> <u>Kevin Lewis</u> FW: [EXTERNAL] Re: There are more than 10 of us.

Date:

Wednesday, January 13, 2021 3:56:00 PM

FYI

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Goodfriend, David < David. Goodfriend@loudoun.gov>

Sent: Wednesday, January 13, 2021 9:45 AM

To: Asia Jones <Asia.Jones@lcps.org>

Cc: Hubbard, Allison <Allison.Hubbard@loudoun.gov>; Jeannie Kloman <Jeannie.Kloman@lcps.org>

Subject: Re: [EXTERNAL] Re: There are more than 10 of us.

We do not have additional MRC vaccinators above and beyond what we need for our Sterling POD.

This email may contain confidential information that is legally privileged and protected by federal and state law. This information is intended for use only by the individual or entity to whom it is addressed. The authorized recipient is obligated to maintain the information in a safe, secure, and confidential manner. The authorized recipient is prohibited from using this information for purposes other than intended, prohibited from disclosing this information to any other party unless required to do so by law or regulation, and is required to destroy the information after its stated need has been fulfilled.

If you are not the intended recipient, you are hereby notified that any improper disclosure, copying, or distribution of the contents of this information is strictly prohibited. Please notify the owner of this information immediately and arrange for its return or destruction.

From: Asia Jones < Asia.Jones@lcps.org>
Sent: Wednesday, January 13, 2021 9:42 AM

To: Goodfriend, David < David.Goodfriend@loudoun.gov>

Cc: Hubbard, Allison <<u>Allison.Hubbard@loudoun.gov</u>>; Jeannie Kloman <<u>Jeannie.Kloman@lcps.org</u>>

Subject: RE: [EXTERNAL] Re: There are more than 10 of us.

That is great news. Is there someone from the OEM or LCHD that could verify and reach out to this person to secure the "more than 10 of them" to help support the school facility POD?

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Goodfriend, David < David.Goodfriend@loudoun.gov>

Sent: Wednesday, January 13, 2021 9:37 AM

To: Asia Jones < Asia. Jones @lcps.org >

Cc: Hubbard, Allison Allison.Hubbard@loudoun.gov; Jeannie Kloman Jeannie.Kloman@lcps.org

Subject: Re: [EXTERNAL] Re: There are more than 10 of us.

My understanding is that this is a health department POD taking place at a school facility. As part of the health department POD, we will be utilizing school employees as part of the ICS staff. This does not preclude LCPS and other nurses who meet LHD training requirements from vaccinating.

From: Asia Jones < Asia. Jones@lcps.org>

Sent: Wednesday, January 13, 2021 9:30 AM

To: Goodfriend, David < David.Goodfriend@loudoun.gov>

Cc: Hubbard, Allison <<u>Allison.Hubbard@loudoun.gov</u>>; Jeannie Kloman <<u>Jeannie.Kloman@lcps.org</u>>

Subject: FW: [EXTERNAL] Re: There are more than 10 of us.

Good morning Dr. Goodfriend,

A member from the Loudoun MRC has sent the email below to the Board. I've responded to the Board member that I would check with you given we are operating under your direction. Please advise. Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

From: Asia Jones

Sent: Wednesday, January 13, 2021 9:28 AM **To:** Harris Mahedayi < Harris Mahedayi@lcps.org >

Cc: Scott Ziegler < Scott. Ziegler@lcps.org >

Subject: RE: [EXTERNAL] Re: There are more than 10 of us.

Good morning,

I will share this information with Dr. Goodfriend. We are operating under his medical license and direction. The county uses members of the Medical Reserve Corps for its operations, so this may not be a problem. Thank you for forwarding this email to me.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Harris Mahedavi < Harris. Mahedavi@lcps.org>

Sent: Wednesday, January 13, 2021 9:05 AM

To: Asia Jones <<u>Asia.Jones@lcps.org</u>> **Cc:** Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>

Subject: Fwd: [EXTERNAL] Re: There are more than 10 of us.

Is their a liability in asking non LCPS volunteers to run vaccination shifts?

From: Lindsay Carlucci < lindsaycarlucci.np@gmail.com>

Sent: Wednesday, January 13, 2021 8:52:31 AM

To: Denise Corbo Denise.Corbo@lcps.org; Atoosa Reaser Atoosa.Reaser@lcps.org; Harris Mahedavi Harris Mahedavi@lcps.org; Leslee King Leslee.King@lcps.org; Ian Serotkin Atoosa.Org; John Beatty John.Beatty@lcps.org; Jeff Morse Jeff.Morse@lcps.org; Beth Barts Beth.Barts@lcps.org; Brenda Sheridan Brenda.Sheridan@lcps.org; superintendent@doe.virginia.gov superintendent@doe.virginia.gov; constituentservices@doe.virginia.gov constituentservices@doe.virginia.gov>

Subject: [EXTERNAL] Re: There are more than 10 of us.

I am a nurse and a Family Nurse Practitioner. I am happy to provide you with my current licensure and credentials. I have already vaccinated hundreds of people through a local hospital system. I am also a member of the Loudoun County Medical Reserve Corps, and a contracted prn employee of the Loudoun County Health Department. I volunteer to vaccinate teachers and other educators who are willing to return to the schools. This should not be a deterrent in returning to the classrooms.

Lindsay Carlucci FNP-C

On Sat, Dec 26, 2020 at 8:40 PM Lindsay Carlucci < lindsaycarlucci.np@gmail.com > wrote:

Dear Ms. Corbo,

I would like to respond to an email that I have read where you stated that there are only "10 organized constituents who constantly reach out sending the message to open schools regardless of metrics and safety." You also stated that the "vast majority" of over 150k+ constituents "understand the plan, metrics, and are making accommodations for their children and families during this pandemic." Respectfully, I believe this to be only partially true. That would be the part about the accommodations that need to be made for our children. I would argue that most of these people, these 150k+ that you speak of, are not pleased with distance learning, or the dismal possibility of hybrid learning (which my son's teachers made sound as less appealing as possible). Nor do the "vast majority" understand the plan. I certainly do not understand how you are now allowing teachers to bring their school age children TO SCHOOL because "it's not safe" for MY school age child to be there. Please explain this to me.

Also, please tell me, if you are only hearing from "10", how do you know that the "vast majority" of 150k+ are pleased about or agreeable to our current situation. I think more likely you are not hearing from people because they are busy making those accommodations you speak of. They are working or looking for work, they are caring for their families and loved ones. They are desperately trying to help their children, because, and you may not like to hear this again, but LCPS IS failing them. Furthermore, some residents of Loudoun County may not be familiar with the proper communication channels; they may not be aware of particular FB groups; or perhaps they do not possess the knowledge or resources, or time to respond to you. I appreciate the "10 people" who take the time out of their day to reach out to you. They have the patience, the time, and the resilience to lead this fight for our children. They speak for so many others in our community.

I have patiently sat on the sidelines and I have been a quiet witness to the fight that is being led. You have never personally heard from me before, because as a healthcare provider I have been busy caring for elderly Covid positive patients in our community. I get up every morning, I put on my personal protective equipment, and I do my duties. No matter how I feel, I have a responsibility to my patients. Despite my experiences with Covid, I am ALL FOR 100% in person learning. Our teachers and educators have a responsibility to our children, and they need to fulfill THEIR duties.

There is overwhelming and undeniable data that supports re-opening schools. The American Academy of Pediatrics continues to advocate for in-person learning. To quote one of their recent publications, "The benefits of in-person education for fostering instruction and social and emotional skills, and providing safety, healthy meals and support services must be considered." Dr Fauci has stated as recently as this month "If you look at the data, the spread among children and from children is not really big at all, not like one would have suspected. So let's try to get kids back.." Schools are NOT the sites of significant viral transmission, either between children or between children and adults. There is extraordinarily little evidence that keeping schools closed has any measurable public health benefit against the spread of COVID.

I think instead we will continue to see the harms that keeping them home is causing to our children. I will refrain from discussing these in detail. In regard to your statement that

"students are finding success": I would like to know how? How is this being measured? Because this is not my child. He has not found success in distance learning. And he is not alone. I am not sure what makes you think extreme isolation and sitting in front of a computer screen all alone for 7+ hours a day is successful. Struggling to stay motivated and to stay positive, and continually coming up short is not success. Keeping children out of the classroom will make recovering from the pandemic harder in the long term, while not keeping us any safer in the short term. Please help us help our children and get them back in school.

Sincerely,

Lindsay Carlucci RN, MSN, FNP-C

From: Samantha Bosserman
To: Scott Ziegler

Subject: [EXTERNAL] Photos of School Board Members for School Board Appreciation Month

Date: Wednesday, January 13, 2021 11:54:26 AM

Good morning School PR Contacts and Superintendents,

In celebration of School Board Appreciation Month in February, we would like to feature school board members on the rotating photos on the homepage of the VSBA website. Please send any photos that you have of your school board members from the past year for the website. We realize that there may be limited photos from 2020 and understand if none are available. If you do have photos of electronic school board meetings, please feel free to share those as well.

Thank you for your assistance.

Thanks,

Samantha S. Bosserman, Senior Director of Communications and Board Development Virginia School Boards Association 200 Hansen Road, Suite 2 Charlottesville, VA 22911 800-446-8722 or 434-295-8722 Office 434-295-8785 Fax samantha@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:

Beth Barts Scott Ziegler

Subject: Date:

Fwd: [EXTERNAL] Theatre Stipends Wednesday, January 13, 2021 11:18:55 AM

FYI.

Sent from my iPhone

Begin forwarded message:

From: Beth Barts < Beth.Barts@lcps.org > Date: January 12, 2021 at 10:46:02 AM EST

To: Nichole Cabaniss <nicholecabaniss@gmail.com>
Subject: RE: [EXTERNAL] Theatre Stipends

Thank you –please email all. Maybe take out the first paragraph.... Appreciate it.

Sent from Mail for Windows 10

From: Nichole Cabaniss

Sent: Tuesday, January 12, 2021 10:27 AM

To: Beth Barts; Denise Corbo

Subject: [EXTERNAL] Theatre Stipends

Good Morning!

My name is Nicki Cabaniss and I am a Theatre Director for the county. I have chosen to email just Ms. Barts and Ms. Corbo for a few reasons. 1. Being Ms. Barts is my community's representation for where I live and 2. because I feel like both of you are truly listening to teachers.

To be honest, bringing up this conversation during our current circumstances feels very strange. There are so many big things happening right now, but I would remiss if I didn't advocate for change maybe further down the line.

I have worked for the county as a theatre teacher since 2013. When I started the job, I was coming from being a college professor and was beyond excited to be leading a program and with a stipend. This job is an incredible joy, but it takes more time and more energy than I ever expected, though that could be with teaching in general.

Currently, Theatre teachers receive 1 stipend for the entire year and I am very grateful for it. But, in recent years, it has come to feel that we are not being afforded the same opportunities as our sports coaches who can retain multiple stipends or who have

stipends they can grant support staff to help us do our jobs better and more safely. In the professional theatre world, it takes a team of people to do what most of our theatre teachers do alone or with the help of our choir teachers and for my program, we do it for 7 shows a year with two travel companies. Our stipends do not currently reflect this hard work and my students and I have to raise money to pay anyone who helps to work with them such as a vocal coach or pit conductor.

I have been an athlete and I know how hard our coaching staff works. I was a nationally competitive archer and I helped train athletes for the field. It is demanding and hard work, and I am proud to work beside the coaches at my school. I would just like to see attention brought to people working just as hard all year in the arts programs because we are also training kids and giving them opportunities for pennies on the hour.

As we move forward in a hopeful return to our stages and classrooms as normal, please consider recommending a change in Theatre stipends to better reflect our work through all seasons as well as helping us by providing stipends to pay our support staff who we have to beg us to help us on productions because we cannot do it alone. Even our best coaches have assistant coaches because our students deserve the best.

Thank you for the consideration,

Nicki Cabaniss

Nichole Cabaniss, M.A.T.

From: To: Beth Barts Scott Ziegler

Subject:

Fwd: Stipend & Contract Discussion for Theatre Arts Teachers

Date:

Wednesday, January 13, 2021 11:13:25 AM

Attachments:

image002.png image004.png image008.png image010.png

FYI.

Sent from my iPhone

Begin forwarded message:

From: Corinne Fox <Corinne.Fox@lcps.org>
Date: January 13, 2021 at 11:05:48 AM EST
To: Schoolboardemail <lcsb@lcps.org>

Subject: Stipend & Contract Discussion for Theatre Arts Teachers

Hello,

I teach Theatre Arts, Technical Theatre, and Foundations in Dance at Potomac Falls High School. I would like the LCPS School Board to please re-evaluate the Theatre Teacher contract (preferred) and/or the stipend drama teachers receive annually.

Theatre Arts teachers currently receive an annual stipend of \$5,556 to run the co-curricular after school drama program. This is consistent with what coaches and marching band directors receive for their respective athletics and music seasons, however, each sport runs only for a single season throughout the school year. Football training begins over the summer and ends in November/December. Basketball begins in late fall and ends in the winter. Marching band begins in August and ends with the football season. Even though Theatre teachers receive the same stipend that would seem to only capture a single season's worth of blood, sweat, and tears (quite literally), the actual Theatre season runs nearly 11 months out of the calendar year.

If one were to compare football and/or marching band to theatre, the amount of time would merely encompass the fall production. Meetings and planning for this production begin the previous spring, with auditions, rehearsals, and performances occurring before and after school from late August through late November. But then, when other fall sports seasons end, theatre continues. Most schools do a winter production that often has overlap with the fall production. And before the winter production even goes into performances, work begins on the spring musical. Does the theatre teacher's job end when the musical is over? Sadly no. Don't forget about those summer camps that occur in June and July.

At Potomac Falls specifically, in addition to the aforementioned what we call "mainstage" shows, we also have additional productions and performance opportunities woven into an already impossibly busy schedule. Theatre Arts II does a class show that we have taken to local elementary and middle schools. Theatre Arts III/IV does a class show for VHSL (Virginia High School League). Potomac Falls also has the oldest improv comedy troupe in the county which

rehearses after school and performs every month or every other month. We are also a proud member of the International Thespian Society which offers students the opportunity to attend conferences and perform across the country. In 2022, Potomac Falls will be partnering with Rock Ridge High School to perform at the International Fringe Festival in Edinburgh, Scotland during the month of August. The rehearsals and preparation for our performance will be yet another element added to our schedule.

I am not exaggerating even slightly when I say that this job is all consuming. I sincerely hope that as a school board you will recognize the herculean efforts theatre teachers put into not only their rigorous 5+ prep teaching schedule, but also the incredibly demanding before/after school program. Please consider the time and effort that goes into an entire theatre season and allow our compensation to accurately reflect all that we give to our students.

Thank you!

Respectfully, Corinne Fox



Corinne Fox
Theatre Arts Teacher/Director
Potomac Falls High School
www.potomacfallsdrama.org



All the world's a stage, and all the men and women merely players.

They have their entrances and their exits, and one man in his time plays many parts.

William Shakespeare









From:

Sarah Georgelas

To:

Schoolboardemail; Scott Ziegler

Subject: Date: [EXTERNAL] Vaccination Distribution Help Wednesday, January 13, 2021 9:23:47 AM

Good Morning,

I am sure you are all tired from last night's meeting and I, as a parent of a SPED student at LCPS, am tired as well. Actually, I am exhausted.

I have consistently asked the School Board what I can do to help in my numerous emails. I never received any response so now I'm taking action.

I officially volunteer to help administer the vaccinations. I will take the training course and help to get these kids back IN school. Will it be challenging for me and my family? Absolutely. See, I wake up at 3AM to work before my kids. Why? Because I have a 3rd grader with dyslexia who struggles with 3+3=6, has difficulty spelling high frequency words (thay (they), dose (does), whut (what)), and I need to provide emotional support for her when she breaks down and cries when she cannot learn on a computer. I also have a homeschooled kindergartner and I could not fathom entering into this distance learning nightmare and a 4 year old that, thank my lucky stars, is enrolled in a private Pre-K program that... gasp... is IN PERSON!

The real kicker is this... my husband is currently sleeping outside in DC at night. Nope, he's not homeless. He is in the National Guard and just got activated to DC. It was 23 degrees last night so while you're nestled in your warm beds at night the National Guard is literally sleeping outside. Yes, he has a hotel room but the troops are on the ground working literally 24 hour days to preserve the democracy of the United States and there is no time to enjoy the luxuries of a warm bed.

So when I say I will find a way to help I mean that I am literally letting everything else fall by the wayside to get these kids back IN school. I will figure out my family situation. I will hire babysitters during the training and implementation and I will work all nighters to get the work for my actual job done. 6-8 weeks for roll out of the vaccine is absurd. Call on the public to help because there are 32,000 parents (roughly 80,000 students x approximately 40% that want hybrid) that want their kids to have free and appropriate access to a public education. Parents are resourceful so use us! Let us help end the last 10 months of misery.

Please send me the pertinent information regarding training so I can sign up. Thank you.

Sarah

From:

Peter Livingston

To:

Harris Mahedavi; Atoosa Reaser; Brenda Sheridan; Denise Corbo; Jeff Morse; Ian Serotkin; Leslee King; John

Beatty; Scott Ziegler

Subject:

[EXTERNAL] Disney land in California is set up to vaccinate one million people a week

Date:

Wednesday, January 13, 2021 8:26:01 AM

And we need 6-8 weeks to vaccinate 17000 employees? They also said people don't have to be nurses to vaccinate others. Scott mentioned a training class last night for it they were doing.

Seriously. Can we put out a call for volunteers to help with the staff vaccination efforts and get this done ASAP? I'm in.

Where can I sign up. I'm sure hundreds of others would help as well. Let's do something for once together as a community to get these schools open.

Peter Livingston

From:

Mark Smith

To:

Lottie Spurlock; Asia Jones

Cc:

Scott Ziegler

Subject:

Re: Item 10.01 Policy 1040

Date:

Wednesday, January 13, 2021 8:00:04 AM

Attachments:

Outlook-konx2se3.png

Good morning Asia and Lottie,

I am happy to respond to any questions that come up. Could we connect this afternoon or tomorrow so that I am up to speed?

Mark

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

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

Sent: Tuesday, January 12, 2021 10:59 PM

To: Asia Jones <Asia.Jones@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

Cc: Scott Ziegler <Scott.Ziegler@lcps.org> **Subject:** Re: Item 10.01 Policy 1040

Thanks for the update, Asia. When I heard the plan to resume on Thursday, I immediately began to think about how I would be able to keep up with the meeting that day. I'll be finishing up with the equity leads' meeting at 5:30, have a 6:00 p.m. appointment, and then will be watching (virtually) my high school senior's game at 7:30. I am happy to connect with Mark to prepare for Q & A; however, I would not be able to log on as a panelist for that meeting.

Thanks, Lottie

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

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

From: Asia Jones <Asia.Jones@lcps.org>
Sent: Tuesday, January 12, 2021 10:46 PM

To: Mark Smith <Mark.Smith@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>

Cc: Scott Ziegler < Scott.Ziegler@lcps.org> **Subject:** FW: Item 10.01 Policy 1040

Lottie and Mark,

Apologies as the email below that I've forwarded to you may be "TMI"! I shared it with Brenda as she is very passionate about this policy and the no-name calling document. I want her to know that I want to support and facilitate the draft policy development but will not be able to be present given this change in schedule. Since the three of us answered a number of her questions and listened to her request to add "Option B", is it possible that one of you can respond, should there be a need, after she presents? If not, I can follow up with Clark for his availability on my behalf but he has not been actively involved in this development as you have been.

Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Asia Jones

Sent: Tuesday, January 12, 2021 10:35 PM

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

Subject: Item 10.01 Policy 1040

Brenda,

As an FYI, I will work with Dr. Smith and Ms. Spurlock regarding this item for Thursday. I am not scheduled to present that night and will be watching online but not as a panelist. I will be prepping for a colonoscopy that is scheduled the following morning. If you are familiar with this procedure, you are aware that it is quite involved beginning 4:00 pm and throughout the evening.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services

Loudoun County Public Schools 21000 Education Court Ashburn, VA 20148

Telephone: 571-252-1022

From:

Lottie Spurlock

To:

Asia Jones; Mark Smith

Cc:

Scott Ziegler

Subject:

Re: Item 10.01 Policy 1040

Date:

Tuesday, January 12, 2021 10:59:22 PM

Thanks for the update, Asia. When I heard the plan to resume on Thursday, I immediately began to think about how I would be able to keep up with the meeting that day. I'll be finishing up with the equity leads' meeting at 5:30, have a 6:00 p.m. appointment, and then will be watching (virtually) my high school senior's game at 7:30. I am happy to connect with Mark to prepare for Q & A; however, I would not be able to log on as a panelist for that meeting.

Thanks, Lottie

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

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Cc: Scott Ziegler < Scott. Ziegler@lcps.org> **Subject:** FW: Item 10.01 Policy 1040

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Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Asia Jones

Sent: Tuesday, January 12, 2021 10:35 PM

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

Subject: Item 10.01 Policy 1040

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Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Asia Jones

To: Sharon Willoughby; Stephen DeVita

Cc: Scott Ziegler; Kevin Lewis; Ashley Ellis; Vince Scheivert

Subject: RE: LCPS RNs as vaccinators - follow up question

Date: Tuesday, January 12, 2021 7:01:27 PM

The RNs will be supervised during the vaccine process. It is a relief to know that VACORP does not have an issue with LCPS RNs participating as vaccinators to LCPS employees as well as members of the public during our POD implementation.

Given the newest dilemma I explained in the email below, opening the POD may be the option we will need to use. Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Sharon Willoughby <Sharon.Willoughby@lcps.org>

Sent: Tuesday, January 12, 2021 6:55 PM

To: Stephen DeVita <Stephen.DeVita@lcps.org>; Asia Jones <Asia.Jones@lcps.org> **Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: RE: LCPS RNs as vaccinators - follow up question

We included public in our question to VACORP, so no concern. So long as under Supt direction, we are good.

Sharon Willoughby

Assistant Superintendent of Business and Financial Services Loudoun County Public Schools 21000 Education Court Ashburn, VA 20148

Telephone: 571-252-1400

From: Stephen DeVita < Stephen. DeVita@lcps.org>

Sent: Tuesday, January 12, 2021 6:37 PM

To: Asia Jones Asia.Jones@lcps.org; Sharon Willoughby Sharon Willoughby@lcps.org;

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>

Subject: RE: LCPS RNs as vaccinators - follow up question

Asia

Sporadic vaccinations of members of the public that find their way in to the program is a bit different

from taking in wholesale members of the public. No problem with the former in my view, but check with VaCorp. Steve

From: Asia Jones <<u>Asia.Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 6:19 PM

To: Stephen DeVita <<u>Stephen.DeVita@lcps.org</u>>; Sharon Willoughby <<u>Sharon.Willoughby@lcps.org</u>>

Cc: Scott Ziegler < Scott. Ziegler@lcps.org>; Kevin Lewis < Kevin.Lewis@lcps.org>

Subject: RE: LCPS RNs as vaccinators - follow up question

Given the roll out of the process for 1b to allow for LCPS employees, it could be at least 30 days. We have received a high response rate for participation. Our worry is to not turn away anyone from the Priority 1b group from our POD. For example, if a 75 year old makes their way to receive the vaccination, it would not be appropriate to turn them away from receipt of public vaccine. This is a new wrinkle we learned about today during our debrief. Basically, the LCHD is unable to ensure the POD is closed to just LCPS if it is uploaded in the VAMS platform. The VAMS platform is the robust scheduling and vaccine accountability tool.

LCPS does not have, in this short time frame, a robust tool that can handle what the VAMS tool does for ensuring schedules are maintained and sent to recipients during the registration process. I'd like to propose that we allow LCPS employees to go to any site and, if we must, allow others in the Priority 1b group to come to ours given the LCHD cannot "close" a VAMS site to LCPS without canceling anyone from the public who might select the LCPS site.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Stephen DeVita < Stephen. DeVita@lcps.org>

Sent: Tuesday, January 12, 2021 6:07 PM

To: Asia Jones <<u>Asia Jones@lcps.org</u>>; Sharon Willoughby <<u>Sharon.Willoughby@lcps.org</u>>

Cc: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>

Subject: RE: LCPS RNs as vaccinators - follow up question

What is the anticipated length of service that the County will need to borrow our nurses for their vaccination program? Short-term (30 days) or Long-term (more than 30 days)

From: Asia Jones <<u>Asia Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 5:49 PM

To: Sharon Willoughby < Sharon. Willoughby@lcps.org>; Stephen DeVita < Stephen. DeVita@lcps.org>

Cc: Scott Ziegler <<u>Scott.Ziegler@lcps.org</u>>; Kevin Lewis <<u>Kevin.Lewis@lcps.org</u>>

Subject: LCPS RNs as vaccinators - follow up question

Importance: High

Sharon and Steve,

We are closer to completing the required training/certification of our participating RNs as COVID vaccinators. I have a question related to expanding the role of our RNs as vaccinators to also include the general public during the pandemic period. If needed, and it is likely if given permission, will VACORP allow this? Steve, if VACORP allows this, what else would you need? Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From:

Ben Kiser

To:

Ben Kiser

Cc:

Andy Stamp; Tom Smith; Marcus Newsome; Liza Scallet; Laurie McCullough VASCD

Subject:

[EXTERNAL] INFORMATION-VASCD Micro Credentials

Date: Attachments:

Thursday, January 14, 2021 8:43:09 AM Micro-credential info for VASS (4).pdf

VASS Members,

Find attached information about VASCD's new micro-credentials in supporting teachers' professional growth. Many of you are members of VASCD and know Laurie McCullough, Executive Director for VASCD, quite well. Please share with your teachers and others. Thanks for all you do.

Howard B. Kiser (Ben), Ed.D. Executive Director, VASS P.O. Box 68
Batesville, Virginia 22924
b.kiser@vassonline.org

Office: 804-562-4430 Cell: 804-815-7661



From:

Ashley Ellis

To: Cc: Scott Ziegler

Subject:

Michelle Walker; Mark Smith

Date:

Belmont Station ES Principal Recommendation
Thursday, January 14, 2021 9:21:11 AM

Date: Attachments: Thursday, January 14, 2021 9:21:11 AM BST Principal Candidate - Erin Timothy.pdf

Scott – can you please review the message below. Michelle, once he reviews (the dates, in particular), it can go in the update this afternoon under Office of Superintendent items. Thanks!

Erin Timothy has been selected as the preferred candidate for the position of principal of Belmont Station Elementary School. Erin currently serves as Assistant Principal at Steuart Weller Elementary School. The attachment includes a memo with additional details from Ashley Ellis, as well as a cover letter and resume from Erin Timothy. If you have any questions or concerns regarding this promotion, please contact me by 5 p.m. on Thursday, January 21. We tentatively plan to communicate with the Belmont Station Elementary community as early as Friday, January 22. Official action by the School Board is anticipated at the meeting on January 26, and Ms. Timothy would begin her new role on January 27. (pp. ??)

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

From:

Scott Ziegler

To:

Lucia Sebastian; Christopher Bennett; Lisa Boland; Mark Smith; Robert Phillips

Subject:

FW: [EXTERNAL] INFORMATION-VASCD Micro Credentials

Date: Attachments: Thursday, January 14, 2021 10:56:00 AM Micro-credential info for VASS (4).pdf

FYI

Scott Ziegler

From: Ben Kiser <b.kiser@vassonline.org> **Sent:** Thursday, January 14, 2021 8:42 AM **To:** Ben Kiser <b.kiser@vassonline.org>

Cc: Andy Stamp <a.stamp@vassonline.org>; Tom Smith <t.smith@vassonline.org>; Marcus Newsome <m.newsome@vassonline.org>; Liza Scallet <l.scallet@vassonline.org>; Laurie

McCullough VASCD <vascded@gmail.com>

Subject: [EXTERNAL] INFORMATION-VASCD Micro Credentials

VASS Members,

Find attached information about VASCD's new micro-credentials in supporting teachers' professional growth. Many of you are members of VASCD and know Laurie McCullough, Executive Director for VASCD, quite well. Please share with your teachers and others. Thanks for all you do.

Howard B. Kiser (Ben), Ed.D. Executive Director, VASS P.O. Box 68 Batesville, Virginia 22924 b.kiser@vassonline.org

Office: 804-562-4430 Cell: 804-815-7661



Subject:

FW: [EXTERNAL] INFORMATION-VASCD Micro Credentials

Date: Attachments: Thursday, January 14, 2021 10:56:01 AM Micro-credential info for VASS (4).pdf

Scott Ziegler

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Cc: Andy Stamp <a.stamp@vassonline.org>; Tom Smith <t.smith@vassonline.org>; Marcus Newsome <m.newsome@vassonline.org>; Liza Scallet <l.scallet@vassonline.org>; Laurie

McCullough VASCD <vascded@gmail.com>

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Howard B. Kiser (Ben), Ed.D. Executive Director, VASS P.O. Box 68 Batesville, Virginia 22924 b.kiser@vassonline.org

Office: 804-562-4430 Cell: 804-815-7661

From:

Myers, Melanie

To:

Scott Ziegler; Mark Smith

Subject:

renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)

Date:

Thursday, January 14, 2021 12:13:24 PM

Attachments:

MOA between LCPS and Loudoun County CSB for renew of grant 2021-2024.pdf

Good afternoon,

Loudoun County Prevention/Intervention Services has been collaborating with LCPS for over 15 years to provide youth in various schools with substance abuse prevention groups utilizing the Life Skills Training, evidence-based curriculum, which has been partially funded by the Virginia Foundation for Healthy Youth (VFHY) grant. We are in the process of renewing this three-year grant and would like to continue our partnership to provide these services to students. This year, our Prevention/Intervention staff and various School Counselors or School Social Workers have continued collaboration to co-facilitate these groups virtually, during the COVID-19 Pandemic. It is a requirement of the (VFHY) grant to provide an MOA with the respective district superintendents and school principals with which they plan to partner. I will be reaching out to the school principals that we have continued to partner with over the years for their signatures as well.

I have attached the previous MOA signed by Dr. Eric Williams and Executive Director of Loudoun County CSB, Margaret Graham as a reference to show our collaboration in the past three-year grant cycle.

I am also attaching the current MOA with the signature of the Executive Director of Loudoun County CSB, Margaret Graham and asking that it be signed by the new Interim Superintendent, Dr. Scott Ziegler?

Please let me know if there are any questions. Thank you for your consideration in continuing our long-term partnership with LCPS.

Sincerely,

Melanie Myers, LCSW Prevention/Intervention Program Manager Loudoun County MHSADS 703-737-8449

From:

Asia Jones

To:

Vince Scheivert; Rob Doolittle

Cc:

Kevin Lewis; Clark Bowers; Jeannie Kloman; Vivian Jefferson; Rvan Tyler; Ashlev Ellis; Scott Ziegler

Subject: Date: FW: Survey feedback CONFIDENTIAL Thursday, January 14, 2021 12:13:15 PM

Attachments:

Vaccine Survey Subtitutes.csv Vaccine Survey NoPosition.csv Vaccine Survey NotinPhoenix.csv Vaccine Survey NotSubtitutes.csv

Vaccine Survey Position Counts as of Jan 13 5 PM.xlsx

Vince and Rob.

I am including you for confidential information to facilitate email message to schedule appointments. I've sent access the Google Doc for email message to the team for review and insertion of important linked info. Vivian has sorted by position as our plan is to send the first email appointments to staff who are not substitutes.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Vivian Jefferson < Vivian.Jefferson@lcps.org>

Sent: Thursday, January 14, 2021 11:50 AM

To: Asia Jones <Asia.Jones@lcps.org>; Jeannie Kloman <Jeannie.Kloman@lcps.org> **Cc:** Ryan Tyler <Ryan.Tyler@lcps.org>; Clark Bowers <Clark.Bowers@lcps.org>

Subject: RE: Survey feedback

Dr. Jones,

Attached are five files:

Vaccine Survey_NotSubtitutes – Respondents who answered Yes to the vaccine whose position title does not include the word "Substitute" (8,714)

Vaccine Survey_Substitutes – Respondents who answered Yes to the vaccine whose position titles include the word "Substitute" (946)

Vaccine Survey_NoPosition — Respondents who do not have a position title in their staff record in Phoenix (21)

Vaccine Survey_NotinPhoenix — Respondents who answered Yes, but do not have a record in Phoenix and their email address is not in the Outlook address book. (3)

Vaccine Survey_Position Counts as of Jan 13 5 PM — A table of the number of Yes responses by position title for reference if further prioritization is necessary.

Jeannie – These files are in the required csv format for VAMS. However, you will need to delete the PID and Position Title columns and rename the file to LOUDOUNCOUNTYPUBLICSCHOOLS_011421 (VAMS naming convention). Let me know if you need help with this.

Vivian

Vivian Jefferson Research Assistant Loudoun County Public Schools 21000 Education Ct. Ashburn, VA 20148 571-252-1487

From: Asia Jones <<u>Asia Jones@lcps.org</u>>
Sent: Thursday, January 14, 2021 10:11 AM

To: Vivian Jefferson Vivian_Jefferson@lcps.org; Jeannie Kloman Jeannie.Kloman@lcps.org; Jeannie Kloman@lcps.org

Cc: Ryan Tyler < Ryan. Tyler@lcps.org>; Clark Bowers < Clark. Bowers@lcps.org>

Subject: RE: Survey feedback

Vivian – how many have responded "Yes" at this time?

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From: Vivian Jefferson < Vivian Jefferson@lcps.org>

Sent: Thursday, January 14, 2021 9:04 AM

To: Jeannie Kloman < Jeannie Kloman@lcps.org>

Cc: Ryan Tyler <Ryan.Tyler@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Clark Bowers

<<u>Clark.Bowers@lcps.org</u>> **Subject:** RE: Survey feedback

Jeannie,

Here is the first file of the people who responded as of yesterday morning. I am working now to validate the file of respondents from yesterday morning through 5:00 PM. The survey remains open. I wanted to forward this set now so that you can get started with the VAMS import process.

A few notes:

I validated the file to make sure that the respondents were LCPS employees by comparing the last name and PID entered in the survey with names and PIDs in Phoenix. (I had to correct some PIDs in order to do this.)

I tried to validate the email addresses to make sure they were entered correctly, but there were 488 email addresses that I could not find in Phoenix. Many of these might be okay because they are in the old format (vjeffers instead of Vivian.jefferson). However, it looks like a few have spelling errors or do not include the "." between first and last name. I don't have an automated way to check and correct these.

If any email addresses are incorrect, the person will not receive the email from VAMS. We suggest that when you announce to staff that they should be receiving a notification from VAMS by X date, that you tell them to resubmit another survey if they don't receive an email as expected. Remind them to use their LCPS address in the format first.last@lcps.org and to double check it for accuracy.

Please let me know if you have any questions. I will have the second file ready later this morning.

Vivian

Vivian Jefferson Research Assistant Loudoun County Public Schools 21000 Education Ct. Ashburn, VA 20148 571-252-1487

From: Jeannie Kloman < Jeannie. Kloman@lcps.org>

Sent: Tuesday, January 12, 2021 8:23 PM

To: Vivian Jefferson < Vivian Jefferson@lcps.org >

Cc: Ryan Tyler <<u>Ryan.Tyler@lcps.org</u>>; Asia Jones <<u>Asia.Jones@lcps.org</u>>; Clark Bowers

<<u>Clark.Bowers@lcps.org</u>> **Subject:** RE: Survey feedback

Hi Vivian,

I am sharing the directions and template that were provided to me for the use of VAMS. I am not fluent in some of the terms used in the directions, and the directions may answer more of your questions than I can. I do know the first names, last names and email addresses need to be entered into the template and then the template needs to be saved as a CSV UTF-8 (.csv) file. Is this helpful to you?

The Health Department has not given me the clearance to enter the staff into VAMS yet. I think that harvesting the data once or twice per day will be acceptable. I have copied Dr. Bowers and Dr. Jones for their input about this question.

Thank you very much! Jeannie

Jeannie Kloman, BSN, RN Supervisor, Student Health Services Loudoun County Public Schools

Ph: 571-252-1017 Fx: 571-252-1245

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From: Vivian Jefferson < Vivian Jefferson@lcps.org>

Sent: Tuesday, January 12, 2021 10:05

To: Jeannie Kloman < Jeannie. Kloman@lcps.org>

Cc: Ryan Tyler < Ryan. Tyler@lcps.org >

Subject: FW: Survey feedback

Jeannie,

I will respond to Dr. Jones, but I need more information about your requirements for uploading to the VAMS platform.

We only have one SurveyMonkey account with full access to all survey data, so I will have to do the extract for you.

- 1. How often would you like to have the data extracted? (for example, twice a day? Every two hours?)
- 2. What file format do you need? (csv? Xlsx?)
- 3. Are there specific column names and order?
- 4. Do you need any validation to make sure the information entered is accurate? Some PID

numbers do not look correct, if that matters.

Thank you,

Vivian

Vivian Jefferson
Research Assistant
Loudoun County Public Schools
21000 Education Ct.
Ashburn, VA 20148
571-252-1487

From: Asia Jones <<u>Asia.Jones@lcps.org</u>>
Sent: Tuesday, January 12, 2021 9:39 AM

To: Vivian Jefferson Vivian.Jefferson@lcps.org; Ryan Tyler Ryan.Tyler@lcps.org
Ce: Ashley.Ellis@lcps.org; Jeannie Kloman Jeannie.Kloman@lcps.org

Subject: Survey feedback

Good morning Vivian and Ryan,

Again, I appreciate your time and energy to develop the survey using the robust division tool. Given the short time period and need to get the vaccination POD up and running, we were not able to quickly fine-tune the survey as previously desired. So as not to add additional stress to your day, I wonder how we (Jeannie, Kelly, myself) might be able to have immediate access to the response data so that it can be routinely pulled and uploaded into the VAMS platform.

I am also interested in knowing how many people were sent/received the survey, the response level, and how many responded YES to wanting the vaccine. Thank you.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

From:

Ashley Ellis

To:

Scott Ziegler; Michelle Walker

Subject:

FW: Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

Date:

Thursday, January 14, 2021 11:29:18 AM

Attachments:

Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

Scott,

I have reviewed the attached VPI enrollment waiver data collection form that needs to be signed by the superintendent and returned to VDOE. Please let me know if Michelle can add your signature. Thanks!

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

From: Charisse Rosario < Charisse. Rosario@lcps.org>

Sent: Thursday, January 14, 2021 11:24 AM **To:** Ashley Ellis <Ashley. Ellis@lcps.org>

Cc: Rae Mitchell <Rae.Mitchell@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>

Subject: Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

Good afternoon Dr. Ellis,

Please find attached our VPI Enrollment Waver Data Collection Form due tomorrow, January 15, 2021 to VDOE. It requires Dr. Ziegler's signature on the cover page. Once obtained electronically, I will submit on our behalf.

I apologize for the quick turnaround, we were awaiting a response from VDOE to ensure our submission is correct.

Please feel free to contact me if you have any questions.

Charisse Rosario, M.Ed.

Supervisor, Head Start and
Starting Towards Excellence in Preschool
Loudoun County Public Schools
571-252-2110 (Main)

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From: To: Scott Ziegler

Cc: Subject: School Board Confidential Superintendent"s Cabinet School Board Update

Date: Attachments: Thursday, January 14, 2021 5:12:00 PM School Board Update 01.14.21.pdf

Good evening,

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

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

- Met with Cabinet and Rob Doolittle to collaborate on COVID-19 and other matters.
- 2. Opening Remarks and FY22 Budget Update Principals meeting.
- 3. 1:1 Meetings with the following School Board Members: Mr. Seroktin, Ms. King and Ms. Corbo.
- 4. Met with Asia Jones, Kevin Lewis and Vince Scheivert to discuss the COVID-19 vaccine and schedule.
- 5. Met with Sharon Willoughby to discuss salary implementation for staff.
- 6. Erin Timothy has been selected as the preferred candidate for the position of principal of Belmont Station Elementary School. Erin currently serves as Assistant Principal at Steuart Weller Elementary School. The attachment includes a memo with additional details from Ashley Ellis, as well as a cover letter and resume from Erin Timothy. If you have any questions or concerns regarding this promotion, please contact me by 5 p.m. on Thursday, January 21. We tentatively plan to communicate with the Belmont Station Elementary community as early as Friday, January 22. Official action by the School Board is anticipated at the meeting on January 26, and Ms. Timothy would begin her new role on January 27. (pp. 1-4)

7. Confidential Vaccine Update

I'd like to provide an update related to our vaccine distribution. As I mentioned on Tuesday night, this is a dynamic situation and will be evolving over the next several days as we learn additional information, and grow in proficiency. There is still a great deal of information that is not-yet-known, however, we will provide the Board with updates each step of the way.

Newly Learned Information

 On Wednesday morning we learned that the VAMS system (vaccine administration management system) mentioned in Tuesday's update is not able to schedule LCPS

- employees. Thanks to the efforts of DDI and DPS, we have developed an appointment system using existing resources, and the first invitation to schedule appointments went out this afternoon. We plan to adapt and improve the system as we move forward. Doses administered at the LCPS site will be manually entered into VAMS to comply with state and federal requirements.
- The county has allocated over 1000 doses of vaccine for administration at the LCPS POD site. The invitation going out today will open about 1,080 slots spread over two days (Friday and Tuesday). We will continue to open slots as vaccine availability is confirmed.
- Our ability to open the clinic outside of business hours is limited. Each POD must be staffed with a state-certified, state employee to supervise the operation. Loudoun County has three certified individuals; there simply are not enough qualified personnel to open the PODS additional hours (see the attachment from Dr. Jones for detailed information).
- Just under 9,700 employees expressed interest in receiving the vaccine.
- LCPS has opened a call center where employees can address questions not answered in the information provided to employees. The call center will be staffed from 8 a.m. to 5:30 p.m. each LCPS workday and can be reached at 571-252-6499. If answers to questions are not immediately available, the call center will record contact information and follow up as appropriate.

Not-Yet-Known Information

The reliability of the vaccine supply chain is unknown. Right now, we know we have
doses to open our POD on Friday and Tuesday. We also know that the County
expects delivery of additional doses on Wednesday. Once these doses are
confirmed, LCPS will open our appointment window to employees. We plan to
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Department of Instruction

1. Response from Ashley Ellis to Jeff Morse regarding Thomas Jefferson admissions. (pp. 5-6)

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Business and Finance

1. Pandemic Relief Funding Update from Sharon Willoughby (p. 9)

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 Support Services update from Kevin Lewis which includes: Anonymous Reporting Tool for Health Mitigation Related Issues, Construction Change Orders Report, Countryside Elementary School - Safe Routes to School (SRTS) Sidewalks & Trails Project, Transportation Concern Registry Update and Bus Driver Recruitment. (pp. 10-23)

Optional Reading: Articles

Loudoun Times story regarding School Board debate and proposals for return to hybrid learning, Jan. 13.

https://www.loudountimes.com/news/loudoun-school-board-rejects-immediate-return-to-hybrid-adopts-risk-matrix/article_f86fad02-55b9-11eb-ba26-734d46117ba7.html

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

FW: School Board Update

Date: Attachments: Thursday, January 14, 2021 5:11:56 PM School Board Update 01.14.21.pdf

Scott Ziegler

From: Michelle Walker

Sent: Thursday, January 14, 2021 5:00 PM **To:** Scott Ziegler <Scott.Ziegler@lcps.org> **Cc:** Mark Smith <Mark.Smith@lcps.org>

Subject: School Board Update

Good evening,

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Scott A. Ziegler, Ed. D. Interim Superintendent Loudoun County Public Schools
 From:
 Michelle Walker

 To:
 Scott Ziegler

 Cc:
 Mark Smith

Subject: School Board Update

Date: Thursday, January 14, 2021 5:00:26 PM
Attachments: School Board Update 01.14.21.pdf

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

From:

Karen Dawson

To:

Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Donna Smith; Holland Yummit; John Lody; Kevin Lewis; Kimberly Goodlin; Lottie Spurlock; Lucia Sebastian; Mark Smith; Patricia Nelson; Rob Doolittle; Scott Ziegler; Sharon Willoughby; Stephen DeVita;

Superintendent's Cabinet - Executive Assistants; Vince Scheivert

Subject:

FW: [EXTERNAL] SUPT'S EMAIL: Announcement Regarding Interim Guidance for PreK-12 School Reopening

Date:

Thursday, January 14, 2021 1:51:48 PM

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

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

From: Virginia Department of Education < VDOE@public.govdelivery.com>

Sent: Thursday, January 14, 2021 1:31 PM **To:** Karen Dawson Karen.Dawson@lcps.org

Subject: [EXTERNAL] SUPT'S EMAIL: Announcement Regarding Interim Guidance for PreK-12 School Reopening

2	

The Virginia Department of Education (VDOE) is committed to providing school divisions with additional updates as they become available.

At 2 p.m. on Thursday, January 14, 2021, Governor Northam will hold a press conference, which is available for public viewing online. Following the press conference, the VDOE will be distributing and posting a Superintendent's Memo with the updated *Interim Guidance for PreK-12 School Reopening*. This document consolidates and replaces the Phase Guidance for Schools issued in July, and the Interim Guidance for K-12 Schools issued in October. The memo will also include a joint letter from Dr. James Lane, State Superintendent, and Dr. Norman Oliver, State Health Commissioner.

This information will also be posted on the VDOE COVID webpage. Should you have questions, please direct them to Holly Coy, Assistant Superintendent for Policy, Equity and Communications at holly.coy@doe.virginia.gov. The Department will also continue to post updates to the VDOE COVID Frequently Asked Questions site in the coming days, as is necessary.

• 1-14-21 Announcement Regarding Interim Guidance for PreK-12 School Reopening.pdf

This service is provided to you at no charge by the Virginia Department of Education.

This email was sent to karen.dawson@lcps.org using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219

From: To: Subject: Date:	Virginia Department of Education Scott Ziegler [EXTERNAL] SUPT"S EMAIL: Announcement Regarding Interim Guidance for PreK-12 School Reopening Thursday, January 14, 2021 1:32:08 PM
john banne	•
At 2 p.m. of available from the and postin Reopening July, and to	ia Department of Education (VDOE) is committed to providing school divisions with updates as they become available. In Thursday, January 14, 2021, Governor Northam will hold a press conference, which is or public viewing online. Following the press conference, the VDOE will be distributing g a Superintendent's Memo with the updated Interim Guidance for PreK-12 School g. This document consolidates and replaces the Phase Guidance for Schools issued in the Interim Guidance for K-12 Schools issued in October. The memo will also include a from Dr. James Lane, State Superintendent, and Dr. Norman Oliver, State Health oner.
This inform please dire at holly.com	nation will also be posted on the VDOE COVID webpage. Should you have questions, ect them to Holly Coy, Assistant Superintendent for Policy, Equity and Communications v@doe.virginia.gov. The Department will also continue to post updates to the VDOE equently Asked Questions site in the coming days, as is necessary.
• 1-14-	21 Announcement Regarding Interim Guidance for PreK-12 School Reopening.pdf
This service	e is provided to you at no charge by the Virginia Department of Education.

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

From: <u>Michelle Walker</u>
To: <u>Scott Ziegler</u>

Subject: FW: Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

Date: Friday, January 15, 2021 11:49:53 AM

Attachments: Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

From: Ashley Ellis <Ashley.Ellis@lcps.org>
Sent: Thursday, January 14, 2021 11:29 AM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>

Subject: FW: Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

Importance: High

Scott,

I have reviewed the attached VPI enrollment waiver data collection form that needs to be signed by the superintendent and returned to VDOE. Please let me know if Michelle can add your signature. Thanks!

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

From: Charisse Rosario < Charisse.Rosario@lcps.org>

Sent: Thursday, January 14, 2021 11:24 AM **To:** Ashley Ellis Ashley.Ellis@lcps.org

Cc: Rae Mitchell < Rae. Mitchell@lcps.org>; Michelle Walker < Michelle. Walker@lcps.org>

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Please feel free to contact me if you have any questions.

Charisse Rosario, M.Ed.

Supervisor, Head Start and
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Loudoun County Public Schools
571-252-2110 (Main)

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From:

Michelle Walker

To:

Scott Ziegler

Subject:

FW: Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

Date:

Friday, January 15, 2021 11:49:40 AM

Attachments:

Loudoun VPI Enrollment Waiver Data Collection Form.xlsb

From: Ashley Ellis <Ashley.Ellis@lcps.org> Sent: Thursday, January 14, 2021 11:29 AM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>

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From:

Sneed, Maree F.

To:

Connally, N. Thomas; Stephen DeVita; Ashley Ellis; Scott Ziegler

Subject:

[EXTERNAL] Shawn Joseph"s 2020 CV Final Edits .docx

Date: Attachments: Friday, January 15, 2021 6:59:12 AM Shawn Joseph"s 2020 CV Final Edits .docx

Team, attached is Shawn's resume.

Best,

Maree

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

About Hogan Lovells

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

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From:

Kassandra Flading

To: Subject: Date: <u>Ian Serotkin</u>; <u>Denise Corbo</u>; <u>Scott Ziegler</u> Vaccine Appointments NOT prioritized Thursday, January 14, 2021 7:38:25 PM

Good evening,

I am an LCPS teacher who is beyond frustrated by tonight's "distribution" of COVID vaccine appointments. I realize this was just the first of many more becoming available, but there was clearly no thought behind how best to handle this situation. I also understand you might not be the right people to direct this to, but I don't know who that person should be. I have remained quiet and obedient as we all figure out life in a pandemic, but I have finally reached a breaking point that needs to be expressed. **Feel free to redirect this email so it falls in front of the right person.**

On Monday, teachers were given an interest survey for the COVID vaccine. Today an email was sent with a link to appointments. **Despite opening this email the minute it arrived in my inbox, I was unable to ever book an appointment.** I tried for 45 minutes straight refreshing the link over and over again. I also tried on a different device - not once did it ever load.

I understand we have 12,000 employees through LCPS, which of course can't be accommodated through two appointment days. However, they should have been prioritized. As a hybrid teacher, I could be sent back into the classroom at any point, yet my vaccine isn't prioritized over the teachers who are teaching distance learning all year? How is that equitable? There should have been three rounds of appointments released - those that must report to the building now, those that report when hybrid returns, and then finally all remaining LCPS employees. I'm so disappointed that my school division that has been focusing on equity for the last several years, didn't think to make the vaccine distribution equitable for their employees. I hope whoever leads this distribution would reconsider for the next round of appointments that get released.

Kassandra Flading
Third Grade Teacher
Madison's Trust Elementary

From:

Atoosa Reaser

To:

Superintendent"s Cabinet; Scott Ziegler; Mark Smith

Cc:

Brenda Sheridan

Subject:

Fw: [EXTERNAL] GA Update and Monday"s Docket

Date: Attachments: Saturday, January 16, 2021 4:58:10 PM House Education - Committees 1.15.21.docx

Outlook-ladoivjy.png

Dear Cabinet,

I apologize for the late arrival of this request from our legislative consultants, but there is a subcommittee meeting on Monday morning at 7am and the bills in the attachment are on the agenda. The notes in red are from our consultant. Please share any thoughts you have in response. We plan to support any of the Loudoun delegation's bills unless you have any concerns). Also, I have spoken with Ashley about HB 1865 already.

For the rest of session, I hope to have the list earlier so Dr. Smith can confer with cabinet ahead of time. Please let me know by what day of the week I should ask them to provide the list, going forward.

Thank you, Atoosa Reaser



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

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

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

From: Charlie Jackson <cjackson@jackson-west.com>

Sent: Saturday, January 16, 2021 3:58 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Mark

Smith < Mark. Smith@lcps.org>

Cc: Missy Wesolowski <missy@jackson-west.com> **Subject:** [EXTERNAL] GA Update and Monday's Docket

Atoosa, Dr. Smith and Karen,

Happy General Assembly virtual session week 1!

Dr. Smith, welcome to Loudoun County! We look forward to meeting you soon.

We're going to send a short summary to you each week from the General Assembly to

keep you apprised of LCPS priorities and actions on other K-12 legislation.

Perhaps more importantly, we'll also include dockets for upcoming hearings and requests for information or recommendations from us on whether or not we believe LCPS should take a position. With the very fast pace of the GA session, we don't expect or recommend LCPS take a position on every bill. However, we do want to ensure we're providing feedback and engaging with Loudoun's delegation on any legislation that they've filed. Where possible, we recommend LCPS offer support for its delegation.

We will throughout the session keep this tracker updated with fresh information on K-12 legislation and it can be a resource for your staff.

Please let us know if you would benefit from a short check-in call each week to go over priorities and other K-12 items or to update us on upcoming School Board actions or other happenings.

For legislation docketed to be heard next week, please see attached for a fairly large agenda for the House Education Committee that begins at 7 a.m. on Monday. If you have feedback, please try and provide it by Sunday evening at the latest.

And below, you'll find updates on some of LCPS' priorities as well as legislation filed by Loudoun members of the Assembly.

LCPS Priority Legislation:

- HB 1909: Establishment of a gun-free zone permitted for certain school board property. .
 - Introduced by Del. Subramanyam; have asked LCPS Delegation to sign on
 - Likely to be heard on 1/19 in the Firearms Subcommittee between 9-11am
- HB 1838: Loudoun County school board; staggered terms
 - Introduced by Del. Reid; have asked LCPS Delegation to sign on
 - Likely to be heard on 1/20 in Privileges & Elections between 9-11am.

Legislation from Sen. Locke and Del. Jenkins, requires teacher, principal, and division superintendent evaluations to include an evaluation of cultural competency. The bill requires every person seeking initial licensure or renewal of a license from the Board of Education (i) to complete instruction or training in cultural competency and (ii) with an endorsement in history and social sciences to complete instruction in African American history, as prescribed by the Board. The bill also requires each school board to adopt and implement policies that require each teacher and any other school board employee holding a license issued by the Board to complete cultural competency training.

- Legislation currently moving in both chambers and is expected to pass as it a priority of Northam Administration
- HB 1776 by Del. Tyler, requires the Board of Education to grant a two-year extension of the renewable license of any public school teacher whose license expires in 2021 in order to provide the teacher with sufficient additional time to complete the requirements for relicensure.
 - Legislation is currently moving in the House and expected to pass.

Education Related legislation filed by LCPS Delegation:

0

- HB 1998 by Del. Murphy. Reduces from three to two the minimum number of mandatory annual lock-down drills in each public elementary and secondary school in the Commonwealth.
 - In 2020, reduced the number of drills from 4 to 3 and made a notification change
- HB 2003 by Del. Simirah: Adds as a prohibited practice under the Consumer Protection Act the use in any advertising of any information regarding the quality of any public or private elementary or secondary school other than information derived from the school quality indicators contained in the School Quality Profiles
 - Will be amended to remove the language that provides that the prohibition

applies to real estate licensees.

- SB 1225 by Sen. Boysko: Authorizes school boards to appropriate funds for the purposes of promoting, facilitating, and encouraging the expansion and operation of broadband services for educational purposes. The bill authorizes school boards to partner with private broadband service providers to promote, implement, and subsidize broadband for educational purposes to the
- households of students who would qualify for (i) a child nutrition program or (ii) any other program recognized or adopted by the local school board as a measuring standard to identify at-risk students

Charlie

Charlie Jackson

Jackson-West Consulting, LLP
Partner
cjackson@jackson-west.com
518-265-7431

From: To: Clark Bowers
Scott Ziegler
Vince Scheivert

Cc: Subject:

RE: Vaccine Clinic

Date:

Saturday, January 16, 2021 7:00:59 AM

Thank you. And Justin Donovan was also one of the most important keys in the process. Justin (in collaboration with Vince) made sure the scheduling for day 1 and 2 and moving forward was operational and his work behind the scenes to make yesterday happen was the true key to any success we may have had getting our first clinic successfully completed. I cannot express how much I appreciated the patience and time he took to sit with all 45 nurses to make sure their Outlook scheduled was just right in order for our "patched together" scheduling system would actually work. It was the most important aspect of yesterday......

Have a great weekend!

Clark

From: Scott Ziegler <Scott.Ziegler@lcps.org> Sent: Friday, January 15, 2021 4:58 PM

To: Brian Stocks <Brian.Stocks@lcps.org>; Jeannie Kloman <Jeannie.Kloman@lcps.org>; Kenneth (Scott) Davies <Kenneth.Davies@lcps.org>; Clark Bowers <Clark.Bowers@lcps.org>; Renee Dawson

<Renee.Dawson@lcps.org>

Cc: Kevin Lewis < Kevin.Lewis@lcps.org>; Asia Jones < Asia.Jones@lcps.org>; Vince Scheivert

<Vince.Scheivert@lcps.org>

Subject: Vaccine Clinic

Thank you all for your efforts and dedication to providing vaccines to LCPS employees. I am rarely in awe, but there is no other word to describe what you pulled off today. With little lead time and no training or experience in running an ad-hoc clinic, you all put together a well-organized, well-executed machine – that met and blew past our goal for today. On top of that – everyone involved looked relaxed and seemed to be enjoying the work and the process. I will be bragging about your

work for a long, long time.

Please share this email with others involved in the effort whose names I do not yet know.

Thank you!

From:

Kevin Lewis

To:

Scott Ziegler

Cc:

Brian Stocks; Jeannie Kloman; Kenneth (Scott) Davies; Clark Bowers; Renee Dawson; Asia Jones; Vince Scheivert

Subject:

Re: Vaccine Clinic

Date:

Friday, January 15, 2021 7:57:28 PM

I'll pile on with my truckload of appreciation! Thanks team!

Kevin L. Lewis PE, CEM, GBE Assistant Superintendent for Support Services Loudoun County Public Schools 21000 Education Ct Ashburn, VA 20148 571-252 1385

On Jan 15, 2021, at 4:58 PM, Scott Ziegler <Scott.Ziegler@lcps.org> wrote:

Thank you all for your efforts and dedication to providing vaccines to LCPS employees. I am rarely in awe, but there is no other word to describe what you pulled off today. With little lead time and no training or experience in running an ad-hoc clinic, you all put together a well-organized, well-executed machine – that met and blew past our goal for today. On top of that – everyone involved looked relaxed and seemed to be enjoying the work and the process. I will be bragging about your work for a long, long time.

Please share this email with others involved in the effort whose names I do not yet know.

Thank you!

From:

Vince Scheivert

To:

Justin Donovan; Kevin Brooks

Cc: Subject: Scott Ziegler Fwd: Vaccine Clinic

Date:

Friday, January 15, 2021 6:13:40 PM

Same for you guys!

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

From: Scott Ziegler <Scott.Ziegler@lcps.org> Sent: Friday, January 15, 2021 4:58 PM

To: Brian Stocks; Jeannie Kloman; Kenneth (Scott) Davies; Clark Bowers; Renee Dawson

Cc: Kevin Lewis; Asia Jones; Vince Scheivert

Subject: Vaccine Clinic

Thank you all for your efforts and dedication to providing vaccines to LCPS employees. I am rarely in awe, but there is no other word to describe what you pulled off today. With little lead time and no training or experience in running an ad-hoc clinic, you all put together a well-organized, well-executed machine — that met and blew past our goal for today. On top of that — everyone involved looked relaxed and seemed to be enjoying the work and the process. I will be bragging about your work for a long, long time.

Please share this email with others involved in the effort whose names I do not yet know.

Thank you!

From:

Scott Ziegler

To:

Brian Stocks; Jeannie Kloman; Kenneth (Scott) Davies; Clark Bowers; Renee Dawson

Cc:

Kevin Lewis; Asia Jones; Vince Scheivert

Subject:

Vaccine Clinic

Date:

Friday, January 15, 2021 4:58:00 PM

Thank you all for your efforts and dedication to providing vaccines to LCPS employees. I am rarely in awe, but there is no other word to describe what you pulled off today. With little lead time and no training or experience in running an ad-hoc clinic, you all put together a well-organized, well-executed machine — that met and blew past our goal for today. On top of that — everyone involved looked relaxed and seemed to be enjoying the work and the process. I will be bragging about your work for a long, long time.

Please share this email with others involved in the effort whose names I do not yet know.

Thank you!

From:

Kelly Coash Johnson

Subject:

[EXTERNAL] Happy New Year from AASPA/Get Involved in 2021

Date:

Friday, January 15, 2021 3:56:55 PM

Happy New Year! I hope my note finds you well and excited for 2021. Just a note to let you know that while we are still recovering and still in the midst of a pandemic AASPA is working diligently to help our members navigate this storm and are looking towards a brighter future for human capital leadership for everyone.

With that being said, now is a great time to think about ways to get more involved at the national level. I know from first hand discussions you have done some amazing work in the recent year with regards to leadership, recruitment, retention, employee engagement and benefits. It is more important than ever that we share our knowledge as a community of human resource leaders. Allow AASPA to be that outlet for you. Please consider completing this "Get Involved" form and share with us ways you would like to engage with others. https://docs.google.com/forms/d/e/1FAIpOLScwXbSKAEIwoW3bB8-

URwDXyXPBkW1Fc7CbSvHyWiSOrXIy9g/viewform?usp=sf_link

Mark your calendars to attend one of our upcoming virtual and/or in-person events. AASPA's Personnel Administrator Boot Camp on January 28-29 will be a two day virtual event full of amazing professional development on topics such as sourcing and recruiting, risk management, workforce planning, continuous improvement and HR branding just to name a few. See the agenda for yourself and register today at: https://www.aaspa.org/boot-camp

Planning is now underway for the 2021 Diversity, Equity and Inclusion Summit scheduled for April 22-23 in Orlando, Florida. For more information and to register go to: https://www.aaspa.org/aaspa-deis

Don't forget to check out the AASPA Blog page, Career Center and Upcoming Webinars. We have some great information and opportunities to start you out in 2021 and be sure to let me know how we can better serve you this year.

AASPA Blogs AASPA Career Center **AASPA Upcoming Webinars**

Have a great month!

Kelly

From:

Donna Smith

To:

Stephen DeVita; Asia Jones; Scott Ziegler

Cc:

Patricia Nelson; Mickey, Anne E.; Jason H. Ballum (jballum@sandsanderson.com)

Subject:

Point of Clarification

Date:

Friday, January 15, 2021 3:08:31 PM

Attachments: Point of clarification.msg

EXTERNAL Re Facilitated IEP process.msg

image003.png

All-

No action is required. This is for your information only. I have included the correspondence that initiated my response.

Donna

Donna M. Smith, Ed.S., NCSP
Assistant Director, Special Education Procedural Support
Loudoun County Public Schools
Department of Pupil Services
21000 Education Court
Ashburn, VA 20148
Donna.Smith@lcps.org
(540)751-2670



From:

Ian Serotkin

To:

Sharon Willoughby; Scott Ziegler

Cc:

Mark Smith

Subject: Date: Re: Correcting employee steps Friday, January 15, 2021 2:23:05 PM

Attachments:

image001.png image005.png image003.png Outlook-gek5kaig.png

Thank you - I appreciate the additional info!



lan Serotkin | Loudoun County School Board Blue Ridge District Representative Chair, Curriculum & Instruction Committee

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

he/him/his

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

From: Sharon Willoughby <Sharon.Willoughby@lcps.org>

Sent: Friday, January 15, 2021 12:57 PM

To: Ian Serotkin < Ian. Serotkin@lcps.org>; Scott Ziegler < Scott. Ziegler@lcps.org>

Cc: Mark Smith <Mark.Smith@lcps.org> **Subject:** RE: Correcting employee steps

Mr. Serotkin,

Staff pulled data and researched budget documents for FY08 and FY09 as requested, and steps were awarded in those years. Looking back at 14 years of scale changes, we still do not find an instance of a step not being awarded.

Step	BACHELORS LANE													
	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY15	FY17	FY18	FY19	FY20
1	40,986	43,065	43,055	42,639	42,539	43,715	45,157	45,422	47,500	47,375	49,152	49,574	50,171	53,730
2	41,501	43,518	43,518	43,065	42,639	43,815	45,657	45,522	47,931	48,410	49,528	50,124	51,277	55,230
3	42,225	44,171	44,171	43,515	43,055	43,918	45,758	47,CB7	48,257	48,749	49,975	50,975	52,198	56,730
4	42,558	44,723	44,723	44,171	43,615	44,357	45,872	47,141	49,154	49,545	50,894	51,912	53,469	58,230
5	44,401	45,276	45,275	44,723	44,171	44,927	45,315	47,248	49,515	50,112	51,372	52,913	55,030	59,730
5	45,999	45,905	45,905	45,275	44,723	45,495	46,891	47,705	50,555	51,061	52,345	54,177	56,344	61,730
7	47,655	48,594	48,594	45,905	45,275	45,055	47,466	45,298	51,521	52,037	53,346	55,213	58,250	68,730
5	49,371	50,343	50,343	48,594	15,905	45,534	45,041	48,890	52,408	52,927	54,258	56,700	50,102	₩,730
9	51,148	52,156	52,156	50,343	48,594	48,312	48,615	49,482	53,290	55,823	55,177	57,596	51,702	57,730
10	52,989	54,084	54,031	52,156	50,343	50,052	50,310	50,073	54,430	54,975	56,635	59,457	63,451	69,730
11	54, 597	55,980	55,980	54,054	52.156	51,553	52,068	51,819	55,581	56,137	57,832	60,579	54,517	70,730
12	55,873	57,395	57,995	55,960	54,034	53,721	53,857	53,630	57,001	57,571	59,310	51,682	65,692	71,730
13	58,598	59,851	59,851	57,995	55,980	55,555	35,773	55,504	58,457	59,041	50,324	€2,953	86,730	72,730
14	50,571	51,757	61,757	59,851	57,995	57,559	57,727	57,446	59,944	60,514	52,372	54,243	57,777	73,730
15	52,509	53,744	53,744	51,757	59,851	59,735	59,751	59,459	61,457	52,082	53,957	55,355	58,534	74,730
15	64,509	55,784	65,754	53,744	51,767	61,547	51,847	51,544	53,027	63,657	55,579	55,891	59,901	75,730
17	56,573	57,588	67,888	€,764	63,744	图,包0	53,778	53,702	54,521	55,257	66,579	57,911	70,627	75,730
15	58,703	70,060	70,050	57.885	55,784	55,555	65,771	क,⊕1	66,250	55,913	58,258	69,523	71,354	77,730
19	70,901	72,303	72,308	70,060	57,858	67,755	57,828	67,744	57,990	58,570	70,050	70,751	71,953	78,730
20	73,170	74,515	74,515	72,303	70,050	69,925	59,951	69,863	69,778	70,474	71,535	72,250	72,973	79,730
21	75,511	27,004	77,004	74,615	72,306	72,152	72,139	72,050	71,754	72,502	73,595	73,593	74,329	60,730
22	77,927	79,468	79,458	77,004	74,516	74,472	74,399	74,303	73,651	74,590	75,713	75,713	75,470	81,730
23	80,421	起,012	82,012	79,465	77,004	76,854	75,732	76,531	75,975	75,735	77,890	77,890	78,569	52,730
240	N/A	N/A	83,552	82,012	79,456	79,314	79,138	79,034	78,154	78,945	50,133	80,133	80,934	63,730
25	N/A	N/A	N/A	53,552	52,012	81,852	51,622	81,512	50,417	81,221	82,033	62,033	82,853	84,730
25	N/A	N/A	N/A	14/A	53,652	84,472	84,186	84,071	52,735	53,562	84,398	84,398	85,242	85,730
27	N/A	N/A	N/A	N/A	N/A	86,152	56,532	86,712	85,122	85,973	86,833	86,833	87,701	57,730
25	N/A	N/A	N/A	N/A	N/A	N/A	87,024	89,437	87,579	88,455	39,340	89,340	90,233	90,330
29	14/A	N/A	14/A	16/A	N/A	N/A	N/A	89,535	90,331	91,235	92.147	92,147	93,068	93,130
OE	14/A	N/A	92,381	93,304	94,237	94,237	95,179	95,230						
30A	N/A	NIA	N/A											

Years of experience do not necessarily equate to an employee's step. Externally hired licensed teachers are limited to a maximum credit for 15 years of experience, regardless of actual years of experience. This max step is guided by policy. Similarly, there are practices in place for external hires on the Classified and Administrative Salary Scales designed to maintain internal equity and external competitiveness. This is a common hiring/compensation practice and one utilized by our neighboring school divisions, including Fairfax.

Internal employees could have reason not to receive a step/increase if an unsatisfactory evaluation was received. This is guided by policy.

We do believe that in the early 1990's, approximately 1992 or 1993, that steps were frozen and staff did not progress a step. This is what led to the 'bubbles' on the salary scales. So it is possible that current licensed employees that were working for LCPS during this time period may have been impacted.

In addition, the bubbles on the salary scale impact years of experience not linking to the step on the salary scale.

It would be extremely difficult to isolate the cases where this may have occurred almost 30 years ago.

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

From: lan Serotkin < lan. Serotkin@lcps.org>
Sent: Wednesday, January 13, 2021 12:09 PM

To: Sharon Willoughby <Sharon.Willoughby@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: Mark Smith <Mark.Smith@lcps.org> **Subject:** Re: Correcting employee steps

Sharon,

Thanks for the data you provided and for the review performed. It is my understanding that an uncorrected step freeze most recently occurred in FY08, which was prior to the review performed above. Can you verify that?

Coming at this a different way - all other things being equal, an employee's step should equal their number of years of experience, especially if the employee has worked for LCPS their entire career, right?

Are there cases for current employees where this would not be true, either (a) because they weren't awarded a step during employment with LCPS during a year prior to FY09, or (b) because of some other reason, such as being hired at a step lower than their total years of experience?

If so, is it possible to isolate the cases from (a)?

Thanks,



Ian Serotkin | Loudoun County School Board Blue Ridge District Representative Chair, Curriculum & Instruction Committee

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

he/him/his

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

From: Sharon Willoughby < Sharon. Willoughby@lcps.org>

Sent: Tuesday, January 12, 2021 2:22 PM

To: Ian Serotkin < Ian. Serotkin@lcps.org>; Scott Ziegler < Scott. Ziegler@lcps.org>

Cc: Mark Smith < <u>Mark.Smith@lcps.org</u>> **Subject:** RE: Correcting employee steps

Hi,

A review over the past decade to FY09 shows employees have annually moved one step on the salary scale and have not been frozen. In FY10-FY11, step movements were made with salaries remaining the same, but the scale was changed to add another beginning step. This is the same action that was done this year.

An example of the Bachelors lane of the Licensed/Teacher Salary scale is shown below for FY09 through FY21 adopted. An example employee is shown in green progressing each step per year and the resulting salary.

Based on this analysis, no 'true-up' is warranted.

	BA CHELORS LANE												
Step	FYOD	FY10	FY11	FY12	FY13	FY 14	FY15	FY16	FY17	FY18	FY19	FYZO	FY21
1	43,065	42,639	42.539	43,715	45, 157	45,422	47,500	47,975	42.182	49,674	50,171	53,730	53, 734
2	43,518	43,065	42,639	43,515	45,667	46,522	47,931	48,410	49,628	50,124	51,277	55, 230	53, 734
3	44,171	43,618	43,065	43,915	45,768	47,037	48,257	45,749	42,275	50,975	52,136	36,730	55,230
4	44,723	44.171	43,618	44,357	45,872	47,141	49,154	42, 645	50,894	51,912	654,22	58,230	56,730
5	45,276	44,723	44,171	44,927	46,316	47,245	49,616	50, 112	51,372	52,913	55,030	59,730	55, 230
6	46,905	45,276	44,723	45,496	45,891	47,705	50,535	51,051	52,345	54, 277	56,344	\$1,730	59, 730
7	46,594	46,905	45,276	46,055	47,465	48, 298	51,521	52,037	53,346	55, 213	56,250	53 730	61.730
5	50,343	48,594	46,905	46,534	48,041	45,890	52,408	52,927	54,258	5-5.700	50.102	55.730	€3.730
9	52,156	50,343	48,594	45,512	48.615	49.462	53,290	53,823	55,177	57,936	61.702	67,730	55,730
10	54,084	52,156	50,343	50,052	50,310	50,073	54,430	54,975	56,635	59,457	53,451	69,730	57,730
11	55,980	54 Œ4	52,156	51,853	52,068	51,819	55,581	56, 137	57,832	5/1,579	64,517	70,730	69,730
12	57,395	55,980	54,034	53,721	53,887	53,630	57,001	57,571	59,310	61,600	65,632	71,730	70, 730
13	39,851	57,995	53,980	\$5,655	55,775	55,504	58,457	59,041	60,824	52 953	66,730	72,730	72 730
14	61.767	59.851	57,995	57,659	57,727	57,445	59,944	80,544	62,372	54 243	67,777	73,730	72,730
15	53.744	51,767	59,851	59,735	59.751	59,459	51,457	52,082	63,957	5.5, 556	58,834	74,730	73,730
16	55.754	63.712	51.767	51,647	51,517	51,544	53,027	63,657	65,579	6.5, E6/L	67,901	75, 730	74,730
17	57.538	55.754	53,743	63,530	53,778	63,702	64,621	65, 267	55,579	57,911	70,527	75,730	75.730
18	70,050	67,888	55,754	65,656	65.771	55,691	56,250	66,913	68,258	59,523	72,364	77,730,	76.730
19	72,303	70,0E0	57.558	67,758	57,828	67,744	57,990	68,670	70,050	70,751	71,953	78, 730	77,730
20	74.616	72,303	70,060	59.925	59,951	52,853	69,776	70,474	71,535	72,250	72,973	79,730	78,730
21	77,004	74.616	72,303	72,152	72, 239	72,050	71,784	72,502	73,593	73, 953	74,329	SQ 730	79,730
22	79,465	77,004	74.815	73,472	74,339	74,303	73,851	74, 590	75,713	75,713	75,470	81,730	80,730
23	52012	79,458	77,004	75,554	7£ 732	75,631	75,975	75,735	77,890	77.200	78,669	52,730	\$1,730
24	\$3.55I	82012	79,455	79.314	79.135	79,034	78,164	75, 945	SQ 133	8Q, 133	80,934	53,730	82,730
25	74/A	53,652	52,012	81.852	51.522	81,512	80,417	81, 221	82,083	82,083	82,853	54.750	33,734
26	NIA	24/5	53.552	34,472	54, LB5	84,071	52,735	E3 551	84,398	54,336	85.242	85.730	84,730
27	M/A	N/A	NA	56,152	25,332	86,712	85,122	83,973	35, 333	85,833	87,701	87,730	85,730
28	N/A	N/a	N/A	10/A	\$7,024	89,437	87,579	EE, 455	89,340	89,340	90,233	90,330	87,730
29	N/A	N/A	NVA	NA	N/A	39,635	90,331	91, 235	92,147	92, 147	93,068	93,130	90,330
30	N/A	N/A	14/4	N/A	14/0	14/4	92,381	98, 304	34,237	94 237	95,179	95,230	93, 130
304	NIA	N/A	Wa.	NA	24/2	N/A	74/A	N/A	14/4	N/A	N/A	NIA	95, 230

Thank you.

Sharon Willoughby

Assistant Superintendent of Business and Financial Services Loudoun County Public Schools 21000 Education Court Ashburn, VA 20148

Telephone: 571-252-1400

From: lan Serotkin < lan.Serotkin@lcps.org>
Sent: Tuesday, January 05, 2021 12:02 PM
To: Scott Ziegler < Scott.Ziegler@lcps.org>

Cc: Mark Smith < Mark.Smith@lcps.org>; Sharon Willoughby < Sharon.Willoughby@lcps.org>

Subject: Correcting employee steps

Scott,

One question I asked during the budget cycle last year was the cost for "truing up" all employees to their correct step based on their years of experience, for those employees whose step had been frozen during a year/years in the past. If I recall correctly, the answer provided was that an estimated cost couldn't be provided because it would take a good deal of time to figure this out. I am interested in revisiting this and am providing the question in advance so that there is hopefully enough time to provide a cost estimate for this and the number of employees who would be impacted.

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



he/him/his

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

From:

Grant Schafer

To:

Adele Tierney; Adele; Amber Davison; Ashley Ellis; Astrik Tenney; Bisson, Robert; Crosby, Susan; Dan Almasy; Danielle Meyer; Denise Rowell; enidmachayo@gmail.com; enid@globalinheritance.net; Harris Mahedavi; jim.deprado@c-strat.com; Kidd, Peter A; Kristina Lee; Leidig, Julie A.; Lhe Smith; Mark Smith; Melvin Greer; Michelle Walker; Mr. Geoff Lawson; mscoggins; nancy.evanko@loudoun.gov; Neil Slevin; Nicholas Grzeda; Nicole Herndon; Perham, Michael; Scott Ziegler; Threase Baker; Tierney, Adele; Tina Howle; Tony Howard; Tony

Stafford; Wayde Byard

Cc: Subject: Grant Schafer; Suzanne Bache; Terry Case 1/21 SBPC Agenda and meeting docs Friday, January 15, 2021 1:33:27 PM

Date: Attachments:

January 2021 - LCPS Business Partnerships Network Newsletter-final.pdf

Spring 2021 Resume Review and Interview Workshops.docx

DRAFT 5 C"s Resume Review-rev.1-15-21.pdf LCPS Business Partnership Network Opportunities.pdf

SBP Meeting minutes 11.19.20 DRAFT.pdf

SBPC 1.21.20 Agenda.docx.pdf

SY20-21 SBPC Focus Areas and Action Plan.docx

Happy Friday all,

Happy New Year! Looking forward to our January meeting next Thursday at 8am. The WebEx invite was sent out earlier today from Suzanne Bache. The following meeting documents are attached:

- -January 21 meeting Agenda
- -November meeting minutes
- -SBPC Focus Areas and Action Plan
- -DRAFT: Spring 2021 Resume review and interview workshops (action step from November meeting)
- -DRAFT: 5 C's Resume Review (action step from November meeting)

New:

- -LCPS Business Partnership Network Opportunities (with link to Partner Placement Survey)
- -LCPS Business Partnerships Network Newsletter-January 2021 edition

Thank you and have a great weekend, Grant

Grant Schafer Community Connections Office of Instructional Programs Loudoun County Public Schools (571) 291-1956

grant.schafer@lcps.org

Visit me on Twitter

Community Connections Website

From:

Sharon Willoughby Ian Serotkin; Scott Ziegler

Cc: Subject: Mark Smith

Subject: Date: RE: Correcting employee steps Friday, January 15, 2021 12:57:06 PM

Attachments:

image001.png image005.png image003.png

Mr. Serotkin,

Staff pulled data and researched budget documents for FY08 and FY09 as requested, and steps were awarded in those years. Looking back at 14 years of scale changes, we still do not find an instance of a step not being awarded.

Step	BACHELORS LANE													
	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
1	40,956	43,065	43,055	42,539	42,539	43,715	45,157	45,422	47,500	47,975	49,152	49,574	50,171	53,730
2	41,501	43,518	43,513	43,055	42,639	43,515	45,667	46,522	47,931	45,410	49,523	50,124	51,277	55,230
3	42,225	44,171	44,171	43,515	43,0€	43,915	45,758	47,037	45,257	48,749	49,975	50,975	52,158	56,734
4	42,558	11,723	44,723	44,171	43,513	44,357	45,672	47,141	49,154	49,545	50,394	51,912	53,459	58,230
5	44,401	45,275	45,275	24,723	44,171	44,927	45,315	47,248	49,515	50,112	51,372	52,913	55,030	59,730
5	45,999	46,905	45,305	45,275	44,723	45,495	45,831	47,705	50,555	51,061	52,345	54,177	55,344	61,730
7	47,555	48,594	48,594	45,905	45,275	45,065	47,466	48, 295	51,521	52,057	53,345	55,213	58,250	53,730
8	49,371	50,343	50,343	48,594	45,905	45,534	45,041	45,890	52,405	52,927	54,258	56,700	50,102	65,730
9	51,148	52,155	52,156	50,343	45,594	45,312	48,515	49,452	53,290	53,523	55,177	57,935	51,702	57,730
10	52,989	54,084	54,034	52,156	50,343	50,052	50,310	50,073	54,430	54,975	55,535	59,457	53,451	59,730
11	54,597	55,980	55,930	54,5B4	52,156	51,853	52,058	51,819	55,581	56,137	57,632	50,579	54,517	70,730
12	55,573	57,395	57,995	55,960	54,034	53,721	53,557	53,530	57,001	57,571	59,310	51,682	55,592	71,730
1.3	58,598	59,551	59,551	57,995	55,980	55,€5	55,773	55,504	58,457	59,041	50,524	52,953	66,730	72,730
14	50,571	51,767	61,757	59,551	57,995	57,€5S	57,727	57,445	59,944	50,544	52,372	54,243	57,777	73,730
15	62,509	53,744	63,744	51,757	59,851	59,735	59,751	59,459	51,457	52,082	53,957	65,556	68,834	74,730
15	64,509	55,764	65,784	63,744	51,757	51,547	51,847	51,544	63,027	53,557	65,579	66,891	59,901	75,730
17	56,573	57,888	57,888	55,754	55, 744	급,요0	63,778	65,702	54,521	55, 257	55,579	57,911	70,527	76,730
18	55,708	70,060	70,050	67,583	55,784	5,£6	65,771	65,691	55,250	56,913	58,258	69,523	71,351	77,730
19	70,901	72,303	72,30B	70,050	57,555	57,758	57,525	57,744	57,990	58,570	70,050	70,751	71,953	75,730
20	73,170	74,616	74,515	72,303	70,050	59,925	59,951	59,363	59,775	70,474	71,535	72,250	72,973	79,730
21	75,511	77,004	77,004	74,615	72,368	72,152	72,139	72,050	71,754	72,502	73,595	73,593	74,329	80,730
22	77,927	79,453	79,458	77,004	74,515	74,472	74,399	74,303	73,551	74,590	75,715	75,713	75,470	81,730
23	80,421	52,012	52,012	79,455	77,001	75,554	75,732	75,631	75,975	75,735	77,890	77,890	75,559	起,730
24*	N/A	N/A	53,652	52,012	79,466	79,314	79, 136	79,034	75,154	76,545	50, 133	50,133	30,934	53,730
25	N/A	N/A	N/A	53,652	52,012	81,852	81, 522	51,512	50,417	81,771	82,033	82,CB3	32, 3.53	84,786
26	N/A	N/A	N/A	N/A	53, 552	84,472	84,156	54,071	82,735	53,562	84,398	84,398	55,242	55,730
27	N/A	N/A	N/A	N/A	N/A	85,152	86,832	86,712	55,122	85,973	55,833	85,533	37,701	57,730
25	N/A	N/A	N/A	N/A	N/A	N/A	87,024	89,437	87,579	58,455	59,340	52,310	90,233	90,330
29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	89,535	90,331	91,235	92,147	92,147	93,058	25,130
30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	92,381	93,304	94,237	\$4,237	95,179	25,230
BOA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M/A	N/A

Years of experience do not necessarily equate to an employee's step. Externally hired licensed teachers are limited to a maximum credit for 15 years of experience, regardless of actual years of experience. This max step is guided by policy. Similarly, there are practices in place for external hires on the Classified and Administrative Salary Scales designed to maintain internal equity and external competitiveness. This is a common hiring/compensation practice and one utilized by our neighboring school divisions, including Fairfax.

Internal employees could have reason not to receive a step/increase if an unsatisfactory evaluation was received. This is guided by policy.

We do believe that in the early 1990's, approximately 1992 or 1993, that steps were frozen and staff did not progress a step. This is what led to the 'bubbles' on the salary scales. So it is possible that current licensed employees that were working for LCPS during this time period may have been impacted.

In addition, the bubbles on the salary scale impact years of experience not linking to the step on the salary scale.

It would be extremely difficult to isolate the cases where this may have occurred almost 30 years

ago.

Sharon Willoughby
Assistant Superintendent of Business and Financial Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1400

From: lan Serotkin <lan.Serotkin@lcps.org>
Sent: Wednesday, January 13, 2021 12:09 PM

To: Sharon Willoughby <Sharon.Willoughby@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Cc: Mark Smith <Mark.Smith@lcps.org> **Subject:** Re: Correcting employee steps

Sharon,

Thanks for the data you provided and for the review performed. It is my understanding that an uncorrected step freeze most recently occurred in FY08, which was prior to the review performed above. Can you verify that?

Coming at this a different way - all other things being equal, an employee's step should equal their number of years of experience, especially if the employee has worked for LCPS their entire career, right?

Are there cases for current employees where this would not be true, either (a) because they weren't awarded a step during employment with LCPS during a year prior to FY09, or (b) because of some other reason, such as being hired at a step lower than their total years of experience?

If so, is it possible to isolate the cases from (a)?

Thanks,



Ian Serotkin | Loudoun County School Board

Blue Ridge District Representative

Chair, Curriculum & Instruction Committee

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

he/him/his

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

From: Sharon Willoughby < Sharon. Willoughby@lcps.org>

Sent: Tuesday, January 12, 2021 2:22 PM

To: lan Serotkin < lan. Serotkin@lcps.org>; Scott Ziegler < Scott. Ziegler@lcps.org>

Cc: Mark Smith < <u>Mark.Smith@lcps.org</u>> **Subject:** RE: Correcting employee steps

Hi,

A review over the past decade to FY09 shows employees have annually moved one step on the salary scale and have not been frozen. In FY10-FY11, step movements were made with salaries remaining the same, but the scale was changed to add another beginning step. This is the same action that was done this year.

An example of the Bachelors lane of the Licensed/Teacher Salary scale is shown below for FY09 through FY21 adopted. An example employee is shown in green progressing each step per year and the resulting salary.

Based on this analysis, no 'true-up' is warranted.

Step [BACHELORS LANE												
	FY09	FY10	FY11	FY12	FY13	FY 34	FY15	FY15	FY17	FY18	FY19	FY20	FYZL
1	43,065	42,639	42,529	43,715	45, 157	45,422	47,500	47.975	49,182	49,674	50,171	53,730	53,730
2	43,518	43,065	42,639	43,815	45,667	46,522	47,531	48,410	49,625	50,124	51,277	55, 230	53,730
3	44,171	3151E	43,065	45,918	45,768	47,037	48,257	48.749	49,375	50,975	52,198	56,730	55, 230
4	44,723	44,171	43,618	44,357	45,872	47, 141.	49,154	49,645	50.894	51,912	53,469	58,230	55.730
5	45, 276	44,723	44,171	44,927	46,316	47, 348	49,616	50,112	51,372	52913	55,030	59,730	38, 230
6	45,905	45,276	44,723	45,496	44,291	47,705	50,555	51 061	52 845	54,177	56,344	61,730	59,730
7	45 534	45,905	45,276	45,055	47,466	48 298	51,521	52,037	53,345	55 213	58,250	63,730	61,730
8	5Q 343	TE 32-7	45,905	26,531	48,041	48.890	52,403	52,927	54 258	56 700	50,102	65,730	63.730
9	52,156	50 343	48.534	48,312	48,615	49,482	53,290	53,823	55, 177	57,996	61,702	67,730	65, 730
10	54 (B4	52,156	50,343	50,052	50,310	50,073	54,430	54,975	56,635	59,457	63,451	69,730	67,730
11	55,980	54 084	52,156	51,853	52,068	51,819	55,581	56, 137	57.332	60,579	64,517	70,730	62,730
12	57,995	55,960	54,034	53,721	53,887	51630	57,001	57, 571	52,310	61,682	65,692	71,730	70,730
13	59,821	57,995	55,980	55,65A	55,773	35,504	58,457	59,041	50, E24	52,953	66,730	72,730	71,730
14	61,767	59.551	57,995	\$7,599	57,727	57.445	59,944	90 544	62 372	54 243	67,777	73,730	72.730
15	53.744	61.767	50,851	59,735	59,751	52,459	61,467	52,082	53,957	55, 556	65,834	74,730	73,730
16	55.784	63.744	61,767	51,547	61,847	51,544	53,027	€2,657	65, 579	54,891	69,901	75,730	74.730
17	67,888	55,784	53,744	63,620	63.778	63,703	54,621	65, 257	\$5,579	57,911	70,527	76,730	75,730
18	70,060	57,888	65.784	65,555	65,771	65,691	55,250	55,913	58, 258	69,623	71,351	77,730	75,730
19	72,303	70,050	57,888	67,758	67,828	67,744	57,990	68,670	70,050	70,751	71,953	78,730	77,730
20	74,515	72,303	70,050	69,925	59,951	65,863	69,776	79,474	71,533	72,250	72,973	79,730	78,730
21	77,004	74,616	72,308	72,162	72 139	72,050	71,784	72,502	71 193	73,368	74,329	80,730	79,730
22	75,485	77,004	73.515	74,472	74,399	74,303	73,851	74 590	75,713	75 713	75,470	81,730	8Q 730
23	5202	79.458	77,004	75,854	75,732	75,551	75.975	75,735	77.890	77,230	78,669	52,730	81,730
24	54,62	52,012	79,458	79,324	79, 135	72.054	75,164	75, 7-15	5Q 133	8Q 133	80,934	\$3,730	82,730
25	N/A	83,652	82,012	81,852	BLEZI	31 513	50,417	51 221	82 083	82,083	82,853	84 730	53.730
26	NIA	N/A	53,652	84,472	B4 186	84.071	82,735	83, 562	54, 398	54, 39B	85,242	85,730	84,730
27	N/A	NIA	N/A	86,152	85,832	86,712	85,122	85,973	36.533	86.833	87,701	87,730	85, 730
28	NIA	N/A	NUA	tat a	87,024	89,437	87,579	88, 453	89,340	89.340	90,233	90,330	87,730
29	N/A	14/12	N/A	N/A	NIA	89,633	90,331	91, 235	92,147	92,147	23,068	93,130	90, 330
30	N/A	14/4	N/A	NA	N/A.	NIA	92,381	98, 304	94 237	94, 237	25,179	95, 250	93, 120
304	N/A	N/a	N/A	NA	N/3	N/A	N/A	NA	N/A	NA	N/A	N/A	95, 230

Thank you.

Sharon Willoughby

Ashburn, VA 20148

Assistant Superintendent of Business and Financial Services Loudoun County Public Schools 21000 Education Court

Telephone: 571-252-1400

From: lan Serotkin < lan.Serotkin@lcps.org > Sent: Tuesday, January 05, 2021 12:02 PM
To: Scott Ziegler < Scott.Ziegler@lcps.org >

Cc: Mark Smith < Mark. Smith@lcps.org>; Sharon Willoughby < Sharon. Willoughby@lcps.org>

Subject: Correcting employee steps

Scott,

One question I asked during the budget cycle last year was the cost for "truing up" all employees to their correct step based on their years of experience, for those employees whose step had been frozen during a year/years in the past. If I recall correctly, the answer provided was that an estimated cost couldn't be provided because it would take a good deal of time to figure this out. I am interested in revisiting this and am providing the question in advance so that there is hopefully enough time to provide a cost estimate for this and the number of employees who would be impacted.

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

he/him/his

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

From:

Asia Jones

To:

Atoosa Reaser; Superintendent's Cabinet; Scott Ziegler; Mark Smith

Cc:

Brenda Sheridan

Subject:

RE: [EXTERNAL] GA Update and Monday"s Docket

Date:

Sunday, January 17, 2021 7:23:52 PM

Attachments:

image002.png

Hello Atoosa,

I've reviewed the attachment and wonder if HB 1736 would be a competitively funded mandate if passed. It seems to be silent on the size of the student population as I trust other divisions have schools like Loudoun ranging in very small to very large student populations. I wonder would supply meet the demand if the salary was not competitive for a shrinking pool of RNs. It is my understanding that similar to teacher critical shortages, there is a nurse critical shortage experienced in the medical/health field. As for HB 1947, I am always supportive of expanding graduation options for students with disabilities. However, I do not know the computer science courses under consideration which would better inform my response. I do not anticipate concerns related to HB 1940 related to the establishment of VDOE guidelines related to civic/political engagement related excused absences. Hope this helps.

Asia R. Jones, Ed.D.
Assistant Superintendent
Department of Pupil Services
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148

Telephone: 571-252-1022

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

Sent: Saturday, January 16, 2021 4:58 PM

To: Superintendent's Cabinet <SuperintendentsCabinet@lcps.org>; Scott Ziegler

<Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

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

Subject: Fw: [EXTERNAL] GA Update and Monday's Docket

Dear Cabinet,

I apologize for the late arrival of this request from our legislative consultants, but there is a subcommittee meeting on Monday morning at 7am and the bills in the attachment are on the agenda. The notes in red are from our consultant. Please share any thoughts you have in response. We plan to support any of the Loudoun delegation's bills unless you have any concerns). Also, I have spoken with Ashley about HB 1865 already.

For the rest of session, I hope to have the list earlier so Dr. Smith can confer with cabinet ahead of time. Please let me know by what day of the week I should ask them to provide the

list, going forward.

Thank you, Atoosa Reaser



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

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

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

From: Charlie Jackson < ciackson@iackson-west.com >

Sent: Saturday, January 16, 2021 3:58 PM

To: Atoosa Reaser < Atoosa.Reaser@lcps.org >; Karen Dawson < Karen.Dawson@lcps.org >; Mark

Smith < Mark. Smith@lcps.org >

Cc: Missy Wesolowski <<u>missy@jackson-west.com</u>> **Subject:** [EXTERNAL] GA Update and Monday's Docket

Atoosa, Dr. Smith and Karen,

Happy General Assembly virtual session week 1!

Dr. Smith, welcome to Loudoun County! We look forward to meeting you soon.

We're going to send a short summary to you each week from the General Assembly to keep you apprised of LCPS priorities and actions on other K-12 legislation.

Perhaps more importantly, we'll also include dockets for upcoming hearings and requests for information or recommendations from us on whether or not we believe LCPS should take a position. With the very fast pace of the GA session, we don't expect or recommend LCPS take a position on every bill. However, we do want to ensure we're providing feedback and engaging with Loudoun's delegation on any legislation that they've filed. Where possible, we recommend LCPS offer support for its delegation.

We will throughout the session keep this tracker updated with fresh information on K-12 legislation and it can be a resource for your staff.

Please let us know if you would benefit from a short check-in call each week to go over priorities and other K-12 items or to update us on upcoming School Board actions or other happenings.

For legislation docketed to be heard next week, please see attached for a fairly large agenda for the House Education Committee that begins at 7 a.m. on Monday. If you

have feedback, please try and provide it by Sunday evening at the latest.

And below, you'll find updates on some of LCPS' priorities as well as legislation filed by Loudoun members of the Assembly.

LCPS Priority Legislation:

- HB 1909: Establishment
- of a gun-free zone permitted for certain school board property.
 - Introduced by Del.
 - Subramanyam; have asked LCPS Delegation to sign on
 - Likely to be heard
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Charlie

Charlie Jackson

Jackson-West Consulting, LLP

Partner
cjackson@jackson-west.com

518-265-7431

From:

Atoosa Reaser

To:

Ashley Ellis; Superintendent's Cabinet; Scott Ziegler; Mark Smith

Cc:

Brenda Sheridan

Subject:

Re: [EXTERNAL] GA Update and Monday"s Docket

Date:

Sunday, January 17, 2021 6:16:54 PM

Attachments:

image001.png Outlook-msx50bib.png

Thank you very much for doing this on short notice and over the weekend. I am thrilled that the Loudoun delegation wants more input from us and hope to continue to build relationships with them that I can leave in your good hands when my public service is over. Talk to you soon!

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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To: Atoosa Reaser < Atoosa. Reaser@lcps.org>; Superintendent's Cabinet

<SuperintendentsCabinet@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith

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

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Attachments:

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518-265-7431

From:

Michele Leffler Schoolboardemail

To:

bos@loudoun.gov; Scott Ziegler; Mark Smith; Stephen DeVita; Paul Thiessen

Subject:

[EXTERNAL] School and community safety mitigation

Date:

Sunday, January 17, 2021 2:49:52 PM

Dear elected leaders.

There seems to be a bit of a shift as the vaccines are being rolled out and educators are getting vaccinated. I still don't understand the priority levels of the vaccines of educators and childcare workers (i.e. PRCS) and would love to learn more about that at the upcoming board meetings. A free for all leads to frustration and resentment, I hope that those that are in the hardest hit areas, like Sterling and Leesburg, are also prioritized. A strategic distribution of vaccines would be greatly appreciated. And please don't leave PRCS and other childcare workers behind.

I learned a lot recently from the Fairfax school board work session on return to learn. What impressed me was the panel available for school board members to be able to ask and answer questions that the community had. One concern was a school board member's reluctance to have individual school principals placed solely in charge of whether or not to open schools. She didn't feel that was an equitable way to reopen schools and wanted to hear the principals concerns. A couple of principals responded and there was a feeling that there was a support system for principals to be able to work with school administration's division level to support them as well as consult with them so it isn't only one person's decision. Her concern was specifically equity based -- how schools in one zip code could feel they are not getting the same quality education as schools in a different zip code within the same county. Their superintendent made a great point about how switching from the "community based" metrics to a "locally specific" metric is a different mindset that requires new parameters to navigate.

Will the transition from the "community based" metrics to include the "local school based" metrics be navigated strategically so principals can discuss freely their concerns as well as teachers? I would love to hear more about that too. What are the local support systems being utilized to help assist the school principal in safety metrics protocol? The parents are getting VERY involved and opinions are abundant. LCPS has had a history of challenges regarding transitions and this will just be the new one to navigate.

I would love to see addressed at the next school board meeting:

- -- What support is provided to assist principals in navigating returning to school, especially if their school is in a higher than average Covid positive population?
- -- What support is provided to staff (teacher and support staff) to get vaccinated if they are working in a higher risk environment?
- -- What support is provided to staff that are deemed P2 and have an ill spouse at home? Can they get a guaranteed vaccination due to proximity?
- -- What provisions are provided to teachers to get the vaccine at INOVA during after school hours and on weekends? Like what is provided in Fairfax and Prince William County?
- -- What support is being provided to families who specifically chose hybrid to have their children return to school? It would be nice to have hybrid support groups so there is a safe space to speak.
- -- Loudoun County is considered in the Northeastern region of the Virginia School Board Association -- what are the other Northeastern Region schools (Prince William is opening)

doing to strategize the transition from Distance Learning to Hybrid Learning to full in person learning? Is this a team effort or an individual effort?

-- What will happen to the students that are now struggling with writing -- Reading gets such a strong focus in elementary school, but writing is being handicapped by not allowing to have offline instruction where a child's writing foundation is formed. How will writing be taught this year and what will the remediation strategies be?

Thank you for your time. There is no doubt each of you has a LOT on your plate and I appreciate the steps moving forward to include the students in the equation to bring their needs to light.

If you would like to see the Fairfax school board work session, here it is (from Dranesville school board member's January updates):

Return to School Update

At the 1/5/21 School Board work session, Dr. Brabrand presented a revised Return to School plan to the Board. After discussion and deliberation including input from the Fairfax Department of Health, principals, teachers, and Board members, the Board decided to pause the return to school plan. The Board asked for an additional update before the next Return to School Update work session. The February 2nd work session will include an updated Return to School plan and timeline.

The fact that we still do not have large numbers of children in our schools is frustrating for many. I am disappointed that as soon as we seem to have a plan, spikes in Fairfax County COVID-19 cases, uncertainty with new variants, and winter holiday spikes cause us to pause. I know the inability to plan is hard on many families. As many families want to remain in virtual learning with the high rate of COVID community positivity, I understand the request by many others to give options to our families. I will be continuing my reading and discussions with experts, staff, and other board members. I appreciate the articles many of you are sending me and your viewpoints.

Kindly from a Dulles Resident,

:-) 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: Atoosa Reaser

Cc: Superintendent"s Cabinet; Mark Smith; Brenda Sheridan

Subject: Re: Fw: [EXTERNAL] GA Update and Monday"s Docket

Date: Sunday, January 17, 2021 8:22:08 PM

Attachments: Outlook-ladoivjy.png

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Legislation from Sen. Locke and Del. Jenkins, requires teacher, principal, and division superintendent evaluations to include an evaluation of cultural competency. The bill requires every person seeking initial licensure or renewal of a license from the Board of Education (i) to complete instruction or training in cultural competency and (ii) with an endorsement in history and social sciences to complete instruction in African American history, as prescribed by the Board. The bill also requires each school board to adopt and implement policies that require each teacher and any other school board employee holding a license issued by the Board to complete cultural competency training.

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Legislation is currently moving in the House and expected to pass.

Education Related legislation filed by LCPS Delegation:

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In 2020, reduced the number of drills from 4 to 3 and made a notification change

HB 2003 by Del. Simirah: Adds as a prohibited practice under the Consumer Protection Act the use in any advertising of any information regarding the quality of any public or private elementary or secondary school other than information derived

from the school quality indicators contained in the School Quality Profiles

- Will be amended to remove the language that provides that the prohibition applies to real estate licensees.
- SB 1225 by Sen. Boysko: Authorizes school boards to appropriate funds for the purposes of promoting, facilitating, and encouraging the expansion and operation of broadband services for educational purposes. The bill authorizes school boards to partner with private broadband service providers to promote, implement, and subsidize broadband for educational purposes to the
- households of students who would qualify for (i) a child nutrition program or (ii) any other program recognized or adopted by the local school board as a measuring standard to identify at-risk students

Charlie

Charlie Jackson
Jackson-West Consulting, LLP
Partner
cjackson@jackson-west.com
518-265-7431

From:

Beth Barts

To:

Ashley Ellis; Scott Ziegler

Subject:

Fwd: [EXTERNAL] HB 1865 amended but passed

Date:

Monday, January 18, 2021 2:33:46 PM

FYI.

Sent from my iPhone

Begin forwarded message:

From: Beth Barts <Beth.Barts@lcps.org>
Date: January 18, 2021 at 2:32:54 PM EST
To: melinda Mansfield <robnmel@me.com>

Subject: Re: [EXTERNAL] HB 1865 amended but passed

Thank you for sharing. Who is the lobbyist you are referring to? What makes you think they had such an impact on the bill? I genuinely want to understand the process. I am not on the L&P committee so I apologize if I sound ill informed.

Kindly,

Beth Barts

Sent from my iPhone

On Jan 18, 2021, at 2:04 PM, melinda Mansfield <robnmel@me.com> wrote:

Good Afternoon Everyone,

Delegate Delaney's proposed bill HB 1865 passed the House SOL and SOQ Subcommittee with some major amendments. Apparently, LCPS lobbyist came out against our bill stating it was "too prescriptive." By the insertion of the text, "including services that are grounded in," (see below) the teeth were taken out of the bill and a loophole was added. I'm afraid that this weaker bill, while a step in the right direction, will not do what it was initially designed to do.

It was extremely disappointing that LCPS still wants to continue the ineffective balanced/whole language literacy approach and not follow the science of reading for remediation of students who have been flagged as "at-risk." I don't know that I will ever understand why LCPS English Language Arts (ELA) Supervisors Dr. Michele Picard and Evi

Hickman refuse to follow research and have no desire to embark upon the science of reading path that both Superintendent Lane and UVa encourage and advocate. Evi Hickman was once named as a Dyslexia Advisor. I have no idea if she still has the Dyslexia Advisor title. But, it would be interesting to find out because she neither promotes nor uses a structured literacy/science of reading approach to literacy.

In order to truly put the matter to rest...I would like to motivate the school board to take an objective look at PALS Tutoring. It is time to thoroughly investigate what percentage of identified at-risk students are making progress in literacy skills through PALS tutoring. "Progress" could be defined as "not being identified as at-risk" on the PALS assessment at the end of the year by targeted sub-scores. This should be done by grade. I have some ideas on how to do this. It would be important to look at what program or activities are being used as intervention with the students, as well as, the level of training of the interventionist. This could be a way that the English Language Arts curriculum reviewer could be objective in their investigation. To that end, I was wondering exactly who or what entity will be implementing the objective review of our ELA program?

Over the last 10 years, the Commonwealth has given districts \$209 million dollars for EIRI funding with very poor results. This is because (1) we are under-identifying with a faulty screener (PALS) (2) we are providing inappropriate remediation instruction that is not aligned to the science of reading and because (3) there is no accountability or even guidance for remediation. Which brings me to the other reason that LCPS came up against our bill...

In addition to wanting to weaken the instruction component of the bill, the LCPS lobbyist stated that LCPS did not want VDOE to review literacy programs and resources because of the words "Orton Gillingham" and "structured literacy" mentioned in the bill text. It was like they did a quick look at the wording, had a knee-jerk reaction and didn't fully comprehend what the text meant. It is a little ironic considering this is a literacy bill.

We should all want VDOE to do a thorough review of evidence-based, core and intervention literacy programs and products, including the ones with an OG and Structured Literacy approach label. We should all want VDOE to indicate which of these products do or do not align to the science of reading and in what way (systematic phonics, phonemic awareness, reading comprehension, vocabulary development.) But, LCPS objected and therefore, it was taken out, completely. It is perplexing because the whole point of that last section was to give a solid, objective, public resource to all districts so that they could make better and more informed choices. Basically, LCPS employed the trigger word excuses of "too much oversight" and "being too prescriptive." When, in my opinion, what they really meant was that LCPS did not want to justify why they have made such poor literacy instruction product choices. It is so frustrating when many other states already do this including, Colorado, Arkansas, and Louisiana. How embarrassing that LCPS does not want lower income districts to have objective

information about all core and intervention literacy curriculum and products. This part of the bill was meeting a real equity issue and LCPS did not rise to the challenge.

Please find below the new bill wording in red. I have crossed out what they amended in purple. I have included the link to the committee meeting where Delegate Delaney states that the local school district felt it was "too prescriptive."

13. Early identification, diagnosis, and assistance for students with reading and mathematics problems and provision of instructional strategies and reading and mathematics practices that benefit the development of reading and mathematics skills for all students.

Local school divisions shall provide reading intervention services to students in kindergarten through grade three who demonstrate deficiencies based on their individual performance on the Standards of Learning reading test or any reading diagnostic test that meets criteria established by the Department of Education. Local school divisions shall report the results of the diagnostic tests to the Department of Education on an annual basis, at a time to be determined by the Superintendent of Public Instruction. Such reading intervention services shall be evidencebased and aligned with, including services that are grounded in the science of reading and structured literacy approaches and shall include, (i) the components of effective reading instruction and (ii) explicit, systematic, sequential, and cumulative instruction:, to include phonemic awareness, systematic phonics, fluency, vocabulary development, and text comprehension as appropriate based on the student's demonstrated reading deficiencies. The parent of each student who receives such reading intervention services shall be notified before the services begin in accordance with the provisions of § 22.1-215.2, and the progress of each such student shall be monitored throughout the provision of services. Each student who receives early

intervention such reading intervention services will shall be assessed again at the end of that school year. The local school division, in its discretion, shall provide such reading intervention services prior to promoting a student from grade three to grade four. Reading Such reading intervention services may include be administered through the use of:

special reading teachers specialists; trained aides; volunteer tutors trained volunteers under the supervision of a certified teacher; computer-based reading tutorial programs; aides to instruct in-class groups while the teacher provides direct instruction to the students who need extra assistance; and extended instructional time in the school day or school year for these students. Funds appropriated for prevention, intervention, and remediation; summer school remediation; at-risk; or early intervention reading may be used to meet the requirements of this subdivision.

As used in this subdivision:

"Science of reading" means the study of the relationship between cognitive science and educational outcomes.

"Structured literacy" means an approach by which licensed or certified personnel teach reading in an explicit, systematic, cumulative, and diagnostic manner.

2. That no later than the beginning of the 2021–2022 school year, the Department of Education shall compile and provide to each local school division a list of materials, resources, and curriculum programs that are supported by the science of reading, as defined in § 22.1-253.13:1 of the Code of Virginia, as amended by this act, and based on instruction that is explicit, systematic, cumulative, and diagnostic, including (i) evidence-based dyslexia programs that are aligned to structured literacy, as defined in § 22.1-253.13:1 of the Code of Virginia, as amended by this act, or grounded in the Orton-Gillingham methodology and (ii) evidence-based reading intervention programs, including programs that are grounded in the science of reading.

https://virginiageneralassembly.gov/house/chamber/chamberstream.php at 8:00:56

I guess I am writing because I am once more disappointed in our educational system and specifically with LCPS. I would love to know why the LCPS lobbyist felt that this was too prescriptive and where he/she received his/her information. You have 3 people in your district who helped to write these literacy laws. The lobbyist could have gone straight to the source when the bill was filed a couple of weeks ago instead of waiting until late Friday afternoon, the weekend before the sub-committee meeting. Although, I am well aware that this is an oft used pressure tactic and strategy. Unfortunately for our students, it was successful...this time.

Politics is an ugly business. I am sorry that LCPS couldn't do the right thing for all of our students and for the students of Virginia.

Please let me know if I can help clear up any confusion or misunderstandings related to HB 1865 or the concept of the science of reading.

Thank you for your time,

Melinda Mansfield

she/her/hers

Melinda Mansfield email: robnmel@me.com cell: 703-727-0801 From: To: Mikaela Coffey Scott Ziegler

Subject:

[EXTERNAL] Registration is Open for the 2021 VSBA March Hot Topic Conference

Date:

Monday, January 18, 2021 9:11:51 AM



VSBA March Hot Topic Conference March 17, 2021 Virtual Conference

Registration is now open for the 2021 VSBA March Hot Topic Conference.

Join us as we gather virtually for an informative and important conference. This conference will be focusing specifically on multiple hot topics in education. You will hear from three leaders in public education throughout the event speaking on the topics of Race and Equity, Communicating as a Team, and School Segregation within Virginia.

The day will kick off with a focus on how school boards can identify, understand, and manage the content, skills, and behavior needed to create diverse, equitable, and inclusive organizations and communities. The next session will discuss how to communicate as a team with your school board and superintendent, especially within this virtual world with online meetings and social media. The final session will cover the topic of rezoning and redistricting within Virginia and how to make sure that school board members recognize the power of how a school boundary can affect segregation. ***

We hope that you will join us for what is sure to be an informative conference!

This event earns 6 VSBA Academy Credit points. For more information on the VSBA Academy Credits and Awards please <u>click here.</u> More information on the meeting can be found in the meeting brochure and on the VSBA website. If you have any questions, please contact Mikaela Coffey, Coordinator of Board Development, at <u>mikaela@vsba.org</u>.

Date: March 17, 2021

Location: Virtual Conference

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

individual not registered)

Brochure: Click Here

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

^{***}Due to contractual agreements, Dr. Marks' session will not be recorded

Best,

Mikaela Coffey Coordinator of Board Development Virginia School Boards Association 200 Hansen Road, Suite 2 Charlottesville, VA 22911 800-446-8722 or 434-295-8722 Office 434-295-8785 Fax mikaela@vsba.org, www.vsba.org

From:

Atoosa Reaser

To:

Scott Ziegler

Cc: Subject: Superintendent"s Cabinet; Mark Smith; Brenda Sheridan Re: Fw: [EXTERNAL] GA Update and Monday"s Docket

Subject: Date:

Sunday, January 17, 2021 9:22:28 PM

Attachments:

Outlook-ladoivjy.png

Thank you for the additional feedback. I will make sure it's all passed along.

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.

From: Scott Ziegler <Scott.Ziegler@lcps.org> **Sent:** Sunday, January 17, 2021 8:22:07 PM **To:** Atoosa Reaser <Atoosa.Reaser@lcps.org>

Cc: Superintendent's Cabinet <SuperintendentsCabinet@lcps.org>; Mark Smith

<Mark.Smith@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>

Subject: Re: Fw: [EXTERNAL] GA Update and Monday's Docket

HB 1736, if not funded would have a budget impact as we use Clinic aides not nurses at the elementary level. We would also need to find other positions or lay off the clinic aides.

Scott Ziegler

Sent from my mobile phone. Please excuse my brevity and errors.

On Jan 16, 2021 4:58 PM, Atoosa Reaser < Atoosa.Reaser@lcps.org > wrote: Dear Cabinet,

I apologize for the late arrival of this request from our legislative consultants, but there is a subcommittee meeting on Monday morning at 7am and the bills in the attachment are on the agenda. The notes in red are from our consultant. Please share any thoughts you have in response. We plan to support any of the Loudoun delegation's bills unless you have any concerns). Also, I have spoken with Ashley about HB 1865 already.

For the rest of session, I hope to have the list earlier so Dr. Smith can confer with cabinet ahead of time. Please let me know by what day of the week I should ask them to provide the list, going forward.

Thank you, Atoosa Reaser



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

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

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

From: Charlie Jackson <cjackson@jackson-west.com>

Sent: Saturday, January 16, 2021 3:58 PM

To: Atoosa Reaser <Atoosa.Reaser@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Mark

Smith < Mark. Smith@lcps.org>

Cc: Missy Wesolowski <missy@jackson-west.com> **Subject:** [EXTERNAL] GA Update and Monday's Docket

Atoosa, Dr. Smith and Karen,

Happy General Assembly virtual session week 1!

Dr. Smith, welcome to Loudoun County! We look forward to meeting you soon.

We're going to send a short summary to you each week from the General Assembly to keep you apprised of LCPS priorities and actions on other K-12 legislation.

Perhaps more importantly, we'll also include dockets for upcoming hearings and requests for information or recommendations from us on whether or not we believe LCPS should take a position. With the very fast pace of the GA session, we don't expect or recommend LCPS take a position on every bill. However, we do want to ensure we're providing feedback and engaging with Loudoun's delegation on any legislation that they've filed. Where possible, we recommend LCPS offer support for its delegation.

We will throughout the session keep this tracker updated with fresh information on K-12 legislation and it can be a resource for your staff.

Please let us know if you would benefit from a short check-in call each week to go over priorities and other K-12 items or to update us on upcoming School Board actions or other happenings.

For legislation docketed to be heard next week, please see attached for a fairly large agenda for the House Education Committee that begins at 7 a.m. on Monday. If you have

feedback, please try and provide it by Sunday evening at the latest.

And below, you'll find updates on some of LCPS' priorities as well as legislation filed by Loudoun members of the Assembly.

LCPS Priority Legislation:

HB 1909: Establishment of a gun-free zone permitted for certain school board property. .

- Introduced by Del. Subramanyam; have asked LCPS Delegation to sign on
- Likely to be heard on 1/19 in the Firearms Subcommittee between 9-11am
- HB 1838: Loudoun County school board; staggered terms
 - Introduced by Del. Reid; have asked LCPS Delegation to sign on
 - Likely to be heard on 1/20 in Privileges & Elections between 9-11am.
- Legislation from Sen. Locke and Del. Jenkins, requires teacher, principal, and division superintendent evaluations to include an evaluation of cultural competency. The bill requires every person seeking initial licensure or renewal of a license from the Board of Education (i) to complete instruction or training in cultural competency and (ii) with an endorsement in history and social sciences to complete instruction in African American history, as prescribed by the Board. The bill also requires each school board to adopt and implement policies that require each teacher and any other school board employee holding a license issued by the Board to complete cultural competency training.
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 - Will be amended to remove the language that provides that the prohibition applies to real estate licensees.
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- households of students who would qualify for (i) a child nutrition program or (ii) any other program recognized or adopted by the local school board as a measuring standard to identify at-risk students

Charlie

Charlie Jackson

Jackson-West Consulting, LLP

Partner cjackson@jackson-west.com 518-265-7431

From: Conducting a Workplace Harassment Investigation

To: Scott Ziegler

Subject: [EXTERNAL] 2-Hour Virtual Seminar on How to Conduct an Internal Harassment and Bullying Investigation to Determine

Facts and Minimize Liability

Date: Tuesday, January 19, 2021 10:17:42 AM

TrainHR

For Human Resource Professionals

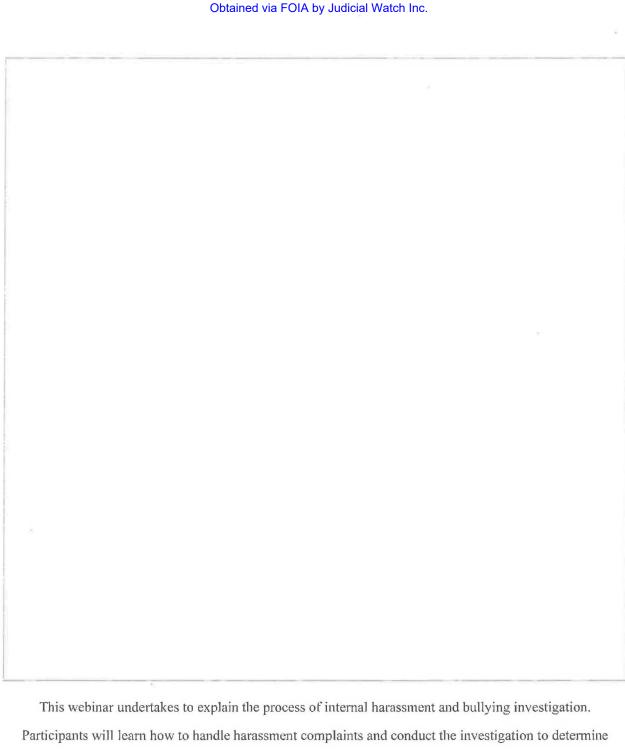
2-Hour Virtual Seminar on
How to Conduct an Internal
Harassment and Bullying
Investigation to Determine
Facts and Minimize Liability

View Details

Live Webinar
Thursday,
January 21, 2021

10:00 AM PST | 01:00 PM EST
Duration: 2 Hours

Register



This webinar undertakes to explain the process of internal harassment and bullying investigation.

Participants will learn how to handle harassment complaints and conduct the investigation to determine facts and minimize liability by analysing evidences, drawing conclusions, writing the formal report outlining the investigation and taking corrective actions where necessary, more

Speaker Profile

Dr. Susan Strauss, is a national and international speaker, trainer, consultant and a recognized expert on workplace and school harassment and bullying.....more

Register

TrainHR Learning

39658 Mission Boulevard, Fremont, CA 94539, USA.

www.trainhrlearning.com

Toll Free: +1-800-385-1627

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From:

Jessica Blythe

To:

Scott Ziegler

Subject:

[EXTERNAL] February is VSBA School Board Appreciation Month

Date:

Tuesday, January 19, 2021 8:41:31 AM

Attachments:

SBAM 2021Guide.pdf



FEBRUARY IS SCHOOL BOARD APPRECIATION MONTH

Salute the service of the almost 850 school board members in Virginia in February 2021 during School Board Appreciation Month. The theme — 115 Years of Providing Leadership Advocacy and Support—reflects the partnership of the Virginia School Boards Association with local school board members as they serve their local divisions and advocate for public education with local, state, and federal leaders on behalf of all students.

The month-long observance is an opportunity for your school division and community to build a stronger understanding of the crucial role school boards assume in a representative democracy. School boards voluntarily tackle the enormous job of governing multi-million dollar public school divisions, while preserving the core of our democratic values.

Use the month to highlight the accomplishments of your local board, and encourage community leaders, business partners and local civic groups to join in your recognition efforts. The attached guide was developed to assist you in these efforts:

- Kit content and instructions sheet
- Suggested activities and tips
- Sample news release
- Sample letter to the editor
- Public service announcement scripts
- Sample article for division newsletters and other publications
- Education quotes sheet
- Sample resolution

View PSA from President Janet Turner-Giles <u>here</u>. The guide and other resources are available at: https://www.vsba.org/resources/initiatives/school-board-appreciation-month/

Sincerely,

Jessica Blythe
Director of Membership Services
Virginia School Boards Association
200 Hansen Road, Suite 2
Charlottesville, VA 22911
800-446-8722 or 434-295-8722 Office
434-295-8785 Fax

jessica@vsba.org, www.vsba.org

 From:
 Michelle Walker

 To:
 Scott Ziegler

Subject: ACTION VASS Legislative Report - January 17, 2021

Date: Monday, January 18, 2021 5:30:21 PM

Attachments: Budget Amendments - HB1800 (Member Request).html

GenEd20213an17.html GenEd2021b3an17.html

Hi Scott, I want to make sure you received the below email from Dr. Tom Smith form VASS. Note, there will be a 3:00pm every Wednesday conference call, do you want me to put those on your calendar?

From: Liza Scallet < l.scallet@vassonline.org> Sent: Sunday, January 17, 2021 4:22 PM

To: Tom Smith <t.smith@vassonline.org>; Ben Kiser <b.kiser@vassonline.org>

Cc: Liza Scallet < l.scallet@vassonline.org>

Subject: [EXTERNAL] FW: VASS Legislative Report - January 17, 2021

Good Afternoon, Administrative Assistants to Superintendents!

Dr. Tom Smith just sent to all Superintendents the first Legislative Update for the 2021 General Assembly Session.

Please NOTE: Dr. Smith will be holding a conference call at 3:00 pm every Wednesday, and ALL Superintendents are encouraged to participate, if they are available to do so.

The contact information for the weekly Legislative Conference Call is 712-770-4835, with the conference code 484781.

Please see the email BELOW as well as the ATTACHMENTS for more information on the opening of this year's General Assembly.

Thanks!

Liza

From: Tom Smith

Sent: Sunday, January 17, 2021 3:51 PM

To: Ben Kiser < b. kiser@vassonline.org >; Andy Stamp < a stamp@vassonline.org >; Liza Scallet < l. scallet@vassonline.org >; Fornash, Laura Worley

<LFornash@mwcllc.com>

Subject: VASS Legislative Report January 17, 2021

Dear VASS Members,

First, I want to wish you a Happy New Year! I continue to be amazed at the job you do for the children of the Commonwealth. This week the 2021 General Assembly Session opened much the same way the Special Session closed this Fall. The majority of the activities will be held on-line. While the House of Delegates will be fully virtual, the Senate of Virginia will continue to meet at the Science Museum with consideration given to Senators that wish to meet virtually, Both Committee and Subcommittee meetings can be viewed and comments made on-line regarding legislation being considered.

In terms of our communications during the Session, I will continue to send you reports at the end of each week with a listing of bills. This year there will be two listings. Both will be titled General Ed but one will also be listed as General Edb. There are too many bills this year to fit is one file. In addition to the end of the week report, I will be holding a conference call at 3:00 pm on Wednesdays. The contact information is 712-770-4835, with the conference code at 484781. I also may be contacting superintendents asking that they contact their representatives on certain bills. At the end of this report I will list the members of the four main committees that act on education related bills. Let me know if you have any questions or need help in any way.

Once the General Assembly opened Wednesday things began to quickly move forward. The Senate Education and Health Committee heard four bills related to CSA services (SB1099, SB1114, SB1133 and SB1313). Each bill in some way addressed the JLARC recommendation that CSA funds be used to help keep students from being placed in private schools or to transition students back from private schools. At present, it does not appear that the use for prevention is being seriously considered. I spoke in favor of SB1114 sponsored by Senator Peake that gave school divisions the ability to use CSA funds for both prevention and transition services. These bills now go the Senate Finance Committee.

Below is a sampling of other bills acted on this week.

- 1. HB 1742 Webert In-person instruction; education vouchers, etc. Requires, in the event that any school board does not provide the option of in-person instruction as the sole method of instruction for any enrolled student, the parent of any such student who withdraws his child from attendance to receive, upon request, an education voucher in an amount equal to a prorated share of the applicable Standards of Quality perpupil state funds appropriated for public school purposes and apportioned to the school division, including the per-pupil share of state sales tax funding in basic aid and any state per-pupil share of special education funding for which the child is eligible, to cover the expenses of providing inperson instruction in an alternative setting. The bill permits the Department of Education to establish rules, regulations, or procedures for the issuance of such education vouchers. The bill contains an emergency clause. This bill was defeated in the PK12 Subcommittee of House Ed.
- 2. HB 1770 Freitas Public education; student education accounts. Permits any school division to establish a program to create savings accounts for students to be used for alternative educational programs. The bill requires the Department of Education to establish policies and procedures under which the parent of each student may use such funds on public or private educational programs. This bill was also defeated in the PK12 Subcommittee of House Ed.
- 3. HB 1790\SB1133 McNamara\Suetterlein Public schools; severe weather conditions and other emergency situations. Provides that when severe weather conditions or other emergency situations have resulted in the closing of any school in a school division for in-person instruction, the school division may declare an unscheduled remote learning day whereby the school provides synchronous or asynchronous instruction, or some combination thereof, to all students in the school in lieu of in-person instruction without a reduction in the amount paid by the Commonwealth from the Basic School Aid Fund, provided that the school division has established an unscheduled remote learning day plan that ensures that every student is provided instruction and services on such unscheduled remote learning day that are comparable in quality to the instruction and services provided to learners on any other remote learning day. These bills are moving forward with little opposition. The Senate version is already on the floor of the Senate and the House version will be heard Monday in the House Education Committee. ASK YOU REPRESENATIVES TO SUPPORT THESE BILLS.
- 4. SB 1191 Kiggans School personnel; school nurses. Excludes school nurse positions from requirements for student support positions and

instead requires each local school board to employ at least one full-time equivalent school nurse position in each elementary school, middle school, and high school in the local school division. The bill also requires the Department of Education to establish and administer a waiver process for local school boards for which the requirements of the bill create an undue hardship. This bill was reported out of the Senate Education and Health Committee and rereferred to the Senate Finance and Appropriations Committee. It has a significant cost to school divisions and persons to fill these positions will be difficult to find. **PLEASE ASK YOUR SENATOR TO OPPOSE THIS BILL.**

- 5. <u>SB 1303</u> <u>Dunnavant</u> Local school divisions; in-person learning. Requires each local school division to make virtual and in-person learning available to all students by choice of the student's parent or guardian. The bill contains an emergency clause. This bill was heard in the Public Ed Subcommittee of the Senate Education and Health Committee. It will be heard Thursday in the full committee and takes away local school division options. Given it has an emergency clause, it will take effect as soon as it is passed and signed by the Governor. **ASK YOUR SENATOR TO OPPOSE THIS BILL**.
- 6. <u>SB 1322 DeSteph</u> Public schools; seizure management and action plans; biennial training. Provides for the submission and utilization of seizure management and action plans for students with a seizure disorder. The bill requires that school nurses and certain school division employees biennially complete Board of Education-approved training in the treatment of students with seizure disorders. The bill provides immunity from civil liability for acts or omissions related to providing for the care of a student under a seizure management and action plan. This bill requires that all school staff that have contact with students receive this training. This is an overreach. It will be heard in the Senate Education and Health Committee on Thursday.

State Budget:

Presentations provided by the Secretary of Finance this week indicated that the economy is improving. The Governor is also advocating that the planned teacher salary bonus now become a salary increase. I have attached a list of education related budget amendments requested by Delegates in the House. These are just requests and must be acted on by the House Appropriations Committee.

General Assembly Committees:

House Appropriations

MEMBERSHIP

Torian (Chair), Sickles (Vice

Chair), Plum, Tyler, Bulova, McQuinn, Carr, Krizek, Aird, Hayes, Hurst, Jones, Reid, Cox, Knight, Morefield, Eariss, Rush, Davis, Austin, Bloxom, Brewer

House Education

MEMBERSHIP

Iyler (Chair), Guzman (Vice Chair), Bulova, McQuinn, Keam, Rasoul, Bagby, Bourne, VanValkenburg, Subramanyam, Cole, I.G., Mugler, Simonds, Cole, M.L., Marshall, Robinson, Davis, McGuire, Avoli, Batten, Wampler, Wiley

Senate Finance and Appropriations

MEMBERSHIP

Howell (Chair), Saslaw, Norment, Hanger, Lucas, Newman, Ruff, Vogel, Barker, Edwards, Deeds, Locke, Petersen, Marsden, Ebbin, McClellan Senate Education and Health

MEMBERSHIP

Lucas (Chair), Saslaw, Howell, Newman, Locke, Barker, Petersen, Cosgrove, Lewis, Dunnavant, Suetterlein, Peake, Edwards, Hashmi

From:

Ashley Ellis Beth Barts

To:

Scott Zieale

Subject:

RE: [EXTERNAL] HB 1865 amended but passed

Date:

Monday, January 18, 2021 3:14:35 PM

Thanks for sharing, Beth. I'd be very interested to hear the answers to the questions you asked. Atoosa and I had a very brief conversation about this bill on Saturday, and I said that staff supports the language in the bill. Very strange. Let me know if you learn any additional information, and I will do the same.

Thanks, Ashley

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

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Monday, January 18, 2021 2:34 PM

To: Ashley Ellis <Ashley.Ellis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: Fwd: [EXTERNAL] HB 1865 amended but passed

FYI.

Sent from my iPhone

Begin forwarded message:

From: Beth Barts < Beth.Barts@lcps.org > **Date:** January 18, 2021 at 2:32:54 PM EST **To:** melinda Mansfield < robnmel@me.com >

Subject: Re: [EXTERNAL] HB 1865 amended but passed

Thank you for sharing. Who is the lobbyist you are referring to? What makes you think they had such an impact on the bill? I genuinely want to understand the process. I am not on the L&P committee so I apologize if I sound ill informed.

Kindly,

Beth Barts

Sent from my iPhone

On Jan 18, 2021, at 2:04 PM, melinda Mansfield <<u>robnmel@me.com</u>> wrote:

Good Afternoon Everyone,

Delegate Delaney's proposed bill HB 1865 passed the House SOL and SOQ Subcommittee with some major amendments. Apparently, LCPS lobbyist came out against our bill stating it was "too prescriptive." By the insertion of the text, "including services that are grounded in," (see below) the teeth were taken out of the bill and a loophole was added. I'm afraid that this weaker bill, while a step in the right direction, will not do what it was initially designed to do.

It was extremely disappointing that LCPS still wants to continue the ineffective balanced/whole language literacy approach and not follow the science of reading for remediation of students who have been flagged as "at-risk." I don't know that I will ever understand why LCPS English Language Arts (ELA) Supervisors Dr. Michele Picard and Evi Hickman refuse to follow research and have no desire to embark upon the science of reading path that both Superintendent Lane and UVa encourage and advocate. Evi Hickman was once named as a Dyslexia Advisor. I have no idea if she still has the Dyslexia Advisor title. But, it would be interesting to find out because she neither promotes nor uses a structured literacy/science of reading approach to literacy. In order to truly put the matter to rest...I would like to motivate the school board to take an objective look at PALS Tutoring. It is time to thoroughly investigate what percentage of identified at-risk students are making progress in literacy skills through PALS tutoring. "Progress" could be defined as "not being identified as at-risk" on the PALS

could be defined as "not being identified as at-risk" on the PALS assessment at the end of the year by targeted sub-scores. This should be done by grade. I have some ideas on how to do this. It would be important to look at what program or activities are being used as intervention with the students, as well as, the level of training of the interventionist. This could be a way that the English Language Arts curriculum reviewer could be objective in their investigation. To that end, I was wondering exactly who or what entity will be implementing the objective review of our ELA program?

Over the last 10 years, the Commonwealth has given districts \$209 million dollars for EIRI funding with very poor results. This is because (1) we are under-identifying with a faulty screener (PALS) (2) we are providing inappropriate remediation instruction that is not aligned to the science of reading and because (3) there is no accountability or even guidance for remediation. Which brings me to the other reason that LCPS came up against our bill...

In addition to wanting to weaken the instruction component of the bill, the LCPS lobbyist stated that LCPS did not want VDOE to review literacy programs and resources because of the words "Orton Gillingham" and "structured literacy" mentioned in the bill text. It was like they did a quick look at the wording, had a knee-jerk reaction and didn't fully comprehend what the text meant. It is a little ironic considering this is a literacy bill.

We should all want VDOE to do a thorough review of evidence-based, core and intervention literacy programs and products, including the ones with an OG and Structured Literacy approach label. We should all

want VDOE to indicate which of these products do or do not align to the science of reading and in what way (systematic phonics, phonemic awareness, reading comprehension, vocabulary development.) But, LCPS objected and therefore, it was taken out, completely. It is perplexing because the whole point of that last section was to give a solid, objective, public resource to all districts so that they could make better and more informed choices. Basically, LCPS employed the trigger word excuses of "too much oversight" and "being too prescriptive." When, in my opinion, what they really meant was that LCPS did not want to justify why they have made such poor literacy instruction product choices. It is so frustrating when many other states already do this including, Colorado, Arkansas, and Louisiana. How embarrassing that LCPS does not want lower income districts to have objective information about all core and intervention literacy curriculum and products. This part of the bill was meeting a real equity issue and LCPS did not rise to the challenge.

Please find below the new bill wording in red. I have crossed out what they amended in purple. I have included the link to the committee meeting where Delegate Delaney states that the local school district felt it was "too prescriptive."

13. Early identification, diagnosis, and assistance for students with reading and mathematics problems and provision of instructional strategies and reading and mathematics practices that benefit the development of reading and mathematics skills for all students.

Local school divisions shall provide reading intervention services to students in kindergarten through grade three who demonstrate deficiencies based on their individual performance on the Standards of Learning reading test or any reading diagnostic test that meets criteria established by the Department of Education. Local school divisions shall report the results of the diagnostic tests to the Department of Education on an annual basis, at a time to be determined by the Superintendent of Public Instruction. Such reading intervention services shall be evidencebased and aligned with, including services that are grounded in the science of reading and structured literacy approaches and shall include, (i) the components of effective reading instruction and (ii) explicit, systematic, sequential, and cumulative instruction, to include phonemic awareness, systematic phonics, fluency, vocabulary development, and text comprehension as appropriate based on the student's demonstrated reading deficiencies. The parent of each student who receives such reading intervention services shall be notified before the services begin in accordance with the provisions of § 22.1-215.2, and the progress of each such student shall be monitored throughout the provision of services. Each student who receives early

intervention such reading intervention services—will shall be assessed again at the end of that school year. The local school division, in its discretion, shall provide such reading intervention services prior to promoting a student from grade three to grade four. Reading Such reading intervention services may include be

administered through the use of:

special reading teachers specialists; trained aides; volunteer tutors trained volunteers under the supervision of a certified teacher; computer-based reading tutorial programs; aides to instruct in-class groups while the teacher provides direct instruction to the students who need extra assistance; and extended instructional time in the school day or school year for these students. Funds appropriated for prevention, intervention, and remediation; summer school remediation; at-risk; or early intervention reading may be used to meet the requirements of this subdivision.

As used in this subdivision:

"Science of reading" means the study of the relationship between cognitive science and educational outcomes.

"Structured literacy" means an approach by which licensed or certified personnel teach reading in an explicit, systematic, cumulative, and diagnostic manner.

2. That no later than the beginning of the 2021–2022 school year, the Department of Education shall compile and provide to each local school division a list of materials, resources, and curriculum programs that are supported by the science of reading, as defined in § 22.1-253.13:1 of the Code of Virginia, as amended by this act, and based on instruction that is explicit, systematic, cumulative, and diagnostic, including (i) evidence-based dyslexia programs that are aligned to structured literacy, as defined in § 22.1-253.13:1 of the Code of Virginia, as amended by this act, or grounded in the Orton-Gillingham methodology and (ii) evidence-based reading intervention programs, including programs that are grounded in the science of reading.

 $\frac{https://virginiageneral assembly.gov/house/chamber/chamberstream.php\ at\ 8:00:56}$

I guess I am writing because I am once more disappointed in our educational system and specifically with LCPS. I would love to know why the LCPS lobbyist felt that this was too prescriptive and where he/she received his/her information. You have 3 people in your district who helped to write these literacy laws. The lobbyist could have gone straight to the source when the bill was filed a couple of weeks ago instead of waiting until late Friday afternoon, the weekend before the sub-committee meeting. Although, I am well aware that this is an oft used pressure tactic and strategy. Unfortunately for our students, it was successful...this time.

Politics is an ugly business. I am sorry that LCPS couldn't do the right thing for all of our students and for the students of Virginia. Please let me know if I can help clear up any confusion or misunderstandings related to HB 1865 or the concept of the science of reading.

Thank you for your time, Melinda Mansfield she/her/hers

Melinda Mansfield email: robnmel@me.com cell: 703-727-0801

To:	Beth Barts	
Subject: Date:	RE: Resolution Sunday, June 21, 2020 6:40:11 PM	
Attachments:	Resolution - Operation of Schools during School Year 2020-2021.pdf	
-		
It was posted in ex	secutive content on Friday.	
Sent: Sunday, June	<beth.barts@lcps.org> e 21, 2020 5:38 PM <eric.williams@lcps.org></eric.williams@lcps.org></beth.barts@lcps.org>	
Good evening,		
Wondering if we could see the potential resolution? I don't see it on board docs.		
I think there may be areas we want to support as a board but it would be nice to see it before Tuesday.		
Some examples :		
-Childcare for staff -Distance learning for all who want it -Providing Masks or face shields for staffFollowing local and state health recommendations social distancing when possible -continuation of community care		
I personally won't feel comfortable signing off on a vague list of concepts. You can do that without us.		
Thank you		
Beth		
Am I missing it?		
Thank you.		

Beth

Sent from my iPhone

From:

Karen Dawson

To:

Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Donna Smith; Holland Yummit; John Lody; Kevin Lewis; Kimberly Goodlin; Lottie Spurlock; Lucia Sebastian; Mark Smith; Patricia Nelson; Rob Doolittle; Scott Ziegler; Sharen Willoughby, Standard Robinson; Rob Doolittle; Scott Ziegler;

Sharon Willoughby; Stephen DeVita; Superintendent's Cabinet - Executive Assistants; Vince Scheivert

Subject: Date: FW: [EXTERNAL] VDOE NEWS: VDOE Seeks Partners for Summer Meals Program

ate: Tuesday, January 19, 2021 2:26:00 PM

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

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

From: Virginia Department of Education < VDOE@public.govdelivery.com>

Sent: Tuesday, January 19, 2021 2:16 PM **To:** Karen Dawson < Karen. Dawson@lcps.org>

Subject: [EXTERNAL] VDOE NEWS: VDOE Seeks Partners for Summer Meals Program

Having trouble viewing this email? View it as a Web page.

VDOE Office of Media Relations: News Release, Superintendent Dr. Lane, Contact Charles Pyle

For Immediate Release: January 19, 2021

Contact: Charles B. Pyle, Director of Media Relations (804) 640-2117

VDOE Seeks Partners for Summer Meals Program

More than 14 Million Meals Served to Children Last Year

RICHMOND — The Virginia Department of Education is seeking partners to participate in the commonwealth's Summer Food Service Program this year to ensure that children have access to nutritious meals during months when school is not in session.

The department reimburses approved organizations for meals served and for associated administrative costs. In addition, all participants receive training and technical assistance from VDOE.

The Summer Food Service Program operates at sites such as schools, public housing centers, community centers, playgrounds, camps, parks and churches. Organizations that may qualify to participate in the program include public and private schools, local governments, public and nonprofit private residential summer camps, and nonprofit faith-based and community-based organizations.

"Summer meal programs play a critical role in bridging the gap between school years and ensuring that children have access to nutritious meals during the summer months and are ready to learn when the new school year begins in August or September," Superintendent of Public Instruction James Lane said. "I'd also like to express my gratitude to our 2020 summer food service partners for their amazing and heroic efforts to keep children fed during the pandemic."

Despite the challenges posed by COVID-19, Virginia's 139 Summer Food Service Program partner organizations served more than 14 million meals to children between June and August last year.

The program — which is funded by the U.S. Department of Agriculture — allows organizations to combine a feeding program with another activity in communities where at least 50% of the children are eligible for free and reduced-price meals.

Information for organizations interested in applying to participate in the Summer Food Service Program — including details on application deadlines — is available on the <u>VDOE</u> website.

###

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Virginia Department of Education - James Monroe Building - 101 N. 14th Street - Richmond, VA 23219

From:

Scott Ziegler Michelle Walker

Subject:

RE: ACTION VASS Legislative Report - January 17, 2021

Date:

Tuesday, January 19, 2021 10:37:00 AM

Yes, please add the calls

Scott Ziegler

From: Michelle Walker

Sent: Monday, January 18, 2021 5:25 PM
To: Scott Ziegler <Scott.Ziegler@lcps.org>

Subject: ACTION VASS Legislative Report - January 17, 2021

Hi Scott, I want to make sure you received the below email from Dr. Tom Smith form VASS. Note, there will be a 3:00pm every Wednesday conference call, do you want me to put those on your calendar?

From: Liza Scallet < .scallet@vassonline.org>
Sent: Sunday, January 17, 2021 4:22 PM

To: Tom Smith < t.smith@vassonline.org>; Ben Kiser < b.kiser@vassonline.org>

Cc: Liza Scallet < scallet@vassonline.org>

Subject: [EXTERNAL] FW: VASS Legislative Report - January 17, 2021

Good Afternoon, Administrative Assistants to Superintendents!

Dr. Tom Smith just sent to all Superintendents the first Legislative Update for the 2021 General Assembly Session.

Please NOTE: Dr. Smith will be holding a conference call at 3:00 pm every Wednesday, and ALL Superintendents are encouraged to participate, if they are available to do so.

The contact information for the weekly Legislative Conference Call is 712-770-4835, with the conference code 484781.

Please see the email BELOW as well as the ATTACHMENTS for more information on the opening of this year's General Assembly.

Thanks!

Liza

From: Tom Smith

Sent: Sunday, January 17, 2021 3:51 PM

To: Ben Kiser < h.kiser@vassonline.org >; Andy Stamp@vassonline.org >; Liza Scallet < l.scallet@vassonline.org >; Fornash, Laura Worley < LFornash@mwcllc.com >

Subject: VASS Legislative Report January 17, 2021

Dear VASS Members,

First, I want to wish you a Happy New Year! I continue to be amazed at the job you do for the children of the Commonwealth. This week the 2021 General Assembly Session opened much the same way the Special Session closed this Fall. The majority of the activities will be held on-line. While the House of Delegates will be fully virtual, the Senate of Virginia will continue to meet at the Science Museum with consideration given to Senators that wish to meet virtually. Both Committee and Subcommittee meetings can be viewed and comments made on-line regarding legislation being considered.

In terms of our communications during the Session, I will continue to send you reports at the end of each week with a listing of bills. This year there will be two listings. Both will be titled General Ed but one will also be listed as General Edb. There are too many bills this year to fit is one file. In addition to the end of the week report, I will be holding a conference call at 3:00 pm on Wednesdays. The contact information is 712-770-4835, with the conference code at 484781. I also may be contacting superintendents asking that they contact their representatives on certain bills. At the end of this report I will list the members of the four main committees that act on education related bills. Let me know if you have any questions or need help in any way.

Once the General Assembly opened Wednesday things began to quickly move forward. The Senate Education and Health Committee heard four bills related to CSA services (SB1099, SB1114, SB1133 and SB1313). Each bill in some way addressed the JLARC recommendation that CSA funds be used to help keep students from being placed in private schools or to transition students back from private schools. At present, it does not appear that the use for prevention is being seriously considered. I spoke in favor of SB1114 sponsored by Senator Peake that gave school divisions the ability to use CSA funds for both prevention and transition services. These bills now go the Senate Finance Committee.

Below is a sampling of other bills acted on this week.

- 1. HB 1742 Webert In-person instruction; education vouchers, etc. Requires, in the event that any school board does not provide the option of in-person instruction as the sole method of instruction for any enrolled student, the parent of any such student who withdraws his child from attendance to receive, upon request, an education voucher in an amount equal to a prorated share of the applicable Standards of Quality perpuil state funds appropriated for public school purposes and apportioned to the school division, including the per-pupil share of state sales tax funding in basic aid and any state per-pupil share of special education funding for which the child is eligible, to cover the expenses of providing inperson instruction in an alternative setting. The bill permits the Department of Education to establish rules, regulations, or procedures for the issuance of such education vouchers. The bill contains an emergency clause. This bill was defeated in the PK12 Subcommittee of House Ed.
- 2. HB 1770 Freitas Public education; student education accounts. Permits any school division to establish a program to create savings accounts for students to be used for alternative educational programs. The bill requires the Department of Education to establish policies and procedures under which the parent of each student may use such funds on public or private educational programs. This bill was also defeated in the PK12 Subcommittee of House Ed..
- 3. HB 1790\SB1133 McNamara\Suetterlein Public schools; severe weather conditions and other emergency situations, Provides that when severe

weather conditions or other emergency situations have resulted in the closing of any school in a school division for in-person instruction, the school division may declare an unscheduled remote learning day whereby the school provides synchronous or asynchronous instruction, or some combination thereof, to all students in the school in lieu of in-person instruction without a reduction in the amount paid by the Commonwealth from the Basic School Aid Fund, provided that the school division has established an unscheduled remote learning day plan that ensures that every student is provided instruction and services on such unscheduled remote learning day that are comparable in quality to the instruction and services provided to learners on any other remote learning day. These bills are moving forward with little opposition. The Senate version is already on the floor of the Senate and the House version will be heard Monday in the House Education Committee. **ASK YOU REPRESENATIVES TO SUPPORT THESE BILLS.**

- 4. <u>SB 1191</u> <u>Kiggans</u> School personnel; school nurses. Excludes school nurse positions from requirements for student support positions and instead requires each local school board to employ at least one full-time equivalent school nurse position in each elementary school, middle school, and high school in the local school division. The bill also requires the Department of Education to establish and administer a waiver process for local school boards for which the requirements of the bill create an undue hardship. This bill was reported out of the Senate Education and Health Committee and rereferred to the Senate Finance and Appropriations Committee. It has a significant cost to school divisions and persons to fill these positions will be difficult to find, **PLEASE ASK YOUR SENATOR TO OPPOSE THIS BILL.**
- 5. SB 1303 Dunnavant Local school divisions; in-person learning. Requires each local school division to make virtual and in-person learning available to all students by choice of the student's parent or guardian. The bill contains an emergency clause. This bill was heard in the Public Ed Subcommittee of the Senate Education and Health Committee. It will be heard Thursday in the full committee and takes away local school division options. Given it has an emergency clause, it will take effect as soon as it is passed and signed by the Governor. ASK YOUR SENATOR TO OPPOSE THIS BILL.
- 6. SB 1322 DeSteph Public schools; seizure management and action plans; biennial training. Provides for the submission and utilization of seizure management and action plans for students with a seizure disorder. The bill requires that school nurses and certain school division employees biennially complete Board of Education-approved training in the treatment of students with seizure disorders. The bill provides immunity from civil liability for acts or omissions related to providing for the care of a student under a seizure management and action plan. This bill requires that all school staff that have contact with students receive this training. This is an overreach. It will be heard in the Senate Education and Health Committee on Thursday.

State Budget:

Presentations provided by the Secretary of Finance this week indicated that the economy is improving. The Governor is also advocating that the planned teacher salary bonus now become a salary increase. I have attached a list of education related budget amendments requested by Delegates in the House. These are just requests and must be acted on by the House Appropriations Committee.

General Assembly Committees:

House Appropriations

MEMBERSHIP

Torian (Chair), Sickles (Vice

Chair), Plum, Tyler, Bulova, McQuinn, Carr, Krizek, Aird, Hayes, Hurst, Jones, Reid, Cox, Knight, Morefield, Fariss, Rush, Davis, Austin, Bloxom, Brewer
House Education

MEMBERSHIP

Tyler (Chair), Guzman (Vice Chair), Bulova, McQuinn, Keam, Rasoul, Bagby, Bourne, VanValkenburg, Subramanyam, Cole, J.G., Mugler, Simonds, Cole, M.L., Marshall, Robinson, Davis, McQuire, Avoli, Batten, Wampler, Wiley

Senate Finance and Appropriations

MEMBERSHIP

Howell (Chair), Saslaw, Norment, Hanger, Lucas, Newman, Ruff, Yogel, Barker, Edwards, Deeds, Locke, Petersen, Marsden, Ebbin, McClellan
Senate Education and Health

MEMBERSHIP

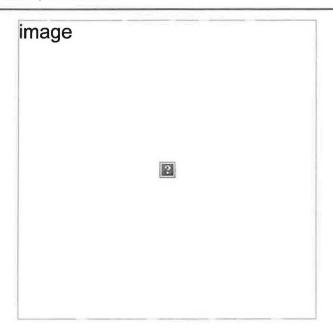
Lucas (Chair), Saslaw, Howell, Newman, Locke, Barker, Petersen, Cosgrove, Lewis, Dunnavant, Suetterlein, Peake, Edwards, Hashmi

From: To: CharacterStrong

Scott Ziegler

Subject: Date: [EXTERNAL] Looking for ENGAGING SEL Curriculum? Join us in 90 min.

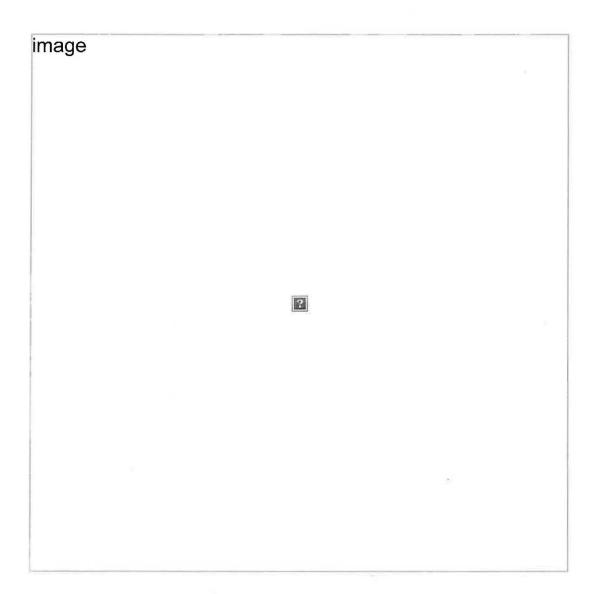
Tuesday, March 30, 2021 12:58:53 PM



Join us today in 90 minutes @ 11:30am PDT

Learn how research, student voice, equity, ease of use, and our student's increased social and emotional needs has been the driving force behind the updates to the CharacterStrong Middle & High School Social Emotional Learning Curriculum.

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4227 South Meridian STE 694 Puyallup, Washington 98373 United States (888) 958-1396

From:

Bryant, Alice

To:

Tricia Stohr-Hunt; Andrew Daire; nwelch@mathews.k12.va.us; Carter Jr. Garry W. (O22); tmercier@bvps.org; wattpb@staffordschools.net; Charletta Williams; Dickey, Selena; Mary McIntyre; Stephen Whitten; downeywl@pwcs.edu;

jessica.jones@pcs.k12.va.us; Jennifer P. Andrews; Diane C. Stubbins; Nancy Bradley; pac4v@uvawise.edu;

pschimmoeller@randolphcollege.edu; sarahgross221@gmail.com; Travis Burns; cardellp@gmail.com;

district09@senate.virginia.gov; DelSVanValkenburg@house.virginia.gov; Monica Osei; Daniel Lewis; Mcdaniel, Tara; Maggie

Clemmons; Scott Ziegler

Cc:

Patricia Pitts

Subject:

[EXTERNAL] MESSAGE FROM PATTY PITTS...Called Virtual ABTEL Meeting For About One Hour On Monday, April 12,

2021...What Is Your Availability To Participate Between 8AM And 2PM? Your Response Today Is Appreciated!

Date:

Tuesday, March 30, 2021 12:24:15 PM

Good Afternoon, ABTEL Members

I would appreciate your advising Alice as soon as possible of your availability for a "called" ABTEL meeting on Monday, April 12. This meeting will be <u>in addition to our April 26 meeting</u>. This means that ABTEL will have <u>two</u> meetings in April.

The purpose of the called meeting is to receive draft Guidelines from the Department of Education staff and to make a recommendation to the Board of Education on Guidelines to meet the following requirements of the 2021 General Assembly. These requirements become effective July 1. The link is provided if you wish to review the entire bill.

<u>HB 1904</u> - Teachers and other licensed school board employees; cultural competency. (Excerpt below)

- ...9. Every person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency; and
- 10. Every person seeking initial licensure or renewal of a license with an endorsement in history and social sciences shall complete instruction in African American history, as prescribed by the Board....

The virtual meeting should be approximately one hour. Please provide your availability to participate on April 12, between 8 a.m. and 2 p.m.

Alice Bryant
Secretary to Mrs. Patty Pitts, Assistant Superintendent
Department of Teacher Education and Licensure
James Monroe Building
Virginia Department of Education
P. O. Box 2120
Richmond VA 23218-2120
(804) 371-2522 Fax: (804) 530-4510
Alice.Bryant@doe.virginia.gov

Telework: Monday and Friday

Office: Tuesday, Wednesday, and Thursday

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or confidentiality protected under Virginia's Freedom of Information Act.

From:

The Washington Post

To:

Scott Ziegler

Subject:

[EXTERNAL] The Post Most: A BLM activist exposed two local police officers involved in the Capitol riot. Their small town

rapidly took sides.

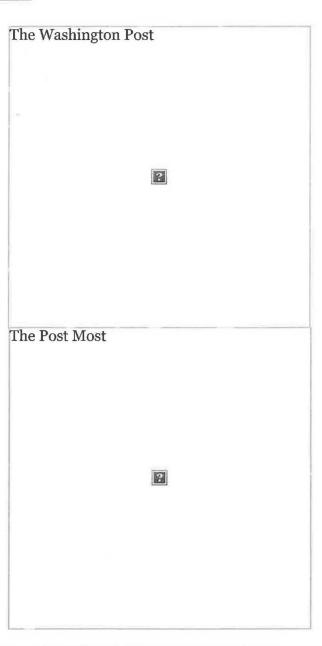
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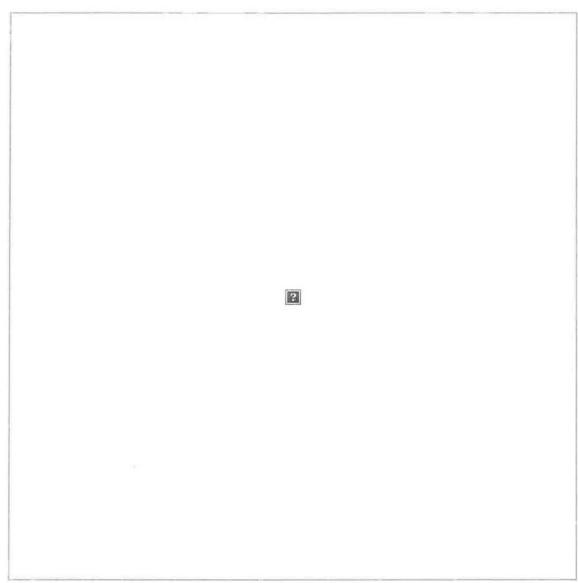
Tuesday, March 30, 2021 12:16:29 PM



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(Jahì Chikwendiu/The Washington Post)

A Black Lives Matter activist exposed the role two local police officers played in the Capitol insurrection. Their small town rapidly took sides.

Protests in Rocky Mount, Va., began after the death of George Floyd. Divisions deepened after the U.S. Capitol riot, as the town confronted the pace of social and racial change.

By Kimberly Kindy . Read more »

Biden, health officials sound alarm as signs of covid surge

nro	liferate
hin	mici atc

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The soft underbelly to a looming economic boom: Millions will miss out

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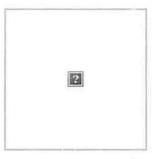
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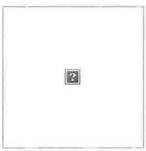
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Opinion • By Michael Gerson • Read more »

Tina Turner's story has long been intertwined with Ike Turner's. 'Tina' lets her have the last word.

By Bethonie Butler . Read more »



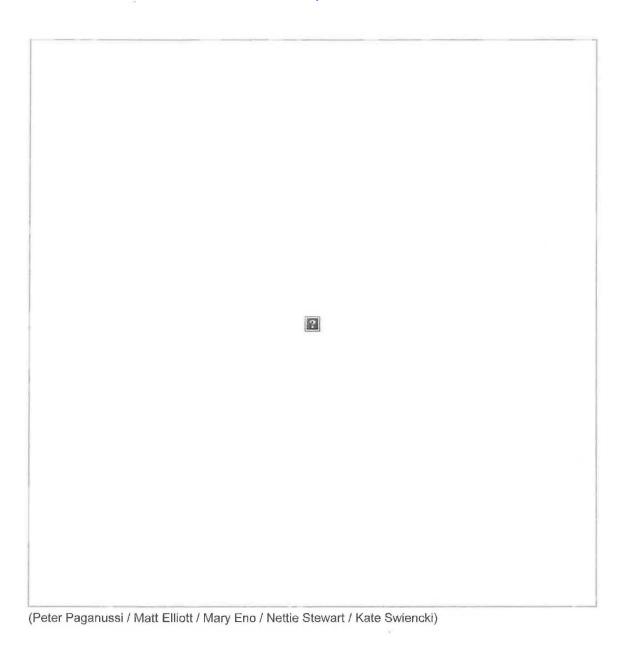
Dozens of LGBTQ students at Christian colleges sue the U.S. Education Dept., hoping to pressure Equality Act negotiations

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Canada is struggling to deport its last known Nazi suspect

By Amanda Coletta . Read more »

Opening Day



The ballpark is a summer sanctuary. These fans help explain why they missed it so much.

Readers responded to a Washington Post query, telling us us about their baseball dreams of summer nights, green grass and cold beers.

By Scott Allen . Read more »

Make-or-break players for all 30 MLB teams

By Chelsea Janes . Read more »

12 outrageous (but not impossible) predictions for the 2021 MLB season

Analysis . By Neil Greenberg and Scott Allen . Read more »



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From:

Loudoun County Public Schools Public Records

To:

Scott Ziegler

Subject:

[EXTERNAL] [GovQA] Activity Assignment on Request R000300-033021 - 759

Date:

Tuesday, March 30, 2021 8:59:04 PM

An Activity has been assigned to you on Request Public Records Request / $\underline{R000300}$ - $\underline{033021}$ - Activity 759

CLICK HERE TO COMPLETE ACTIVITY ASSIGNMENT

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

Activity Information

Activity Assigned Staff: Scott Ziegler

Activity Type: Simple Activity: Provide Records

Activity Due Date: 4/8/2021

Activity Details:

Request Information

Assigned Staff: Wayde Byard

Status: In Progress

Create Date: 3/30/2021 8:57:05 PM

Record(s) Requested: Wayde Byard Public Information Officer, FOIA Officer Loudoun County Public Schools 21000 Education Court, Suite 103 Ashburn, VA 20176 -Any and all school board documents related to the March 4, 2021 censure of Beth Barts, including any copies of social media posts considered as part of that censure. -Any and all written/electronic communications between the school board and the MSAAC concerning the June 2020 decision to remove school board member John Beatty from the Equity and Discipline Committees. -Any and all communications between the school board and the NAACP concerning the June 2020 decision to remove school board member John Beatty from the Equity and Discipline Committees. -Any and all written/electronic communications by LCPS discussing the list making activities of the Anti-Racists of Loudoun County as reported by the Daily Wire on March 16, 2021. - Any and all written/electronic communications between the school board and the NAACP concerning the coverage of stories about the Anti-Racists of Loudoun County making lists of parents who opposed critical race theory as reported by the Daily Wire on March 16, 2021. - Any and all written/electronic communications between the school board and the MSAAC concerning the coverage of stories about the Anti-Racists of Loudoun County making lists of parents who opposed critical race theory as reported by the Daily Wire on March 16, 2021. -Any and all written/electronic communications to and from School Board Member Beth Barts concerning the coverage of stories about the Anti-Racists of Loudoun County making lists of parents who opposed critical race theory as reported by the Daily Wire on

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



From: To: Subject: Ashley Ellis

Fwd: CRT and Gender Marker Questions Tuesday, March 30, 2021 6:29:38 PM

Let me know if you need more info. Feel free to text me for a quicker response.

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

From: Ashley Ellis

Sent: Tuesday, March 23, 2021 3:18:59 PM

To: Denise Corbo <Denise,Corbo@lcps,org>; Leslee King <Leslee.King@lcps,org>

Cc: Scott Ziegler <Scott, Ziegler@lcps.org>; Mark Smith <Mark, Smith@lcps.org>; Asia Jones <Asia Jones@lcps.org>

Subject: RE: CRT and Gender Marker Questions

Good afternoon, Denise and Leslee,

I am providing this response to you both because you each sent an inquiry about the same video and slides that were sent by more than one constituent. This is a lot of information, and I hope it is helpful. I'm also blind copying the School Board on this message given the nature of both topics. Please let me know what additional information I can provide.

As we've stated in committee meetings and messages to the community, LCPS is not teaching CRT (Critical Race Theory), nor have our staff been trained in Critical Race Theory. The slides that have been sent to you from a couple of individuals come from a high school dual enrollment class. The video is an excerpt of a class discussion in a dual enrollment college level English course in which students were exposed to different literary theories as a way of critiquing different pieces of literature. CRT was an example of a theory that can be applied to literary criticism. Other theories such as structuralism, deconstructionism, and feminism were also shared. <u>Here</u> is a resource on literary theory and schools of criticism if you are interested. The slides are not a part of an LCPS training.

As Dr. Ziegler stated in his community message last week, in explaining LCPS' equity priorities, it might be helpful to state what they are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community, Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to.

Information related to countywide training for equity was shared with the LCPS School board on September 22 (Sikie Deck). Additionally, the Department of Instruction has created a <u>Irequently asked question</u> document related to Equity and Culturally Responsive Instruction.

The acronym "CRT" might sometimes be confused with Culturally Responsive Teaching. As you know from C&I meetings this year, we do have a <u>Culturally Responsive Franceworl</u>, that was developed this past year and is being utilized in our schools. Again, this is not Critical Race Theory.

Regarding the "\$400,000 in training" mentioned in a couple of the emails, that is likely a reference to the cost of the Equity Collaborative's support two years ago. Again, this was not CRT training – it was support with the systemic equity assessment and in finishing our work in getting all staff trained in Equity in the Center module 1.

I appreciate you asking for thoughts on how to respond to messages like the one you shared. Here is a possible response you could use if you want:

LCPS equity actions are not an effort to indoctrinate students and staff into a particular philosophy or theory. What they are is an effort to provide a welcoming, inclusive, affirming environment for all students.

The professional development offered to LCPS employees explores issues that have traditionally been ignored in professional development. It asks employees to examine their own personal biases and how they might affect student instruction and interactions with the community. Concepts such as white supremacy and systemic racism are discussed during professional development. LCPS has not adopted Critical Race Theory as a framework for staff to adhere to.

The acronym "CRT" might sometimes be confused with Culturally Responsive Teaching. As you know from C&I meetings this year, we do have a <u>Culturally Responsive Frances or the Continuous of the</u>

Regarding your second question about restroom use and the new gender marker for students, the selection of the "Non-Binary" gender marker does not enable a student to utilize a restroom or locker room that is different from that of their assigned sex at birth. The "Non-Binary" gender marker is a code that is now available within the Student Record to all students attending Virginia public schools. The Virginia Department of Education (VDOE) is currently in the process of completing a Model Policy for the Treatment of Transgender Students in Virginia's Public Schools. In accordance with Virginia Code, LCPS will work to develop a policy, based upon the VDOE model policy, for implementation next school year. Although such policy is not currently in place, LCPS Policy 1040 Equal Opportunity for Equitable, Safe and Inclusive Environment recognizes gender identity and gender expression. Additionally, each school has an administrative leadership team that includes school counselors, social workers, and psychologists, who stand ready to support families and students who may be transgender. Should a family have specific questions to support the needs of a student, they should contact the school principal or school counselor and they will be able to assist the family.

Again, please let me know what additional information I can provide.

Thank you, Ashley

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

From: Denise Corbo < Denise.Corbo@lcps.org>
Sent: Tuesday, March 23, 2021 8:55 AM
To: Ashley Ellis Ash: Ashley.Ellis@lcps.org; Scott Ziegler < Scott.Ziegler@lcps.org>; Mark Smith < Mark.Smith@lcps.org>
Sublect: Fwd: [EXTERNAL] CRT

Good morning,

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

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

Thanks,

Denise

Denise Corbo Loudoun County School Board Member At-Large

Sent from my iPhone app. Please forgive my eyes, thumbs and auto correct for typos.

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

From: koharra@gmail.com <hsharra@gmail.com>

Sent: Tuesday, March 23, 2021 8:10:27 AM

To: John Beatty < Lohn, Beatty < Loh

Subject: [EXTERNAL] CRT

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

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



This page is brought to you be the OWL at Purdue (https://owl.english.purdue.edu/). When printing this page, you must include the entire legal native at bottom.

Critical Race Theory (1970s-present)

Summary:

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

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

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

Introduction

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

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

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

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

As Richard Delgado and Jean Stefancic explain in their introduction to the third edition of Critical Race Theory. The Cutting Edge, "Our social world, with its rules, practices, and assignments of prestige and power, is not fixed, rather, we construct with it

worth, storges and salence. But we used not acquiresce in attangements that are unfair and one-sided. By writing and opeaking against them, we may hope to contribute to a better, fairer world" (3). In this sense, ERT scholars seek tangible, real-world ends through the intellectual work they perform. This contributes to many CRT scholars" emphasis on social activism and transforming everyday notions of race, racium, and power.

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

Common Questions

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

CULTURAL (MIS-) APPROPRIATION

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







WHITE SUPREMACY

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to Prime of Color and their ideas, thoughts, belief and actions. While most people associate white supremacy with extremist groups like the Ku Klux Kian and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while



casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." Drawing from critical roce theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other rocial and ethnic groups do not, both at a collective and an individual level.

IN A CULTURE, THE MORE INVISIBLE IT BECOMES







Racial Identity
People of Color (POC)
White Supremacy
White Privilege
Micro-aggression

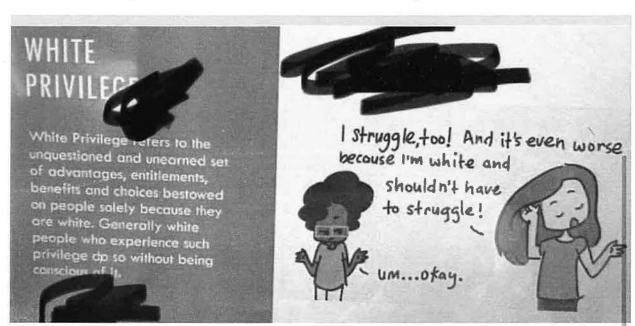
Racial Identity



People of Color (POC)
White Supremacy
White Privilege
Micro-aggression
White Fragility
Othering
Colorism
Intersectionality
Diaspora
Prejudice/Discrimination
Structural/Institutionalism Racism
Assimilationist/Separatist
Ally











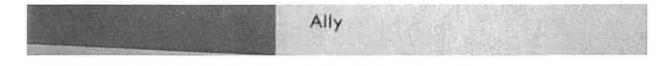
WHITE FRAGILITY

Since white people are in a state of privilege with regards to Racial issues (meaning they can choose not to think about Racial issues that don't affect them) they may respond to the whole discussion of Race with discomfort.

Per Robin Di Angelo, white fragility is "a state in which even a minimum amount of racial stress becomes intolerable trui Did you just say RACE?

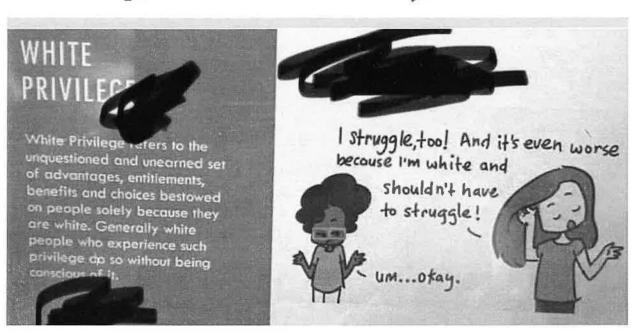
Colorism Intersectionality Diaspora

Prejudice/Discrimination
Structural/Institutionalism Racism
Assimilationist/Separatist



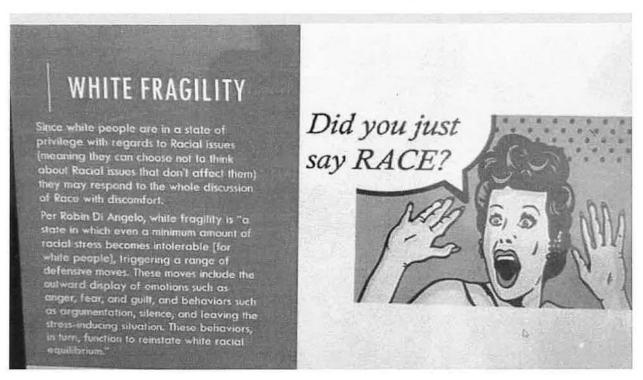
Like

Comment Comment



Like





From:

Wayde Byard

To:

Stephen DeVita

Cc: Subject: Scott Ziegler; Mark Smith; Ashley Ellis; Joan Sahlgren; Brenda Sheridan

Subject Date: RE: [EXTERNAL] Public Records Request Tuesday, March 30, 2021 10:21:28 PM

Agreed on all points

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

----- Original message -----

From: Stephen DeVita < Stephen.DeVita@lcps.org>

Date: 3/30/21 10:04 PM (GMT-05:00)

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

Cc: Scott Ziegler <Scott.Ziegler@lcps.org>, Mark Smith <Mark.Smith@lcps.org>, Ashley Ellis <Ashley.Ellis@lcps.org>, Joan Sahlgren <Joan.Sahlgren@lcps.org>, Brenda Sheridan

<Brenda.Sheridan@lcps.org>

Subject: Re: [EXTERNAL] Public Records Request

Wayde

Some of these are not reasonably specific and require clarification and overall a cost estimate is needed. We'll likely need a time delay as well. This is an extensive request that Could result in a significant cost estimate. Let's discuss. I shared with the chair given the extensiveness.

Steve DeVita

On Mar 30, 2021, at 9:01 PM, Wayde Byard < Wavde. Byard@lcps.org > wrote:

All,

I am forwarding this VFOIA request from Ian Prior for your awareness.

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

From: Ian Prior < info@lcpsparents.com>
Sent: Tuesday, March 30, 2021 1:57 PM
To: Wayde Byard < Wayde.Byard@lcps.org>
Subject: [EXTERNAL] Public Records Request

Wayde Byard
Public Information Officer, FOIA Officer
Loudoun County Public Schools
21000 Education Court, Suite 103 Ashburn, VA 20176

- -Any and all school board documents related to the March 4, 2021 censure of Beth Barts, including any copies of social media posts considered as part of that censure.
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- -Any and all emails from LCPS staff expressing discomfort, anger, concern, confusion, opposition, sadness, or any other questions about LCPS equity trainings for staff."

<Policy-7560-Professional-Conduct-draft.pdf>

From:

Stephen DeVita Wayde Byard

To: Cc:

Scott Ziegler; Mark Smith; Ashley Ellis; Joan Sahlgren; Brenda Sheridan

Subject: Date: Re: [EXTERNAL] Public Records Request Tuesday, March 30, 2021 10:04:04 PM

Wayde

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Wayde.Byard@lcps.org

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<Policy-7560-Professional-Conduct-draft.pdf>

From:

Wayde Byard

To:

Scott Ziegler; Mark Smith; Stephen DeVita

Cc: Subject: Ashley Ellis; Joan Sahlgren

Date: Attachments: FW: [EXTERNAL] Public Records Request Tuesday, March 30, 2021 9:01:03 PM Policy-7560-Professional-Conduct-draft.pdf

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

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Sent: Tuesday, March 30, 2021 1:57 PM
To: Wayde Byard <Wayde.Byard@lcps.org>
Subject: [EXTERNAL] Public Records Request

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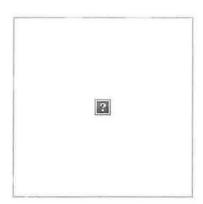
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- -Any and all written/electronic communications by (1) LCPS staff and (2) the MSAAC that led to/followed and concerned the apology issued by MSAAC following the 3/26/20 statement that they would "silence the opposition."
- -Any and all materials used in the lesson shown in the video reported by Fox News on 3/29/21. https://www.foxnews.com/us/video-high-school-teacher-berating-student-not-acknowledging-race-during-lecture
- -Any and all communications between the NAACP and LCPS or MSAAC about removing teachers from the classroom for complaining about equity training as reported here: https://www.dailywire.com/news/loudoun-teachers-target-parents-critical-race-theory-hacking
- -Any and all emails from LCPS staff expressing discomfort, anger, concern, confusion, opposition, sadness, or any other questions about LCPS equity trainings for staff."

From: Virginia To: Scott Zie Subject: [EXTER! Date: Tuesday	
Virginia ASCD	is proud to present you monthly quality ASCD content procured you, our affiliate members. Here are your exclusive resources for March 2021:
	Beware of Equity Traps and Tropes It can be easy to focus on where we hope to land and lose sight of the deliberate daily actions that constitute the equity journey.

"Radical Care" to Let Black Boys Thrive The education of Black boys requires a sincere, authentic commitment to seeing the absolute best in them.	
Literacy as a Tool for Liberation Let's radically imagine and implement new w nurturing reading instruction for Black, Indige and People of Color (BIPOC) students.	nous,

How Chess Can Change Schools

Chess is popular again, thanks to the pandemic and Netflix's The Queen's Gambit. One principal shares why all students should learn to play.

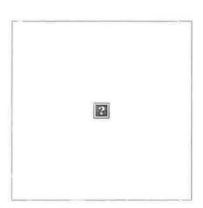


We Have to Save Ourselves

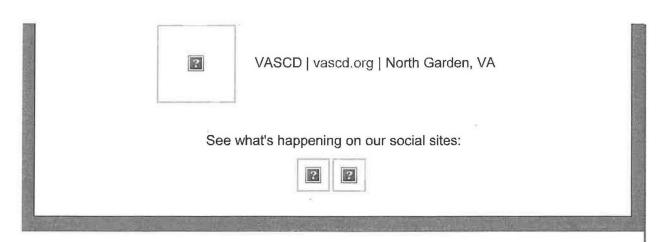
Through developing an accountability practice and harnessing our self- and social awareness, we can begin the process of healing from the trauma of racism.

Collaborative Learning for Equity [VIDEO 5:45]

Staci Benak demonstrates how student learning communities have the potential to upgrade collaborative learning and avoid its common pitfalls. When students experience SLCs, they learn more and they develop a set of skills that will serve them well throughout life.



ASCD Affiliate Express is an exclusive benefit for members of Virginia ASCD.

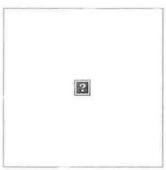


Virginia ASCD | 2516 Old Lynchburg Rd, North Garden, VA 22959

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From:

Karen Dawson

To:

Superintendent"s Cabinet; Superintendent"s Cabinet - Executive Assistants; Joan Sahlgren; Kimberly Goodlin;

Shari Byrne; Wayde Byard

Subject:

2021 LOUDOUN COUNTY SCHOOL BOARD COMMITTEE LIST

Date:

Tuesday, March 16, 2021 10:04:42 AM

Attachments:

2021 LOUDOUN COUNTY SCHOOL BOARD COMMITTEE LIST with dates.pdf

Attached is the final updated Committee List. Please share as appropriate.

Thanks, Karen
 From:
 Jessica βlythe

 To:
 Scott Ziegler

Subject: [EXTERNAL] Virginia Daily Education News, Wednesday, March 17, 2021

Date: Wednesday, March 17, 2021 5:03:59 AM

VIRGINIA DAILY EDUCATION NEWS



Wednesday, March 17, 2021

The Virginia Daily Education News is a daily update (Monday through Friday) of education news throughout Virginia. Links are created to various media outlets throughout the state. Click the underlined headlines to view the articles.



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March is VSBA Equity in Education Month

In an effort to encourage equity in education, the VSBA Board of Directors has designated the month of March as VSBA Equity in Education Month. For more information on the month-long webinar series, a copy of the governor's proclamation and additional resources follow the link above.

March 17, 2021, VSBA March Hot Topic

Join us as we gather virtually for an informative and important conference. This conference will be focusing specifically on multiple hot topics in education. You will hear from three leaders in public education throughout the event speaking on the topics of Race and Equity...

4% raise included in Fredericksburg proposed budget for fiscal 2022

The Fredericksburg City Council is currently looking over the proposed budget for Fiscal Year 2022. If the council approves the budget, public schools in Fredericksburg will receive \$30.4 million in funds to support school operations. A portion, about \$1.8 million, will go toward a 4%...

McLearen takes top honors

Madison County High School junior Kate McLearen has received top honors for her artwork. Last week, McLearen's painting was selected as the winner of the high school division of the Virginia School Boards Association's (VSBA) Central Regional Art Contest. Student art from...

Virtual no more. Suffolk students begin return to classrooms

A bundle of nervous energy, she was ready for a unique first day of school, wearing her Creekside Elementary School shirt and mask, ready to greet the other Gators marching in. She was ready to meet kids she already knew as friends thanks to virtual learning, and as they...

Trickling Back Into the Classroom in Alexandria

Last week, certain young students arrived for their first day of school in Alexandria Public Schools. This week, some students returned to middle schools and T.C. Williams High School. "Everyone was so excited to welcome back our students this morning. It has the energy of the...

Richmond school leaders push back year-round school plan to 2022-23

Richmond Public School leaders voted late Monday night to operate on a traditional calendar for the 2021-22 school year and committed to year-round school for the 2022-23 school year. School leaders initially said they would no longer take a vote on the year-round school...

Women's History Month: Jamestown H.S. student recognized for documentary about first female West Point grads

Kathryn Miller is a military B.R.A.T., or, "Born Rough and Tough." Her father is on active duty and her mother is a U.S. Army veteran. Throughout her young life, she has been a student in eight different schools. Before moving to Virginia this past summer, she previously lived in...

Covington Schools Librarian Honored

Covington City Public Schools librarian Barbara Childs-Barber has been named the 2020 Roanoke Regional Librarian of the Year and state semi-finalist by the Virginia Association of School Librarians. Childs-Barber has been the librarian at Edgemont Primary School and...

PGCPS allows 737 students to return for in-person learning in second semester

For the second semester of the 2020-2021 academic school year, Prince George County Public Schools has allowed a total of 737 students to return for in-person learning including 376 from the elementary level and 361 secondary students. The data was presented at the March 1...

Redistricting zones approved by New Kent School Board

With Quinton Elementary School coming online in Fall 2022, New Kent's School Board approved a redistricting plan during Monday night's work session. Board members approved 3-0 on a third option proposed after feedback from the public during its March 1 regular meeting...

RCPS board submits preliminary \$13.6M budget to supervisors

The members of the Rappahannock County Public School Board voted unanimously on Monday night to present the county with a proposed budget for the upcoming fiscal year to the tune of almost \$13.6 million. The school's proposal is about \$644,359 greater than that of the 2021...

Superintendent expects second semester to be better than first for students

Shenandoah County Public Schools Superintendent Mark Johnston said he expects the second semester to be better than the first for students in the division. Johnston addressed how things were going with students during and after last week's Shenandoah County School Board...

BCAT/WBHS students win regional Scholastic Art Awards

Three Roanoke County students who attend William Byrd High School and the Burton Center for Arts and Technology received awards in the February regional Scholastic Art Awards hosted by the Fine Arts Center of the New River Valley. They are Urunna Anyanwu, Nick Boksa, and...

Gar-Field High School to drop its 'Indians' mascot next school year

Gar-Field High School will retire its "Indians" mascot at the end of this school year at the request of student leaders who have called on the school to make the change "to promote a culture of respect and expand understanding for all," Principal Matthew Mathison said Monday. In a...

Where are students learning?

Around the time Governor Ralph Northam asked school administrators to offer in-person learning by March 15, roughly a third of students were in fully-remote school divisions. Data updated Monday by the Department of Education said 4% were in fully-remote school...

2021 VSBA Title IX; Best Practices In Training & Compliance
With claims of sexual harassment and sexual misconduct hitting newsstands everywhere, Title IX coordinators and other senior staff need to be confident in their knowledge and enforcement of their divisions' policies. Prevention and thorough investigations are the best ways to...

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200 Hansen Road - Charlottesville, Virginia 22911 434-295-8722

Sincerely,

Jessica Blythe Director of Membership Services Virginia School Boards Association 200 Hansen Road, Suite 2 Charlottesville, VA 22911 800-446-8722 or 434-295-8722 Office 434-295-8785 Fax jessica@vsba.org, www.vsba.org

Ashley Ellis

To:

Scott Ziegler; Mark Smith

Subject:

FW: Parent Resurvey - A Principal"s Perspective

Date:

Tuesday, March 16, 2021 7:52:00 PM

FYI.

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

From: Leslee King < Leslee.King@lcps.org>
Sent: Tuesday, March 16, 2021 7:27 PM

To: Christopher Painter < Christopher. Painter@lcps.org>; Harris Mahedavi

<Harris.Mahedavi@lcps.org>

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

Subject: RE: Parent Resurvey - A Principal's Perspective

Mr. Painter,

Thank you so much for your very informative e-mail. Please know that we are all working on helping each other as we move forward. Hopefully Spring Break will give everyone a needed break and hopefully we won't have a spike after this break.

Please know I will take you information seriously.

Thank you again.

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: Christopher Painter < Christopher.Painter@lcps.org>

Sent: Tuesday, March 16, 2021 5:51 PM

To: Harris Mahedavi < Harris. Mahedavi@lcps.org>; Leslee King < Leslee. King@lcps.org>

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

Subject: Parent Resurvey - A Principal's Perspective

Good Evening,

In closely following the School board meetings, Dr. Ziegler shared that having Principal's perspectives regarding the resurveying of parents may prove beneficial to your future discussion on Tuesday, 3/23. As a result, I am reaching out to share that I am more than willing and happy to further discuss the impact resurveying parents would have on elementary schools across the county.

In processing potential future scenarios, resurveying parents at this point in the year with an option for 4-day hybrid learning would truly change the dynamics of the year for almost every student and staff member at Discovery, even if a family did not want to change learning environments.

The clear and significant worry I see with resurveying parents, is the rush of new hybrid students due to the new opportunity of 4 days of in-person learning. Even a small number of students switching learning environments could tilt the scales enough to change a teacher's and then ultimately a student's learning environment. These new students may require schools to change general education teachers from distance learning to a hybrid learning environment. This then would cause many DL students to be reassigned to another DL teacher. These students would lose the only constant teacher they have had this year.

If Discovery or any elementary school has to make this shift for a class, a change to the school's master schedule would then be required. Changing any aspect of our master schedule with the number of Hybrid and DL classrooms would result in developing a new master schedule to support classrooms. We would also be concerned that many students have already changed specialists when hybrid returned in October or December. Making any change to the master schedule would cause us to create an additional specialist assignment for many students. I will also kindly share that creating a master schedule is a monumental task. Collectively, my Assistant Principal and I have close to 60 hours creating a fluid and seamless master schedule for all grade levels and specialists. I am confident that this is very similar at other elementary schools with regards to creating and developing their schedule.

Also as a school, if parents were resurveyed, new hybrid teachers would be starting in the building as if it were day 1 on October 27th. This would require time for staff professional development and training around hybrid and in-person mitigation strategies to ensure safety and effective instruction. There would also need to be classroom changes as rooms currently not being used for Hybrid instruction are now set up as intervention rooms to ensure proper spacing for EL, Special Education, Reading, or used as additional storage for classroom items. Any new Hybrid room would need to be repurposed and set up by a new hybrid teacher, as well as the custodial staff, to prepare for the additional students attending in-person instruction. I would envision creating this new classroom would require several asynchronous learning days for current DL students so teachers had the appropriate time to prepare the new classroom for in-person instruction. Just for Discovery, creating new hybrid rooms to accommodate additional in-person students would also drastically impact our specialized interventionists such as reading, EL and Special Education. These Hybrid locations and schedules where intensive intervention is being provided would all need to be altered and require a significant change in services schedules due to students returning to in-person learning. In many cases this change would involve a new teacher for Special Education or EL students.

Specifically at a student level, we would also need to pause teaching to reassign individual students, classroom teachers, and specialists in Schoology and in our gradebooks. These mass class changes would also need to be inputted in our student-information system for bus routing

for a safe arrival and dismissal for new students. While I can't speak for transportation, I am certain these additional routes may take several weeks to complete and significantly delay the potential start date with returning to 4 days of in-person instruction.

All of the above information doesn't even necessarily account for the change to 4 days with our current hybrid students. This year, we have done our best to have clear communication with our parents about effective health mitigation and safety strategies. LCPS' and Discovery's strategies will need to be altered with 4 days of instruction and having additional students in the classroom and building. As a district and school we will want to effectively share our new health mitigation procedures for classroom routines, lunch, recess, arrival/dismissal, and now the potential for contact tracing within the school system. Welcoming a significant amount of new hybrid students in the last quarter, who would be brand new to hybrid, may significantly impact how effectively our new health mitigation and safety message is received by our community. Professionally, I believe this may negatively impact the high levels of trust we currently have established at Discovery throughout this school year.

Lastly, I'd like to share that elementary teachers and staff have navigated through many changes this school year. Many teachers have taught both hybrid and DL, due to need and safety, throughout the year. In all honesty, this year has had a significant impact on staff morale and ultimately impacting a school's culture. Both of these factors are vital for sustaining and building a thriving school and school system. Currently, staff stress is high, morale is low, and it is rather worrisome as we approach the end of the year. At Discovery, and all elementary schools, we all desire to end the year in a positive direction. Being able to focus the last quarter with our current practices will allow for a strong finish to the school year.

In closing, I share that my voice only represents one school, however I am confident that a great majority of elementary Principals share similar concerns with the potential of resurveying parents. My apprehension for not wanting to resurvey has nothing to do with not wanting students back in the building. In fact, that is not the case at all. I assure you, I want nothing more than to have our students back and I will strongly advocate for this to occur for our students in the Fall. Rather, my apprehension is based on the timing of this decision and how this decision will impact current practices, structures, and procedures that have taken an entire school year to prepare, develop, and perfect for our current hybrid students and staff. Simply stated, from my perspective, it would be nearly impossible to effectively and efficiently implement the required changes necessary at the elementary level should the decision be made to resurvey parents. Lastly, please know I absolutely welcome and am willing to further discuss this topic surrounding the potential return to 4 days of in-person learning.

Thank you and respectfully,

Christopher Painter

Principal
Discovery Elementary
44020 Grace Bridge Drive
Ashburn, VA 20147
571-252-2370

As you walk down the fairway of life you must smell the roses, for you only get to play one round. – Ben Hogan

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To: Subject: <u>CharacterStrong</u> <u>Scott Ziegler</u> [EXTERNAL] CharacterStrong On-Demand PD: What You Need, When You Need It

Date: Tuesday, March 16, 2021 5:29:14 PM

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Kelly Lang Subject:

Scott Zegler [EXTERNAL] 4 day hybrid Tuesday, March 16, 2021 3:02:15 PM Date:

Mr. Ziegler: I realize your inbox must be overflowing with the number of emails you are receiving regarding the newest controversy regarding schools. However, that has not stopped me from writing this email in support of a new parent survey or options for the families who chose Distance Learning.

LCPS has changed the metrics and rules multiple times this school year. I understand some were out of your control but not all. In November a survey was distributed to all parents to choose either all distance learning or a 2 day a week hybrid schedule for the second semester of the 2020-2021 school year. I have a secondary student and understood my choice would not become effective until the beginning of the second semester.

Before the secondary schools reopened the School Board and your office decided to throw out the metrics used to determine when schools should switch to all distance learning if the spread of COVID-19 increased. This decision was made without consulting parents. It is my understanding that many parents changed to Distance Learning because of the

Before the Hybrid students returned there was a push by a particular group to push for 4 days now that two days was a reality. I can not help but think of the saying, "when you give an inch they want a mile". I am appalled that your office and the school board have considered this. I would have hoped the needs of all students, families, and staff would come before the loud voices of one group. I am disappointed that once again, the school system can not be trusted to stick to the plan in place.

The concurrent teaching model is not working for all. There are kinks that need to be worked our especially for the Distance Learning students. My daughter has experienced times where she can not hear the students and teacher in the classroom because the microphone did not capture the voices, connection issues caused an entire class lost trying to get the connections working on the school end. Meanwhile, hybrid students were taken care of during the outage. Where is the equity in this scenario?

I urge you to stop the 4 days per week push and focus on the issues with the current model and work towards getting all students and staff back in the building for the 2021/2022 school year.

Parent of a middle school student Parent of two graduates of LCPS

From:

Leslee King Beth Barts

To: Cc:

Denise Corbo; Harris Mahedavi; John Beatty; Jeff Morse; Brenda Sheridan; Scott Ziegler

Subject:

RE: [EXTERNAL] Elementary Hybrid Teacher Concerns About 4-Day Hybrid

Date:

Tuesday, March 16, 2021 10:46:53 AM

Beth,

There is no L Bay in our list of staff. We all have to be careful.

Leslee

From: Beth Barts <Beth.Barts@lcps.org>
Sent: Monday, March 15, 2021 12:57 PM

To: L Bay <1234b@yahoo.com>

Cc: Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Leslee

King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; Jeff Morse

<Jeff.Morse@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler

<Scott.Ziegler@lcps.org>

Subject: Re: [EXTERNAL] Elementary Hybrid Teacher Concerns About 4-Day Hybrid

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

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

Beth Barts

Sent from my iPhone

On Mar 15, 2021, at 12:41 PM, L Bay < 1234b@yahoo.com > wrote:

To the Loudoun County Public Schools School Board,

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

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

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

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

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

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

For as long as I can remember, I have wanted to teach kindergarten. When I was hired my first year, I was over the moon with excitement and happiness. Throughout the 20-21 school year, my job and the way I am expected to execute my responsibilities has changed dramatically. With each new decision made by the school board, the expectations changed, my levels of stress increased, and my motivation and excitement for teaching kindergarten, the thing I have always wanted to do, dwindled. I can confidently say that this year, the only thing I enjoy about teaching is my students. The Loudoun County School Board has made me feel so invisible, dispensable, and silenced. I have never wanted to quit something so badly in my life, but I will not do that because my students deserve better. My students deserve to have a teacher that is excited about coming to school each day. That excitement and motivation to keep

improving in my career comes from feeling supported and respected by upper administration, which is not happening right now. I have been made to feel replaceable, not by my principal or AP, but by the school board. Please, listen to what your teachers are saying just one time this year. Let us finish this marathon of a year without the additional stress of one more unnecessary change.

Mark Smith

To:

Scott Ziegler; Ashley Ellis; Asia Jones

Subject:

Fw: [EXTERNAL] formal request for answers - equity concerns

Date:

Wednesday, March 17, 2021 9:35:13 AM

Attachments:

Outlook-1axkowfx.png

Good morning!

Just a quick check-in on this one so it does not get too far along. Did someone respond to this original email? Please let me know at your convenience.

Mark

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

From: Jeff Morse < Jeff.Morse@lcps.org>
Sent: Monday, March 15, 2021 2:30 PM
To: Mark Smith < Mark.Smith@lcps.org>

Subject: Fw: [EXTERNAL] formal request for answers - equity concerns

Dr. Smith...please provide feedback for the questions below for which we have answers. Also, please cc Mrs. Corbo and Mrs. Sheridan (bcc'd).

Sincerely,

Jeff

Jeff Morse Dulles District Representative Loudoun County School Board

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

From: Valerie Balser <valerie@thebalsers.com>

Sent: Monday, March 15, 2021 12:53 PM

To: Scott Ziegler <Scott.Ziegler@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Denise Corbo

<Denise.Corbo@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>

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

<Asia.Jones@lcps.org>

Subject: [EXTERNAL] formal request for answers - equity concerns

Dr. Ziegler and Board,

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

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

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

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

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

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

What would even remain the same besides the "binding" portion?

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

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

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

- 4.) How will you justify a completely different plan coming into play, tell the families that you want to change the rules of play but they are bound to the plan of "once was" but "no longer is"? How can this decision possibly still be binding? How is this ethical?
- 5.) What will happen to the family who elected Hybrid with distancing in mind, student is thrilled to be back, but doesn't feel comfortable with the distancing changes/reductions? Now what? They are kicked out of their binding decision?

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

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

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

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

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

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

Thank you,

Valerie Balser

Michelle Walker

To:

Scott Ziegler

Subject:

ACTION: FW: INFORMATION: VASS 2021 Spring Conference Leadership Series - Registration is now OPEN

Date:

Wednesday, March 17, 2021 8:51:55 AM

Attachments:

VASS Spring Conference Leadership Series.pdf

Good Morning,

Will you be attending, if so I will register for you.

From: Liza Scallet < l.scallet@vassonline.org> Sent: Wednesday, March 17, 2021 8:42 AM

To: Ben Kiser <b.kiser@vassonline.org>; Andy Stamp <a.stamp@vassonline.org>

Cc: Liza Scallet < l.scallet@vassonline.org>

Subject: [EXTERNAL] FW: INFORMATION: VASS 2021 Spring Conference Leadership Series -

Registration is now OPEN

Good morning, Administrative Assistants to Superintendents!

All Superintendents just received the invitation BELOW to participate in this year's VASS Virtual Spring Conference.

We will be celebrating the leadership of ALL of our Superintendent members!

So we really hope that ALL of the Superintendents will be able to participate in this Leadership Series of three virtual events.

The series will be held from 8:30 to 11:15 AM on three consecutive Mondays:

April 26 - Break Through Leadership

May 3 - Leadership for Greater Equity

May 10 - Inspiring Leadership

The full program is ATTACHED.

More information and the LINK to register are in the Memo BELOW.

Let me know if you have any questions!

THANKS!

Liza Scallet

VASS Administrative Assistant

From: Liza Scallet

Sent: Wednesday, March 17, 2021 8:32 AM

To: Ben Kiser < <u>b.kiser@vassonline.org</u>>; Andy Stamp < <u>a.stamp@vassonline.org</u>>; Marcus Newsome < <u>m.newsome@vassonline.org</u>>; Tom Smith < <u>t.smith@vassonline.org</u>>; Fornash, Laura Worley

<LFornash@mwcllc.com>

Cc: Liza Scallet < l.scallet@vassonline.org>

Subject: INFORMATION: VASS 2021 Spring Conference Leadership Series

Virginia Association of School Superintendents

TO: Superintendent Members of VASS FR: Ben Kiser, VASS Executive Director

RE: VASS 2021 Spring Conference Leadership Series

The best part of this year's virtual VASS Spring Conference Leadership Series is that it's all about YOU! With three brief virtual events highlighting three different aspects of superintendent leadership and recognitions of all of you as THE Virginia <u>Superintendents</u> of the Year by State Superintendent of Public Instruction James Lane, Secretary of Education Atif Qarni, Governor of the Commonwealth of Virginia Ralph Northam and U.S. Senators Mark Warner and Tim Kaine, the Spring Leadership Series program is both for you and about you.

The series will be held from 8:30 to 11:15 AM on three consecutive Mondays beginning April 26. Each virtual event will feature dynamic speakers, small group discussions, and recognition ceremonies. The dates and leadership themes of each event are as follows:

April 26 - Break Through Leadership May 3 - Leadership for Greater Equity May 10 - Inspiring Leadership

The most recent program is attached for your information.

The cost of all three events is \$185 per registrant.

To register, click HERE: https://www.vassonline.org/2021-vass-spring-conference-leadership-series

I look forward to seeing you all and to celebrating the outstanding leadership you have provided the Commonwealth's public schools during this past year!

Liza Scallet

To:

Ben Kiser; Andy Stamp; Marcus Newsome; Tom Smith; Fornash, Laura Worley

Cc:

Liza Scallet

Subject:

[EXTERNAL] INFORMATION: VASS 2021 Spring Conference Leadership Series

Date: Attachments: Wednesday, March 17, 2021 8:32:26 AM VASS Spring Conference Leadership Series.pdf

Virginia Association of School Superintendents

TO: Superintendent Members of VASS FR: Ben Kiser, VASS Executive Director

RE: VASS 2021 Spring Conference Leadership Series

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From: To: Subject: Juan Betancourt

Scott Ziegler
[EXTERNAL] [Webinar] How to Hire for Inclusion - March 24th (Wed) at 1 pm EST / 10 am PST

Date: Wednesday, March 17, 2021 7:48:46 AM

Using Psychometrics to Hire for Inclusion



Live Webinar Wednesday, March 24th @ 1pm EST / 10am PST



Using Psychometrics to Hire for Inclusion

Join Humantelligence for a live webinar on **Wednesday, March 24th at 1 pm EST** to learn how to hire more effectively using a framework that goes beyond traditional personality, skills, or knowledge-based assessments. See how you can leverage Humantelligence, from within your ATS platform, to support better inclusion and diversity of thought throughout your recruiting and hiring process.

When you attend, you'll learn how to:

- Better assess candidates based on a total picture of one's behaviors, motivators, and ideal work styles.
- Eliminate subjectivity by tracking candidates against target profiles and using interview guides so you can add to, fill gaps, and ensure diversity of thinking on your teams.
- Deliver higher-quality candidates by gauging predictive performance success.
- · Improve productivity of teams through better hires.
- Accelerate onboarding of new hires with managers and teammates.

When you leave this webinar, you'll gain insight into how organizations of all sizes are using psychometrics to hire more effectively. **Register here!**



Can't make it?

Register anyway to be sure to receive the follow-up recording.

The Humantelligence Team 1521 Alton Road, Suite 109 Miami Beach, FL 33139

Want to stop receiving our emails? You can unsubscribe here

From: To: Jonno White Scott Ziegler

Subject: Date: [EXTERNAL] Re: Interview on Leadership Wednesday, March 17, 2021 6:04:39 AM

Hi Scott,

Checking in again to see when you think you'll be able to get the 7 questions for CEOs and executives of large enterprises back to me?

https://www.surveymonkey.com/r/7questionsceosexecslargeenterprises

Cheers!

Jonno

On Friday, March 5, 2021 at 7:32 AM, Jonno White <jonno@consultclarity.org> wrote: Hi Scott,

Following up to see when you think you'll be able to get the 7 questions for CEOs and executives of large enterprises back to me?

https://www.surveymonkey.com/r/7questionsceosexecslargeenterprises

Cheers!

Jonno

On Saturday, February 20, 2021 at 8:08 AM, Jonno White <jonno@consultclarity.org> wrote:

Hi Scott,

Thanks so much for being involved in this interview about leading a large enterprise. Once I turn your answers into a blog, it will be posted on the <u>CEOs and Executives of Large</u> Enterprises LinkedIn group. Please feel free to join if you haven't already done so.

Here's an example of what the interview will look like - Nzinga Shaw, Global Chief Inclusion & Diversity Officer at Starbucks Coffee Company in Seattle.

Here's the link to the 7 questions for you to fill out.

Feel free to let me know if you have any questions!

Cheers,

Jonno

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From:

Scott Ziegler

To:

Michelle Walker

Subject:

FW: [EXTERNAL] INFORMATION: VASS 2021 Spring Conference Leadership Series

Date: Attachments: Wednesday, March 17, 2021 10:31:00 AM

VASS Spring Conference Leadership Series.pdf

Please register me for the conference and adjust cabinet as necessary.

Scott Ziegler

From: Liza Scallet < l.scallet@vassonline.org> Sent: Wednesday, March 17, 2021 8:32 AM

To: Ben Kiser <b.kiser@vassonline.org>; Andy Stamp <a.stamp@vassonline.org>; Marcus Newsome <m.newsome@vassonline.org>; Tom Smith <t.smith@vassonline.org>; Fornash, Laura Worley

<LFornash@mwcllc.com>

Cc: Liza Scallet < l.scallet@vassonline.org>

Subject: [EXTERNAL] INFORMATION: VASS 2021 Spring Conference Leadership Series

Virginia Association of School Superintendents

TO: Superintendent Members of VASS FR: Ben Kiser, VASS Executive Director

RE: VASS 2021 Spring Conference Leadership Series

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