

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!



**From:** [Beth Barts](#)  
**To:** [Brei Bailey](#)  
**Cc:** [Brenda Sheridan](#); [Stephen DeVita](#)  
**Subject:** Re: [EXTERNAL] Re-sending with article attached for viewing  
**Date:** Wednesday, March 17, 2021 10:30:56 AM

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Thank you for reaching out. There have been concerns that LCPS is teaching CRT. These have been popping up on the LCPS Facebook page, in parent forums and was even referenced from the Dias in the past month.

I am sharing openly as a parent and leader that the office of Equity and Culturally Responsive Education helps staff understand and implement equity in the school setting, requires training on culturally responsive instruction, and provides staff with resources and information to increase racial and cultural literacy.

Correcting and addressing misinformation is important in making sure we continue with our mission as a school system to create and guide student-centered learning environments with a critical focus on culturally and linguistically diverse students that have been marginalized by inequitable systems. Our Equity statement calls for the board to support in policy an action plan that rejects and dismantles white supremacy and systemic racism in our schools. The entire board approved this to be clear. This is not a "Beth Barts initiative".

I appreciate the opportunity for clarification and will continue to advocate strongly for culturally responsive instruction to be a priority in LCPS and dispel the myth that we are teaching Critical Race Theory in our schools. This is part of my actual job as an elected representative.

I encourage you to watch the most recent C&I meeting for education and awareness.

Regards,

Beth Barts

Sent from my iPhone

On Mar 17, 2021, at 10:17 AM, Brei Bailey <[brei.bailey22@gmail.com](mailto:brei.bailey22@gmail.com)> wrote:

Dear School Board members and Mr. Devita,

I am re-sending my below email and am attaching an article on the recent events just in case anyone has not seen it.

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

I am writing to you all in light of the recent events that have occurred regarding

the Anti Racist Parents Group of Loudoun County and the linkage to Beth Barts. I am sure you all have been made aware of one person's call to action to make a list of people/parents who are against CRT and to publicly exploit them, along with hacking into different sites, and the list goes on. It has become quite evident that Beth Barts is an active part of this group and is actively going after parents who are against her and the group. There is a HUGE issue with this and I would hope you all also have an issue with this. She is actively working with these folks and cheering this criminal behavior and harassment of parents on. She complains that she is the victim of harassment when she is the one in fact who is threatening parents. I hope you all take a good hard look at this and find a way to get her off the board. I know myself and many parents in this county who are absolutely disgusted by these recent events.

Kindly,  
Brei Bailey  
Leesburg

**From:** [Katie Bennett](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Leadership: Strategic Planning & Decision Making  
**Date:** Wednesday, March 17, 2021 10:30:51 AM

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Hi Scott,

Fail to Plan; Plan to Fail. Learn proven approaches to create or adapt your current mission to guide robust planning, execution, and daily decision making to get the results you need to assure your organization's growth.

These extraordinary times require extraordinary performance by every leader and manager throughout the organization whether in the public, private, or nonprofit/NGO sector. Use your strategic plan to enhance your leadership, accomplish your goals, and make sound decisions based on your results. Improve your outcomes systematically.

**Course Objectives:**

- Stick to the fundamentals of strategic planning, decision making, and leadership to focus the organization for success
- Resist firefighting and quick tactical reactions
- Use your Mission to drive daily action and decision making
- Implement strategies to execute plans and track progress
- Cascade the plan through the organization to engage employees
- Get back on track when you are off plan
- Focus on results, not activity, to evolve your plan
- Avoid turning planning into a bureaucratic nightmare
- Demonstrate ROI for your planning efforts

**Course Outline:**

- Strategic Approach to Planning
  - Dump the To-Do List
  - Create a common vision to focus the organization
  - Developing the Mission to drive daily action and decision making
  - Developing goals, objectives, and strategies to fulfill mission
- Success factors to cascade the plan through the organization
- Guidelines for implementation plans; who and why
- Using planning to engage employees
- Tracking progress against the plan
- Getting back on track when we are off plan
- Stay focused on results, not activity, focused
- Making strategic decisions
- Grow, evolve, and improve your plan
- Demonstrate ROI for our planning efforts

**Topic:** Leadership: Strategic Planning & Decision Making

**Date:** 23<sup>rd</sup>-March-2021, Wednesday | **Time:** 01:00 PM EDT | **Duration:** 90 Minutes

**Location:** Live, interactive training on your computer

Includes proprietary tools and helpful documentation!

**Register Now**

**Instructor profile:**

**Rebecca Staton-Reinstein, Ph.D**, President of Advantage Leadership, Inc. works with leaders and their organizations to Increase your bottom-line results through strategic leadership, engaged employees, and delighted customers in all economic sectors.

**Warm Regards**

Katie Bennett

Training Manager

Tel No.: 1-888-844-8963

This email was sent by: **Greycompliance**  
30 Wall Street, 8th Floor, New York, NY, 10005, USA

[Update Profile](#)



**From:** Asia Jones  
**To:** Mark Smith; Scott Ziegler; Ashley Ellis  
**Subject:** RE: [EXTERNAL] formal request for answers - equity concerns  
**Date:** Wednesday, March 17, 2021 9:58:15 AM  
**Attachments:** [image001.png](#)

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I have not responded.


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

**From:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Wednesday, March 17, 2021 9:35 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>  
**Subject:** Fw: [EXTERNAL] formal request for answers - equity concerns

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](mailto:Mark.Smith@lcps.org)  
 @SmithMarkUVA

---

**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*

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**From:** Valerie Balser <[valerie@thebalsers.com](mailto:valerie@thebalsers.com)>

**Sent:** Monday, March 15, 2021 12:53 PM

**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Denise Corbo <[Denise.Corbo@lcps.org](mailto:Denise.Corbo@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>

**Cc:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto: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



**From:** [Ashley Ellis](#)  
**To:** [Mark Smith](#); [Scott Ziegler](#); [Asia Jones](#)  
**Subject:** RE: [EXTERNAL] formal request for answers - equity concerns  
**Date:** Wednesday, March 17, 2021 9:46:40 AM  
**Attachments:** [image001.png](#)

---

I have not responded.


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

**From:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Sent:** Wednesday, March 17, 2021 9:35 AM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Subject:** Fw: [EXTERNAL] formal request for answers - equity concerns

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](mailto:Mark.Smith@lcps.org)  
 [@SmithMarkUVA](#)

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**Cc:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>

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

Thank you,

Valerie Balser



**From:** [Mark Smith](#)  
**To:** [School Board Confidential](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Inappropriate Social Media Messaging Involving Dominion High School  
**Date:** Wednesday, March 24, 2021 4:29:30 PM  
**Attachments:** [Outlook-turu2hge.png](#)  
[Outlook-l21kykri.png](#)  
[Outlook-zr4xr032.png](#)

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Good afternoon Board Members,

The messages below will be sent to the community and specific families of Dominion High School.

Mark

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[Message to entire community]

Subject Line: Inappropriate Social Media Messaging Involving Dominion High School  
March 24, 2021

Dear Parents,

I am writing to make you aware of offensive social media activity that occurred earlier this week on Instagram. Using a March Madness theme, perpetrators lifted images of Dominion students from public social media posts and created a contest based on physical appearance. The creators and participants in this social media forum disrespected young women who attend our school and sent unacceptable negative messages.

As soon as this offensive behavior came to our attention, we condemned it on our morning announcement broadcast, which can be viewed at [this link](#). I want to emphasize how seriously we take these matters. Dominion High School and Loudoun County Public Schools condemn all acts that demean members of the school community. The health and safety – including the mental health – of our students and staff is LCPS' top priority. These social media posts do not reflect our values at Dominion High School and will not be tolerated. Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as described in the division's [statement on equity](#) and through our practices every day.

I am sorry to have to share this with you, but I thought it was important that you hear from me. Please talk with your student about the importance of maintaining a safe and positive virtual environment. If you or your student need anything regarding this incident, please contact me or your school's counselor.

Sincerely,



John Brewer  
Principal  
Dominion High School

{Message to parents of victimized students}

Subject Line: Incident at Dominion High School Concerning Your Student

March 24, 2021

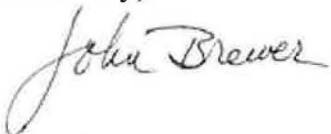
Dear Parents,

I am writing to acknowledge offensive social media activity that occurred earlier this week on Instagram impacting your student. Using a March Madness theme, perpetrators lifted an image of your student from a public social media post and created voting contests based on physical appearance. The creators and participants in this social media forum disrespected your daughter and dozens of young women who attend our school and sent unacceptable negative messages.


As soon as this offensive behavior came to our attention, we condemned it on our morning announcement broadcast, which can be viewed at [this link](#). I want to emphasize how seriously we take these matters. We reject and condemn all forms of demeaning behavior in our school. They do not reflect our values at Dominion High School and will not be tolerated. Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as described in the division's [statement on equity](#) and through our practices every day. I am about to send a very similar message to the entire Titan Community condemning this conduct.

I am sorry to have to share this with you, but I thought it was important that you hear from me. I understand how painful this situation is for your daughter. If your student needs anything regarding this incident, please contact me or your school's counselor. Dominion's Unified Mental Health Team is prepared to assist anyone affected by this situation.

Sincerely,



John Brewer  
Principal  
Dominion High School

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:** [Joan Sahlgren](#)  
**To:** [Scott Ziegler](#); [Mark Smith](#)  
**Cc:** [Michelle Walker](#)  
**Subject:** FOR YOUR APPROVAL SCHOOL MESSAGE FW: Dominion Messages  
**Date:** Wednesday, March 24, 2021 4:14:03 PM

---

Dr. Ziegler, Dr. Smith,

The \*messages below have been crafted in response to an incident at Dominion High – one for parents of those concerned, and one for the school community. As I understand it, you will want to give the related SB members a heads up and approve this message before the principal sends it.

\*Two messages follow

I await your approval.

Many thanks,

Joan

Joan Sahlgren

Director of Communications & Community Engagement

571-252-6547

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

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Wednesday, March 24, 2021 3:48 PM

**To:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Subject:** Dominion Messages

[Message to entire community]

**Subject Line: Inappropriate Social Media Messaging Involving Dominion High School  
March 24, 2021**

Dear Parents,

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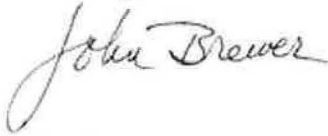
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dedicated to creating a safe learning environment for all students, as described in the division's statement on equity and through our practices every day.

I am sorry to have to share this with you, but I thought it was important that you hear from me. Please talk with your student about the importance of maintaining a safe and positive virtual environment. If you or your student need anything regarding this incident, please contact me or your school's counselor.

Sincerely,



John Brewer  
Principal  
Dominion High School

{Message to parents of victimized students}

Subject Line: Incident at Dominion High School Concerning Your Student

March 24, 2021

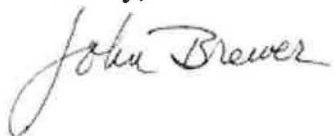
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Sincerely,

A handwritten signature in cursive script that reads "John Brewer".

**John Brewer**  
**Principal**  
**Dominion High School**

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


**From:** Mark Smith  
**To:** Joan Sahlgren; Scott Ziegler  
**Cc:** Michelle Walker  
**Subject:** Re: FOR YOUR APPROVAL SCHOOL MESSAGE FW: Dominion Messages  
**Date:** Wednesday, March 24, 2021 4:29:37 PM  
**Attachments:** Outlook-fnqkzl12.png

---

Well written, Joan. Second message, second line - based has two a's.

These are approved. I will make that edit before sending to the board. I will message you once I email the board.

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:** Joan Sahlgren <Joan.Sahlgren@lcps.org>  
**Sent:** Wednesday, March 24, 2021 4:13 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Michelle Walker <Michelle.Walker@lcps.org>  
**Subject:** FOR YOUR APPROVAL SCHOOL MESSAGE FW: Dominion Messages

Dr. Ziegler, Dr. Smith,

The \*messages below have been crafted in response to an incident at Dominion High – one for parents of those concerned, and one for the school community. As I understand it, you will want to give the related SB members a heads up and approve this message before the principal sends it.

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

**From:** Wayde Byard <Wayde.Byard@lcps.org>  
**Sent:** Wednesday, March 24, 2021 3:48 PM  
**To:** Joan Sahlgren <Joan.Sahlgren@lcps.org>

**Subject:** Dominion Messages

[Message to entire community]

**Subject Line:** Inappropriate Social Media Messaging Involving Dominion High School  
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March 24, 2021



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I am writing to acknowledge offensive social media activity that occurred earlier this week on Instagram impacting your student. Using a March Madness theme, perpetrators lifted an image of your student from a public social media post and created voting contests based on physical appearance. The creators and participants in this social media forum disrespected your daughter and dozens of young women who attend our school and sent unacceptable negative messages.

As soon as this offensive behavior came to our attention, we condemned it on our morning announcement broadcast, which can be viewed at [this link](#). I want to emphasize how seriously we take these matters. We reject and condemn all forms of demeaning behavior in our school. They do not reflect our values at Dominion High School and will not be tolerated. Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as described in the division's [statement on equity](#) and through our practices every day. I am about to send a very similar message to the entire Titan Community condemning this conduct.

I am sorry to have to share this with you, but I thought it was important that you hear from me. I understand how painful this situation is for your daughter. If your student needs anything regarding this incident, please contact me or your school's counselor. Dominion's Unified Mental Health Team is prepared to assist anyone affected by this situation.

Sincerely,



John Brewer  
Principal  
Dominion High School

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

**From:** Shelly Slebrch  
**To:** Ashley Ellis  
**Cc:** Scott Ziegler; [bos@loudoun.gov](mailto:bos@loudoun.gov); Brenda Sheridan; Atoosa Reaser; Jeff Morse; Ian Serotkin; Leslee King; John Beatty; Harris Mahedavi  
**Subject:** [EXTERNAL] Virtual VA in Budget  
**Date:** Wednesday, March 24, 2021 4:55:53 PM  
**Attachments:** [image.png](#)

---

Ms. Ellis,

I am reading the responses that LCPS provided to the BOS in advance of tonight's budget meeting. Can you please confirm your response to the BOS shown below? Your response states that Virtual Loudoun will be able to support 5,000 students.

According to Dr. Ziegler last night, Virtual Loudoun will only be available to up to 2,000 secondary students and 13 elementary groups (of up to 25).

And to be clear, this response states "basic core classes" with things such as electives to be solely asynchronous, correct? Does this mean there will be no honors/AP classes? Advance math classes, foreign languages, etc.? Typically there are four core classes, English, math, history, science. Will everything else be asynchronous (self learning?). If this is the case, does that mean that students that take Virtual Loudoun in the fall will essentially not be eligible for an advance diploma because those classes will not be offered? I just want to ensure as this is being planned that there is a full understanding as to what the program will include (or not).

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With LCPSs current view of equity, will this program be offered to African-American students before white/asian students? In light of equity, I would like a better of understanding of the selection process.

Any additional insight would be appreciated.

Mail - Shelly Stebrdt - Outlook x (1) LCPS Parents: Parents of Loudoun x Board of Supervisors & Planning x FY22 Board of Supervisors Q&A x +

loudoun.granicus.com/MetaViewer.php?view\_id=77&event\_id=3235&meta\_id=192308

FY22 Board of Supervisors Q&A Packet 3.23.21 2 / 4 100% +

### FY22 Board of Supervisor Questions March 23, 2021

<u>Item Number</u>	<u>Supervisor/ Aide</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
75	Salnes	Ellis	3/18/21

**What is the number of students that will enroll in virtual Loudoun? How many teachers are currently in the virtual Loudoun program?**

Current Virtual Loudoun teachers are a contracted 1.0 FTE with their brick and mortar school and work on a stipend for Virtual Loudoun's Asynchronous Supplemental Program. Most teachers only instruct one Virtual Loudoun class, with a handful that instruct 2-3 sections with a smaller number of students. Currently, there are approximately 35 teachers supporting 750-850 students in Terms 1 (fall) and 2 (spring), with 75-80 teachers in Term 3 (summer).

35 FTEs supporting Virtual Loudoun's Distance Learning Program would allow LCPS to offer the basic core courses for secondary students as well as the courses needed for graduation. Select elective courses would be offered with the potential use of Virtual Loudoun's Asynchronous branch to offer World Languages and Cultures. This program would allow approximately 5,000 LCPS students in grades 6-12 to complete their coursework in a distance learning environment. The new branch of Virtual Loudoun would be a way to support students with medical considerations requiring them to remain in a distance learning environment.

Type here to search

4:43 PM  
3/24/2021

-Shelly

**From:** [Joan Sahlgren](#)  
**To:** [Mark Smith](#); [Scott Ziegler](#)  
**Cc:** [Michelle Walker](#)  
**Subject:** RE: FOR YOUR APPROVAL SCHOOL MESSAGE FW: Dominion Messages  
**Date:** Wednesday, March 24, 2021 4:31:15 PM  
**Attachments:** [image001.png](#)

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Got it. Thanks for the approval and I see the notification is complete. Will make the edit.

Thank you.


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

**From:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Sent:** Wednesday, March 24, 2021 4:30 PM  
**To:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>  
**Subject:** Re: FOR YOUR APPROVAL SCHOOL MESSAGE FW: Dominion Messages

Well written, Joan. Second message, second line - based has two a's.

These are approved. I will make that edit before sending to the board. I will message you once I email the board.

Mark

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

---

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Sent:** Wednesday, March 24, 2021 4:13 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>  
**Subject:** FOR YOUR APPROVAL SCHOOL MESSAGE FW: Dominion Messages

Dr. Ziegler, Dr. Smith,  
The \*messages below have been crafted in response to an incident at Dominion High – one for



parents of those concerned, and one for the school community. As I understand it, you will want to give the related SB members a heads up and approve this message before the principal sends it.

\*Two messages follow

I await your approval.

Many thanks,

Joan

Joan Sahlgren

Director of Communications & Community Engagement

571-252-6547

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

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Wednesday, March 24, 2021 3:48 PM

**To:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Subject:** Dominion Messages

[Message to entire community]

Subject Line: Inappropriate Social Media Messaging Involving Dominion High School  
March 24, 2021

Dear Parents,

I am writing to make you aware of offensive social media activity that occurred earlier this week on Instagram. Using a March Madness theme, perpetrators lifted images of Dominion students from public social media posts and created a contest based on physical appearance. The creators and participants in this social media forum disrespected young women who attend our school and sent unacceptable negative messages.

As soon as this offensive behavior came to our attention, we condemned it on our morning announcement broadcast, which can be viewed at [this link](#). I want to emphasize how seriously we take these matters. Dominion High School and Loudoun County Public Schools condemn all acts that demean members of the school community. The health and safety – including the mental health – of our students and staff is LCPS' top priority. These social media posts do not reflect our values at Dominion High School and will not be tolerated. Loudoun County Public Schools is dedicated to creating a safe learning environment for all students, as described in the division's [statement on equity](#) and through our practices every day.

I am sorry to have to share this with you, but I thought it was important that you hear from me. Please talk with your student about the importance of maintaining a safe and positive virtual environment. If you or your student need anything regarding this incident, please contact me or your school's counselor.

Sincerely,



John Brewer  
Principal  
Dominion High School

{Message to parents of victimized students}

Subject Line: Incident at Dominion High School Concerning Your Student

March 24, 2021

Dear Parents,

I am writing to acknowledge offensive social media activity that occurred earlier this week on Instagram impacting your student. Using a March Madness theme, perpetrators lifted an image of your student from a public social media post and created voting contests based on physical appearance. The creators and participants in this social media forum disrespected your daughter and dozens of young women who attend our school and sent unacceptable negative messages.

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John Brewer

Principal  
Dominion High School

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

**From:** [Nancy Kramer](#) on behalf of [Kevin Lewis](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Mark Smith](#); [Michelle Walker](#); [Kevin Lewis](#); [Nancy Kramer](#)  
**Subject:** Support Services Update  
**Date:** Wednesday, March 24, 2021 4:58:34 PM  
**Attachments:** [March 16 2021 Ltr from Yatonva Abdullah re NAACP Space.pdf](#)  
[March 18 2021 Email from Garon Taylor-Tyree support for NAACP Space.pdf](#)  
[3-23-2021 Email from Jennifer Crane.pdf](#)  
[3-23-2021 Email and attached letter from LaWanda Taylor.pdf](#)

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Dr. Ziegler,

Please find information related to Support Services that may be of interest to the School Board.

#### **School Board Member Offices (Suite 215) Unavailable April 27- 30**

School Board Member offices located on the second floor are being utilized for logistics in support of a hearing planned from April 27-30. Alternative space can be arranged for Board Members in the event you plan to work in that space during this timeframe. Please call or email Kevin Lewis.

#### **Responses Regarding Allocation of Space at Douglass High School**

From March 18 to 23, 2021, staff received additional correspondence regarding providing space at Douglass High School for the NAACP. Please see attached.

#### **Transportation Concern Registry Update**

Of the 417 registered complaints, 409 or 98% of the total registered complaints, have been closed following review and response. Of the 223 registered bus stop related complaints, 221 or 99% of the total registered bus stop related complaints, have been closed following review and response.

#### **Cellular Tower Proposals: Stone Bridge High School & Mickie Gordon Park – April 14 Briefing**

Support Services staff has been working with Milestone Towers (formerly Milestone Communications) on cellular tower proposals at several LCPS school sites/properties. Like the recently reviewed Rock Ridge High School cell tower proposal (as acted upon by the School Board on [January 26, 2021](#)), the process is guided by School Board [Policy](#) and [Regulation](#), *Wireless Network Facility Colocation*.

A virtual public briefing and overview has been scheduled for Wednesday, April 14 at 4pm on cellular tower proposals at Stone Bridge High School and Mickie Gordon Park; the meeting will be broadcast live on Comcast Channel 18 and Verizon Fios Channel 43, as well as [live-streamed](#) from the LCPS website. Citizens may also register to view via [WebEx](#). Citizen notification has begun. A Blackboard Connect message will also be sent to the Stone Bridge High School community during the first full week of April, after Spring Break.

[Detail](#) on both the Stone Bridge High School and Mickie Gordon Park cellular tower proposals is provided on the LCPS Planning Services webpage.

#### **Countryside Elementary School – Safe Routes to School (SRTS) Sidewalks & Trails Project**



Support Services staff is providing a quarterly update on the proposed Countryside Elementary School SRTS sidewalks and trails project. In the January 2021 update, staff advised the School Board of a survey that was being conducted to obtain additional input from the community. The results of the survey were received in February and later amended with nine surveys received after the deadline.

**Survey Results:**

A total of 131 (36%) of 366 households responded to the survey. A majority of the respondents supported the overall project (90%) and the proposed speed reduction (87%). The respondents were fairly split on the type of crosswalk with 51% supporting a high visibility crosswalk compared to 44% who indicated a preference for a raised crosswalk; five percent (5%) preferred no crosswalk. Eighty percent (80%) of the respondents utilize the existing Countryside Proprietary Trail which will serve to connect the proposed sidewalk and trail improvements to Countryside Elementary School.

The respondents provided additional comments which included several requests to maintain the current Countryside Elementary School bus transportation to the community, concern for the safety of the proposed improvements due to speed of traffic and sight lines, concern for children using the tree-lined Countryside Proprietary Trail to walk to/from school, recommendations for a crossing guard, recommendations to extend the speed reduction further south on Tripleseven Road than currently proposed, pros and cons of a raised crosswalk, a need for a crosswalk at Regina Drive (to the south of the SRTS project area), and a desire for a walking path south to Cromwell Road.

Based on the comments provided by the community, staff continues to seek approval for a raised crosswalk. The crosswalk study, speed study, and survey results were resubmitted to VDOT on March 10, 2021. These documents and other information about the SRTS project are posted on the LCPS Planning Services web page, including a graphic and description of the overall project.

As previously observed, the SRTS approval process involves a multi-step review before actual construction can commence. It typically takes  $\pm$  four (4) years to implement a SRTS improvement. For the Countryside Elementary School project, current projections are to construct the project in the spring or summer of 2022.

**Key Milestones: Countryside Elementary School SRTS Project**

January 2020 – Community Information Meeting

May 2020 – Approval from VDOT to Proceed with Preliminary Engineering

August 2020 – Submission of 30% Plan & Profile and Environmental Documentation

September 2020 – Community Update

December 2020 – Receipt of VDOT Comments on 30% Plan & Profile

January 2021 – Community Survey

February 2021 – Community Survey Results

March 2021 – Resubmission of Crosswalk & Speed Reduction Studies to VDOT, with Survey Results

April 2021 – Submit Public Hearing Documentation to VDOT and Secure Approval for

Formal Public Hearing

**Changes to Election Dates**

The Governor signed legislation recently that changes election dates to what traditionally would be non-student days for LCPS. SB 1148 changes the primary election held in June from the second Tuesday in June to the third Tuesday in June effective July 1, 2021. For June 2022, primary elections move from June 14 to June 21.

SB 1157 shifts all municipal elections for towns from May to November, beginning with elections held after January 1, 2022.

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:** Ashley Ellis  
**To:** Scott Ziegler; Brenda Sheridan  
**Subject:** Fwd: [EXTERNAL] Virtual VA in Budget  
**Date:** Wednesday, March 24, 2021 6:00:59 PM  
**Attachments:** [image.png](#)

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Scott and Brenda,

I'm not sure who this individual is and will respond to her tomorrow when I have more time to be eloquent. I did want to point out the difference in numbers she identified. We originally estimated up to 5,000 students for virtual Loudoun. After crunching the numbers and really mapping out what a teacher and student schedule would look like, we realized 5,000 was not at all realistic and it would be more like 2,000. I apologize for the difference and wanted you both to be aware in case it comes up tonight.

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

---

**From:** Shelly Slebrch <sslebrch@hotmail.com>  
**Sent:** Wednesday, March 24, 2021 4:55:47 PM  
**To:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; bos@loudoun.gov <bos@loudoun.gov>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Leslee King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>  
**Subject:** [EXTERNAL] Virtual VA in Budget

Ms. Ellis,

I am reading the responses that LCPS provided to the BOS in advance of tonight's budget meeting. Can you please confirm your response to the BOS shown below? Your response states that Virtual Loudoun will be able to support 5,000 students.

According to Dr. Ziegler last night, Virtual Loudoun will only be available to up to 2,000 secondary students and 13 elementary groups (of up to 25).

And to be clear, this response states "basic core classes" with things such as electives to be solely asynchronous, correct? Does this mean there will be no honors/AP classes? Advance math classes, foreign languages, etc.? Typically there are four core classes, English, math, history, science. Will everything else be asynchronous (self learning?). If this is the case, does that mean that students that take Virtual Loudoun



in the fall will essentially not be eligible for an advance diploma because those classes will not be offered? I just want to ensure as this is being planned that there is a full understanding as to what the program will include (or not).

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Any additional insight would be appreciated.

**FY22 Board of Supervisor Questions**  
March 23, 2021

<u>Item Number</u>	<u>Supervisor/Aide</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
75	Saines	Ellis	3/18/21

**What is the number of students that will enroll in virtual Loudoun? How many teachers are currently in the virtual Loudoun program?**

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-Shelly



**From:** [Ashley Sloss](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Do and Don'ts of Documenting Employee Performance, Behavior and Discipline  
**Date:** Thursday, March 25, 2021 11:32:30 AM

---

Hi Scott,

Documentation is a crucial component of proper decision making with respect to an employee's improvement or failure to improve performance, the need to take unfavorable action such as discipline or termination, proof that an employee deserves an available promotion or opportunity over other employees who are also eligible, justifying salary increases or decreases, or why the employee received no raise at all.

Maintaining these records allows the employer and employee to preserve a written history of the happenings and discussions that occurred around a specific event.

In the event of a lawsuit, complete and thorough documentation protects the employer's interests.

This 75 minutes live webinar will provide participants with the information needed to thoroughly document employee performance, behavior, and disciplinary actions.

It's important to know the dos and don'ts of documenting to minimize the stress level for both employees and their managers.

Participants will learn what documentation the employer must produce, how to store documentation and the importance of knowing your organization's policy on record retention and know where to store the documentation.

**Course Outline:**

- Why document employee actions?
- Documentation's role in investigations & lawsuits
- Analyzing discipline issues
- Documentation best practices & guidelines
- Use of subjective terminology vs. objective terminology when documenting issues
- Documentation errors & pitfalls
- Good, bad, and ugly documentation examples
- Role of the formal appraisal process
- Conducting employee discussions
- Handling employee rebuttals
- Tactics for providing effective feedback
- Document retention guidelines
- Contradicting previous documentation
- Consequences for not correcting issues

**Topic:** Do's and Don'ts of Documenting Employee Performance, Behavior and

Discipline

**Date:** 26<sup>th</sup>-March-2021, Friday

**Time:** 01:00 PM EDT

**Duration:** 75 Minutes

**Location:** Live, interactive training on your computer

Includes proprietary tools and helpful documentation!

**REGISTER NOW**

**INSTRUCTOR:**

**Diane L. Dee, SPHR, SHRM-SCP**, President and Founder of Advantage HR Consulting, LLC is a senior Human Resources professional with over 30 years of experience in the HR arena. Diane's background includes experience in HR consulting and training & administration in corporate, government, consulting and pro bono environments.

**Warm Regards**

Ashley Sloss

Training Manager

Tel No.: 1-888-844-8963

This email was sent by: **Greycompliance**  
30 Wall Street, 8th Floor, New York, NY, 10005, USA

[Update Profile](#)

From: Ashley Ellis  
To: Shelly Sleboch  
Subject: RE: (EXTERNAL) Virtual VA in Budget  
Sent: Thursday, March 25, 2021 10:41:21 AM  
#Blackboard

Good morning, Mr. Sleboch,  
Thank you for your questions regarding Virtual Loudoun. We did originally estimate up to 5,000 students could be accommodated with 35 teachers in the new Virtual Loudoun program. After continued planning and mapping out of course options and teacher and student schedules, we realized 5,000 was not realistic and it would be closer to 2,000. When staff realized this difference, Dr. Ziegler shared this with the School Board on Tuesday, March 23, and with the Board of Supervisors last night, Wednesday, March 24.

We are still working out details of the program and will not finalize anything until after the School Board has completed the budget reconciliation process and we know exactly what funding the program will have.

Thank you,

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

From: Shelly Sleboch <sleboch@hoima.com>  
Sent: Wednesday, March 24, 2021 4:56 PM  
To: Ashley Ellis <ashley.ellis@lcpss.org>  
Cc: Scott Ziegler <Scott.Ziegler@lcpss.org>; bcs@loudoun.gov; Brenda Sheridan <Brenda.Sheridan@lcpss.org>; Atossa Reaser <Atossa.Reaser@lcpss.org>; Jeff Morse <Jeff.Morse@lcpss.org>; Ian Serotkin <ian.Serotkin@lcpss.org>; Leslie King <Leslee.King@lcpss.org>; John Beatty <John.Beatty@lcpss.org>; Harris Mahedavi <Harris.Mahedavi@lcpss.org>  
Subject: [EXTERNAL] Virtual VA in Budget

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Mail Shelly Sleboch - Outlook x (1) LCPS Parents - Parents of Loudoun x Board of Supervisors Planning x FY22 Board of Supervisors Q&A x +

loudoun.granicus.com/MetaViewer.php?view\_id=77&event\_id=7235&meta\_id=192308

FY22 Board of Supervisors Q&A Packet 3.23.21 2 / 4 100% +

**FY22 Board of Supervisor Questions  
March 23, 2021**

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75	Saines	Ellis	3/18/21

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Type here to search 4:43 PM 3/24/2021

**From:** Jessica Blythe  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] VSBA School Board News Podcast, Episode 30: Access, Options, and Quality- School Nutrition- available now!  
**Date:** Thursday, March 25, 2021 10:28:08 AM

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In the newest episode of VSBA School Board News, executive director, Gina Patterson is joined by Camille Range, Sodexo Senior Nutrition Systems manager and John White, Vice President of Sodexo. Sodexo is the proud sponsor of the VSBA Equity in Education Month. This podcast is one of several opportunities during the month of March encouraging school board members to take part in discussions around equity in education throughout Virginia. Camille and John join us to discuss the work Sodexo is doing to serve students and school divisions around Virginia equitably.

The podcast is available on Spotify and iTunes as well as on our website:  
[http://www.vsba.org/services/vsba\\_school\\_board\\_news\\_podcast/](http://www.vsba.org/services/vsba_school_board_news_podcast/)

If you have questions regarding the VSBA School Boards News podcast, or suggestions for future episodes, reach out to us at [podcast@vsba.org](mailto:podcast@vsba.org).

Sincerely,

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



**From:** [Superintendent Matt Haas - NO REPLY](#)  
**To:** [Matthew Haas](#)  
**Cc:** [Jennifer Sublette](#); [Jamie Gellner](#); [Patrick McLaughlin](#); "[kkellet@eab.com](mailto:kkellet@eab.com)"; [Christine Thompson](#)  
**Subject:** [EXTERNAL] REMINDER: Invitation to collaborative session for VA school division leaders  
**Date:** Thursday, March 25, 2021 10:13:48 AM  
**Attachments:** [image002.png](#)

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Friends and Colleagues,

**Thank you to all of you who have already registered for next week's discussion focused on addressing plans for academic learning recovery and supporting students' mental and physical well-being.** If you have not yet registered, it is not too late and please consider doing so!

In case you missed the first email, Albemarle County Public Schools would like to convene a state-wide cohort of school division leaders to discuss planning efforts for summer 2021 and the following school year. Our vision is to create a state-wide PLC that will meet on a semi-regular basis to share notes and accelerate progress for all of our school divisions.

The initial discussion will take place on **Thursday, April 1<sup>st</sup>, 10:30 AM – 12:00 PM**, and will be facilitated by our research partners at **EAB** via Zoom.

They plan to:

- Share responses from the survey below,
- Structure small group breakout conversations,
- Share key takeaways and relevant resources in follow up to our time together.

We would love to bring your school division's perspective to the table. To ensure productive discussion, we invite you and up to two of your colleagues to [register using this link](#). Please also be sure to fill out [this brief survey](#) to help inform our conversation for the day.

Hope to see you next week!

Best,  
Matt

Matthew S. Haas, Ed.D.  
Superintendent

Albemarle County Public Schools



ACPS Equity Mission Statement: We will end the predictive value of race, class, gender, and special capacities on student success by working together with families and communities to ensure each individual student's success.

ACPS Superintendent's Blog Link: [Sup's Blog Link](#)

ACPS Superintendent's Podcast Link: [Sup's Podcast Link](#)

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**From:** Alex Braley  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] RE: Quick question  
**Date:** Thursday, March 25, 2021 9:06:55 AM  
**Attachments:** image001.png

---

Hi Dr. Scott,

Are you opposed to speaking with me at this point of time?

Regards  
Alex

**From:** a\_braley@geteasygenerator.com <a\_braley@geteasygenerator.com>  
**Sent:** Thursday, 11 March 2021 10:43  
**To:** scott.ziegler@lcps.org  
**Subject:** Quick question

Hi Dr. Scott,

If you're the appropriate person to speak with, what does your calendar look like? If not, who do you recommend I speak with at Loudoun County Public Schools?

Kind regards,

Alex Braley  
T +13477081490  
Easygenerator

*Easygenerator is rated **Hottest Authoring Tool** on Capterra*

**From:** a\_braley@geteasygenerator.com <a\_braley@geteasygenerator.com>  
**Sent:** Thursday, 4 March 2021 08:46  
**To:** scott.ziegler@lcps.org  
**Subject:** Quick question

Hi Dr. Scott,

I see from your LinkedIn that you have good experience in Learning and Development.

In the present environment, many learning teams at companies similar to Loudoun County Public Schools have struggled to provide cost effective training to remote workers while under budget and headcount constraints.

Because of this, they have shifted towards an employee generated learning approach in order to effectively support employee skill development.

Dr. Scott, are you open for a short 10-minute talk on this topic?

Thanks,

Alex Braley  
T +13477081490  
Easygenerator

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your elearning development.





**From:** [shawn@testforvirus.com](mailto:shawn@testforvirus.com)  
**To:** [shawn@testforvirus.com](mailto:shawn@testforvirus.com)  
**Subject:** [EXTERNAL] \$10 Billion earmarked for COVID-19 testing in schools  
**Date:** Wednesday, March 24, 2021 10:01:24 PM

---

Superintendent,

In recent days, President Biden earmarked \$10B specifically for schools to implement COVID-19 testing on-site. Many school districts do not know where to begin procurement and have questions as to how to make this feasible. By the start of the 2021-2022 school year, districts will need to be ready to go back to the classroom at full capacity. In order to slow the spread, it is expected there be programs in place for on-site, Point of Care (POC), rapid COVID-19 testing. Gone are the days of testing, sending tests to labs to be read, getting results 2-3 days later (when the infected person has been in contact with multiple others), and beginning the grueling task of contact tracing and government reporting.

Test for Virus Inc. offers you a full A-Z plan for COVID-19 testing in schools. We will walk your district through:

- forming your task force, or "Virus Squad".
- getting your school a CLIA waiver.
- training all members of your "Virus Squad" on how to administer tests and use the digital analyzer for results.
- procuring your non-invasive, rapid COVID-19 POC tests.
- training all members of your "Virus Squad" on how to use the pre-loaded reporting app and how to easily send results to government agencies.

All your district pays for is the cost of the CLIA waiver (\$200), digital analyzer (\$399), and the test kits (less than \$20 ea.)

For full details, visit our website at [www.testforvirus.com](http://www.testforvirus.com), or check out our full brochure in the Dropbox below.

<https://www.dropbox.com/sh/mzejf56srib5kmi/AADdihAHCcInIISKKER7Iiy6a?dl=0>

Thank you,

**Shawn Ann Killeen**

President

Test for Virus Inc.

C: 708-476-6576

E: [Shawn@TestforVirus.com](mailto:Shawn@TestforVirus.com)

[www.TestforVirus.com](http://www.TestforVirus.com)

**From:** Ashley Ellis  
**To:** Scott Ziegler  
**Date:** Thursday, March 25, 2021 5:16:36 PM

---

Yes, talking with Lottie, Mark, Brenda re Equity Committee

**From:** Michelle Walker  
**To:** Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King  
**Cc:** Aaron Smith; Ashley Ellis; Asia Jones; Kevin Lewis; Lucia Sebastian; Mark Smith; Scott Ziegler; Sharon Willoughby; Stephen DeVita; Joan Sahlgren  
**Subject:** On Behalf of Dr. Ziegler - School Board Update 03.25.21  
**Date:** Thursday, March 25, 2021 5:02:50 PM  
**Attachments:** School Board Update 03.25.21.pdf

---

Good evening,

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

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

1. Met with Cabinet to collaborate on operations and administration.
2. School Visits: Mountain View ES, Woodgrove HS, Harmony MS, Kenneth Culbert ES and Loudoun County HS.
3. Interviewed by ABC in regards to 4 days in school.
4. 2x2 Collective Bargaining meeting with Brenda Sheridan and Leslee King
5. Elementary: Teacher Advisory Panel meetings
6. Biweekly Superintendent's call with Dr. Lane
7. Parent phone meeting
8. 2x2 Collective Bargaining meeting with Mark Smith and Harris Mahedavi
9. Distance Learning discussion meeting along with Ashley Ellis, Tina Howle, Laura Hicks, Denis Sokup, Gus Martinez, Rae Mitchell, Nereida Gonzalez-Sales, Kirk Dolson, Clark Bowers, Tracy Jackson and Neil Selvin.
10. Met with Ashley Ellis, Mark Smith Kevin Lewis, Doug Fulton, Kirk Dolson and Joan Sahlgren to Discuss Graduation, Proms and impending VDOE guidance
11. Meeting to revisit SOL testing schedule.
12. VASS Legislative Updates Weekly Conference Call
13. Attended the 2022 Budget Wrap Up Meeting along with Brenda Sheridan.
14. Weekly Meeting with Joan Sahlgren.
15. Meeting: Revisited SOL testing schedule along with Asia Jones, John Lody, Ashley Ellis, Kevin Lewis, Rae Mitchel, Kirk Dolson, Gus Martinez, Joan Sahlgren, Scott Davies, Tisha Austin and Leigh Bennett

**Department of Business and Finance**

1. Information from Sharon Willoughby regarding Position Change. (P. 1)

**Department of Instruction**

1. DOI update from Ashley Ellis which includes: Academies of Loudoun Admissions Offers, Head Start Policy Council, Middle School Diverse Classroom Libraries, Graduation Information, Regional Science Fair. (pp. 2-44)

**Department of Pupil Services**

1. Information from Asia Jones sent to the Board Chair and Board liaisons to the SEAC committee regarding public records. (pp.45-50)

#### **Department of Human Resources and Talent Development**

1. Weekly Snapshot report from Lucia Sebastian which includes: LCPS Substitute Fill-Rate Data, LCPS P1 Employee and Proctor Data, P1 Coverage Breakdown and Retirement and Resignation Data. (pp.51-54)

#### **Department of Support Services**

1. Support Services update from Kevin Lewis which includes: School Board Member Offices (Suite 215) Unavailable April 27-30, Responses Regarding Allocation of Space at Douglass High School, Transportation Concern Registry Update, Cellular Tower Proposals: Stone Bridge High School & Mickie Gordon Park - April 14 Briefing, Countryside Elementary School - Safe Routes to School (SRTS) Sidewalks & Trail Project, and Changes to Election Dates. (pp.55-62)

#### **Optional Reading: Articles**

Inside NOVA article on Interim Superintendent's letter of March 24, March 25

LCPS reaction to violence in Atlanta, Loudoun Times-Mirror, March 25

Loudoun Now article on digital yearbook at Loudoun Valley High School, March 25

Loudoun Now article about protests associated with March 23 School Board meeting, March 24

Ashburn Patch community concern bulletin board in which LCPS bus is mentioned, March 23

Daily Caller article about efforts to recall six Loudoun County School Board members, March 23

WTTG-TV report about rally outside of School Board meeting, March 23

WRC-TV report about rally outside of School Board meeting, March 23

Wearing masks in schools in Northern Virginia, Fox 5, March 22

Report on speaker from Illinois in which LCSP is mentioned, March 22

Loudoun County seeking independence from state health department, The Washington Post, March 21

Daily Wire report on race relations in Loudoun County, March 20



WDVM report on LCPS increasing hybrid learning, March 20

Sinclair Broadcasting report on race relations in Loudoun County, March 19

Loudoun Now article on Summer School, March 19

Federalist Op-Ed on Race Relations in Loudoun County, March 19

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

**From:** Scott Ziegler  
**To:** Neil Slevin; Ashley Ellis  
**Cc:** Joan Sahlgren; Lottie Spurlock  
**Subject:** Re: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity  
**Date:** Thursday, March 25, 2021 9:43:48 PM

---

Joan, I wonder if and how this information can be included in our communications.

Scott Ziegler  
Interim Superintendent  
Sent from my tablet, please excuse my brevity and typos.

---

**From:** Neil Slevin <Neil.Slevin@lcps.org>  
**Sent:** Thursday, March 18, 2021 7:18:45 PM  
**To:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Cc:** Joan Sahlgren <Joan.Sahlgren@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Re: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

This is already called out on their website!

On Mar 18, 2021, at 7:11 PM, Ashley Ellis <Ashley.Ellis@lcps.org> wrote:

Interesting – see highlighted below. We already have a head start with so many of these things. The highlighted really stood out to me after our work this afternoon.

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

---

**From:** Karen Dawson <Karen.Dawson@lcps.org>  
**Sent:** Thursday, March 18, 2021 4:51 PM  
**To:** Aaron Smith <Aaron.Smith@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Beth Robinson <Elizabeth.Robinson@lcps.org>; Clark Bowers <Clark.Bowers@lcps.org>; Donna Smith <Donna.Smith@lcps.org>; Holland Yummit <Holland.Yummit@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; John Lody <John.Lody@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Kimberly Goodlin <Kimberly.Goodlin@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Lucia Sebastian <Lucia.Sebastian@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Patricia Nelson <Patricia.D.Nelson@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>; Superintendent's Cabinet - Executive Assistants <Superintendent'sCabinet-ExecutiveAssistants@lcps.org>  
**Subject:** FW: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

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](mailto:VDOE@public.govdelivery.com)>  
**Sent:** Thursday, March 18, 2021 4:31 PM  
**To:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Subject:** [EXTERNAL] VDOE News: African American Superintendent's Advisory Council  
Issues Recommendations on Equity

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: March 18, 2021  
Contact: [Charles B. Pyle](#), Director of Media Relations (804) 640-2117

## **African American Superintendent's Advisory Council Issues Recommendations on Equity**

RICHMOND — An advisory committee representing African American school leaders, teachers, parents and advocates yesterday presented a series of recommendations to address systemic inequities in Virginia's public schools to the state Board of Education's

## Special Committee to Review the Standards of Accreditation.

Superintendent of Public Instruction James Lane appointed the African American Superintendent's Advisory Council in September 2020 to develop recommendations to advance the academic success and social and emotional well-being of African American students and promote racial equity in the commonwealth's public schools.

"As a result of deliberate, data-informed and transparent discussions, members of the African American Superintendent's Advisory Council developed recommendations aligned to four critical domains that Virginia must address to advance racial equity," Newport News Public Schools Chief of Staff Rashard Wright — who serves as the chair of the advisory council — said. "These recommendations include developing measurable plans to close the persistence of achievement gaps, close opportunity gaps that disproportionately impact Black students and other students of color, diversify Virginia's educator force, and support professional development for administrators and educators focused on culturally inclusive and responsive competencies and equity-centered practices that disrupt intentional and unintentional racism in education."

During Wednesday's board committee meeting, Wright, Nottoway County Superintendent Tameshia Grimes, former state Secretary of Education James Dyke, and Portsmouth School Board student representative Myles Hunt presented the council's recommendations for revising Virginia's Standards of Quality, Standards of Accreditation, Standards of Learning and related school statutes and regulations, including the following:

- Inclusion of a teacher diversity index on the commonwealth's School Quality Profiles expressing student-teacher racial ratios in the form of a single indicator or composite score related to teacher and student demographics;
- Revision of the Standards of Accreditation to address opportunity gaps reflected in available course options, and to provide equal emphasis on workforce readiness in accrediting schools;
- Inclusion of an indicator on disproportionality in disciplinary outcomes as a factor in school accreditation;
- Inclusion of demographic data on enrollment gifted programs and specialty centers on School Quality Profile reports;
- Establishment of Board of Education model guidance on equitable enrollment procedures for Governor's schools and accelerated programs;
- Establishment a single indicator or composite score related to school climate that includes indicators related to antiracism and culturally responsive and inclusive learning environments;
- Incorporation of racism, racial equity and social justice in the Standards of Learning;
- Establishment by the Board of Education of model policies on equitable enrollment procedures for Governor's Schools and other accelerated programs;
- Requirement for school divisions to adopt an equity plan and establish an equity advisory committee;
- Requirement for educator preparation programs to include programs of study and experiences that prepare teachers to be culturally responsive educators;



- Requirement for the equitable distribution of experienced teachers among high- and low-poverty schools; and
- Reconfiguration of school division boundaries and school attendance zones to promote integration and advance equitable opportunities for all students.

"I want to thank the members of the African American Superintendent's Advisory Council for their leadership and vision in formulating these thoughtful and bold recommendations for creating a more equitable system of public education in the commonwealth," Lane said. "These recommendations will provide a road map for the Board of Education as it seeks fulfill its promise to provide a high-quality education for every child by eliminating racial and socioeconomic inequities in Virginia's public education system."

The charter members of the African American Superintendent's Advisory Council, which will provide ongoing advice to the state superintendent and the Virginia Department of Education, are as follows:

- Rosa Atkins, Charlottesville Public Schools
- Francine Boudlin, Henrico County Public Schools
- Regina Brown, Petersburg Public Schools
- Holly Coy, Virginia Department of Education
- Andrew Daire, Virginia Commonwealth University
- James Dyke, McGuire Woods Consulting
- Crystal Edwards, Lynchburg Public Schools
- James J. Fedderman, Virginia Education Association
- Tyrone Foster, Bristol Public Schools
- John B. Gordon III, Virginia Association of School Superintendents
- Ingrid Grant, Henrico County Public Schools
- Tameshia Grimes, Nottoway County Public Schools
- Penny Hairston, Alexandria Public Schools
- Genisus Holland, Girls for Change
- Naila Holmes, Virginia Education Association
- Myles Hunt, Portsmouth Public Schools
- Rodney Jordan, Norfolk School Board
- James Lane, Virginia Department of Education
- Makya Little, Thomas Jefferson Alumni Action Group
- Toney L. McNair Jr., Virginia Education Association

- Paula Robinson, State Council of Higher Education for Virginia
- Rodney Robinson, Richmond Public School
- Clara Scott, NAACP
- Jeffrey Smith, Hampton Public Schools
- Anthony Swan, Virginia Teacher of the Year and Virginia Board of Education
- Dietra Trent, George Mason University
- Janice Underwood, Office of the Governor
- Leah Walker, Virginia Department of Education
- Willis Walter, Virginia State University
- Verletta White, Roanoke Public Schools
- David White, King William County Public Schools
- Van Wilson, Virginia Community College System
- Jamelle Wilson, Virginia Board of Education
- Rashard Wright, Newport News Public Schools

"On behalf of the entire board, the special committee was pleased to receive the recommendations and presentation by the chair and representatives of the African American Superintendent's Advisory Council today," said Keisha Pexton, chair of the Special Committee to Review the Standards of Accreditation. "The Board of Education will carefully review the full set of recommendations, and is committed to working with the AASAC and others to advance racial equity in our public education system."

The [report of the African American Superintendent's Advisory Council](#) is available on the Virginia Department of Education website.

###

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**From:** [Jessica Blythe](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Virginia Daily Education News, Tuesday, March 30, 2021  
**Date:** Tuesday, March 30, 2021 5:01:13 AM

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## VIRGINIA DAILY EDUCATION NEWS



**Tuesday, March 30, 2021**

The *Virginia Daily Education News* is a daily update (Monday through Friday) of education news throughout Virginia. Links are created to various media outlets throughout the state. Click the underlined headlines to view the articles.



### **Moseley Architects is a proud supporter of the Virginia School Boards Association.**

*For more than 50 years, Moseley Architects has served as a trusted partner to Virginia's public schools. We are passionate about design and appreciate collaborating with clients to design learning environments that foster safe and effective teaching and learning experiences.*  
[www.moseleyarchitects.com](http://www.moseleyarchitects.com)

### 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.

### VSBA April Hot Topic Conference, April 13, 2021

Join us virtually for the 2021 VSBA April Hot Topic Conference. This conference brings together dynamic speakers addressing issues that are important and relevant to every school division. This year we will be discussing the important of collective bargaining. Attendees will hear from...

### Lynchburg councilmember proposes cutting school budget and lowering property taxes

Lynchburg City Council is holding a public hearing on the proposed budget on Tuesday evening. The meeting gives residents a chance to share their thoughts on the city's priorities for next year. Interim City Manager Reid Wodicka says there aren't too many big improvements...

### Arlington School Board Asks Superintendent for More 'Aggressive' Return Plan

Some Arlington School Board members are putting pressure on administrators to get more students inside school buildings more often. Arlington Public Schools has finished a month-long process of phasing students into school buildings for a hybrid, two-day-per-week model of in...

### Fredericksburg schools focusing on equity

In addition to navigating the challenges posed by the pandemic, Fredericksburg City Public Schools is attempting to tackle issues of equity. "Equity is the need to provide what every individual needs—in terms of opportunity, in terms of resources—so the playing field is level..."

### Keeping students in class and interested in learning

In 10 On Your Side's final installment of Virtual Victories, we celebrate three educators who recognized and addressed two challenges presented by the remote classroom. At Wilson High School in Portsmouth, principal Dr. Timothy Johnson took on the problem of low attendance...

### Hanover biology teacher receives top regional award

A Hanover County biology teacher is one of just 22 teachers nationwide to receive her latest distinction: the top biology teacher in the region. Patrick Henry High School biology teacher Alice Scheele was recently awarded the 2020 National Association of Biology Teachers'...

### Amelia County Public Schools hosting info meeting on 2021-22 school year

Amelia County Public Schools will be hosting an in-person and virtual meeting Tuesday regarding plans for the 2021-22 school year. The school district said they will share information highlighting learning options for the upcoming school year. Parents have two options to...

### Two Radford schools resume in-person learning earlier than expected after coronavirus concerns

Just a few days after announcing that Radford High School and John Dalton Intermediate School would switch to remote learning until April because of a high number of coronavirus cases, Radford school officials decided to bring students back to the classroom on Monday...

### Maggie Walker Governor's School sees uptick in diversity

One of Virginia's "Governor's Schools" has accepted more Black and Latino students in the wake of a push to increase diversity at the selective institutions. The Richmond Times-Dispatch reported last week that the Maggie L. Walker Governor's School in Richmond accepted more...

### RPS employees encouraged to apply for city's Educator Task Force

Richmond Public School employees are encouraged to apply for the city's new Educator Task Force, a committee that will make recommendations on behalf of the area's educators. The group will inform the city's Office of Children and Families and work toward adequate income...

### VA Board of Education adopts childhood learning standards

The Virginia Board of Education on Thursday approved new statewide standards for early childhood learning and development. The adoption of the new guidelines — known as Virginia's Birth-to-Five Early Learning and Development Standards — marks a milestone in the...

### For one girl with cancer, a different view of virtual middle school

For Chloe Koenig, class starts at 6 p.m. When she logs into Zoom, there are no other students from Tarrant Middle School — just her teacher, Patrick McRae. And instead of switching between classrooms like other seventh-graders, she works on one subject a day. Sometimes...

### King William Public Schools distributes nearly 200,000 meals amid the pandemic

According to a recent U.S. Census Bureau study, roughly 18 million Americans reported they sometimes or often do not have enough food to eat each week. Of that number, 14% said they are responsible for feeding their children. Amid the pandemic, the problem has grown...



What Virginia's school outbreak dashboard can — and can't — say about the risks of reopening

In late September, when Virginia health officials launched a dashboard that detailed outbreaks in K-12 schools across the state, it was applauded as a long-needed step toward more transparency — and a relief for parents hesitant over the prospect of sending their children...

2021 Budget Workshop, May 6, 2021

Join us for the VSBA's Budget Training workshop to learn more about the importance of The Board's Role in Developing the School Budget. In this virtual workshop, based on member requests, board members will learn their role in the budget process and how it relates to the...

2021 VSBA Business Honor Roll Open Now

Local businesses have the power to shape community attitudes about public schools. Every spring, the VSBA Business Honor Roll provides a way for local school divisions to recognize local businesses for their support, especially as schools face increasing budget uncertainty...

If you wish to be removed from our mailing lists, please contact [khodges@vsba.org](mailto:khodges@vsba.org) with a subject line prefix of "Opt Out Daily Ed News".



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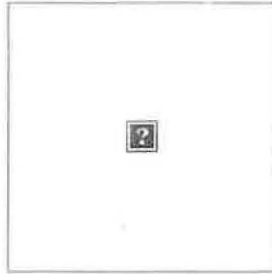
Sincerely,

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



**From:** [Press, Governor Northam](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Governor Northam Announces Commonwealth's Unemployment Rate Dropped to 5.2 Percent in February  
**Date:** Friday, March 26, 2021 11:37:39 AM

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***Commonwealth of Virginia***  
***Office of Governor Ralph S. Northam***

**FOR IMMEDIATE RELEASE** · March 26, 2021

**Office of the Governor**

[Alena.Yarmosky@governor.virginia.gov](mailto:Alena.Yarmosky@governor.virginia.gov)

**Virginia Employment Commission**

[mediarequests@vec.virginia.gov](mailto:mediarequests@vec.virginia.gov)

**Governor Northam Announces  
Commonwealth's Unemployment Rate  
Dropped to 5.2 Percent in February**

*~ Seasonally adjusted unemployment rate remains below national rate of 6.2 percent ~*

**RICHMOND**—Governor Ralph Northam today announced that Virginia's unemployment rate fell to 5.2 percent in February, which is 2.7 percentage points above the rate from one year ago. Virginia's seasonally adjusted unemployment rate continues to be below the national rate of 6.2 percent.

"While our unemployment rate is moving in the right direction, the economic impacts of this pandemic continue to challenge workers and businesses in Virginia and across the country," **said Governor Northam**. "Our administration remains committed to providing additional relief to those most in need, helping Virginians return to the workforce, and making targeted investments to build back key sectors of our

economy.”

Total nonfarm payroll employment decreased by 3,700 jobs and the labor force decreased by 15,995 to 4,238,057, as the number of unemployed residents decreased by 7,187. The number of employed residents fell by 8,808 to 4,018,030. Over-the-year employment growth in Virginia had been positive for six consecutive years a year ago in February 2020, but dramatically changed course with the onset of the COVID-19 pandemic. In February 2021, Virginia’s over-the-year job loss of 4.8 percent was less than the 6.2 percent decline nationwide.

“With more shots in arms every day, more people are getting back to work, and we hope to see the unemployment rate continue to trend downward,” **said Secretary of Commerce and Trade Brian Ball**. “The Commonwealth is fortunate to have a competitive business climate and talented workforce, which has helped to keep businesses investing in Virginia and creating new jobs, even in a challenging economy.”

“Virginia’s February unemployment rate was 5.2 percent, a level last seen during the Great Recession recovery year of 2014, and that should be encouraging,” **said Chief Workforce Development Advisor Megan Healy**. “Looking ahead to our recovery in 2021, the Virginia Employment Commission will continue working to help people gain employment or enter training programs that match their skills and career goals, focusing resources to align with the emerging opportunities we are seeing in post-pandemic job market trends.”

In February, the private sector recorded an over-the-year loss of 161,600 jobs, while employment in the public sector lost 35,700 jobs. Compared to a year ago, on a seasonally adjusted basis, all 11 major industry divisions experienced employment decreases. The largest over-the-year job loss occurred in leisure and hospitality, down 86,500 jobs, or 20.5 percent. The next largest over-the-year job loss occurred in government, down 35,700 jobs, or 4.8 percent. Local government employment fell by 29,000 jobs and state government employment was down 8,400 jobs, while the federal government added 1,700 jobs. Education and health services experienced the third largest over-the-year job loss of 22,900 jobs, or 4.1 percent.

For more details, visit Virginia Employment Commission at [vec.virginia.gov](http://vec.virginia.gov).

Full Release

###

Office of the Governor, Commonwealth of Virginia | P.O. Box 1475, Richmond, VA 23218

[Unsubscribe scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)

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Sent by [press@governor.virginia.gov](mailto:press@governor.virginia.gov)

**From:** [DDI-Security Team](#)  
**To:** [ALL LCPS STAFF](#)  
**Subject:** DDI Information Security Awareness – March 2021  
**Date:** Friday, March 26, 2021 10:04:51 AM  
**Attachments:** [image003.png](#)  
[image004.png](#)  
[image008.png](#)

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## Information Security Awareness @ LCPS

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All,

Each month we send out an Information Security Awareness email that we hope you will find relevant and informative.



**Tax season is back**, and so are all those predatory fraudsters who strike with clever tax-related scams this time of year.

Thousands of people have lost millions of dollars and their personal information to tax scams. Scammers use the regular mail, telephone, or email to set up individuals, businesses, payroll, and tax professionals. The IRS doesn't initiate contact with taxpayers by email, text messages or social media channels to request personal or financial information.

**Don't be victim to a "ghost" tax return preparer.** The IRS warns taxpayers to avoid unethical tax return preparers, known as ghost preparers. A ghost preparer is someone who doesn't sign tax returns they prepare. Not signing a return is a red flag that the paid preparer may be looking to make a quick profit by promising a big refund or charging fees based on the size of the refund.

**Be on the lookout for new variations of tax-related scams.** In the latest twist on a scam related to Social Security numbers, scammers claim to be able to suspend or cancel the victim's SSN. It's yet another attempt by con artists to frighten people into returning 'robocall' voicemails. Scammers may mention overdue taxes in addition to threatening to cancel the person's SSN. If taxpayers receive a call threatening to suspend their SSN for an unpaid tax bill, they should just hang up.

**The IRS will never call out of the blue to ask for payment, won't demand a specific form of payment, and won't leave a message threatening to sue you if you don't pay right away.**

Visit us on Workplace (link below) to view a video that shows all the signs of an IRS imposter scam.

### Phishing Email?

Be mindful of the cadence and wording that is almost always unique to phishing messages. Urgent calls to action – often accompanied by threats or promises to encourage compliance – are telltale signs of a phish. In contrast, a trusted organization would be very unlikely to use that kind of tactic. This also applies to grammar or spelling errors, unusual phrasing, and lack of important information (such as address or phone number). It's important to look critically at the content of these emails and ask yourself: does this seem like the kind of message this person – or organization – would write? Always trust your instincts. **If something seems off, chances are something is off.**



Help others avoid phishing attempts. If you ever doubt the authenticity of an email, please forward it to **SPAM@lcps.org** for review.

---

Join us on Workplace! Find **new security awareness items posted weekly** and more at:  
<https://mylcps.facebook.com/groups/DDInfoSecAware/>

---

Learn even more with our **Security Awareness Training Course**. Just select the DDI Security Awareness icon via LCPS GO to access a comprehensive course worth a .5 re-certification point for our licensed staff!

If you have any questions, do not hesitate to contact us via email at [DDI-SecurityTeam@lcps.org](mailto:DDI-SecurityTeam@lcps.org) or via phone at 571.252.1670.

Thank you for your support and participation!

- Information Security

**DDI**Information Security   
Securing Our Future



**From:** [Joan Sahlgren](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Neil Slevin](#); [Ashley Ellis](#); [Lottie Spurlock](#)  
**Subject:** Re: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity  
**Date:** Friday, March 26, 2021 8:44:33 AM

---

I am sure we can do.

Sent from my iPhone

On 25 Mar 2021, at 9:43 PM, Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)> wrote:

Joan, I wonder if and how this information can be included in our communications.

Scott Ziegler  
Interim Superintendent  
Sent from my tablet, please excuse my brevity and typos.

---

**From:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>  
**Sent:** Thursday, March 18, 2021 7:18:45 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Cc:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

This is already called out on their website!

On Mar 18, 2021, at 7:11 PM, Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)> wrote:

Interesting – see highlighted below. We already have a head start with so many of these things. The highlighted really stood out to me after our work this afternoon.

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

**From:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Sent:** Thursday, March 18, 2021 4:51 PM  
**To:** Aaron Smith <[Aaron.Smith@lcps.org](mailto:Aaron.Smith@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Beth Robinson <[Elizabeth.Robinson@lcps.org](mailto:Elizabeth.Robinson@lcps.org)>; Clark Bowers <[Clark.Bowers@lcps.org](mailto:Clark.Bowers@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Holland Yummit <[Holland.Yummit@lcps.org](mailto:Holland.Yummit@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; John Lody <[John.Lody@lcps.org](mailto:John.Lody@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Kimberly Goodlin <[Kimberly.Goodlin@lcps.org](mailto:Kimberly.Goodlin@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Sharon

Willoughby <Sharon.Willoughby@lcps.org>; Stephen DeVita  
<Stephen.DeVita@lcps.org>; Superintendent's Cabinet - Executive Assistants  
<Superintendent'sCabinet-ExecutiveAssistants@lcps.org>  
**Subject:** FW: [EXTERNAL] VDOE News: African American Superintendent's Advisory  
Council Issues Recommendations on Equity

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](mailto:VDOE@public.govdelivery.com)>  
**Sent:** Thursday, March 18, 2021 4:31 PM  
**To:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Subject:** [EXTERNAL] VDOE News: African American Superintendent's Advisory  
Council Issues Recommendations on Equity

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: March 18, 2021  
Contact: [Charles B. Pyle](#), Director of Media Relations (804) 640-2117

## **African American Superintendent's Advisory Council Issues Recommendations on Equity**

RICHMOND — An advisory committee representing African American school leaders, teachers, parents and advocates yesterday presented a series of recommendations to address systemic inequities in Virginia's public schools to the state Board of Education's Special Committee to Review the Standards of Accreditation.

Superintendent of Public Instruction James Lane appointed the African American Superintendent's Advisory Council in September 2020 to develop recommendations to advance the academic success and social and emotional well-being of African American students and promote racial equity in the commonwealth's public schools.

"As a result of deliberate, data-informed and transparent discussions, members of the African American Superintendent's Advisory Council developed recommendations aligned to four critical domains that Virginia must address to advance racial equity," Newport News Public Schools Chief of Staff Rashard Wright — who serves as the chair of the advisory council — said. "These recommendations include developing measurable plans to close the persistence of achievement gaps, close opportunity gaps that disproportionately impact Black students and other students of color, diversify Virginia's educator force, and support professional development for administrators and educators focused on culturally inclusive and responsive competencies and equity-centered practices that disrupt intentional and unintentional racism in education."

During Wednesday's board committee meeting, Wright, Nottoway County Superintendent Tameshia Grimes, former state Secretary of Education James Dyke, and Portsmouth School Board student representative Myles Hunt presented the council's recommendations for revising Virginia's Standards of Quality, Standards of Accreditation, Standards of Learning and related school statutes and regulations, including the following:

- Inclusion of a teacher diversity index on the commonwealth's School Quality Profiles expressing student-teacher racial ratios in the form of a single indicator or composite score related to teacher and student demographics;
- Revision of the Standards of Accreditation to address opportunity gaps reflected in available course options, and to provide equal emphasis on workforce readiness in accrediting schools;
- Inclusion of an indicator on disproportionality in disciplinary outcomes as a factor in school accreditation;
- Inclusion of demographic data on enrollment gifted programs and specialty centers on School Quality Profile reports;
- Establishment of Board of Education model guidance on equitable enrollment procedures for Governor's schools and accelerated programs;
- Establishment a single indicator or composite score related to school climate that includes indicators related to antiracism and culturally responsive and inclusive learning environments;
- Incorporation of racism, racial equity and social justice in the Standards of Learning;
- Establishment by the Board of Education of model policies on equitable enrollment procedures for Governor's Schools and other accelerated programs;
- Requirement for school divisions to adopt an equity plan and establish an equity advisory committee;
- Requirement for educator preparation programs to include programs of study and experiences that prepare teachers to be culturally responsive educators;



- Requirement for the equitable distribution of experienced teachers among high- and low-poverty schools; and
- Reconfiguration of school division boundaries and school attendance zones to promote integration and advance equitable opportunities for all students.

"I want to thank the members of the African American Superintendent's Advisory Council for their leadership and vision in formulating these thoughtful and bold recommendations for creating a more equitable system of public education in the commonwealth," Lane said. "These recommendations will provide a road map for the Board of Education as it seeks fulfill its promise to provide a high-quality education for every child by eliminating racial and socioeconomic inequities in Virginia's public education system."

The charter members of the African American Superintendent's Advisory Council, which will provide ongoing advice to the state superintendent and the Virginia Department of Education, are as follows:

- Rosa Atkins, Charlottesville Public Schools
- Francine Boudlin, Henrico County Public Schools
- Regina Brown, Petersburg Public Schools
- Holly Coy, Virginia Department of Education
- Andrew Daire, Virginia Commonwealth University
- James Dyke, McGuire Woods Consulting
- Crystal Edwards, Lynchburg Public Schools
- James J. Fedderman, Virginia Education Association
- Tyrone Foster, Bristol Public Schools
- John B. Gordon III, Virginia Association of School Superintendents
- Ingrid Grant, Henrico County Public Schools
- Tameshia Grimes, Nottoway County Public Schools
- Penny Hairston, Alexandria Public Schools
- Genisus Holland, Girls for Change
- Naila Holmes, Virginia Education Association
- Myles Hunt, Portsmouth Public Schools
- Rodney Jordan, Norfolk School Board
- James Lane, Virginia Department of Education
- Makya Little, Thomas Jefferson Alumni Action Group
- Toney L. McNair Jr., Virginia Education Association
- Paula Robinson, State Council of Higher Education for Virginia
- Rodney Robinson, Richmond Public School



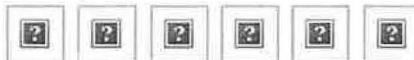
- Clara Scott, NAACP
- Jeffrey Smith, Hampton Public Schools
- Anthony Swan, Virginia Teacher of the Year and Virginia Board of Education
- Dietra Trent, George Mason University
- Janice Underwood, Office of the Governor
- Leah Walker, Virginia Department of Education
- Willis Walter, Virginia State University
- Verletta White, Roanoke Public Schools
- David White, King William County Public Schools
- Van Wilson, Virginia Community College System
- Jamelle Wilson, Virginia Board of Education
- Rashard Wright, Newport News Public Schools

"On behalf of the entire board, the special committee was pleased to receive the recommendations and presentation by the chair and representatives of the African American Superintendent's Advisory Council today," said Keisha Pexton, chair of the Special Committee to Review the Standards of Accreditation. "The Board of Education will carefully review the full set of recommendations, and is committed to working with the AASAC and others to advance racial equity in our public education system."

The [report of the African American Superintendent's Advisory Council](#) is available on the Virginia Department of Education website.

###

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This email was sent to [karen.dawson@lcps.org](mailto:karen.dawson@lcps.org) using GovDelivery Communications Cloud on behalf of: Virginia Department of Education • James Monroe Building • 101 N. 14th Street • Richmond, VA 23219



**From:** Cimichon  
**To:** Cimichon  
**Subject:** [EXTERNAL] Bigotry and Lies in LCPS  
**Date:** Tuesday, March 30, 2021 11:04:40 AM

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Winston Churchill said, 'if we open a quarrel between the past and the present, we shall find that we have lost the future.'

We are losing our future. The future is our children. These children now enrolled in school. Right now. They are our hope and our future. And, what is LCPS doing to promote a healthy generation? LCPS is attempting to indoctrinate racism with divisive rhetoric. Documentation is everywhere of LCPS teaching our children hate filled language. Everywhere! Watch the videos. They cannot be refuted. But, of course, Dr. Ziegler doesn't send out an apology. LCPS openly approves of such hatred by their silence. And by their lies. That is because, Critical Race Theory/Culturally Responsive Framework/any other name attached, is still the loathing of diversity. How are you still in your positions promoting prejudice and intolerance?!

In the 16 public comments I have given since September, I could visually see that one of the School Board should be removed, but in the silence that is now permeating the Loudoun County Public Schools administration, I find that number to be all but one. Bless you, John Beatty, for the courage to stand up to LCPS.

"A rose, by any other name, is just as sweet. And Critical Race Theory, by any other name, is just as toxic." John Beatty

The promoting of hate must end. You of the School Board and Superintendent position must all step down immediately if you cannot, in unity, speak up against the bigotry that is openly being condoned by LCPS. IT.MUST.END! It is now spewing from the "Equity" committee too?! This is morally wrong! And, you know it!

Not one of you know a student's or family's cultural heritage by the color of their skin. SO HOW DARE YOU TEACH RACISM! Did you not listen to the father who spoke of being hated and shot at in a country where he lived as a child?! Do you know that my family moved here at the turn of the century to escape hate filled discrimination that was brewing in western Europe at the time? Or that we have family who escaped with only the shirts off their backs during WWII? Or my brother who just deployed for the SEVENTH time as a special forces Marine to protect freedom in some far off place on our globe, putting his very life on the line. But we are to be hated because of our skin?! You are promoting slavery .. enslaving the minds of our children to judge by the outward appearance of another.

I will not relent on this. As I said recently, there is a war on our doorsteps and I, for one, will fight it to my last dying breath!

Carri Michon  
Hamilton Resident since 1996  
Mother of 6

Grandmother of 9.5

**From:** [Loudoun County Public Schools](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] SafeSchools Online Training  
**Date:** Thursday, March 18, 2021 1:34:20 AM  
**Attachments:** [stripe\\_subtle\\_gray.png](#)

Hi Scott Ziegler,

Loudoun County Public Schools is using SafeSchools.com to offer training courses online for your convenience. Follow these easy steps to complete your Loudoun County Public Schools safety training requirements:

**Using your web browser, go to the SafeSchools website for Loudoun County Public Schools:** <https://lcps-va.safeschools.com/>

**Enter your Username:** 410510

Once you log into the site, click on a course title to begin the training. Each course has audio, so be sure to turn up your speakers if you'd like to listen. You must complete each section of the course in order to receive full credit.

**Your Loudoun County Public Schools SafeSchools contact:**

[SafetyTraining@lcps.org](mailto:SafetyTraining@lcps.org)

Below is your complete SafeSchools training plan along with your coursework status:

## HRTD Required Annual Training

Course	Days Till Due	Due Date	Time Required	Course Status
LCPS Policy 7550 Drug and Alcohol Free Workplace (Full Course)	<b>PAST DUE</b>	Sun Feb 7th, 2021	6 minutes	Not Started

## Suggested Training

Course	Time Required	Course Status
Hazard Communication: Right to Understand (GHS) (Full Course)	26 minutes	Not Started
Bloodborne Pathogen Exposure Prevention	22	Not



(Full Course)

minutes

Started

Coronavirus Awareness (Full Course)

11  
minutes

In  
Progress

Thanks for making Loudoun County Public Schools a safer place to work and learn.

**From:** Lottie Spurlock  
**To:** Scott Ziegler; Mark Smith; Asia Jones; Ashley Ellis; Joan Sahlgren  
**Subject:** MSAAC Meeting - Inclusive Practices Slide Deck  
**Date:** Wednesday, March 17, 2021 10:42:34 PM

---

Greetings, All.

FYI: Here is the [slide deck](#) from tonight's cross-departmental collaboration on a scenario-based presentation on the topic: Inclusion.

It was good to have leaders from DOI, DPS, and the Office of Equity work together to share this information with the MSAAC delegation.

~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:** Gordon Shankman  
**To:** Jeff Morse; Denise Corbo; Scott Ziegler  
**Cc:** Brenda Sheridan; Atoosa Reaser; Andrew Y. Stevens  
**Subject:** [EXTERNAL] HL/DL Equity Concerns  
**Date:** Wednesday, March 17, 2021 7:46:17 PM

---

Mr Morse, Ms Corbo, Dr Ziegler,

First off, let me express that I'm happy for the hybrid students that get to go back 4 days a week. I think it will be extremely beneficial to them and their families. Even given the opportunity, we would keep our kids in DL both to maintain consistency and because we don't feel like community spread has reached a point where we are comfortable sending them back with reduced distancing, particularly with the constant emails about students and staff testing positive.

That being said, I have significant concerns around equity between the two options now that "hybrid" students will be all but full time in school. When the HL/DL schedules were first put out, we were told that the large blocks of async time for the DL students were built-in to ensure equity in the time in front of the teacher since HL kids would be 100% async on the two days they were not in school. This made perfect sense.

Now that HL kids are returning full time, what is being done to address the equity concerns in the opposite direction? I would love to see us move to 100% synchronous specials -- the async specials have, unfortunately, caused more angst and frustration in our house than any other aspect of DL. I would also love to see more synchronous class time with the grade level teachers, though I would leave it to their expertise and knowledge of the class to determine if that would be beneficial or, particularly with the younger kids like my first grader, if the current amount of synchronous DL is as much as their attention spans can handle.

It very much feels like the DL students are an afterthought at this point for the county and the school board, both for the remainder of this year and potentially the start of next year and that's extremely frustrating. Thankfully I know they are the #1 priority for their teachers and a top priority for the administration at Arcola.

Hopefully one of you can answer these questions:

- What is being done to address the inequity in instruction time once HL goes to 4 days a week?
- Will students be able to return to in-person learning during the 2022 school year if we opt to start in DL due to lack of vaccinations and/or community spread?

That first question is top priority right now since we're moving full speed ahead.

Thank you,  
Gordon Shankman  
Arcola Parent, 1st and 3rd grades

--

**Gordon Shankman**  
Pronouns: he, him, his

**From:** [Lisa Boland](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Lucia Sebastian](#)  
**Subject:** RE: FY21 Professional and Administrative Salary Scale Restructure Employee Memo  
**Date:** Wednesday, March 17, 2021 5:03:48 PM  
**Attachments:** [DRAFT Administrative and Professional Classification Memo March 2021 V2.docx](#)

---

Ok. I think I have removed the issue. The final memo will be set up as an email merge. I have changed this version to a simple word doc, but if there are formatting issues, just know that will be corrected.

Thanks!!

*Lisa Boland*

Lisa Boland  
Director of Human Resources and Talent Development  
(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Office: 571-252-1554  
Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Wednesday, March 17, 2021 4:30 PM  
**To:** Lisa Boland <[Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)>  
**Cc:** Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>  
**Subject:** RE: FY21 Professional and Administrative Salary Scale Restructure Employee Memo

I am unable to open due the marcos.

Scott Ziegler

**From:** Lisa Boland  
**Sent:** Wednesday, March 17, 2021 3:11 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>  
**Subject:** FY21 Professional and Administrative Salary Scale Restructure Employee Memo  
**Importance:** High

Hello Scott,  
Attached is a copy of the memo that I plan to email to employees currently in a Professional and Administrative Salary Scale position. This memo will be customized to provide employee-specific



information regarding their current and new placement on the salary scale. Historically the Superintendent's signature has been included on the memo. Could you please review and provide the approval to utilize your electronic signature?

Additionally, as done in the past, I will send out individual spreadsheets to each Assistant Superintendent and Director with information on their impacted employee groups. These will be emailed by COB Thursday.

Please let me know if you have any questions or would like to discuss further.

Warm regards,

*Lisa Boland*

Lisa Boland

Director of Human Resources and Talent Development

(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Office: 571-252-1554

Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Ashley Ellis  
**To:** Principals - High  
**Cc:** Joan Sahlgren; Scott Ziegler; Mark Smith; Douglas Fulton  
**Subject:** Graduations  
**Date:** Wednesday, March 17, 2021 4:36:51 PM  
**Attachments:** FW EXTERNAL SUPT'S EMAIL Anticipated Updates to EO72 - Graduation Ceremonies.msg

---

Good afternoon, High School Principals,

- I mentioned this morning that the Governor's and VDOE's guidance was not anticipated to be released until later in the month. It actually came out in draft form this afternoon so that divisions can use it for planning purposes. See below for the Governor's press release and attached from VDOE. Please note that this is only for graduations – not proms, not other celebrations. Here's an excerpt from the guidance emphasizing that point:
  - **We recognize the need to provide this opportunity for a culminating academic experience. Please note that the anticipated graduation updates to EO72 are limited to ceremonies in which degrees are awarded or diplomas are conferred.**

PIO plans to update the website with locations (each home high school) and let families know that LCPS is planning for graduations at each high school on the dates that are published. The division-level team will review this guidance next week and Neri, Kirk and Doug will be in touch with the details. I'm hoping this updated message will alleviate some of the questions you are getting.

Thank you,  
Ashley

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

**From:** Press, Governor Northam <press@governor.virginia.gov>  
**Sent:** Wednesday, March 17, 2021 2:41 PM  
**To:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Subject:** [EXTERNAL] Governor Northam Announces Draft Plan for Safe In-Person Graduations and Commencements

**From:** Scott Ziegler  
**To:** Ashley Ellis  
**Subject:** FW: [EXTERNAL] Anticipated EO72 Update- 2021 Graduations  
**Date:** Wednesday, March 17, 2021 4:21:00 PM  
**Attachments:** DRAFT 3.16.21 Forward Virginia Guidelines - Graduations only.pdf

---

FYI

Scott Ziegler

**From:** Burcher, Kathleen <kathy.burcher@governor.virginia.gov>  
**Sent:** Wednesday, March 17, 2021 12:13 PM  
**To:** chris.holland@accomack.k12.va.us; mhaas@k12albemarle.org; gregory.hutchings@acps.k12.va.us; scallahan@alleghany.k12.va.us; harperl@ameliaschools.com; rarnold@amherst.k12.va.us; aabennett@acpsweb.com; francisco.duran@apsva.us; ewbond@augusta.k12.va.us; sueh@bath.k12.va.us; julie.rogers@bedford.k12.va.us; smeade@bland.k12.va.us; jruss@bcps.k12.va.us; kperrigan@bvps.org; midgettek@brunswickcps.org; melanie.hibbitts@bcpsk12.com; dhicks@bcpschools.org; john.keeler@bvcp.net; bjohnson@campbell.k12.va.us; scalveric@ccps.us; maburnet@ccpsd.k12.va.us; djoppy@ccps.net; masonr@ccps.k12.va.us; atkinsr1@charlottesvilleschools.org; jared.cotton@cpschools.com; merv\_daugherty@ccpsnet.net; bishopc@clarke.k12.va.us; dturner@cbschools.net; william\_sroufe@colonialhts.net; msjohnson@covington.k12.va.us; jwarwick@craig.k12.va.us; tbrads@culpeperschools.org; cjones@cucps.k12.va.us; ahairston@mail.dps.k12.va.us; hrobinson@dcps.k12.va.us; kweston@dcpsnet.org; hthomas@essex.k12.va.us; phyllis.pajardo@fairfaxva.gov; ssbrabrand@fcps.edu; pnoonan@fccps.org; djeck@fcps1.org; wheelerj@floyd.k12.va.us; cwinkler@apps.fluco.org; tsterling@fcpsva.org; bernice.cobbs@frco.k12.va.us; sovined@fcpsk12.net; mcatlett@cityschools.com; susantilley@galaxschools.us; tarbogast@gilesk12.net; wclemons@gc.k12.va.us; jraley@glnd.k12.va.us; kelly.wilmore@gcpsva.org; awhitmarsh@greenecountyschools.com; kevans@gcps1.com; mlineburg@halifax.k12.va.us; josmith@hampton.k12.va.us; mgill@hcps.us; mrichards@harrisonburg.k12.va.us; aecashwell@henrico.k12.va.us; sstrayer@henry.k12.va.us; tschott@highland.k12.va.us; mhackney@hopewell.k12.va.us; jthornton@iwcs.k12.va.us; ccarter@kqps.net; rbenson@kgcs.k12.va.us; dwhite@kwcp.k12.va.us; drussell@lcs.k12.va.us; brian.dean@lee.k12.va.us; rwalters@lexedu.org; Scott Ziegler <Scott.Ziegler@lcps.org>; stralejd@lcps.k12.va.us; charles.berkley@k12lcps.org; edwardscm@lcsedu.net; aghraham@madisonschools.k12.va.us; Newman, Kevin <knewman@mcpsva.org>; bruce.mcdade@mpark.net; ztalley@martinsville.k12.va.us; nwelch@mathews.k12.va.us; pnichols@mcpsweb.org; pgretz@mcps.k12.va.us; markmear@mcps.org; meagle@nelson.k12.va.us; bnichols@nkcp.k12.va.us; George.Parker@nn.k12.va.us; sbyrdson@nps.k12.va.us; elawrence@ncpsk12.com; hwargo@nucps.net; gwohlford@nortoncityschools.org; grimes.tameshia@nottowayschools.org; csnead@ocss-va.org; wgonzalez@pagecounty.k12.va.us; dean.gilbert@patrick.k12.va.us; mapitre-martin@petersburg.k12.va.us; mark.jones@pcs.k12.va.us; arty.tillett@poquoson.k12.va.us; elie.bracy@portsk12.com; eric.jones@powhatan.k12.va.us; barbara.johnson@pecps.k12.va.us; lpennycuff@pgs.k12.va.us; pwcssupt@pwcs.edu; ksiers@pcva.us; rgraham@rcps.org; sgrimsley@rappahannockschools.us; jkamras@rvaschools.net;



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gsmith@staunton.k12.va.us; johngordon@spsk12.net; serbrenia\_sims@surryschools.net;  
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perrynd@wmlcps.org; Olwen.Herron@wjccschools.org; vanheukelum@wps.k12.va.us;  
gmullins@wisek12.org; sjefferies@wythek12.org; vshandor@ycsd.york.va.us

**Cc:** Qarni, Atif <atif.qarni@governor.virginia.gov>; Bradford, Frances  
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<laurie.forlano@vdh.virginia.gov>; Rasnick, Cassidy <cassidy.rasnick@governor.virginia.gov>; Grant  
Neely <grant.neely@governor.virginia.gov>; Grace Creasey <grace.creasey@vcpe.org>

**Subject:** [EXTERNAL] Anticipated EO72 Update- 2021 Graduations

Division Superintendents,

On behalf of Secretary Qarni, thank you for the continued engagement on so many of our important issues, including graduation ceremonies.

Thanks to all of you who were able to be on the call yesterday morning where we shared our anticipated updates to EO72 on graduation ceremonies. Both the Governor and Secretary know that these events are the culmination of the academic experience, and they recognize the important role that these events play in your students' and their families' lives. They also appreciate all of the input and suggestions that you have offered as we developed these updates to EO72.

Attached to this email is the graduation section of the anticipated EO72 updates that the Governor will make public later today. We ask that you embargo this information until the Governor has made it public.

I wanted to highlight some important components of the anticipated updates to EO72 that are especially critical:

- Health and safety are of greatest concern, and all ceremonies should be conducted within the parameters of the updated EO72.
- We recognize the need to provide this opportunity for a culminating academic experience, so the anticipated graduation updates to EO72 are limited to graduation ceremonies only.
- The social gatherings that occur before and after these ceremonies that are of great concern. We will ask your help in assuring that these do NOT happen outside the social gathering limits of EO72.
- If your division cannot implement all mitigation measures outlined in EO72, including masking, crowd control, restrictions on occupancy limitations and physical distancing, your event cannot take place.



- The graduation section of EO72 applies to the graduation event itself, and not tied to a particular location. You are welcome to seek space for your event that meets your needs as long as the event rules are followed.

The anticipated graduation update to EO72 is the result of much work and thought. This does not mean, however, that we have thought of everything, or that there will be things that we will need to help interpret. We look forward to answering your questions and supporting you as you plan for these important events.

As the Governor, First Lady, and Secretary have been out visiting schools, we have seen the innovative approaches you are taking to keep our students and school staff safe while, at the same time, offering the high quality experience we know our students need and deserve. I cannot thank you enough.

As always, feel free to reach out to the Secretary or me directly with any of your questions or concerns.

Kathy

**Kathy Burcher**

Deputy Secretary of Education

Office of Governor Ralph S. Northam

[kathy.burcher@governor.virginia.gov](mailto:kathy.burcher@governor.virginia.gov)

Office: 804-663-7461

**From:** [Scott Ziegler](#)  
**To:** [Ashley Ellis](#)  
**Subject:** FW: [EXTERNAL] SUPT'S EMAIL: Anticipated Updates to EO72 - Graduation Ceremonies  
**Date:** Wednesday, March 17, 2021 4:17:00 PM

---

Well how about that? They released it early.

Scott Ziegler

**From:** Karen Dawson  
**Sent:** Wednesday, March 17, 2021 3:06 PM  
**To:** Aaron Smith <[Aaron.Smith@lcps.org](mailto:Aaron.Smith@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Beth Robinson <[Elizabeth.Robinson@lcps.org](mailto:Elizabeth.Robinson@lcps.org)>; Clark Bowers <[Clark.Bowers@lcps.org](mailto:Clark.Bowers@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Holland Yummit <[Holland.Yummit@lcps.org](mailto:Holland.Yummit@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; John Lody <[John.Lody@lcps.org](mailto:John.Lody@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Kimberly Goodlin <[Kimberly.Goodlin@lcps.org](mailto:Kimberly.Goodlin@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>; Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>; Superintendent's Cabinet - Executive Assistants <[Superintendent'sCabinet-ExecutiveAssistants@lcps.org](mailto:Superintendent'sCabinet-ExecutiveAssistants@lcps.org)>  
**Subject:** FW: [EXTERNAL] SUPT'S EMAIL: Anticipated Updates to EO72 - Graduation Ceremonies

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](mailto:VDOE@public.govdelivery.com)>  
**Sent:** Wednesday, March 17, 2021 2:55 PM  
**To:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Subject:** [EXTERNAL] SUPT'S EMAIL: Anticipated Updates to EO72 - Graduation Ceremonies

john banner

Today Governor Northam announced anticipated updates to Executive Order 72 (EO72), to include a new section of the EO governing graduation ceremonies for PreK-12 and higher education institutions.

The draft update to EO72 is now available, but it should be noted that the language is still in draft form and is subject to change before being finalized by the Governor. A few key elements of the draft update include:

- The health and safety of students, staff and guests are of greatest concern, and all ceremonies should be conducted within the parameters of any executive orders in effect at the time they occur.
- We recognize the need to provide this opportunity for a culminating academic experience. Please note that the anticipated graduation updates to EO72 are limited to ceremonies in which degrees are awarded or diplomas are conferred.
- The social gatherings that occur before and after these ceremonies that are a public health concern. We will ask your help in assuring that these do NOT happen outside the social gathering limits of EO72.
- If your division cannot implement all mitigation measures required in EO72, including masking, crowd control, restrictions on occupancy limitations and physical distancing, your event cannot take place.
- The draft graduation section of EO72 applies to the graduation event itself, and is not tied to a particular location. You are welcome to seek space for your event that meets your needs as long as the event rules are followed.

An additional Superintendent's Email will be sent when updates to EO72 are finalized and go into effect.

For more information

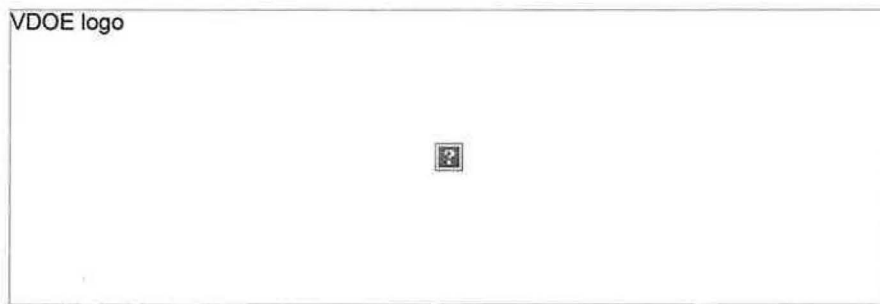
For more information, contact Holly Coy, Assistant Superintendent for Policy, Equity and Communications at 804-225-2092 or [holly.coy@doe.virginia.gov](mailto:holly.coy@doe.virginia.gov).

- [03-17-21 Anticipated Updates to EO72 - Graduation Ceremonies.pdf](#)

Stay Connected with the Virginia Department of Education



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



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This email was sent to [karen.dawson@lcps.org](mailto:karen.dawson@lcps.org) using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219



**From:** Stephanie Stolte  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] equity in today's email/video from you  
**Date:** Wednesday, March 17, 2021 4:15:21 PM

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So only people who chose distance are binded by their 2nd semester choices?! You just arbitrarily decided that those who chose 2 days a week weren't binded by their decision?! The email dated November 19, never gave an option of 4 days a week so if some kids are being offered that now, why not my son?! My son, who chose distance learning for the sole reason of consistency is now punished for his mature decision. Obviously, he wants to be in school. His teachers are doing the best they can with this concurrent nonsense, but he would learn much better in school.

I am beyond disgusted as both a parent and staff member regarding the inequity of this decision.

--

Stephanie Stolte

**From:** [Mikaela Coffey](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Register for the April Title IX Workshop  
**Date:** Wednesday, March 17, 2021 3:33:19 PM

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**2021 VSBA TITLE IX: BEST PRACTICES IN TRAINING & COMPLIANCE**  
**April 28, 2021**  
**Virtual Workshop**

**Registration is now open for the VSBA Title IX Workshop in conjunction with Sands Anderson PC.**

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 manage risk and foster a safe and healthy school environment.

For the first half of the workshop, participants will learn the basics of Title IX, best practices regarding Title IX policies, and recent case law relating to sexual harassment of students, gender discrimination, and employee training requirements. In addition, participants will walk away equipped with tools to help administrators spot, prevent, and investigate claims of unlawful discrimination, harassment, and retaliation.

For the second half of this workshop Sands Anderson will provide the required training for Investigators and Decision-Makers as well as provide board members with an understanding of those roles. The new federal Title IX Regulations effective in August 2020 require basic levels of training for school division employees. The Regulations also require so-called "Level II" training for professionals who will serve as school divisions' Investigators and Decision-Makers as those terms are defined in the Regulations. This training will review the basic level training, but will also focus on the areas of training required for this sub-set of professionals, including topics such as proper investigation, impartiality, relevancy, the use of technology in hearings (if conducted), and the scope of divisions' educational programs. This second half of the workshop is designed to address the requirements for Level II training.

Hosted by the VSBA and presented by Bradford King and Nicole Cheuk, attorneys with Sands Anderson PC, this timely and important workshop is a must. The workshop will take place as virtually from 10:00 AM—12:00 PM. This session is designed to replace part 1 and part 2 format of the previous Title IX workshops.

Register today! You won't want to miss out on this informative workshop.

This event earns 1 VSBA Academy Credit point. For more information on the VSBA Academy Credits and Awards please [click here](#). More information on the meeting can be found in the meeting brochure and on the VSBA website. If you have any questions, please contact Mikaela Coffey, Coordinator of Board Development, at [mikaela@vsba.org](mailto:mikaela@vsba.org).

**Date:** April 28, 2021

**Location:** Virtual Workshop

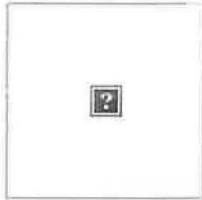
**Cost:** \$170 per registration (multiple registrations needed if viewing from multiple devices/locations, VSBA Academy Credit Points will NOT be awarded for any individual not registered)

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

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

**From:** EAB  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Master the art of A/B hybrid classroom teaching  
**Date:** Wednesday, March 17, 2021 3:32:06 PM

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## Sustain Academic Progress in an A/B Hybrid Classroom

### One-Page Cheat Sheet

Last week, EAB shared a five-minute video designed to support educators in an A/B hybrid learning environment.

To help districts implement the strategies discussed in the video, EAB created a **one-page "cheat sheet"** outlining the 4 steps educators can take to master the art of teaching in the A/B hybrid classroom.

ENHANCE LEARNING OUTCOMES IN AN  
A/B HYBRID SETTING

## Access the First Training Video in Our Virtual Instruction Resource Center

This ten-minute professional development video aims to correct common misconceptions about student motivation and explores five easy-to-implement strategies proven to recapture disengaged students in virtual learning.

MOTIVATE DISENGAGED STUDENTS IN YOUR VIRTUAL CLASSROOM



2445 M St NW Washington, DC 20037

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This email was sent to [scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org). If you no longer wish to receive these emails, you may unsubscribe at any time.

**From:** Joan Sahlgren  
**To:** Ashley Ellis; Mark Smith; Neil Slevin; Asia Jones; Scott Ziegler; Lottie Spurlock  
**Subject:** CONFIDENTIAL DRAFT - Thoughts on Equity Update  
**Date:** Wednesday, March 17, 2021 3:13:25 PM

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Equity Update Group:

Sharing this draft doc with the group that met yesterday. Gave access through sharing via Google, but here is the link as well for your review.

[https://docs.google.com/document/d/1955sly3jOCMNjZ\\_7VL1i0MPCN66ixKP6XFVlrYevOBk/edit?usp=sharing](https://docs.google.com/document/d/1955sly3jOCMNjZ_7VL1i0MPCN66ixKP6XFVlrYevOBk/edit?usp=sharing)

Could be used as a statement, read into the record, sent as a release... Love to have your thoughts on the doc itself before we get much further and decide on potential uses. But, we need to be on the record shortly we think.

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

**From:** [Lisa Boland](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Lucia Sebastian](#)  
**Subject:** FY21 Professional and Administrative Salary Scale Restructure Employee Memo  
**Date:** Wednesday, March 17, 2021 3:11:25 PM  
**Attachments:** [DRAFT Administrative and Professional Classification Memo March 2021.docx](#)

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Hello Scott,

Attached is a copy of the memo that I plan to email to employees currently in a Professional and Administrative Salary Scale position. This memo will be customized to provide employee-specific information regarding their current and new placement on the salary scale. Historically the Superintendent's signature has been included on the memo. Could you please review and provide the approval to utilize your electronic signature?

Additionally, as done in the past, I will send out individual spreadsheets to each Assistant Superintendent and Director with information on their impacted employee groups. These will be emailed by COB Thursday.

Please let me know if you have any questions or would like to discuss further.

Warm regards,

*Lisa Boland*

Lisa Boland  
Director of Human Resources and Talent Development  
(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Office: 571-252-1554  
Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Ashley Ellis  
**To:** Joan Sahlgren; Lottie Spurlock; Scott Ziegler; Neil Slevin  
**Subject:** FW: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity  
**Date:** Thursday, March 18, 2021 7:11:53 PM

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Interesting – see highlighted below. We already have a head start with so many of these things. The highlighted really stood out to me after our work this afternoon.

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

**From:** Karen Dawson <Karen.Dawson@lcps.org>  
**Sent:** Thursday, March 18, 2021 4:51 PM  
**To:** Aaron Smith <Aaron.Smith@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Beth Robinson <Elizabeth.Robinson@lcps.org>; Clark Bowers <Clark.Bowers@lcps.org>; Donna Smith <Donna.Smith@lcps.org>; Holland Yummit <Holland.Yummit@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; John Lody <John.Lody@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Kimberly Goodlin <Kimberly.Goodlin@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Lucia Sebastian <Lucia.Sebastian@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Patricia Nelson <Patricia.D.Nelson@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>; Superintendent's Cabinet - Executive Assistants <Superintendent'sCabinet-ExecutiveAssistants@lcps.org>  
**Subject:** FW: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

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, March 18, 2021 4:31 PM



**To:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>

**Subject:** [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

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: March 18, 2021

Contact: [Charles B. Pyle](#), Director of Media Relations (804) 640-2117

## **African American Superintendent's Advisory Council Issues Recommendations on Equity**

RICHMOND — An advisory committee representing African American school leaders, teachers, parents and advocates yesterday presented a series of recommendations to address systemic inequities in Virginia's public schools to the state Board of Education's Special Committee to Review the Standards of Accreditation.

Superintendent of Public Instruction James Lane appointed the African American Superintendent's Advisory Council in September 2020 to develop recommendations to advance the academic success and social and emotional well-being of African American students and promote racial equity in the commonwealth's public schools.

"As a result of deliberate, data-informed and transparent discussions, members of the African American Superintendent's Advisory Council developed recommendations aligned to four critical domains that Virginia must address to advance racial equity," Newport News Public Schools Chief of Staff Rashard Wright — who serves as the chair of the advisory council — said. "These recommendations include developing measurable plans to close the persistence of achievement gaps, close opportunity gaps that disproportionately impact Black students and other students of color, diversify Virginia's educator force, and support professional development for administrators and educators focused on culturally inclusive and responsive competencies and equity-centered practices that disrupt intentional and unintentional racism in education."

During Wednesday's board committee meeting, Wright, Nottoway County Superintendent Tameshia Grimes, former state Secretary of Education James Dyke, and Portsmouth

School Board student representative Myles Hunt presented the council's recommendations for revising Virginia's Standards of Quality, Standards of Accreditation, Standards of Learning and related school statutes and regulations, including the following:

- Inclusion of a teacher diversity index on the commonwealth's School Quality Profiles expressing student-teacher racial ratios in the form of a single indicator or composite score related to teacher and student demographics;
- Revision of the Standards of Accreditation to address opportunity gaps reflected in available course options, and to provide equal emphasis on workforce readiness in accrediting schools;
- Inclusion of an indicator on disproportionality in disciplinary outcomes as a factor in school accreditation;
- Inclusion of demographic data on enrollment gifted programs and specialty centers on School Quality Profile reports;
- Establishment of Board of Education model guidance on equitable enrollment procedures for Governor's schools and accelerated programs;
- Establishment a single indicator or composite score related to school climate that includes indicators related to antiracism and culturally responsive and inclusive learning environments;
- Incorporation of racism, racial equity and social justice in the Standards of Learning;
- Establishment by the Board of Education of model policies on equitable enrollment procedures for Governor's Schools and other accelerated programs;
- Requirement for school divisions to adopt an equity plan and establish an equity advisory committee;
- Requirement for educator preparation programs to include programs of study and experiences that prepare teachers to be culturally responsive educators;
- Requirement for the equitable distribution of experienced teachers among high- and low-poverty schools; and
- Reconfiguration of school division boundaries and school attendance zones to promote integration and advance equitable opportunities for all students.

"I want to thank the members of the African American Superintendent's Advisory Council for their leadership and vision in formulating these thoughtful and bold recommendations for creating a more equitable system of public education in the commonwealth," Lane said. "These recommendations will provide a road map for the Board of Education as it seeks fulfill its promise to provide a high-quality education for every child by eliminating racial and socioeconomic inequities in Virginia's public education system."

The charter members of the African American Superintendent's Advisory Council, which will provide ongoing advice to the state superintendent and the Virginia Department of Education, are as follows:

- Rosa Atkins, Charlottesville Public Schools

- Francine Boudlin, Henrico County Public Schools
- Regina Brown, Petersburg Public Schools
- Holly Coy, Virginia Department of Education
- Andrew Daire, Virginia Commonwealth University
- James Dyke, McGuire Woods Consulting
- Crystal Edwards, Lynchburg Public Schools
- James J. Fedderman, Virginia Education Association
- Tyrone Foster, Bristol Public Schools
- John B. Gordon III, Virginia Association of School Superintendents
- Ingrid Grant, Henrico County Public Schools
- Tameshia Grimes, Nottoway County Public Schools
- Penny Hairston, Alexandria Public Schools
- Genisus Holland, Girls for Change
- Naila Holmes, Virginia Education Association
- Myles Hunt, Portsmouth Public Schools
- Rodney Jordan, Norfolk School Board
- James Lane, Virginia Department of Education
- Makya Little, Thomas Jefferson Alumni Action Group
- Toney L. McNair Jr., Virginia Education Association
- Paula Robinson, State Council of Higher Education for Virginia
- Rodney Robinson, Richmond Public School
- Clara Scott, NAACP
- Jeffrey Smith, Hampton Public Schools
- Anthony Swan, Virginia Teacher of the Year and Virginia Board of Education
- Dietra Trent, George Mason University
- Janice Underwood, Office of the Governor
- Leah Walker, Virginia Department of Education



- Willis Walter, Virginia State University
- Verletta White, Roanoke Public Schools
- David White, King William County Public Schools
- Van Wilson, Virginia Community College System
- Jamelle Wilson, Virginia Board of Education
- Rashard Wright, Newport News Public Schools

"On behalf of the entire board, the special committee was pleased to receive the recommendations and presentation by the chair and representatives of the African American Superintendent's Advisory Council today," said Keisha Pexton, chair of the Special Committee to Review the Standards of Accreditation. "The Board of Education will carefully review the full set of recommendations, and is committed to working with the AASAC and others to advance racial equity in our public education system."

The [report of the African American Superintendent's Advisory Council](#) is available on the Virginia Department of Education website.

# # #

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**From:** [Lisa Boland](#)  
**To:** [Mark Smith](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** FY21 Professional and Administrative Salary Scale Restructure  
**Date:** Thursday, March 18, 2021 4:56:14 PM  
**Attachments:** [M.Smith SPT Office FY21 Salary Restructure Roster.xlsx](#)  
[Pro Adm Scale Proposed FY21 SB.pdf](#)

---

Good Afternoon,

As you may be aware, during the 2020-2021 school year the Professional and Administrative Salary Scale was reviewed, and a restructure recommended. This recommendation includes the addition of new lanes and the relabeling of current lanes in preparation of a Universal Salary Scale.

Attached to this email you will find a spreadsheet which includes:

- A list including your employees holding positions on the Professional and Administrative Salary Scale, their current information and new information

Please keep in mind that this information is confidential and should not be shared with employees at this time. All employees holding positions on the Professional and Administrative Salary Scale will receive a memo from HRTD emailed to their LCPS email address by COB on Friday, March 19, 2021. This information is being sent for your reference and to ensure you can respond to employees if appropriate. As always please feel free to direct any employee with questions to HRTD.

Warm regards,

*Lisa Boland*

Lisa Boland  
Director of Human Resources and Talent Development  
(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Office: 571-252-1554  
Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** [Google Docs](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Superintendent's Statement on LCPS Equity Efforts  
**Date:** Thursday, March 18, 2021 4:54:08 PM

---

## Joan Sahlgren and Ashley Ellis added comments and suggestions to the following document

 Superintendent's Statement on LCPS Equity Efforts

New

1 comment

Resolved

2 accepted suggestions

### Comments

define

 Ashley Ellis

I wonder if this is the right word. I hesitate to ask because I'm not sure I have a better suggestion...

 Scott Ziegler

cloud? color? distort the nature of?

 Ashley Ellis **New**

actually, I like distort the nature of, because that's what they're trying to do

 Joan Sahlgren **New**


*Marked as resolved*


Reply

Open

# Resolved

## Suggestions


 Scott Ziegler  
**Add:** *"This framework is in-line with emerging guidance from the Commonwealth of Virginia and ...."*

 Joan Sahlgren **New**  
*Accepted suggestion*

Reply

Open

 Scott Ziegler  
**Replace:** *"our school community" with "the public."*

 Joan Sahlgren **New**  
*Accepted suggestion*

Reply

Open

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

You have received this email because you are a participant in the updated discussion threads. Change what Google Docs sends you. You can not reply to this email.



**From:** Karen Dawson  
**To:** Aaron Smith; Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Donna Smith; Holland Yummit; Joan Sahlgren; John Lody; Kevin Lewis; Kimberly Goodlin; Lottie Spurlock; Lucia Sebastian; Mark Smith; Patricia Nelson; Scott Ziegler; Sharon Willoughby; Stephen DeVita; Superintendent's Cabinet - Executive Assistants  
**Subject:** FW: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity  
**Date:** Thursday, March 18, 2021 4:50:45 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, March 18, 2021 4:31 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

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: March 18, 2021  
Contact: Charles B. Pyle, Director of Media Relations (804) 640-2117



## **African American Superintendent's Advisory Council Issues Recommendations on Equity**

RICHMOND — An advisory committee representing African American school leaders, teachers, parents and advocates yesterday presented a series of recommendations to address systemic inequities in Virginia's public schools to the state Board of Education's Special Committee to Review the Standards of Accreditation.

Superintendent of Public Instruction James Lane appointed the African American Superintendent's Advisory Council in September 2020 to develop recommendations to advance the academic success and social and emotional well-being of African American students and promote racial equity in the commonwealth's public schools.

"As a result of deliberate, data-informed and transparent discussions, members of the African American Superintendent's Advisory Council developed recommendations aligned to four critical domains that Virginia must address to advance racial equity," Newport News Public Schools Chief of Staff Rashard Wright — who serves as the chair of the advisory council — said. "These recommendations include developing measurable plans to close the persistence of achievement gaps, close opportunity gaps that disproportionately impact Black students and other students of color, diversify Virginia's educator force, and support professional development for administrators and educators focused on culturally inclusive and responsive competencies and equity-centered practices that disrupt intentional and unintentional racism in education."

During Wednesday's board committee meeting, Wright, Nottoway County Superintendent Tameshia Grimes, former state Secretary of Education James Dyke, and Portsmouth School Board student representative Myles Hunt presented the council's recommendations for revising Virginia's Standards of Quality, Standards of Accreditation, Standards of Learning and related school statutes and regulations, including the following:

- Inclusion of a teacher diversity index on the commonwealth's School Quality Profiles expressing student-teacher racial ratios in the form of a single indicator or composite score related to teacher and student demographics;
- Revision of the Standards of Accreditation to address opportunity gaps reflected in available course options, and to provide equal emphasis on workforce readiness in accrediting schools;
- Inclusion of an indicator on disproportionality in disciplinary outcomes as a factor in school accreditation;
- Inclusion of demographic data on enrollment gifted programs and specialty centers on School Quality Profile reports;
- Establishment of Board of Education model guidance on equitable enrollment procedures for Governor's schools and accelerated programs;
- Establishment a single indicator or composite score related to school climate that includes indicators related to antiracism and culturally responsive and inclusive learning environments;
- Incorporation of racism, racial equity and social justice in the Standards of Learning;

- Establishment by the Board of Education of model policies on equitable enrollment procedures for Governor's Schools and other accelerated programs;
- Requirement for school divisions to adopt an equity plan and establish an equity advisory committee;
- Requirement for educator preparation programs to include programs of study and experiences that prepare teachers to be culturally responsive educators;
- Requirement for the equitable distribution of experienced teachers among high- and low-poverty schools; and
- Reconfiguration of school division boundaries and school attendance zones to promote integration and advance equitable opportunities for all students.

"I want to thank the members of the African American Superintendent's Advisory Council for their leadership and vision in formulating these thoughtful and bold recommendations for creating a more equitable system of public education in the commonwealth," Lane said. "These recommendations will provide a road map for the Board of Education as it seeks fulfill its promise to provide a high-quality education for every child by eliminating racial and socioeconomic inequities in Virginia's public education system."

The charter members of the African American Superintendent's Advisory Council, which will provide ongoing advice to the state superintendent and the Virginia Department of Education, are as follows:

- Rosa Atkins, Charlottesville Public Schools
- Francine Boudlin, Henrico County Public Schools
- Regina Brown, Petersburg Public Schools
- Holly Coy, Virginia Department of Education
- Andrew Daire, Virginia Commonwealth University
- James Dyke, McGuire Woods Consulting
- Crystal Edwards, Lynchburg Public Schools
- James J. Fedderman, Virginia Education Association
- Tyrone Foster, Bristol Public Schools
- John B. Gordon III, Virginia Association of School Superintendents
- Ingrid Grant, Henrico County Public Schools
- Tameshia Grimes, Nottoway County Public Schools
- Penny Hairston, Alexandria Public Schools
- Genisus Holland, Girls for Change

- Naila Holmes, Virginia Education Association
- Myles Hunt, Portsmouth Public Schools
- Rodney Jordan, Norfolk School Board
- James Lane, Virginia Department of Education
- Makya Little, Thomas Jefferson Alumni Action Group
- Toney L. McNair Jr., Virginia Education Association
- Paula Robinson, State Council of Higher Education for Virginia
- Rodney Robinson, Richmond Public School
- Clara Scott, NAACP
- Jeffrey Smith, Hampton Public Schools
- Anthony Swan, Virginia Teacher of the Year and Virginia Board of Education
- Dietra Trent, George Mason University
- Janice Underwood, Office of the Governor
- Leah Walker, Virginia Department of Education
- Willis Walter, Virginia State University
- Verletta White, Roanoke Public Schools
- David White, King William County Public Schools
- Van Wilson, Virginia Community College System
- Jamelle Wilson, Virginia Board of Education
- Rashard Wright, Newport News Public Schools

"On behalf of the entire board, the special committee was pleased to receive the recommendations and presentation by the chair and representatives of the African American Superintendent's Advisory Council today," said Keisha Pexton, chair of the Special Committee to Review the Standards of Accreditation. "The Board of Education will carefully review the full set of recommendations, and is committed to working with the AASAC and others to advance racial equity in our public education system."

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###

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This email was sent to [karen.dawson@lcps.org](mailto:karen.dawson@lcps.org) using GovDelivery Communications Cloud on behalf of:  
Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219



**From:** [Michelle Walker](#)  
**To:** [School Board Confidential](#)  
**Cc:** [Superintendent's Cabinet](#); [Joan Sahlgren](#); [Stephen DeVita](#)  
**Subject:** On Behalf of Dr. Ziegler - School Board Update  
**Date:** Thursday, March 18, 2021 4:45:25 PM  
**Attachments:** [School Board Update 03.18.21.pdf](#)

---

Good evening,

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

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

1. Met with Cabinet to collaborate on operations and administration.
2. School Visits with Atoosa Reaser, visited the following schools: Dominion HS, Riverbend MS, and Countryside ES
3. Met with Secretary Qari
4. Met with Asia Jones, Ashley Ellis, Kevin Lewis, eight principals and directors on senior staff to discuss 4 day Hybrid.
5. Advisory Board on Teacher Education and Licensure meeting.
6. Met with Cabinet, Rae Mitchell, Tisha Austin, Scott Davies, Nereida Gonzalez-Sales, Kirk Dolson and Gus Martinez to discuss the communication plan: 4 day Hybrid
7. 2x2 Collective Bargaining meeting with Mark Smith, John Beatty and Denise Corbo and Atoosa Reaser and Ian Serotkin
8. Phone meeting with Beth Barts regarding Elementary vs Secondary.
9. Met with Ashley Ellis, Asia Jones, Lottie Spurlock, Mark Smith Neil Slevin, Joan Sahlgren to discuss P.A.C.T. group.
10. Principals meeting to inform of the 4 day Hybrid, starting back on April 20, 2021.
11. 2x2 Collective Bargaining meeting with Mark Smith, Atoosa Reaser and Ian Serotkin.
12. School Business Partnership Executive Council meeting.
13. Weekly meeting with Joan Sahlgren
14. Met with Tim Hemstreet along with Sharon Willoughby and Kevin Lewis.
15. BOS budget workshop

**Department of Business and Finance**

1. Information from Sharon Willoughby regarding American Rescue Plan.
2. February 2021 Monthly Financial Report from Sharon Willoughby.

**Department of Instruction**

1. DOI update from Ashley Ellis which includes: Academies of Loudoun Admissions Offers, Middle School Diverse Classroom Libraries and Graduation Information.

### **Department of Human Resources and Talent Development**

1. Weekly Snapshot report from Lucia Sebastian which includes: Substitute Fill-Rate Data, Employee Proctor Data and Retirement and Resignation Data.

### **Department of Support Services**

1. Support Services update from Kevin Lewis which includes: Here Comes the Bus, Transportation Concern Registry Update and Response Regarding Allocation of Space at Douglass High School.

### **Optional Reading: Articles**

Washington Post story on LCPS expansion of hybrid learning, March 17

Fox 40, Jacksonville story about race relations in Loudoun County, March 17

Daily Caller article about race relations in Loudoun County, March 17

WUSA-9 report on COVID-19 outbreak at Independence High School, March 17

LCPS mentioned in story about CDC guidance, March 17

Washington Post editorial in which LCPS is mentioned, March 17

Loudoun Now article on the expansion of hybrid learning, March 17

Story on revised LCPS Budget, Loudoun Now, March 16

Article on local resident receiving PTA honor, March 16

Townhall story about LCPS parents fighting online about Critical Race Theory, March 16

Loudoun Times-Mirror article about LCPS adding non-binary student ID Code, March 16

Washington Post story about children returning to school in the Metro Washington area, March 16

Bull Elephant article concerning students returning to school, March

Loudoun Now Readers Poll on School Board staggered terms, March 15

Fake LCPS teacher speaks to School Board, Clash Daily, March 13

Channel 9 story about COVID-19 cases at Independence High School, March 13

Channel 7 story about vultures at Hillside Elementary School, March 12

WUSA-9 report about athletes with COVID at Independence High School, March 12

-

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



**From:** Wayde Byard  
**To:** School Board Confidential  
**Cc:** Scott Ziegler; Mark Smith; Stephen DeVita; Joan Sahlgren  
**Subject:** Email to School Board Regarding VFOIA Requests March 18, 2021  
**Date:** Thursday, March 18, 2021 4:38:48 PM  
**Attachments:** Access to Public Records Sept 2020 (1).pdf

---

Dear School Board Members,

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

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

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

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

The Freedom of Information Act requests include:

1. From Charles King, attorney:

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

2. From Joseph Newcomer:

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

6/20/20  
7/21/2020  
11/17/2020  
12/1/2020  
2/9/2021.

Thank you very much.

3. From Jill Weiss:

Mr. Byard,

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

June 20, 2020



July 21, 2020

Nov 17, 2020

Dec 1, 2020

Feb 9, 2021

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

Thank you for your assistance,

Jill Weiss

321 Whitney Place, NE

Leesburg, VA 20176

4. From Michelle Mege #1:

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

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

and has approximately 6.6K members.

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

5. From Michelle Mege #2:

Dear Mr. Byard,

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

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

Thank you,

Michelle Mege, Esq.

6. Michelle Mege #3

Mr. Byard,

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

Text messages sent to Atoosa Reaser from Beth Barts

text messages sent to Denise Corbo from Beth Barts

text messages sent to Brenda Sheridan from Beth Barts

text messages between Beth Barts, Brenda Sheridan and Atoosa Reaser

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

Thank you,

Michelle Mege

**FOIA Rules:**

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

Sincerely,

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools

**From:** Lisa Boland  
**To:** Scott Ziegler  
**Subject:** FW: FY21 Professional and Administrative Salary Scale Restructure  
**Date:** Thursday, March 18, 2021 4:24:17 PM  
**Attachments:** SZ SuperintendentFY21 Salary Restructure Roster.xlsx  
FY21 Titles 3,14,2021.pdf  
Pro Adm Scale Proposed FY21 SB.pdf  
**Sensitivity:** Confidential

---

Scott,

I know you have the other two documents, but so you do not have to search I am including the title list and updated scale for easy reference.

Thanks,

*Lisa Boland*

Lisa Boland  
Director of Human Resources and Talent Development  
(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Office: 571-252-1554  
Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Lisa Boland  
**Sent:** Thursday, March 18, 2021 4:13 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>  
**Subject:** FY21 Professional and Administrative Salary Scale Restructure  
**Sensitivity:** Confidential

Good Afternoon,

As you are aware, during the 2020-2021 school year the Professional and Administrative Salary Scale was reviewed, and a restructure recommended. This recommendation includes the addition of new lanes and the relabeling of current lanes in preparation of a Universal Salary Scale.

Attached to this email you will find a spreadsheet which includes:

- The first tab includes **ALL** employees holding positions on the Professional and Administrative Salary Scale, their current information and new information
- The second tab includes employees in the **Superintendent's Office** holding positions on the Professional and Administrative Salary Scale, their current information and new information
- The third tab includes **HRTD** employees holding positions on the Professional and

Administrative Salary Scale, their current information and new information

Please keep in mind that this information is confidential and should not be shared with employees at this time. Directors/Senior Staff will receive similar spreadsheets including a list of the appropriate employees in their organization today. All employees holding positions on the Professional and Administrative Salary Scale will receive a memo from HRTD emailed to their LCPS email address by COB on Friday, March 19, 2021. This information is being sent for your reference and to ensure you can respond to employees if appropriate. As always please feel free to direct any employee with questions to HRTD.

Warm regards,

*Lisa Boland*

Lisa Boland

Director of Human Resources and Talent Development

(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Office: 571-252-1554

Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)



**From:** [Lisa Boland](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Lucia Sebastian](#)  
**Subject:** FY21 Professional and Administrative Salary Scale Restructure  
**Date:** Thursday, March 18, 2021 4:13:10 PM  
**Attachments:** [SZ SuperintendentFY21 Salary Restructure Roster.xlsx](#)  
**Sensitivity:** Confidential

---

Good Afternoon,

As you are aware, during the 2020-2021 school year the Professional and Administrative Salary Scale was reviewed, and a restructure recommended. This recommendation includes the addition of new lanes and the relabeling of current lanes in preparation of a Universal Salary Scale.

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Warm regards,

*Lisa Boland*

Lisa Boland

Director of Human Resources and Talent Development

(Support Services, Transportation, Central Office, Classification and Compensation, Leave and Disability)

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Office: 571-252-1554

Email: [Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)

**From:** Rhonda Fournier  
**To:** Schoolboardemail; Scott Ziegler  
**Subject:** [EXTERNAL] Thank you  
**Date:** Thursday, March 18, 2021 3:46:13 PM

---

Thank you for allowing hybrid students to go 4 days a week! With my 4 kids I'm seeing HUGE repercussions of no school - the online learning hasn't been great despite my kids AMAZING teachers - and it's heartbreaking. My 8th grader has always been a superb A+ student but socially and mentally she is struggling. She has anxiety/ocd so this past year has been especially rough despite therapy, medication and strong parental support. My 5th grader was diagnosed two years ago with ADHD and has been so stressed and really has not made much academic progress this past year also despite therapy, meds and parental support. My 3rd grader has receptive and expressive processing disorders and is a VERY hard worker. You won't find a 9yr old child who works as hard as she does. She has had a tutor twice a week since kindergarten, her teachers have been amazing but we are now retesting to get her IEP reinstated. She has fallen so far behind this past year that she is at the bottom of her class despite her best efforts. Her teacher said all the kids test scores sadly have fallen but hers (along with other a few other students) has fallen at an alarmingly critical rate even with all the extra help she has inside AND outside of school. My 2nd grader is nowhere near ready to go to third grade. He is still at a first grade level.

We are a "privileged" family. We live in a safe and nice home/neighborhood, my husband has a good job, I am blessed to be able to stay at home. We are able to hire tutors and help with schoolwork. We have a nice setup for the kids so they can do their work. We have "luxuries" that some families do not have and my kids are still struggling. I just can't imagine how those less fortunate and/or with special needs are struggling or even coping with the loss of school. We have tears, breakdowns, anxiety, fear, frustrations. My kids are in hybrid but it took too long to get here. The year is almost over and they have lost their love of learning, their educational growth has been severely stunted and they have no real connections with their teachers or classmates. We are desperately begging you to get us back to school full time. Reduce the social distance parameters and get ALL kids back! I appreciate those that have advocated for children from the start but we need more. Please continue be vocal and passionate for those of us that need you and your voice. Any of your colleagues that don't want to push for schools to open now, clearly have other agendas and should step down immediately along with those who incite discourse in the community and among the School Board. They have no real concern for the children and families of Loudoun County.

I am expecting that next year teachers are encouraged to teach a more rigorous academic standard to catch up to those who have been in school full time since August. No CRT, no watered down curriculum, no wasting everyone's time with nonsense. They need to be challenged and they need to be held to a high standard. They should not be held to a lower standard in the name equity! Those that have spent the last year preaching about equity and equality are the one's who have voted to keep schools closed! Ironic don't you think???

Thank you for taking the time to hear my issues and concerns and thank you for opening school 4 days a week!

Sincerely,  
Rhonda Fournier  
Catocin District

From: Beth Batts  
To: Scott Ziebler  
Cc: Stephen Pevsler  
Subject: FYI: Our neighbors.  
Date: Thursday, March 18, 2021 11:27:27 AM

Scott,

I am glad to hear you plan to double down on the misinformation that is being shared about our Culturally Responsive Instruction in regards to Critical Race Theory. I look forward to the board update on the strategies you plan to employ.

Emails from residents outside the county and Virginia as well as emails sent with threats of litigation that are not from "allegedly" real people should not make LCPS or the board change course when it comes to our Equity Statement and our action plan.

Winchester is dealing with the same thing. For the record, I tried to bring attention to the misinformation being purposefully shared but we all know how that played out.

Thank you.

Beth

 winchesterstar.com



## The Winchester Star

Schools Superintendent David Sovine, who attended Wednesday's meeting, invited the supervisors to learn about the school division's equity initiative to see how it has helped students.

Sovine, who was asked by The Star about comments made at Wednesday's meeting, issued the following statement on Thursday:

"As I shared during my comments near the conclusion of last night's meeting, it's important to consider everything in context, but that is challenging when singular statements are pulled



from an extensive resource and presented as they were last night. I remain committed to working to grow cultural and social empathy within our school division and provide all students with rigorous learning experiences and opportunities to succeed. Based on the comments shared by many citizens at [Wednesday] night's meeting,



## The Winchester Star

“As I shared during my comments near the conclusion of last night's meeting, it's important to consider everything in context, but that is challenging when singular statements are pulled from an extensive resource and presented as they were last night. I remain committed to working to grow cultural and social empathy within our school division and provide all students with rigorous learning experiences and opportunities to succeed. Based on the comments shared by many citizens at [Wednesday] night's meeting, there are varying perspectives regarding our



there are varying perspectives regarding our equity program. My hope is that individuals will seek to gain a better understanding of the overall program and the ways in which it benefits students before reaching a conclusion based on very limited information and in some cases, misinformation, that has been shared about this initiative.”

Sent from my iPhone

**From:** Mikaela Coffey  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Register for the 2021 VSBA Northeastern Spring Networking Forum  
**Date:** Thursday, March 18, 2021 11:17:15 AM  
**Attachments:** Northeastern Region Spring Brochure.pdf

---

Good morning,

Registration is now open for the VSBA Northeastern Region Spring Network Forum, being held Virtually on Monday, May 3, 2021. The program will begin at 5:30 pm. This meeting is a great way to keep in touch with the other divisions in your region, review student artwork, and discuss topics pertinent to school board members in your region. More information about your meeting is included in the attached brochure.

If you have any questions, please contact Mikaela Coffey at [mikaela@vsba.org](mailto:mikaela@vsba.org). We look forward to seeing you virtually on May 3, 2021.

[Please click here to register for the session!](#)

Have a great day, ,

Mikaela Coffey  
Coordinator of Board Development  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[mikaela@vsba.org](mailto:mikaela@vsba.org), [www.vsba.org](http://www.vsba.org)

**From:** Scott Ziegler  
**To:** Ashley Ellis  
**Date:** Thursday, March 18, 2021 2:00:15 PM

---

Please bring me a recommendation. Also I'd like to add a closing the reaffirms our commitment to equity work - despite disagreement or controversy and something near the beginning that talks about equity in broader terms than race.

**From:** Ashley Ellis  
**To:** Scott Ziegler  
**Date:** Thursday, March 18, 2021 12:48:38 PM

---

Do you want to be in the equity convo at 1:30 or Joan and I bring you a recommendation?



**From:** Joan Sahlgren  
**To:** Scott Ziegler  
**Date:** Thursday, March 18, 2021 12:44:39 PM

---

We are updating the Equity summary language. Considering reco's for release sooner than later given climate. Lottie has called meeting at 1:30 with key folks to discuss. will check w/ Ashley on when you would be brought in. On it.

**From:** Elicia Leudemann  
**To:** Stephen DeVita; Brenda Sheridan; Atoosa Reaser; John Beatty; Ian Serotkin; Jeff Morse; Leslee King; bos@loudoun.gov; Harris Mahedavi; Scott Ziegler  
**Subject:** [EXTERNAL] Fwd: Anti-racist parent group target  
**Date:** Thursday, March 18, 2021 12:34:20 PM

---

This email and accompanying screenshots were sent to the detective working on this case today. I understand you can not remove Ms. Barts from the Board, but I hope this experience playing out in the national media spot light and absolutely torturing the community will move you to create a policy that will prevent this from ever happening again. This is worse than an embarrassment. It is downright painful. At this point, I am sure I am preaching to the choir.

Elicia Leudemann

Sent from my iPhone

Begin forwarded message:

**From:** Elicia Leudemann <elicia.brand@me.com>  
**Date:** March 18, 2021 at 12:23:44 PM EDT  
**To:** claye.pickrell@loudoun.gov  
**Subject:** Anti-racist parent group target

Hello, Officer Pickrell:

My name is Elicia Brand Leudemann. I would like to file a complaint against Beth Barts and those in the Facebook Group, Anti-Racist Parents, who have added me to a "hit list" because I disagreed with the Critical Race Theory curriculum being taught at LCPS, wrote to the School Board about Beth Barts' unprofessional behavior and want our children back in the class room.

As for my position on Critical Race Theory, I have said repeatedly that I am not against a diversity/tolerance curriculum, but I am against any curriculum that puts one race above another, or pits one race against another or makes any race look at their skin color and think they are inherently bad because of it. Yet, I still made their list. It could have been about CRT or it could have been the many posts I have written about Ms. Barts' extreme behavior. I feel my safety, and the safety of my family, is being threatened by Ms. Barts and her backers.

After I received the screen shot of my name posted in their group, I did delete as many posts as I could find in the LCPS -Open Schools Now Face Book page in fear of retaliation from the cyber-criminals that they are recruiting through their advertisement.

I am attaching screen shots that include:

1. Beth Barts post on Anti Racist Parents FB page playing to her audience,

- inciting anger and calling for action from them
2. A post from Hilary HL on the Anti- Racist Parents FB page calling out to create the “ hit list”
  3. My name on the “hit list” from the Anti-Racist Parents FB page
  4. An ad for cyber criminals to take action against parents on the Anti-Racist Parents FB page

Thank you for looking into this case.

Please feel free to reach out to me with any questions.



Elicia Brand Leudemann  
410.980.6083

Sent from my iPhone

**From:** Elicia Leudemann  
**To:** Stephen DeVita; Brenda Sheridan; Altona Seiser; John Boutty; Ian Scordino; Jeff Morse; Leslie King; bsa@loudoun.gov; Harris Mahabadi; Scott Zientler  
**Subject:** [EXTERNAL] Fwd: Anti-racist parent group target  
**Date:** Thursday, March 18, 2021 12:34:12 PM  
**Attachments:** image.png  
 image.png

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**To:** claye.pickrell@loudoun.gov  
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4. An ad for cyber criminals to take action against parents on the Anti-Racist Parents FB page

Thank you for looking into this case.  
 Please feel free to reach out to me with any questions.

10:11  
 Done IMG\_4812.PNG



Thank you for looking into this case. I am attaching screen shots that include:







Beth Barts ▸ Anti-Racist Parents of Loudoun County

...

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



Jen Morse ▸ Anti-Racist Parents of Loudoun County

10m · 🌐

...

\*\*\*CALL FOR VOLUNTEERS\*\*\*

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

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

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

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

Thanks in advance. ❤️



3

1 Comment



Like



Comment



Amanda Bean

Virginia Project

1h · 🌐

Looks like it's time to start arresting members... See More



8

2 Comments



Like



Comment



Share

Elicia Brand Leudemann  
410.980.6083

Sent from my iPhone

**From:** Elicia Leudemann  
**To:** Stephen DeVita; Brenda Shondan; Anousa Bousay; John Beatty; Jan Serotkin; Jeff Morse; Leslie King; bob@loudoun.gov; Harris Mahedday; Scott Ziegler  
**Subject:** [EXTERNAL] Fwd: Anti-racist parent group target  
**Date:** Thursday, March 18, 2021 12:34:01 PM  
**Attachments:** [image.png](#)  
[image.png](#)

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Done IMG\_4812.PNG





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10m · 🌐

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Thanks in advance. ❤️



1 Comment



Like



Comment



Amanda Bean

Virginia Project

1h · 🌐

Looks like it's time to start arresting members... See More



8

2 Comments





Like



Comment



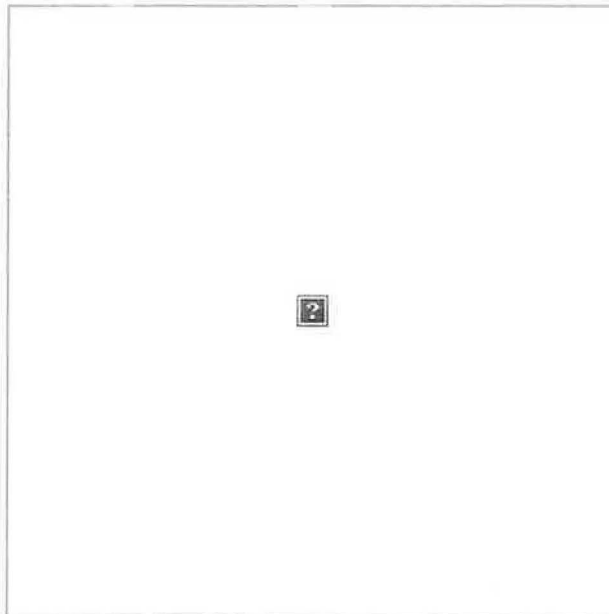
Share

Elicia Brand Leudemann  
410.980.6083

Sent from my iPhone

**From:** [Craig Fifer](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Vaccinate Virginia Partner Update - March 18, 2021  
**Date:** Thursday, March 18, 2021 12:21:14 PM

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March 18, 2021

The following information is provided to help partners communicate accurate and timely information to constituents. This information is subject to change as Virginia continues to refine the vaccination effort. Visit [www.vdh.virginia.gov/covid-19-vaccine](http://www.vdh.virginia.gov/covid-19-vaccine) for more information.

If someone forwarded this message to you and you would like to receive future messages directly, please [subscribe to the Partner Update](#).

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## What's New This Week

The Vaccine Summary Dashboard continues to show Virginia's significant progress in vaccinations, with nearly **2.9 million doses administered**. Nearly **9 in 10 available first doses have been administered**. Approximately **1 in 4 adults** in Virginia have received at least one dose, and nearly **1 in 5 adults** are fully vaccinated. The dashboard now includes statewide and local demographic data. Virginia received approximately 383,000 doses this week as part of the federal allocation to states, and retail pharmacies received an additional approximately 127,000 doses through a separate federal allocation. Additional doses were allocated directly to federally qualified health centers.

More than **300 retail pharmacy locations** in Virginia are expanding to provide vaccination appointments to anyone eligible in Phase 1b, which includes people age 65

and older, people with high-risk medical conditions, and frontline essential workers. These appointments were previously only available based on age. Individuals interested in getting vaccinated at a local pharmacy may visit **VaccineFinder.org** to find eligible pharmacy locations, hours, phone numbers, and scheduling links where available. While many pharmacies have continued to work directly with local health districts to vaccinate vulnerable populations, some pharmacies have online scheduling for vaccine appointments.

The Virginia Department of Health **announced** that some local health districts will **begin to transition to Phase 1c** this week, including Danville-Pittsylvania and Eastern Shore. Based on the supply of vaccine from the federal government, it is likely that all local health districts will reach Phase 1c by mid-April. The decision to move from one phase to the next is made in coordination with local and state health officials and is dependent upon a variety of factors. Before moving to 1c, local health departments must have made strong efforts to reach all those eligible in 1a and 1b populations -- particularly communities that have been disproportionately impacted, such as communities of color -- and must have determined that demand has decreased among 1a and 1b populations. **Everyone who lives or works in Virginia should continue to pre-register** by visiting [vaccinate.virginia.gov](https://vaccinate.virginia.gov) or by calling 877-VAX-IN-VA (877-829-4682) from 8 a.m.-8p.m., seven days a week.

**Community Vaccination Centers (CVCs)** opened in the Chesterfield/Petersburg, Danville, and Portsmouth areas this week, and will open in Prince William County next week. These high-volume vaccination clinics are organized by the Virginia Department of Emergency Management and Virginia Department of Health in collaboration with local health districts; funded by the Federal Emergency Management Agency; and operated by a turnkey contractor. Like local clinics, **CVCs are by appointment only**, with invitations sent to eligible individuals on the statewide pre-registration list. CVC locations were selected based on an equity analysis to determine the communities with the most vulnerable populations and the greatest impact from COVID-19. Additional CVCs will open across Virginia in the coming weeks.

**Everyone should verify and update their pre-registration records now** by visiting [vaccinate.virginia.gov](https://vaccinate.virginia.gov) or calling 877-VAX-IN-VA, because the form includes additional questions that were not available on previous forms. **If a record is missing important information, vaccination appointments may be delayed. People who have already been vaccinated should still update their records**, because it will help match them to the immunization database to prevent them from receiving weekly reminders. Verifying information and updating records will not change pre-registration dates or reference codes. The statewide vaccine pre-registration system has received more than 10.5 million views and more than 1.2 million pre-registrations since its launch on February 15. A public information toolkit is available to assist local health districts, localities, and community partners with graphics, talking points, frequently asked questions, and other materials.



The central Vaccinate Virginia phone number, **877-VAX-IN-VA** (877-829-4682), has received more than **331,000 inbound calls** so far and placed more than 310,000 outbound calls to schedule appointments from the state pre-registration list at retail pharmacies and Community Vaccination Centers. The number is available seven days a week, from 8 a.m. to 8 p.m. Service is available immediately in English and Spanish, with real-time interpreter services available in any of more than 100 languages as needed.

Governor Northam announced today that preliminary guidance is available for colleges and universities to hold **safe commencement ceremonies** this spring. Graduation events held outdoors will be capped at 5,000 people or 30 percent of the venue capacity, whichever is less. Graduation events held indoors may have up to 500 people, or 30 percent of the venue capacity, whichever is less. Attendees must wear masks and follow other guidelines and safety protocols to ensure proper distancing.

All of Virginia's 132 school divisions have submitted plans to **return students to in-person instruction**, and the vast majority are now offering full-time classroom instruction or hybrid schedules to allow students to learn in person at least part of the week. All divisions continue to provide fully remote instructional options for students who choose to learn from home. More than two-thirds of teachers in Virginia have received at least one dose of COVID-19 vaccine. **The American Rescue Plan Act**, which was signed into law last week by President Biden, includes approximately \$1.9 billion in direct aid for Virginia's school divisions and approximately \$200 million to support state-level K-12 pandemic recovery initiatives.

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## Key Overview Points

Virginia is administering vaccines from Johnson & Johnson, Moderna and Pfizer-BioNTech. **All three vaccines are safe and virtually eliminate the risk of hospitalization or death from COVID-19.** While there are a variety of differences between the three vaccines, the most important is that Johnson & Johnson only requires one dose rather than the two doses required by Moderna and Pfizer-BioNTech. Vaccine brands are assigned to clinics based on logistics needs such as shipping quantities and storage temperatures, and not based on demographics or geography. A comparison fact sheet is available in English and Spanish.

**There are still simply not enough doses available yet for everyone who is eligible to receive them.** Virginia is not likely to meet the demand for Phase 1b until April. Unfortunately, it may still be weeks before vaccination appointments become available for those who have pre-registered.

The doses Virginia receives from the federal government are **allocated by the Virginia Department of Health** to local health districts, primarily in proportion to each district's population. Local health districts are expected to determine the most equitable and



efficient use of each allocation, leveraging any combination of their own staff and volunteers, hospitals, pharmacies, and individual providers. Additional doses help support targeted equity initiatives. Other doses reach some residents of Virginia through separate federal allocations to certain retail pharmacies; employees of the U.S. Department of Defense and certain other agencies; the Indian Health Service; and a federal contract to vaccinate residents of long-term care facilities.

While local health districts are allowed flexibility in how doses are administered to eligible individuals, **roughly half of the available supply should be used for people aged 65 or older.** The other half should be used for frontline essential workers, people with high-risk medical conditions as identified by the CDC; and people in correctional facilities, homeless shelters, and migrant labor camps. Frontline essential workers should be prioritized in the order listed in the Phase 1b details. When a local health district has moved to Phase 1c, other essential workers should be prioritized in the order listed in the Phase 1c details.

**Anyone who receives the first dose of vaccine will receive the second dose three or four weeks later as appropriate.** Vaccine providers should not hold back their current first dose supply for second doses; they will receive second doses in proportion to the first doses they administer.

**Each essential worker in Virginia should pre-register at [vaccinate.virginia.gov](https://vaccinate.virginia.gov) or 877-VAX-IN-VA.** To protect employee health information and promote equity among employees of many types of businesses and organizations, **employees are no longer being pre-registered through employers.** Employers are still encouraged to raise awareness among employees of the importance of getting vaccinated and how to pre-register, and to work with local health districts when it would make sense to hold on-site clinics for employees who are already pre-registered and eligible.

The U.S. Centers for Disease Control and Prevention (CDC) issued guidance on March 8 about **what people can do when they are fully vaccinated** (which occurs two weeks after their final vaccine dose). The guidance notes that because public health researchers are still learning how vaccines will affect the spread of COVID-19, even people who are fully vaccinated should keep taking precautions in public places like wearing masks, staying 6 feet apart from others, and avoiding crowds and poorly ventilated spaces. **Executive Order 72** maintains the 10-person limit on indoor social gatherings; the 25-person limit on outdoor social gatherings; the requirement to wear masks in public places; guidelines for businesses; and other provisions.

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## How Localities Can Help

**Support local health departments** by ensuring that pre-registration options through [vaccinate.virginia.gov](https://vaccinate.virginia.gov) and 877-VAX-IN-VA are promoted through local websites and other channels.

Emphasize to the public that because approximately 50% of Virginia residents are now eligible to be vaccinated, the limited supply of vaccine from the federal government means **it will take weeks to complete Phase 1b statewide.**

Closely coordinate with local health districts. Pooling venues, staff, volunteers, and other resources now will avoid delays later.

Remind everyone in the community that **it is more important than ever to take the same precautions as always:** staying home when possible, wearing masks when out, maintaining physical distance from others, washing hands frequently, and other best practices.

Remind everyone to **always look for websites that end with “.gov” to make sure the information is official.** When a vaccine appointment becomes available through a local health district, there will be no charge. State and local agencies will never call, email or text to ask someone for a social security number or immigration status in connection with vaccination.

Office of Governor Ralph Northam | P.O. Box 1475, Richmond, VA 23218

[Unsubscribe scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)

[Customer Contact Data Notice](#)

Sent by [craig.fifer@governor.virginia.gov](mailto:craig.fifer@governor.virginia.gov)

**From:** Nancy Kramer on behalf of Kevin Lewis  
**To:** Scott Ziegler  
**Cc:** Mark Smith; Michelle Walker; Kevin Lewis; Nancy Kramer  
**Subject:** Support Services Update  
**Date:** Thursday, March 18, 2021 12:13:49 PM  
**Attachments:** March 16 and 17 Emails - Douglass High School.pdf

---

Dr. Ziegler,

Please find information related to Support Services that may be of interest to the School Board.

**Here Comes the Bus® (HCTB)**

HCTB roll out has been delayed to allow routing staff to adjust and improve data outputs. As the systems was tested with sample routes, errors occurred which could have caused confusion for parents. Roll out date has been revised for the beginning of the fourth quarter to coincide with the roll out of the 4 day hybrid plan.

**Transportation Concern Registry Update**

Of the 411 registered complaints, 400 or 97% of the total registered complaints, have been closed following review and response. Of the 221 registered bus stop related complaints, 217 or 98% of the total registered bus stop related complaints, have been closed following review and response.

**Responses Regarding Allocation of Space at Douglass High School**

On March 16 and 17, 2021, staff received additional correspondence regarding providing space at Douglass High School for the NAACP. Please see attached.

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:** [Peter Livingston](#)  
**To:** [Neil Slevin](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Dismantling white supremacy  
**Date:** Thursday, March 18, 2021 9:39:26 AM

---

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

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

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

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

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

Peter Livingston



**From:** Michele Leffler  
**To:** Scott Ziegler  
**Cc:** Mark Smith; Wayde Byard; bos@loudoun.gov; Schoolboardemail; Paul Thiessen  
**Subject:** [EXTERNAL] Re: Virginia Women Veterans Week this week  
**Date:** Thursday, March 18, 2021 8:09:50 AM  
**Attachments:** image.png  
image.png  
image.png

These are the realities females in the military face currently, and why many females are veterans, we didn't feel we belonged and wanted to start a family. It is time LCPS showed us some respect and the PTA also. In the Virginia PTA they are honoring female veterans, why don't they honor us in Loudoun PTA? I thought equity should be inclusive to ALL. We put up with a lot more than many of you will ever understand and are known as the invisible veteran.

### Senior leaders dunk on Tucker Carlson's misogynistic comments about maternity flight suits

<https://www.militarytimes.com/news/your-military/2021/03/11/senior-leaders-dunk-on-tucker-carlsons-misogynistic-comments-about-maternity-flight-suits/?fbclid=IwAR0m9Nv2QkvnDNbMbUWKcJwGvTodNYAbexShIwFfFP59l0n2tLtcuJ2vODk#.YFDWLvT9Go4.facebook>

### Senator demands meeting with defense leaders over their response to criticism of women in the ranks

[https://www.militarytimes.com/news/pentagon-congress/2021/03/15/senator-demands-meeting-with-defense-leaders-over-their-response-to-criticism-of-women-in-the-ranks/?fbclid=IwAR0qXoLk3FSs5HgAQ8o\\_usIfENETcXbgleY6Tnz5Rdm6CfvfoZwrBwmg4Y#.YFDViwvNxKQ.facebook](https://www.militarytimes.com/news/pentagon-congress/2021/03/15/senator-demands-meeting-with-defense-leaders-over-their-response-to-criticism-of-women-in-the-ranks/?fbclid=IwAR0qXoLk3FSs5HgAQ8o_usIfENETcXbgleY6Tnz5Rdm6CfvfoZwrBwmg4Y#.YFDViwvNxKQ.facebook)

## *The Invisible Veteran*

by Sarge Lintecum

You can tell her by the twinkle in her eye,  
At parades when the flag marches by.  
She served our country and she served it very well.  
Some have even served a tour or two in Hell.  
She suffered hardship and never ceased to care.  
It gave us strength just to know that she was there.  
She was a leader, you could tell by the rank she wore,  
But she became the invisible veteran after the war.  
She can march, she can fly, and she can sail.  
She proved that bravery isn't exclusive of the male.  
She did every job she was asked and more,  
But she became the invisible Veteran after the war.  
Now, it is finally time to right a wrong.  
Honor our sister Veteran; hear her song.  
It's very clear that she's a patriot to the core.  
Don't let her be the invisible Veteran anymore.





J.D. Simkins  
@simkins\_jd

I'll never forget the day in 2005 when @TuckerCarlson took control of a firefight near Baghdad, directing his team's MK19s toward the ambush before dismounting and killing 3 enemies at close range with his M4

Oh wait, that was 23 y/o Silver Star recipient Sgt. Leigh Ann Hester



Now that you know better, please do better.

**From:** [Kevin Lewis](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Mark Smith](#)  
**Subject:** FW: [EXTERNAL] huge racism issue Loudoun County Public Schools ignores  
**Date:** Thursday, March 18, 2021 7:33:03 AM

---

FYI.... You may have received this directly or from Joan.

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:** Brian Jenkins <bjenkins28@comcast.net>  
**Sent:** Thursday, March 18, 2021 1:36 AM  
**To:** Leanne Kidwell <Leanne.Kidwell@lcps.org>; Pamala Spiering <Pamala.Spiering@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>  
**Subject:** [EXTERNAL] huge racism issue Loudoun County Public Schools ignores

Hello,

With all the accusations from Loudoun County officials, Loudoun County Public Schools and school districts throughout the nation of systemic racism against Blacks (not supported by the facts), there's a growing movement to have a **Thank You White People Day**

- White people created the very high standard of living all races in the USA enjoy
- They allowed non-Whites from all over the world to immigrate to the USA
- By 2044 Whites will no longer be the majority (Census Bureau) in the highly advanced country they created, extremely generous of them
- Many immigrants don't want to assimilate (destroys the cohesiveness and harmony of a country)

The USA was almost **90 percent White** until the **deceptive Immigration and Nationality Act of 1965 (proponents claimed it would not change demographics)** flooded the country (chain migration big factor) with non-White immigrants (the USA became an economic superpower by about 1890).

**White people** created the government, the corporations, industries, technology, healthcare system, the banking system, the universities, made the US dollar the international currency etc.

The ubiquitous word **"diversity"** in the media, higher education and politics supports discrimination in hiring in companies, organizations and government agencies (especially management positions) and in higher education against heterosexual White males and in many cases White females.

The ubiquitous phrase "**people of color**" intentionally divides society and marginalizes White people, Caucasians in one group and everybody else in another group. White is a color, White has 52 shades.

These days, there is more racism among the minority groups than from Whites to any minority group. For example, go to a Black neighborhood and tell them the Mexicans and the Vietnamese are moving in and see what happens.

**Canada, Australia and many European countries**, such as Sweden, Germany, Great Britain and France, are also generously allowing a vast number of non-White people to immigrate to their countries (huge amount of problems including financial and violence), perhaps they should also have a Thank You White People Day.

Are any non-White countries with an above average standard of living such as South Korea, Japan or Uruguay opening their countries to poor people of all races from all over the world? No, just White countries, yet **White people are called racists, it's absurd.**

White people have sent billions of dollars to Africa and a vast amount of food and medicine and other vital items.

They also created the Affirmative Action program in the 1960's so companies could hire Blacks based on their skin color and colleges could enroll Blacks based on their skin color.

Due to all the inaccurate information about White people (the most generous race in the world), perhaps Loudoun County Public Schools can create a **Thank You White People Day** (October 1<sup>st</sup>) to celebrate their enormous generosity; they allowed millions of poor non-White immigrants (expensive) from all over the world to immigrate to their country and enjoy a high standard of living even though they're going to become a minority in the United States.

Best,

Brian



**From:** [Stephen DeVita](#)  
**To:** [Scott Ziegler](#); [Brenda Sheridan](#)  
**Subject:** Fwd: [EXTERNAL] CRT  
**Date:** Thursday, March 18, 2021 5:57:28 AM

---

Scott and Brenda,  
For your awareness.

Steve DeVita

Begin forwarded message:

**From:** Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>  
**Date:** March 17, 2021 at 9:31:22 PM EDT  
**To:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Subject:** FW: [EXTERNAL] CRT

Steve,  
FYI – in case this gets read on the air!  
Leslee

**From:** Leslee King  
**Sent:** Wednesday, March 17, 2021 9:31 PM  
**To:** Pesentheiner <[pesentheiner@aol.com](mailto:pesentheiner@aol.com)>  
**Subject:** RE: [EXTERNAL] CRT

Dear Tammy Pesentheiner,  
WE DO NOT teach Critical Race Theory. Equity is about giving students the help they need individually to be the best they can be. Some students need advanced learning, others need special education in one or more areas, other students need adaptive teaching because of visual or physical disabilities. I was just in a meeting where parents were given information on how to get help for their children if needed because we recognize that every parent wants the best for their children.

Also, you are correct that we all have the right to our own opinions and can agree to disagree. However, being mean, divisive and attacking people is unconscionable, unprofessional, unkind and just plain wrong.

Regards,  
Leslee King

Leslee King | Loudoun County School Board  
Broad Run District Representative

email: [leslee.king@lcps.org](mailto:leslee.king@lcps.org) 571-439-5570 -- cell

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*Information Act (FOIA) disclosure laws.*

**From:** Pesentheiner <[pesentheiner@aol.com](mailto:pesentheiner@aol.com)>  
**Sent:** Wednesday, March 17, 2021 7:56 PM  
**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>; Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>  
**Cc:** [larryOshow@wmal.com](mailto:larryOshow@wmal.com)  
**Subject:** [EXTERNAL] CRT

Good evening,

Loudoun County schools have been circulating in the evening news lately regarding CRT. I am hearing that teachers, school board members and parents are attacking other parents for voicing concern about CRT. If there is any truth to this then the Loudoun County School Board, teachers and parents participating in this attack should be ashamed of themselves. I hope there is a full investigation into this. As a parent I am concerned that first amendment rights are being violated. Furthermore, that there is even talk of attacking anyone who has an opposite opinion is unbelievable! This is America! We have the right to disagree with one another and to voice that disagreement. And parents have the right to QUESTION what is going on in the schools! Is CRT disguised as EQUITY in Loudoun County Schools? And does every school in Loudoun County have to participate in CRT or is it up to the individual school?

Furthermore, the Larry O'Connor Show that airs on the radio from 3pm to 6pm, 105.9 WMAL, is looking for Loudoun County school board members to go on his show tomorrow to speak to the public. Below is how you can reach him. I want to hear from the LCSB. What is going on in our schools and why all

this talk on CRT. Is there any truth behind what's being said?

**CALL: 202-432-WMAL (9625) | 888-630-WMAL (9625)**  
**[larryOshow@wmal.com](mailto:larryOshow@wmal.com)**

I respectfully request a response.

Sincerely,  
Tammy Pesentheiner

**From:** Kelly Coash Johnson  
**Subject:** [EXTERNAL] 4 Quick Items from AASPA  
**Date:** Wednesday, March 24, 2021 3:25:19 PM

---

Just a quick note to keep a few things on your radar for AASPA. Spring is moving fast and we know you are all very busy with recruitment and planning for next year while still dealing with issues of the pandemic.

**Diversity, Equity and Inclusion Summit** - April 22-23, 2021 - In Orlando and Virtual - Registration is still open and you are welcome to attend in person or virtually. We have over 19 wonderful sessions planned and are looking forward to an amazing professional development experience.

**AASPA Awards & Recognitions** - As educational professionals we are terrible about being recognized and sometimes recognizing others in our field. After the year we have had, I think a little recognition is in order. Check out the opportunities and nominate yourself, your colleague or your district for an AASPA Award this year.

**AASPA Executive Board Nominations** - We are in need of nominations for the Executive board whose primary responsibility is to establish policies, and assist in the development of the strategic plan. Current positions open include President-Elect and Representatives for Region 1 & 2. Please consider running for a national position in 2021-2022.

**AASPA Survey on PK-12 Recruitment** - We have over 275 responses to our national survey on recruitment for 2021-2022 - While this is great data, we need more. If you have not yet completed the survey, please do so by the end of the month. The link to complete the survey is: <https://www.surveymonkey.com/r/RZQ398V>. Don't forget this data will be available to AASPA members to share with your district and communities.

Please be sure to let me know what questions you have and how we can help you this spring.

Kelly



**From:** [Minmaui2002](#)  
**To:** [Chapman, Mike](#)  
**Cc:** [Schoolboardemail](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Official Complaint Against LCPS and Others  
**Date:** Friday, March 19, 2021 12:09:19 AM  
**Attachments:** [Mineo Official Complaint Against LCPS 3-19-21.pdf](#)  
[PastedGraphic-4.tiff](#)

---

Good Evening Sheriff Chapman,

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

Swift and immediate action by local law enforcement, the school board, and Loudoun County government is paramount. Since when have we had an elected official call an army to action to STOP the spread of information or views counter to their own? These are unprecedented times and making a public example of all involved should be a priority. I have a lot of respect for the leaders of this community, even if I may disagree with them, but putting together a "hit list" has gone too far. I know the group is actively working to compile additional lists of names, addresses, occupations, etc. This is not okay. Please let me know of any questions or concerns.

Sections of Complaint:

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

Regards,

Scott

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

**From:** [Brenda Sheridan](#)  
**To:** [Scott Ziegler](#); [Atoosa Reaser](#)  
**Subject:** Re: CONFIDENTIAL - Equity Work  
**Date:** Thursday, March 18, 2021 8:48:19 PM  
**Attachments:** [image001.png](#)

---

Great, thank you!

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

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---

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, March 18, 2021 8:31 PM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>  
**Subject:** RE: CONFIDENTIAL - Equity Work

Got it. We'll do the a wide distribution.

Scott Ziegler

**From:** Atoosa Reaser  
**Sent:** Thursday, March 18, 2021 7:41 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>  
**Subject:** Re: CONFIDENTIAL - Equity Work

Brenda and I talked about this and agree that the sooner the better, and that it should be a press release in addition to an email.

We also talked about Tuesday night and can chat more about that whenever you want.

Thank you,  
Atoosa Reaser



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

**email:** [atoosa.reaser@lcps.org](mailto:atoosa.reaser@lcps.org)  
**mobile:** (571) 291-5325

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**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, March 18, 2021 4:59 PM  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Subject:** FW: CONFIDENTIAL - Equity Work

FYI

Scott Ziegler

**From:** Joan Sahlgren  
**Sent:** Thursday, March 18, 2021 4:57 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** CONFIDENTIAL - Equity Work

Scott,  
Here you go.  
Ashley and Lottie put their eyes on this before I sent it to you.  
Talk tomorrow.

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

**From:** [Scott Ziegler](#)  
**To:** [Joan Sahlgren](#)  
**Cc:** [Mark Smith](#)  
**Subject:** RE: CONFIDENTIAL - Equity Work  
**Date:** Thursday, March 18, 2021 8:32:00 PM

---

Hey Joan – We're going to launch tomorrow. Let's talk early. I'll be in schools most of the morning so I'll call from the car.

Since I don't have your numbers saved, please reply with contact info (again)

Scott Ziegler

**From:** Joan Sahlgren  
**Sent:** Thursday, March 18, 2021 4:57 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** CONFIDENTIAL - Equity Work

Scott,  
Here you go.  
Ashley and Lottie put their eyes on this before I sent it to you.  
Talk tomorrow.

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



**From:** [Scott Ziegler](#)  
**To:** [Atoosa Reaser](#); [Brenda Sheridan](#)  
**Subject:** RE: CONFIDENTIAL - Equity Work  
**Date:** Thursday, March 18, 2021 8:30:00 PM  
**Attachments:** [image001.png](#)

---

Got it. We'll do the a wide distribution.

Scott Ziegler

**From:** Atoosa Reaser  
**Sent:** Thursday, March 18, 2021 7:41 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>  
**Subject:** Re: CONFIDENTIAL - Equity Work

Brenda and I talked about this and agree that the sooner the better, and that it should be a press release in addition to an email.

We also talked about Tuesday night and can chat more about that whenever you want.

Thank you,  
Atoosa Reaser



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

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

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**Sent:** Thursday, March 18, 2021 4:59 PM  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Subject:** FW: CONFIDENTIAL - Equity Work

FYI

Scott Ziegler

**From:** Joan Sahlgren  
**Sent:** Thursday, March 18, 2021 4:57 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** CONFIDENTIAL - Equity Work

Scott,

Here you go.

Ashley and Lottie put their eyes on this before I sent it to you.

Talk tomorrow.

Joan Sahlgren

Director of Communications & Community Engagement

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

571-252-1040

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

**From:** [Elicia Leudemann](#)  
**To:** [Brenda Sheridan](#); [Atoosa Reaser](#); [Stephen DeVita](#); [John Beatty](#); [Ian Serotkin](#); [Jeff Morse](#); [Leslee King](#); [Harris Mahedavi](#); [Scott Ziegler](#); [Atoosa Reaser](#)  
**Subject:** [EXTERNAL] Video - Harassment of a student  
**Date:** Thursday, March 18, 2021 8:17:25 PM  
**Attachments:** [Video.mov](#)

---

Board:

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

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

Elicia Leudemann

Sent from my iPhone

**From:** [Atoosa Reaser](#)  
**To:** [Scott Ziegler](#); [Brenda Sheridan](#)  
**Subject:** Re: CONFIDENTIAL - Equity Work  
**Date:** Thursday, March 18, 2021 7:41:02 PM  
**Attachments:** [Outlook-fsht01vv.png](#)

---

Brenda and I talked about this and agree that the sooner the better, and that it should be a press release in addition to an email.

We also talked about Tuesday night and can chat more about that whenever you want.

Thank you,  
Atoosa Reaser



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

**email:** [atoosa.reaser@lcps.org](mailto:atoosa.reaser@lcps.org)  
**mobile:** (571) 291-5325

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---

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, March 18, 2021 4:59 PM  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Subject:** FW: CONFIDENTIAL - Equity Work

FYI

Scott Ziegler

**From:** Joan Sahlgren  
**Sent:** Thursday, March 18, 2021 4:57 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** CONFIDENTIAL - Equity Work

Scott,  
Here you go.  
Ashley and Lottie put their eyes on this before I sent it to you.  
Talk tomorrow.

Joan Sahlgren  
Director of Communications & Community Engagement  
Loudoun County Public Schools



21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** [Neil Slevin](#)  
**To:** [Ashley Ellis](#)  
**Cc:** [Joan Sahlgren](#); [Lottie Spurlock](#); [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity  
**Date:** Thursday, March 18, 2021 7:18:48 PM

---

This is already called out on their website!

On Mar 18, 2021, at 7:11 PM, Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)> wrote:

Interesting – see highlighted below. We already have a head start with so many of these things. The highlighted really stood out to me after our work this afternoon.

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

**From:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Sent:** Thursday, March 18, 2021 4:51 PM  
**To:** Aaron Smith <[Aaron.Smith@lcps.org](mailto:Aaron.Smith@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Beth Robinson <[Elizabeth.Robinson@lcps.org](mailto:Elizabeth.Robinson@lcps.org)>; Clark Bowers <[Clark.Bowers@lcps.org](mailto:Clark.Bowers@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Holland Yummit <[Holland.Yummit@lcps.org](mailto:Holland.Yummit@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; John Lody <[John.Lody@lcps.org](mailto:John.Lody@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Kimberly Goodlin <[Kimberly.Goodlin@lcps.org](mailto:Kimberly.Goodlin@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Lucia Sebastian <[Lucia.Sebastian@lcps.org](mailto:Lucia.Sebastian@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>; Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>; Superintendent's Cabinet - Executive Assistants <[Superintendent'sCabinet-ExecutiveAssistants@lcps.org](mailto:Superintendent'sCabinet-ExecutiveAssistants@lcps.org)>  
**Subject:** FW: [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

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](mailto:VDOE@public.govdelivery.com)>  
**Sent:** Thursday, March 18, 2021 4:31 PM  
**To:** Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Subject:** [EXTERNAL] VDOE News: African American Superintendent's Advisory Council Issues Recommendations on Equity

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: March 18, 2021  
Contact: [Charles B. Pyle](#), Director of Media Relations (804) 640-2117

## **African American Superintendent's Advisory Council Issues Recommendations on Equity**

RICHMOND — An advisory committee representing African American school leaders, teachers, parents and advocates yesterday presented a series of recommendations to address systemic inequities in Virginia's public schools to the state Board of Education's Special Committee to Review the Standards of Accreditation.

Superintendent of Public Instruction James Lane appointed the African American Superintendent's Advisory Council in September 2020 to develop recommendations to advance the academic success and social and emotional well-being of African American students and promote racial equity in the commonwealth's public schools.

"As a result of deliberate, data-informed and transparent discussions, members of the African American Superintendent's Advisory Council developed recommendations aligned to four critical domains that Virginia must address to advance racial equity," Newport News Public Schools Chief of Staff Rashard Wright — who serves as the chair of the advisory council — said. "These recommendations include developing measurable plans to close the persistence of achievement gaps, close opportunity gaps that disproportionately impact Black students and other students of color, diversify Virginia's educator force, and support professional development for administrators and educators focused on culturally inclusive and responsive competencies and equity-centered practices that disrupt intentional and

unintentional racism in education.”

During Wednesday’s board committee meeting, Wright, Nottoway County Superintendent Tameshia Grimes, former state Secretary of Education James Dyke, and Portsmouth School Board student representative Myles Hunt presented the council’s recommendations for revising Virginia’s Standards of Quality, Standards of Accreditation, Standards of Learning and related school statutes and regulations, including the following:

- Inclusion of a teacher diversity index on the commonwealth’s School Quality Profiles expressing student-teacher racial ratios in the form of a single indicator or composite score related to teacher and student demographics;
- Revision of the Standards of Accreditation to address opportunity gaps reflected in available course options, and to provide equal emphasis on workforce readiness in accrediting schools;
- Inclusion of an indicator on disproportionality in disciplinary outcomes as a factor in school accreditation;
- Inclusion of demographic data on enrollment gifted programs and specialty centers on School Quality Profile reports;
- Establishment of Board of Education model guidance on equitable enrollment procedures for Governor’s schools and accelerated programs;
- Establishment a single indicator or composite score related to school climate that includes indicators related to antiracism and culturally responsive and inclusive learning environments;
- Incorporation of racism, racial equity and social justice in the Standards of Learning;
- Establishment by the Board of Education of model policies on equitable enrollment procedures for Governor’s Schools and other accelerated programs;
- Requirement for school divisions to adopt an equity plan and establish an equity advisory committee;
- Requirement for educator preparation programs to include programs of study and experiences that prepare teachers to be culturally responsive educators;
- Requirement for the equitable distribution of experienced teachers among high- and low-poverty schools; and
- Reconfiguration of school division boundaries and school attendance zones to promote integration and advance equitable opportunities for all students.

“I want to thank the members of the African American Superintendent’s Advisory Council for their leadership and vision in formulating these thoughtful and bold recommendations for creating a more equitable system of public education in the commonwealth,” Lane said. “These recommendations will provide a road map for the Board of Education as it seeks fulfill its promise to provide a high-quality education for every child by eliminating racial and socioeconomic inequities in Virginia’s public education system.”

The charter members of the African American Superintendent’s Advisory Council, which will provide ongoing advice to the state superintendent and the Virginia Department of Education, are as follows:



- Rosa Atkins, Charlottesville Public Schools
- Francine Boudlin, Henrico County Public Schools
- Regina Brown, Petersburg Public Schools
- Holly Coy, Virginia Department of Education
- Andrew Daire, Virginia Commonwealth University
- James Dyke, McGuire Woods Consulting
- Crystal Edwards, Lynchburg Public Schools
- James J. Fedderman, Virginia Education Association
- Tyrone Foster, Bristol Public Schools
- John B. Gordon III, Virginia Association of School Superintendents
- Ingrid Grant, Henrico County Public Schools
- Tameshia Grimes, Nottoway County Public Schools
- Penny Hairston, Alexandria Public Schools
- Genisus Holland, Girls for Change
- Naila Holmes, Virginia Education Association
- Myles Hunt, Portsmouth Public Schools
- Rodney Jordan, Norfolk School Board
- James Lane, Virginia Department of Education
- Makya Little, Thomas Jefferson Alumni Action Group
- Toney L. McNair Jr., Virginia Education Association
- Paula Robinson, State Council of Higher Education for Virginia
- Rodney Robinson, Richmond Public School
- Clara Scott, NAACP
- Jeffrey Smith, Hampton Public Schools
- Anthony Swan, Virginia Teacher of the Year and Virginia Board of Education
- Dietra Trent, George Mason University
- Janice Underwood, Office of the Governor
- Leah Walker, Virginia Department of Education
- Willis Walter, Virginia State University

- Verletta White, Roanoke Public Schools
- David White, King William County Public Schools
- Van Wilson, Virginia Community College System
- Jamelle Wilson, Virginia Board of Education
- Rashard Wright, Newport News Public Schools

"On behalf of the entire board, the special committee was pleased to receive the recommendations and presentation by the chair and representatives of the African American Superintendent's Advisory Council today," said Keisha Pexton, chair of the Special Committee to Review the Standards of Accreditation. "The Board of Education will carefully review the full set of recommendations, and is committed to working with the AASAC and others to advance racial equity in our public education system."

The [report of the African American Superintendent's Advisory Council](#) is available on the Virginia Department of Education website.

###

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---

This email was sent to [karen.dawson@lcps.org](mailto:karen.dawson@lcps.org) using GovDelivery Communications Cloud on behalf of: Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219

<!--[if !vml]-->



><!--[endif]-->

**From:** [Wayde Byard](#)  
**To:** [Stephen DeVita](#); [Scott Ziegler](#); [Mark Smith](#)  
**Cc:** [Joan Sahlgren](#)  
**Subject:** RE: [EXTERNAL] Judicial Watch Records Request  
**Date:** Wednesday, March 24, 2021 12:04:54 PM

---

Thank you.

**From:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Sent:** Wednesday, March 24, 2021 12:04 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Subject:** RE: [EXTERNAL] Judicial Watch Records Request

Step 1 is the requester a virginia resident or a news media rep?

Step 2 is it reasonably specific?

Step 3 do cost estimate

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
Date: 3/24/21 11:47 AM (GMT-05:00)  
To: Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>, Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>, Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
Cc: Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
Subject: FW: [EXTERNAL] Judicial Watch Records Request

All,

This VFOIA just popped in to my email. I will enter it in the GoVQA system. I will need some legal advice before making any reply.

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

**From:** Kara Bell <[kbell@judicialwatch.org](mailto:kbell@judicialwatch.org)>  
**Sent:** Wednesday, March 24, 2021 11:44 AM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Subject:** [EXTERNAL] Judicial Watch Records Request

Mr. Wayde Byard,

Pursuant to the Virginia Freedom of Information Act (Code of Virginia, Title 2.2, Chapter 37), Judicial Watch requests access to the following records from Loudoun County Public Schools:

1. Communications, including emails and text messages, between former Loudoun County Superintendent Eric Williams and/or current Loudoun County Interim Superintendent Scott Ziegler with Loudoun County School Board Members Denise Corbo, Leslee King, Ian Sorotkin, and former member Beth Barts regarding anti-racism initiatives and campaigns led by Loudoun County parents and community.
2. Communications, including emails and text messages, with Loudoun County parents and community concerning anti-racism initiatives and campaigns led by Loudoun County Public Schools, LCPS Faculty, and other Loudoun County parents and community.
3. Communications, including emails and text messages, of Loudoun County Public School teachers Andrea Weiskopf, Dr. VonEnde Coleman, and Dana Maier with other Loudoun County Public School faculty and officials regarding the Facebook group "Anti-Racist Parents of Loudoun County," and any anti-racism or diversity initiatives and campaigns led by Loudoun County parents and community.

The VA Freedom of Information Act requires a response within five (5) business days. Judicial Watch is willing to accept records in electronic format, and when necessary, we will also accept the rolling production of responsive records. If access to the records I am requesting will take longer, please contact me with information about when I should expect copies or the ability to inspect the requested records.

If any responsive record or portion thereof is claimed to be exempt from production, please provide sufficient identifying information with respect to each exempt record or portion thereof to allow us to assess the propriety of the claimed exemption.

Judicial Watch is a 501(c)(3), not-for-profit, educational organization, and, by definition, it has no commercial purpose. Judicial Watch exists to educate the public about the operations and activities of the government, as well as to increase public understanding about the importance of ethics and the rule of law in government.

If you do not understand this request or any portion thereof, or if you feel you require clarification, please do not hesitate to reach me.

Sincerely,



**Kara Bell**

Paralegal

Judicial Watch

425 Third St., SW, Ste. 800

Washington, D.C. 20024

(920) 917-3981

**From:** Stephen DeVita  
**To:** Wayde Byard; Scott Ziegler; Stephen DeVita; Mark Smith  
**Cc:** Joan Sahlgren  
**Subject:** RE: [EXTERNAL] Judicial Watch Records Request  
**Date:** Wednesday, March 24, 2021 12:04:18 PM

---

Step 1 is the requester a virginia resident or a news media rep?  
Step 2 is it reasonably specific?  
Step 3 do cost estimate

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

**From:** Wayde Byard <Wayde.Byard@lcps.org>  
**Date:** 3/24/21 11:47 AM (GMT-05:00)  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>, Stephen DeVita <Stephen.DeVita@lcps.org>, Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Joan Sahlgren <Joan.Sahlgren@lcps.org>  
**Subject:** FW: [EXTERNAL] Judicial Watch Records Request

All,

This VFOIA just popped in to my email. I will enter it in the GoVQA system. I will need some legal advice before making any reply.

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

**From:** Kara Bell <kbell@judicialwatch.org>  
**Sent:** Wednesday, March 24, 2021 11:44 AM  
**To:** Wayde Byard <Wayde.Byard@lcps.org>  
**Subject:** [EXTERNAL] Judicial Watch Records Request

Mr. Wayde Byard,

Pursuant to the Virginia Freedom of Information Act (Code of Virginia, Title 2.2, Chapter 37), Judicial Watch requests access to the following records from Loudoun County Public Schools:

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Sincerely,

**Kara Bell**

Paralegal  
Judicial Watch  
425 Third St., SW, Ste. 800  
Washington, D.C. 20024  
(920) 917-3981

**From:** Wayde Byard  
**To:** Scott Ziegler; Stephen DeVita; Mark Smith  
**Cc:** Joan Sahlgren  
**Subject:** FW: [EXTERNAL] Judicial Watch Records Request  
**Date:** Wednesday, March 24, 2021 11:47:37 AM

---

All,

This VFOIA just popped in to my email. I will enter it in the GoVQA system. I will need some legal advice before making any reply.

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

**From:** Kara Bell <kbell@judicialwatch.org>  
**Sent:** Wednesday, March 24, 2021 11:44 AM  
**To:** Wayde Byard <Wayde.Byard@lcps.org>  
**Subject:** [EXTERNAL] Judicial Watch Records Request

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Sincerely,

**Kara Bell**

Paralegal  
Judicial Watch  
425 Third St., SW, Ste. 800  
Washington, D.C. 20024  
(920) 917-3981

**From:** [Joan Sahlgren](#)  
**To:** [Lottie Spurlock](#); [Scott Ziegler](#); [Ashley Ellis](#)  
**Cc:** [Michelle Walker](#)  
**Subject:** RE: Community Message?  
**Date:** Friday, March 19, 2021 11:43:44 AM

---

Thank you for drafting, we were just getting started on this. Team work on a busy day. We are reviewing!

Scott, I think we can release this as soon as ready, and our major Equity Summary later today as the plan proposes and be fine. It is a lot, but it is all important.

Thoughts?

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

**From:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>  
**Sent:** Friday, March 19, 2021 11:35 AM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Subject:** Community Message?  
**Importance:** High

Good morning, All,  
Ashley, and I met on this proposed message (Traci and I prepared a draft) to respond to the Asian American Pacific Islander (AAPI) hate incidents. I just shared it in Google. If approved, it would just need to be translated and could go out when PIO is ready to release. FYI: I shared with Ashley that we are now receiving emails from members of the LCPS Equity Committee asking for acknowledgement and a statement on this issue.

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:** Lottie Spurlock  
**To:** Scott Ziegler; Ashley Ellis; Joan Sahlgren  
**Subject:** Community Message?  
**Date:** Friday, March 19, 2021 11:34:39 AM

---

Good morning, All,  
Ashley, and I met on this proposed message (Traci and I prepared a draft) to respond to the Asian American Pacific Islander (AAPI) hate incidents. I just shared it in Google. If approved, it would just need to be translated and could go out when PIO is ready to release. FYI: I shared with Ashley that we are now receiving emails from members of the LCPS Equity Committee asking for acknowledgement and a statement on this issue.

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:** [Lottie Spurlock \(via Google Docs\)](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Ashley Ellis](#); [Joan Sahlgren](#)  
**Subject:** AAPI Statement - Invitation to edit  
**Date:** Friday, March 19, 2021 11:32:19 AM

---

Lottie Spurlock has invited you to **edit** the following document:



AAPI Statement



Good morning, All,

Ashley and I met on this proposed message here to respond to the Asian American Pacific Islander (AAPI) hate incidents. If approved, it would just need to be translated and could go out immediately. FYI: I shared with Ashley that we are now receiving emails from members of the LCPS Equity Committee asking for acknowledgement and a statement on this issue.

Thanks,  
Lottie

[Open in Docs](#)

Google Docs: Create and edit documents online.

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

You have received this email because [Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org) shared a document with you from Google Docs.



**From:** David & Jennifer Vernon  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Re: Disapprove of HL students being offered 4 days without all students/families being resurveyed  
**Date:** Friday, March 19, 2021 11:19:27 AM

---

Sr. Zeigler,

The decision to send all current hybrid students to back 4-days starting 4/20 is a slap in the face to families who chose distance learning because DL offered the consistency that our children needed. Never was hybrid offered as an option to potentially return to essentially full-time school.

Our options were as follows (copied directly from an official LCPS email):

Families must choose one of these options:

- A **hybrid model** of learning for students, which means a child will attend school in person for 2 days each week and will engage in distance learning the other 3 days of the week.
- **100% distance learning**, in which a child will not attend school in person.

How is this offering equal educational opportunity for all students?

David and Jennifer Vernon

On Mon, Mar 15, 2021, 11:37 AM David & Jennifer Vernon <[VernonFamily@gmail.com](mailto:VernonFamily@gmail.com)> wrote:

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

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

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

followed Thanksgiving and Christmas?

- What about the teachers? Stop changing everything for them every couple of weeks. Isn't this all hard enough already?
- Why haven't parents received official LCPS communication on this issue? To keep it a secret so it can pass the school board without opposition?

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

David and Jennifer Vernon

**From:** Jill Rodeffer  
**To:** Scott Ziegler  
**Subject:** Denouncement of Anti-Asian Hate Speech and Violence  
**Date:** Friday, March 19, 2021 11:06:39 AM

---

Good Morning,

I wake up this morning feeling disappointed that LCPS has not issued a statement specifically denouncing anti-Asian hate speech and violence and expressing support for our AAPI students, family, staff, and community. It shouldn't take the murder of 6 Asian women in Georgia for us to speak out against what is happening. It could have happened when we heard people in positions of authority calling it the "China Virus" or "Kung Flu", saying we were too sensitive for saying it would lead to bad outcomes. It could have happened when we saw the dramatic increase in incidents involving anti-Asian sentiment during the last year. It could have happened when we heard stories of Asian parents all over the country deciding not to send their children back into school buildings for fear of them being harassed and blamed for the virus.

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

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

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

Sincerely,  
Jill Rodeffer

*Jill Rodeffer*

Gifted Resource Teacher  
Evergreen Mill Elementary School



Jill.Rodeffer@lcps.org

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

**From:** Beth Barts  
**To:** Jill Rodeffer  
**Cc:** Scott Ziegler; Brenda Sheridan  
**Subject:** Re: Denouncement of Anti-Asian Hate Speech and Violence  
**Date:** Friday, March 19, 2021 11:06:07 AM

---

Thank you. I personally am trying to denounce such actions. We are close friends with a family who has shared some of their experiences. It is very upsetting to hear about this but much worse to experience it. We stand with our friends.

I agree that a statement from LCPS would be appreciated and appropriate. We cannot let those against our equity work silence us.

Kindly,

Beth Barts

Sent from my iPhone

On Mar 19, 2021, at 10:51 AM, Jill Rodeffer <Jill.Rodeffer@lcps.org> wrote:

Good Morning,

I wake up this morning feeling disappointed that LCPS has not issued a statement specifically denouncing anti-Asian hate speech and violence and expressing support for our AAPI students, family, staff, and community. It shouldn't take the murder of 6 Asian women in Georgia for us to speak out against what is happening. It could have happened when we heard people in positions of authority calling it the "China Virus" or "Kung Flu", saying we were too sensitive for saying it would lead to bad outcomes. It could have happened when we saw the dramatic increase in incidents involving anti-Asian sentiment during the last year. It could have happened when we heard stories of Asian parents all over the country deciding not to send their children back into school buildings for fear of them being harassed and blamed for the virus.

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

**As an equity committee, what can we do to make this happen quickly?**

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

Seeing other Asian Americans, especially our youth, speaking up and advocating for our community is giving me hope and helping me find my voice. I hope you will join me.

Jill

*Jill Rodeffer*

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

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

**From:** Elizabeth Ewing  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] corrected policies in VSBA February 2021 Policy Update  
**Date:** Friday, March 19, 2021 8:37:09 AM

---



Hello everyone,

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

We apologize for the inconvenience this creates.

Best wishes,

Elizabeth

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

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

Have you registered for the VSBA Legislative Advocacy Conference yet?



**From:** [Minmaui2002](#)  
**To:** [Chapman, Mike](#)  
**Cc:** [Schoolboardemail](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Re: Official Complaint Against LCPS and Others  
**Date:** Friday, March 19, 2021 12:23:05 AM  
**Attachments:** [fbc285cc-4fc4-4040-a617-366623cebb51.png](#)  
[327E3550-32D0-5C41-99AB-2F9E93878593.png](#)  
[4E44251C-B1D9-9A4F-8BB6-CAEC8D6DF21D.png](#)  
[PastedGraphic-4.tiff](#)

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

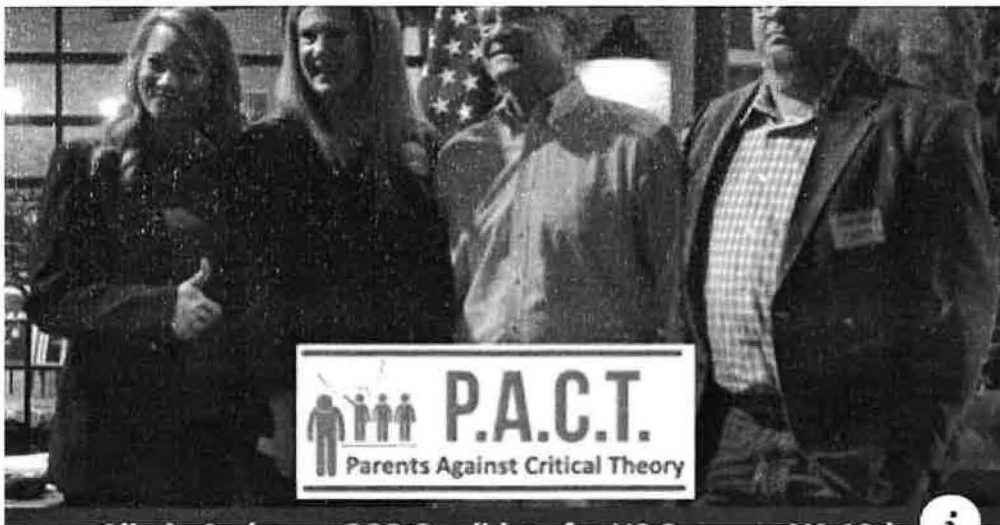


Jamie Ann Neidig-Wheaton shared a link.



Admin · November 2, 2020 · 🌐

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



GOFUNDME.COM

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

9:48 ↗



sheridan in Anti-Racist Pare...



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Po

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



## Anti-Racist Parents of Loudoun County



Group post by Janann Schroeder Mercker

· Feb 1 ·

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



34

180 Comments



Like



Comment



Send

### 4 Matching comments



**Heather Dianne Parks**

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





10:06 ↗



### Charlotte's Post



Write a reply...



**Ian Serotkin**  
**Yikes**

5w Like Reply



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

5w Like Reply



**Ian Serotkin**  
Yes, the board approves the appointments. Ordinarily we give wide latitude to members for the people they appoint per the committee charter, but given this nonsense I'll be asking him to

**justify whoever he picks as a replacement.**

5w Like Reply

11  



**Kellie Sullivan-Herring**  
**Ian Thank you! This has my heart  
it my throat.**

5w Like Reply



Write a reply...



Write a comment...



Regards,

Scott

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



On Mar 19, 2021, at 12:06 AM, Minmaui2002 <[minmaui2002@icloud.com](mailto:minmaui2002@icloud.com)> wrote:

Good Evening Sheriff Chapman,

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



Swift and immediate action by local law enforcement, the school board, and Loudoun County government is paramount. Since when have we had an elected official call an army to action to STOP the spread of information or views counter to their own? These are unprecedented times and making a public example of all involved should be a priority. I have a lot of respect for the leaders of this community, even if I may disagree with them, but putting together a "hit list" has gone too far. I know the group is actively working to compile additional lists of names, addresses, occupations, etc. This is not okay. Please let me know of any questions or concerns.

Sections of Complaint:

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

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

Regards,

Scott

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

<PastedGraphic-4.tiff>

**From:** [Ashley Ellis](#)  
**To:** [Scott Ziegler](#)  
**Subject:** FW: Agricultural Program  
**Date:** Tuesday, March 9, 2021 12:13:15 PM  
**Attachments:** [Think Outside - Flyer for Spring 2021.pdf](#)

---

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

**From:** Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>  
**Sent:** Wednesday, March 3, 2021 6:10 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Subject:** FW: Agricultural Program

I was meeting with Grant today and he mentioned that he had been attending some meetings with Doug Fabbioili and learning about his agricultural program. I knew you had asked Lhe about it so I asked him to send me more information. Please see below.

Tina

*Tina Howle*  
Director of Instructional Programs  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148

**From:** Grant Schafer <[Grant.Schafer@lcps.org](mailto:Grant.Schafer@lcps.org)>  
**Sent:** Wednesday, March 3, 2021 4:29 PM  
**To:** Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>  
**Subject:** RE: Agricultural Program

Hi Tina,  
Doug Fabbioili is who Lhe is referencing below:  
"Another option I explored would be to add agricultural education instructional resources to existing courses. Resources can be added-on to the main curriculum and teachers do not need agricultural education endorsements. I worked with someone named Doug on a possible after-school program but that was in February 2020."

Doug has a non-profit called The New Ag School. The school component, at this point, is titled the Think Outside program. He hosted one in the fall on Mondays and here is a current flyer for his March Spring 2021 offering. The New Ag School educational coordinator is Jenna Moon, and she has been super helpful to work with. I attended one of the Monday fall Think Outside sessions and have

continued to exchange ideas and resources with Jenna and Doug throughout this year. I would say that the New Ag School would be a credible add-on resource. I would be willing to facilitate a more formal partnership between the New Ag School and CTE if DOI would like this.

Thanks,  
Grant

**From:** Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>  
**Sent:** Wednesday, March 3, 2021 3:24 PM  
**To:** Grant Schafer <[Grant.Schafer@lcps.org](mailto:Grant.Schafer@lcps.org)>  
**Subject:** FW: Agricultural Program

*Tina Howle*  
Director of Instructional Programs  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148

**From:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Sent:** Friday, February 26, 2021 4:06 PM  
**To:** Lhe Smith <[Lhe.Smith@lcps.org](mailto:Lhe.Smith@lcps.org)>; Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>  
**Cc:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>  
**Subject:** RE: Agricultural Program

Thank you for this information – very helpful. I'll probably set up a time for a few of us to talk in the near future.

Have a great weekend,  
Ashley

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

**From:** Lhe Smith <[Lhe.Smith@lcps.org](mailto:Lhe.Smith@lcps.org)>  
**Sent:** Thursday, February 25, 2021 2:04 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>  
**Cc:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>  
**Subject:** RE: Agricultural Program

Hi Ashley,

Thank you for the e-mail. Yes, Denise Rowell reached out about the possibilities of expanding Agricultural Education programs to both middle and high school.

I was able to research this at the end of the 2019 and the start of 2020. COVID hit and life has not been the same Below is the summary of current needs and future possibilities.

---

Agricultural Education is one of 8 programs offered in LCPS and it's only offered at the Academies of Loudoun (MATA Biotechnology; MATA Environmental Plant Sciences I and II DE SEM; MATA Veterinary Science I and II SEM).

To teach Agricultural Education courses, the teacher of record must hold the Agricultural Education endorsement.

Expanding agricultural programs into all the middle and/or high school settings could be beneficial to students.

We would want to make sure we have:

- Adequate number of teachers endorsed in Agricultural Education
  - *I am only aware of two (2) teachers in LCPS that have this endorsement and they teach at the Academies of Loudoun*
- Student interest
  - *We could craft a division-wide survey to see if students would be interested in different agricultural education pathways*
- Space at the school
  - *Existing classrooms may have to be outfitted to meet the needs*
  - *Equipment purchasing and training*
- Job outlook data
  - *I reviewed the job and market labor data for the Agriculture, Food & Natural Resources career cluster. When new courses are added, VDOE only approves courses that have a 10-year projection percent (at least 15%) for rate of employment growth across all occupations. I've highlighted the occupation line that would get approved from this career cluster. It is attached.*

If we offered an agricultural program at one middle or one high school, we would just need an application process (and transportation provided) in place to make sure students around the county can be afforded the opportunity to participate in the courses.

Another option I explored would be to add agricultural education instructional resources to existing courses. Resources can be added-on to the main curriculum and teachers do not need agricultural education endorsements. I worked with someone named Doug on a possible after-school program but that was in February 2020.

In the end, the decision would be – is it more beneficial to add a new program or add new instructional resources? I can help in either way.



I know this is a great deal of information I'm more than happy to talk it through, if needed.

**From:** Ashley Ellis

**Sent:** Thursday, February 25, 2021 12:35 PM

**To:** Lhe Smith <[Lhe.Smith@lcps.org](mailto:Lhe.Smith@lcps.org)>; Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>

**Cc:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>

**Subject:** Agricultural Program

Hi there, Lhe,

I am wondering if you have any knowledge of or documentation of conversations about agricultural programs in LCPS? We are starting to hear significant interest in such a program from School Board members and Board of Supervisors. I thought I'd start an internal conversation and see if we've ever done any research or planning prior to you or I being in our current roles in LCPS. Any historical information you might find would be most helpful in starting the conversation.

Thanks!

Ashley

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

(571) 252-1300

@ashleyfellis

**From:** Ashley Ellis  
**To:** Scott Ziegler  
**Subject:** FW: Agricultural Program  
**Date:** Tuesday, March 9, 2021 12:09:34 PM  
**Attachments:** Non-Duplicated Occupations Full Data data (1).csv

---

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

**From:** Lhe Smith <Lhe.Smith@lcps.org>  
**Sent:** Thursday, February 25, 2021 2:04 PM  
**To:** Ashley Ellis <Ashley.Ellis@lcps.org>; Tina Howle <Tina.Howle@lcps.org>  
**Cc:** Neil Slevin <Neil.Slevin@lcps.org>  
**Subject:** RE: Agricultural Program

Hi Ashley,

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  - *Equipment purchasing and training*

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  - *I reviewed the job and market labor data for the Agriculture, Food & Natural Resources career cluster. When new courses are added, VDOE only approves courses that have a 10-year projection percent (at least 15%) for rate of employment growth across all occupations. I've highlighted the occupation line that would get approved from this career cluster. It is attached.*

If we offered an agricultural program at one middle or one high school, we would just need an application process (and transportation provided) in place to make sure students around the county can be afforded the opportunity to participate in the courses.

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I know this is a great deal of information I'm more than happy to talk it through, if needed.

**From:** Ashley Ellis

**Sent:** Thursday, February 25, 2021 12:35 PM

**To:** Lhe Smith <[Lhe.Smith@lcps.org](mailto:Lhe.Smith@lcps.org)>; Tina Howle <[Tina.Howle@lcps.org](mailto:Tina.Howle@lcps.org)>

**Cc:** Neil Slevin <[Neil.Slevin@lcps.org](mailto:Neil.Slevin@lcps.org)>

**Subject:** Agricultural Program

Hi there, Lhe,

I am wondering if you have any knowledge of or documentation of conversations about agricultural programs in LCPS? We are starting to hear significant interest in such a program from School Board members and Board of Supervisors. I thought I'd start an internal conversation and see if we've ever done any research or planning prior to you or I being in our current roles in LCPS. Any historical information you might find would be most helpful in starting the conversation.

Thanks!

Ashley

Ashley F. Ellis, Ed.D.

Assistant Superintendent for Instruction

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

(571) 252-1300

@ashleyfellis

**From:** [Sharon Willoughby](#)  
**To:** [Beth Barts](#)  
**Cc:** [Scott Ziegler](#); [Ashley Ellis](#)  
**Subject:** RE: [EXTERNAL] Winter Track Funding Question  
**Date:** Tuesday, March 9, 2021 10:00:08 AM

---

Yes, I will make sure budget coordinates with Derek. Thanks!

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

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Sent:** Tuesday, March 09, 2021 9:31 AM  
**To:** Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>  
**Subject:** Re: [EXTERNAL] Winter Track Funding Question

Thank you.

So this coming winter (2021) funds should be available for each school to have a program? Can Derek Farrey let the athletic community know?

I appreciate it.

Beth

Sent from my iPhone

On Mar 9, 2021, at 9:02 AM, Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)> wrote:

Good morning,  
Funds are available and in the budget to support Indoor Winter Track this year.  
Thank you.

**Sharon Willoughby**  
Assistant Superintendent of Business and Financial Services  
Loudoun County Public Schools  
21000 Education Court



Ashburn, VA 20148  
Telephone: 571-252-1400

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Sent:** Monday, March 08, 2021 11:01 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Sharon Willoughby  
<[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>  
**Subject:** Fwd: [EXTERNAL] Winter Track Funding Question

Good evening,

Can you remind me if we completely cut this last year or was it part of the reserve?

Thank you.

Beth

Sent from my iPhone

Begin forwarded message:

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Date:** March 8, 2021 at 10:58:32 PM EST  
**To:** [becky.hoey@gmail.com](mailto:becky.hoey@gmail.com)  
**Subject: Re: [EXTERNAL] Winter Track Funding Question**

Thank you. I will ask about this. I appreciate the reminder.

Beth

Sent from my iPhone

On Mar 8, 2021, at 9:25 PM, Rebecca Hoey  
<[becky.hoey@gmail.com](mailto:becky.hoey@gmail.com)> wrote:

Hi Beth,

I am reaching out to inquire whether there are any plans or discussion to reignite the debate here in Loudoun to fund Winter/Indoor Track as a Tier 1 sport? I am the Team Parent

Liaison at Heritage High School for the Cross Country & Track & Field programs. I have two kids (freshman & sophomore) who participated in Winter track (and Cross Country & Spring Track) the past two years. I know last year the school board had approved funding for Winter track to be recognized as a Varsity sport but that got reallocated with the pandemic.

I would love any insight you may be able to provide or any support you may be able to provide to get Winter track funded or at least to get the discussion started.

This program is vital to our kids here in Loudoun. Heritage sent multiple athletes to the state meet this year and a few athletes won their events & placed in the top tiers among all athletes in Virginia. Our athletes were only able to compete because of prior fundraising efforts within our Heritage community & because of donations from generous parents. This presents an equity issue - what about our schools that aren't able rely on donations from the community- their athletes don't get to compete?

On a more personal note, during Covid the winter track program at Heritage has been invaluable as an outlet for my teenagers to interact with their peers, learn about being part of a team & personal growth and improvement, in a safe constructive manner. Our coaches have been incredible in going above & beyond for our runners. The efforts of the coaches & student athletes deserve to be recognized & funded at the same level as the other varsity sports here in Loudoun.

Your field hockey post tonight helped motivate me to send this email to ask. Thank you for all of your efforts on behalf of our kids! They are appreciated. Any insight you can provide is appreciated.

Thanks,  
Becky Hoey

**From:** [Joan Sahlgren \(via Google Docs\)](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Ashley Ellis](#); [Asia Jones](#); [Lottie Spurlock](#); [Mark Smith](#); [Neil Slevin](#)  
**Subject:** Superintendent's Statement on LCPS Equity Efforts - Invitation to edit  
**Date:** Wednesday, March 17, 2021 3:11:12 PM

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

 Superintendent's Statement on LCPS Equity Efforts



Sharing this draft doc with the group that met yesterday. Could be used as a statement, read into the record, sent as a release... Love to have your thoughts before we get much further and decide on potential uses. But, we feel we need to be on the record shortly.

[Open in Docs](#)

Google Docs: Create and edit documents online.

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

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



**From:** [Karen Dawson](#)  
**To:** [Aaron Smith](#); [Ashley Ellis](#); [Asia Jones](#); [Beth Robinson](#); [Clark Bowers](#); [Donna Smith](#); [Holland Yummit](#); [Joan Sahlgren](#); [John Lody](#); [Kevin Lewis](#); [Kimberly Goodlin](#); [Lottie Spurlock](#); [Lucia Sebastian](#); [Mark Smith](#); [Patricia Nelson](#); [Scott Ziegler](#); [Sharon Willoughby](#); [Stephen DeVita](#); [Superintendent's Cabinet - Executive Assistants](#)  
**Subject:** FW: [EXTERNAL] SUPT'S EMAIL: Anticipated Updates to EO72 - Graduation Ceremonies  
**Date:** Wednesday, March 17, 2021 3:06:18 PM

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

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

**From:** Virginia Department of Education <VDOE@public.govdelivery.com>  
**Sent:** Wednesday, March 17, 2021 2:55 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] SUPT'S EMAIL: Anticipated Updates to EO72 - Graduation Ceremonies

john banner



Today Governor Northam [announced](#) anticipated updates to Executive Order 72 (EO72), to include a new section of the EO governing graduation ceremonies for PreK-12 and higher education institutions.

The [draft update to EO72](#) is now available, but it should be noted that the language is still in draft form and is subject to change before being finalized by the Governor. A few key elements of the draft update include:

- The health and safety of students, staff and guests are of greatest concern, and all ceremonies should be conducted within the parameters of any executive orders in effect at the time they occur.
- We recognize the need to provide this opportunity for a culminating academic experience. Please note that the anticipated graduation updates to EO72 are limited to ceremonies in which degrees are awarded or diplomas are conferred.
- The social gatherings that occur before and after these ceremonies that are a public health concern. We will ask your help in assuring that these do NOT happen outside the social gathering



limits of E072.

- If your division cannot implement all mitigation measures required in E072, including masking, crowd control, restrictions on occupancy limitations and physical distancing, your event cannot take place.
- The draft graduation section of E072 applies to the graduation event itself, and is not tied to a particular location. You are welcome to seek space for your event that meets your needs as long as the event rules are followed.

An additional Superintendent's Email will be sent when updates to E072 are finalized and go into effect.

For more information

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

- [03-17-21 Anticipated Updates to E072 - Graduation Ceremonies.pdf](#)

Stay Connected with the Virginia Department of Education



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

VDOE logo



**From:** [Virginia Department of Education](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] SUPT'S EMAIL: Anticipated Updates to E072 - Graduation Ceremonies  
**Date:** Wednesday, March 17, 2021 2:56:00 PM

---

john banner



Today Governor Northam [announced](#) anticipated updates to Executive Order 72 (E072), to include a new section of the EO governing graduation ceremonies for PreK-12 and higher education institutions.

The [draft update to E072](#) is now available, but it should be noted that the language is still in draft form and is subject to change before being finalized by the Governor. A few key elements of the draft update include:

- The health and safety of students, staff and guests are of greatest concern, and all ceremonies should be conducted within the parameters of any executive orders in effect at the time they occur.
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- If your division cannot implement all mitigation measures required in E072, including masking, crowd control, restrictions on occupancy limitations and physical distancing, your event cannot take place.
- The draft graduation section of E072 applies to the graduation event itself, and is not tied to a particular location. You are welcome to seek space for your event that meets your needs as long as the event rules are followed.

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- [03-17-21 Anticipated Updates to E072 - Graduation Ceremonies.pdf](#)

Stay Connected with the Virginia Department of Education



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VDOE logo



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



**From:** [Mark Smith](#)  
**To:** [Jeff Morse](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] formal request for answers - equity concerns  
**Date:** Wednesday, March 17, 2021 2:44:05 PM  
**Attachments:** [Outlook-fnbj5m4v.png](#)


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Good afternoon Jeff,

We do not intend to respond to the email from Ms. Balser. The school division is moving to 4-days of in-person instruction for those students who chose the hybrid model. As a division, I believe it was always the intent to return more students to in-person learning so this is a normal progression. If parents would like to request a change to their choice, they should reach out to the school directly to make that request. I believe the FAQs will be helpful as well and they will be available on the website this afternoon. Our goal is to continue to provide high-quality instruction for students whether they receive instruction in-person or virtually.

Respectfully,

Mark

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

---

**From:** Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>  
**Sent:** Monday, March 15, 2021 2:30 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto: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*

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**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

**From:** [Brenda Sheridan](#)  
**To:** [Mark Smith](#); [Scott Ziegler](#)  
**Cc:** [Atoosa Reaser](#)  
**Subject:** Re: Committee updates  
**Date:** Sunday, March 14, 2021 7:07:58 PM  
**Attachments:** [Outlook-zmguguah.png](#)

---

Hi Mark

Committee assignments are as follows:

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

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

Thanks!

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

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


---

**From:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Wednesday, March 10, 2021 9:49 AM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Subject:** Committee updates

Good morning Brenda,

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

Mark

Mark J. Smith, Ed.D.  
Interim Chief of Staff  
Loudoun County Public Schools  
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Mark.Smith@lcps.org  
 @SmithMarkUVA



**From:** [Stephanie Stolte](#)  
**To:** [Scott Ziegler](#); [Ashley Ellis](#); [Asia Jones](#)  
**Subject:** [EXTERNAL] increasing in person days this year?!?  
**Date:** Wednesday, March 10, 2021 1:09:03 PM

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I hear that staff recommended not re-surveying parents about how to finish out this year. This is NOT OK on so many levels if 4 days of in-person is a new option that is only being offered to a certain group of people. Where's the equity?

My son would LOVE nothing more to go to school in person, but we chose DL for my secondary student because he didn't want to have to change his mode of learning- in person some days and then at home on his computer other days. He needs a constant routine.

If LCPS were to move to 4 days a week in person, he would absolutely want to do that- his need for consistent routine would be there. In the email sent November 17, it was stated that "Families must choose one of these options:

- A **hybrid model** of learning for students, which means a child will attend school in person for 2 days each week and will engage in distance learning the other 3 days of the week as long as community health conditions allow.
- **100% distance learning**, in which a child will not attend school in person

Neither hybrid nor distance learning options were offered 4 days in person so if you now offer it to one group, you **MUST** offer it to both groups. You can't just arbitrarily decide to offer a change to one group and not the other. If it's only offered to one group, how is that equitable to my son?! I will be beyond LIVID if the hybrid group is offered 4 days a week in person and my son isn't. That's all he's ever wanted.

As a secondary teacher, here's my educator's viewpoint:

I would love nothing more than to see as many students as I can as often as I can. It's why I teach. But opening this can of worms is crazy. You have to be equitable and offer the 4 day option to EVERY STUDENT, not just current hybrid (see my reason above) students. Our in person numbers will skyrocket and any social distancing will be out the window...I predict we would be back to 80+% students back in the building. I'm actually fine with loosening the 6 ft to a smaller number, but we're going to be down to no social distancing rules if we come back 4 days a week.

I think there's 2 options: (1) invite ALL students back 4 days a week, in person attendance numbers skyrocket, we ignore all social distancing guidelines, case numbers among students go way up (most staff is vaccinated so my concern there isn't as high), we relearn how to manage this yet again new set up (because we do always "figure it out" or (2) finish out this year as is (hybrid 2 days a week and DL- parents signed up for this exact situation. In that same November 17 email, it says, "The selections that parents/guardians indicate will be **binding** for the entire second semester." So there's no need to change anything right now.

My overall opinion as both a parent and a teacher: **STOP MAKING CHANGES!** This entire year has been change after change after change...waiting for the SB meeting every 2 weeks to see what the latest would be. We're one week into this hybrid situation. Can you just let us be and let us master this for the rest of this year and not throw yet another change at us?! Start planning for next year so we can be back to school 100% at that time.

Thank you.

--

Stephanie Stolte

**From:** [Valerie Balser](#)  
**To:** [Schoolboardemail](#)  
**Cc:** [Jeff Morse](#); [Denise Corbo](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] specific questions - no equity without a resurvey  
**Date:** Wednesday, March 10, 2021 12:45:16 PM

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Hello,

This email is focused on secondary schools.

**These are my concerns and below are my questions:**

There was not any discussion of increased in person days until AFTER the decisions were made and low Hybrid enrollment numbers were shared. In fact, it was quite the opposite.

Many families specifically did not select hybrid because it wasn't offered 4 days and they wanted consistency.

This is exactly what was offered in November....

Families must choose one of these options:

A hybrid model of learning for students, which means a child will attend school in person for 2 days each week and will engage in distance learning the other 3 days of the week as long as community health conditions allow.

100% distance learning, in which a child will not attend school in person.

Where is any reference to 4 days made? It wasn't.

What now may be offered, if a change is made, is 4 days of in person (being referred to as hybrid) to SOME students but not ALL and 4 100% DL days.

There were many families who would have selected differently had 4 days been on the table but the bigger concern to me is that this education decision is being based on simplicity vs equity.

That should never be acceptable in a public education system. Are you really going to offer 4 days in person learning to some but not all your students?

I have concern that the SB thinks it is okay to change most, if not all, criteria of a binding decision (metrics, days and possibly distance) except for the "binding" portion.

You are losing all credibility with regards to binding decisions and this sends a loud message and sets a precedence that decisions in the future could remain binding yet all criteria a decision may be based on could change AFTER a decision is made.

I understand we need to get data on more students and more days. I have no issue with that. I want that so we can get back 5 full days next year but I have a big problem with simplicity over equity and holding families accountable to selections that are no longer valid when it fits your agenda of simplicity.

And, on a side note.....if a survey will hold you back 8-10 weeks, you have the wrong people doing your surveys and implementing plans. It is the easy way out not the equitable way out.

**Below are my questions that I would like to get straight forward answers from each of you but especially Jeff (Rep), Brenda (Chair), Denise (At Large) and Dr, Ziegler:**

Where is the written information that was shared with all families prior to selections/binding decisions being made that states that 4 days in person learning would possibly be offered to those who selected hybrid? Please provide.

Will you offer 4 days in person instruction to all your secondary students?

If not, is it legal to offer 4 days in person instruction to some select students without ever offering it to all students in a public school system?

If it is legal, do you believe it is equitable to offer 4 days in person instruction to select students without offering it to all students?

Thank you!

Valerie



**From:** Andy Stamp  
**Cc:** Scott Robertson; Joseph Fridman  
**Subject:** [EXTERNAL] Reminder: FREE Webinar TODAY at 1:00 pm on Pooled COVID-19 Testing for Safe School Reopenings  
**Date:** Wednesday, March 10, 2021 9:38:58 AM

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## Virginia Association of School Superintendents

**TO: Superintendent Members of VASS and School Division Staff Members**

**FR: Ben Kiser, VASS Executive Director**

**RE: Reminder: FREE Webinar TODAY at 1:00 pm on Pooled COVID-19 Testing for Safe School Reopenings**

New VASS Associate Partner **Concentric by Ginkgo** will provide a FREE Webinar on **Pooled COVID-19 Testing for Safe School Reopenings TODAY at 1:00 pm**. The webinar will provide participants with information on how pooled testing works, the effectiveness of Concentric by Ginkgo's method, and how ESSER II money can be leveraged to fund testing.

Concentric by Ginkgo's end-to-end testing program serves K-12 schools across the US, including large-scale programs in the Commonwealth of Massachusetts, Baltimore City Public Schools, and hundreds of communities.

This talk will be presented by Dr. Jason Kelly, CEO, Ginkgo Bioworks, and Matthew McKnight, Chief Commercial Officer, Ginkgo Bioworks.

To join the webinar, click on this link:

<https://ginkgobioworks.zoom.us/j/93849600595?pwd=WEpMSTFSdnFSNmFUa2lUaXRhOWg3Zz09>

### Join our Cloud HD Video Meeting

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

[ginkgobioworks.zoom.us](https://ginkgobioworks.zoom.us)

Please share this memo with your staff members.

Thank you.

**From:** [Katie Bennett](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Managing Social Media at Work  
**Date:** Wednesday, March 10, 2021 9:28:02 AM

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Hi Scott,

Technology is rapidly changing the way organizations conduct business, and social media has become a dominate form of communication. The benefits of social media are obvious. Social media can act as a customer service tool allowing consumers to interact with businesses about their products and services.

When successful, social media marketing campaigns can increase brand awareness. Yet despite this popularity, employers find it increasingly difficult to balance the competing interests of an employee's privacy against the employer's security. Complicating matters, the law governing social media in the workplace is unsettled.

**Course Objectives:**

- Social media can be a powerful tool to grow your business, but it can also create workplace distractions or be a forum for messages that may undermine or hurt your organization's brand. Through this session you'll learn when and how you can (and can't) regulate the use of social media in the workplace. Participation also can help you navigate the social media landscape, including current National Labor Relations Board positions and tips for implementing a social media policy.

**Course Outline:**

- Understand how and why employees use social media
- Identify the key risks posed to employers by social media use and misuse
- Have an awareness of the law and ethics relating to social media
- Managing social media used in the workplace
- The National Labor Relations Board and Social Media
- Develop and implement a workplace social media policy
- Appreciate the importance of keeping professional and personal networking activity separate
- Demonstrate social media best practices in the workplace
- Business applications for social media

**Topic: Social Media: Managing Social Media at Work**

**Date:** 11<sup>th</sup>- March -2021, Thursday

**Time:** 1 PM EST

**Duration:** 60 Minutes

**Location:** Live, interactive training on your computer

*Includes helpful training materials!*

**REGISTER NOW**

**INSTRUCTOR:**

**Diane L. Dee, SPHR, SHRM-SCP**, President and Founder of Advantage HR Consulting, LLC is a senior Human Resources professional with over 30 years of experience in the HR arena. Diane's background includes experience in HR consulting and training & administration in corporate, government, consulting and pro bono environments.

**Warm Regards**

Katie Bennett

Training Manager

Tel No.: 1-888-844-8963

This email was sent by: **Greycompliance**  
30 Wall Street, 8th Floor, New York, NY, 10005, USA

[Update Profile](#)



**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith  
**Cc:** Wayde Byard; Stephen DeVita; bos@loudoun.gov; Schoolboardemail; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock; Clark Bowers; John Lody; Jenna Alexander- VP of Advocacy; Teresa Vignaroli  
**Subject:** [EXTERNAL] Fwd: Helping Parents Talk to Teachers  
**Date:** Wednesday, March 10, 2021 8:42:28 AM

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Loudoun County Leadership,

It is important to respect language, ALL languages, spoken in Loudoun. I was tremendously impressed with how the Board of Supervisors had interpreters available for public speakers, so the speakers could speak fluently in their dominant language to get the message across instead of limiting their words to what others understood. That was extremely respectful and touched my heart. I look forward to seeing the partnership of Loudoun County and Loudoun Literacy Council growing and flourishing and I look forward to being part of that journey. Every voice in EVERY LANGUAGE matters in Loudoun and in this country.

FYI - this is an organization that I support wholeheartedly and hope to see more partnership with LCPS. I have volunteered with Loudoun Literacy Council in the past as a tutor, teacher, and language assessor. I have intentions of working collaboratively with LLC leadership to create a bilingual language program to help children not lose their family's native language and it should also help the family of the children also understand how English works as well. I had been in talks with Loudoun Public Libraries to help with their bilingual program as well as building up their bilingual libraries.

LCPS has a reputation of only being responsive to the affluent and leaving the rest behind. I hope that changes. The first step is to get books that are in BOTH English and another language. When I went to school at Monterey Institute of International Studies (now Middlebury Institute of International Studies in Monterey), they had MANY bilingual books in the bookstores and in the campus libraries. Our teachers were retired Defense Language Institute (DLI) teachers and we learned languages in an intensive program. One summer equaled one and a half years of foreign language. They trained translators there and we were trained to work/collaborate with international dignitaries. I still get emails from the school to be part of their graduate program.

Language is a beautiful thing. It helps us feel connected. Please help those that feel abandoned to have a voice in their community. That is why I was chosen to be on the Equity Committee. I see what happens in the community and hope to elevate the hopes and dreams of those that might not be able to articulate in English what their hopes and dreams are presently. But they are our future and we can't leave anybody behind. But we can learn from them, as I do, and respect them, as I do, to show us how to surpass our limitations and dream big for a brighter future.

I am not sending this as a fundraiser (that is outside of my scope), I am sending this as an awareness of a Loudoun organization that has a very big heart and lots of talent that I hope to see collaborate with LCPS more. And help build bilingual libraries in the homes of the EL children so their parents can understand what their children are reading too.

:-) Michele Leffler

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



*home."*

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

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

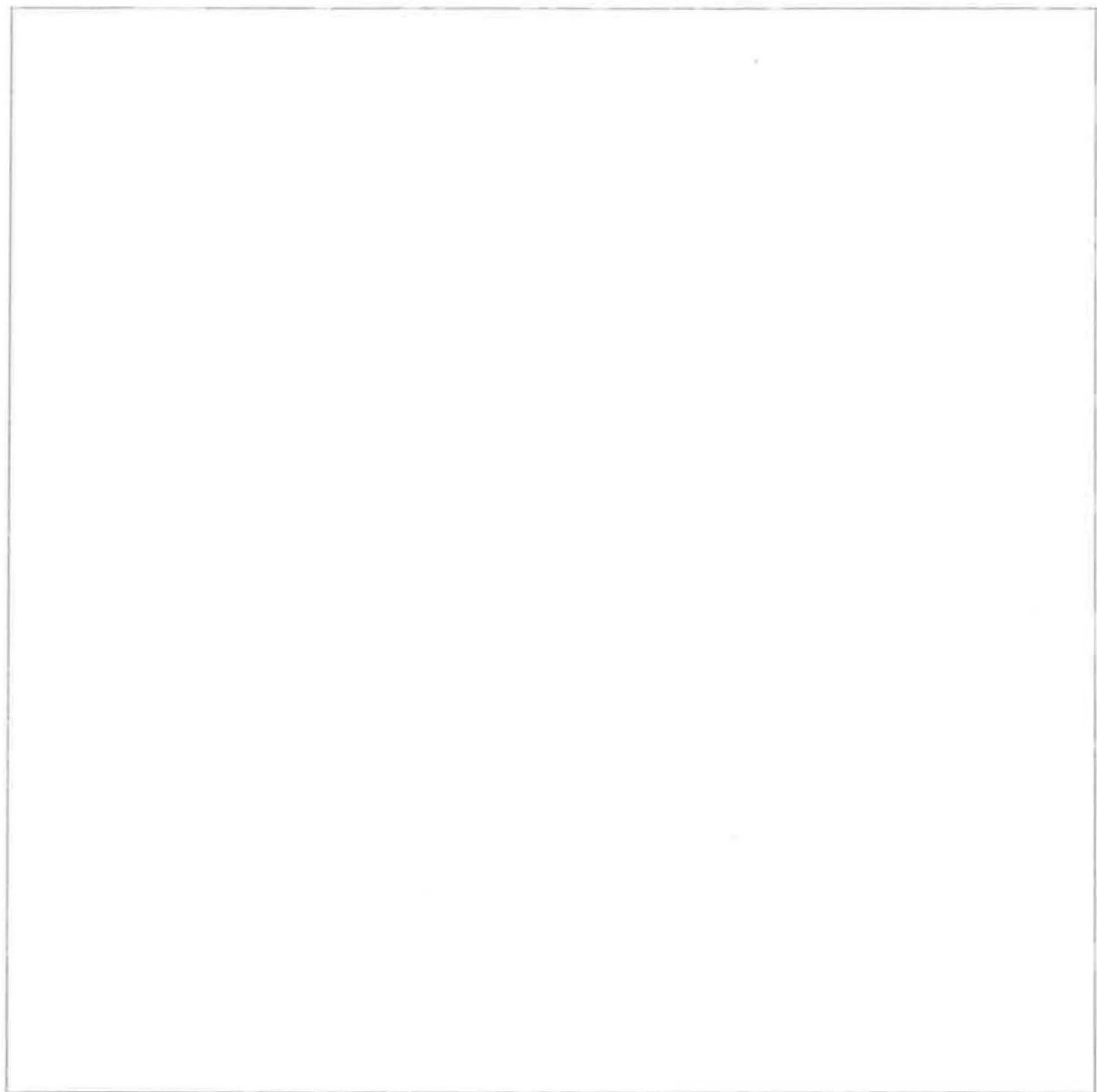
**From: Loudoun Literacy Council** <[info@loudounliteracy.org](mailto:info@loudounliteracy.org)>

**Date:** Wed, Mar 10, 2021 at 8:00 AM

**Subject:** Helping Parents Talk to Teachers

**To:** <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)>

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Children whose parents have low literacy levels have a 72% chance of being at the lowest reading levels themselves. Research indicates that these children are more likely to get poor grades, display behavioral problems, have high absentee rates, repeat school years, or drop out.

17,260 of Loudoun County Public Schools (LCPS) students come from economically disadvantaged homes and 15,000 students are English Language Learners.

Through our School Success program, we provide parents of children in LCPS with a free, tailored English for Speakers of Other Languages (ESOL)

curriculum focused on communication between parents, teachers, and administrators within the school system. The classes include instruction on parent-teacher conferences, reading a report card, communicating the reasons for a child's absence, and reading the lunch menu. This communication is vital to children's success at school!

Make your donation count! Your gift to Loudoun Literacy Council will help us empower adult English Language Learners and their children to become self-sufficient and confident in their ability to achieve their goals.

Donate to Loudoun Literacy Council on the Give Choose website using the link below! By doing so, you will be providing us with an opportunity to earn an additional matched donation.

**[Click here to make your donation](#)**

Learn more about our impact in our most recent **[Annual Report](#)**.

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Loudoun Literacy Council, Inc. is a registered 501c3 non-profit organization.

Federal Tax ID #52-1227843

Website: [www.loudounliteracy.org](http://www.loudounliteracy.org) Phone: 703-777-2205

United Way NCA Designation Code: 8492

Combined Federal Campaign Designation Code: 53550

Commonwealth of Virginia Campaign 200402

**From:** [Kirsten Shabanowitz](#)  
**To:** [Schoolboardemail](#); [Scott Ziegler](#); [Asia Jones](#); [Ashley Ellis](#); [Kevin Lewis](#)  
**Cc:** [Jennifer Travis](#); [Amanda Lynch](#); [Marlene Chiasson](#); [advocacy@huntedistrictpta.org](#); [Equity@HuntDistrictPTA.org](#)  
**Subject:** [EXTERNAL] Prioritizing Arts in Education  
**Date:** Wednesday, March 10, 2021 8:15:29 AM  
**Attachments:** [EdTA ReOpen Guide 2020 FINAL.pdf](#)  
[image002.png](#)  
[image003.png](#)

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Good Morning,

PTA has a long-standing tradition of supporting Arts in Education for elementary and secondary students and believes it is central to enhancing the educational experience. We are reaching out to request Loudoun County Public Schools develop protocols and recommendations to resume artistic outlets for our students at this time. While we recognize some schools may be offering space for creative engagement while social distancing, the level to which these opportunities are being offered is not equitable across the county, for all grade levels.

We are appreciative of the time and expertise used by the School Board and Loudoun County Public Schools to develop safety protocols and resolutions for our sports programs, however, in the process we feel prioritizing additional creative outlets for our students who do not participate in sports has been neglected.

As you know, access to fine arts education empowers every child to develop the critical thinking, collaborative, and creative skills that are paramount to the success of our students in all facets of the world both today and in the future. The arts positively impact an individual student's social and emotional well-being through self-awareness, self-efficacy, self-management and perseverance, social awareness and relationship skills. It is critical to continue prioritizing artistic opportunities for all students in Loudoun County, ensuring all schools have equal access and consistent practices. Many of our PTAs throughout the county are hosting opportunities for a creative outlet through video submissions, but the opportunity for students to work in-person with their peers would provide a more positive and meaningful impact.

Indoor sports were executed throughout the winter for our high school teams and we can confirm, as a whole, that the mitigation strategies in place were successful. Wrestling and basketball are sports that require close proximity and our students were able to compete despite potential risks involved. If our sports teams, like basketball where there are potentially over 40 people in the gymnasium at any time (athletes, coaches, medical personnel, scorekeepers, officials) can hold games, we ask that the same considerations and guidance be made available to those involved in the creative arts, with the same level of importance.

Several reputable organizations have put together guidance utilizing CDC recommendations to create best practices for reopening performing arts education, including CinemaSafe. CinemaSafe has created guidelines that we feel could be easily applied to restore performing arts in all our school buildings.

<https://www.cinemasafe.org/#guidelines>. Additionally, Educational Theatre



Association has also provided a guide for schools on how to reopen school theatre programs. This guide has been attached to this email for your reference.

Utilizing successful best practices, such as those implemented by the Franklin Park Arts Center, Heritage High School and Rock Ridge High School for live or recorded performances, and providing that guidance consistently to all schools would allow all students the same opportunity to showcase their creativity and only further enhance the educational experience. The Forward Virginia plan offers additional Phase 3 guidance on pages 36-39 that could be referenced when implementing safety strategies moving forward.

Thank you for all that you are doing for the students, educators, and schools in Loudoun County. We appreciate your leadership during these unprecedented times.

Sincerely,  
The Hunt District PTA Executive Board

**Kirsten Shabanowitz | Director**

Hunt District PTA | 570.801.0345

[www.huntdistrictpta.org](http://www.huntdistrictpta.org)



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

***#PTYAY #ptaproud #ptastrong #vapta #huntdistrictpta #membershipmatters***

**From:** [Grace Shealy](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Offering Our Support  
**Date:** Tuesday, March 9, 2021 2:40:06 PM

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Hi Scott,

As we begin shifting our thinking to the year ahead, Virginia districts are focused on how to address the learning loss and achievement gaps that resulted over the last year. Studies show that on average students are likely to lose five to nine months of learning by the end of this school year, with students of color potentially falling six to twelve months behind. School districts in Virginia have shared that even as they continue to make significant efforts to close the digital divide and move back to hybrid learning, they are becoming increasingly focused on ways to address these widening achievement gaps.

I am reaching out to schedule a 30 minute call to share how Newsela is partnering with other districts in the state to address these concerns.

Specifically we will share insights on:

- Empowering teachers with **differentiated** remediation content aligned to core concepts and skills, while also drawing connections to real-world content to keep learning relevant and engaging for all students
- Seamlessly integrating CASEL-aligned **Social Emotional Learning** content into lessons for all students to ensure we are addressing what students are experiencing and providing a space where all students are able to learn
- Ensuring **access and representation** within instructional materials includes multiple, diverse perspectives, empowers students to unpack inequities, allows them to relate to their learning, and inspires change/action
- Professional development that **builds staff capacity for inquiry and equity-based teaching and learning** - focused on creating safe, caring, and respectful spaces where all students are able to engage with and navigate complex historical and present-day topics

Regardless if we have further conversations, you will leave this meeting with an executive summary and a few strategies to take back to your district to drive meaningful initiatives around equity and learning loss.

Does next Tuesday or Thursday work best?

Thanks,  
Grace

**From:** Tom Smith  
**To:** Ben Kiser; Andy Stamp; Liza Scallet; Fornash, Laura Worley  
**Subject:** [EXTERNAL] VASS End of the General Assembly Report March 9, 2021  
**Date:** Tuesday, March 9, 2021 1:44:45 PM  
**Attachments:** [GenEd2021Regular Session.html](#)  
[GenEd2021bRegular Session.html](#)  
[GenEd2021Special Session.html](#)  
[GenEd2021bSpecial Session.html](#)

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Dear Superintendents,

If you look at the big picture, we have had one continual General Assembly meeting since the closing of the 2020 Session last March. The General Assembly met in April, 2020 for the Veto Session and to address initial budget issues caused by the beginning of the COVID-19 pandemic. It then met again in August, 2020 in what was supposed to be a two week session to address criminal justice issues and further budget adjustments. This Special Session turned into several months. Now, we just finished what is termed the Short Session which actually turned into two sessions. Thus, as with much this year, legislative issues and process have continued to evolve over the last twelve months.

In constructing the VASS Legislative Platform last Fall, we tried to recognize the impact the pandemic was having on legislative issues both at the state and local levels. In considering our objectives and the results of these continuing legislative sessions, it is apparent that some real progress has been made in the areas of funding, services to students, assessments and teacher salaries\supports. Thus, below are some thoughts on legislation as it has related to our 2020-2021 goals and objectives.

**Equity of Opportunity for All Virginia Learners:**

- **VASS recommended removing the support cap, in phases over the biennium.** While the entire support cap was not removed there was serious discussion in changing the manner in which support personnel are funded
  - **SB 1257 - McClellan** - SOQ; school board to provide at least three specialized student support positions. Modifies a school personnel requirement in Standard 2 of the Standards of Quality to require each school board to provide at least three specialized student support positions, including school social workers, school psychologists, school nurses, licensed behavior analysts, licensed assistant behavior analysts, and other licensed health and behavioral positions, per 1,000 students. In the beginning the goal of this bill, and its companion HB 1929, was to remove the entire support cap along with funding the recent SOQ changes made by the Virginia Board of Education. However, HB 1929 did not move forward and this bill was reduced to just three positions. Even so, it is progress and lays the ground work for future legislative actions.
- **The General Assembly should authorize and fund an independent adequacy study to determine the appropriate level of resources needed for school divisions to meet state accountability requirements.** VASS has asked for this type of study for a number of years. The last real study of this type was conducted almost 20 years ago.
  - **SJ 294 - Lewis** - JLARC; costs of education, report. Directs the Joint Legislative Audit and Review Commission to study the true cost of education in the Commonwealth and provide an accurate assessment of the costs to implement the Standards of Quality.

For years, study resolutions of this type have been introduced and put on the back burner. This year it passed both houses of the General Assembly without opposition and should be completed within the next three years.



**State Budget:** Throughout the many sessions of the General Assembly this year, the State Budget has been a major focus of our efforts. Each of the goals below was addressed in some manner.

- **The 2020-2022 formula based rebenchmarking should be maintained without any negative changes for the biennium** - The rebenchmarking process was maintained in all of the State Budget changes seen this past year. However, there is still concern that the fluctuations in student enrollment seen this year will have a negative impact on the formula when it is figured for the next 2022-2024 biennium budget.
- **The 2019-2020 March 31 ADM should be established as a floor for Basic Aid and school divisions held harmless for any changes** - To some extent school divisions were held harmless based on the original state projections. However, the manner and the impact of this calculation varied among school divisions.
- **The \$118 million in projected sales tax funding reductions to local school divisions should be funded by the Virginia General Assembly** - Sales tax funding was restored early in the budget discussions and even had a small increase in the final state budget.
- **Funding is needed to assist schools moving from in-person to virtual instruction and vice versa** – Funding from both the State and Federal governments assisted schools in a number of ways to manage this transition. In addition, a significant amount of funding was included in the final State Budget to address the Learning-Loss experienced by students.
- **The Pandemic crisis has changed forever the means of virtually instructing students. It has also demonstrated in stark reality the inequities that exist in some parts of the Commonwealth.** It is essential that additional state funds for broadband/internet access be provided – The VATTI funds were restored to \$50 million.
- **State funding for renovation of school facilities is required to better manage critical learning needs and changing student populations.** While there was an increase in Per-Pupil Lottery funding that could be used toward this, there continues to be no significant solution to the lack of adequate state funding for construction.
- **The amount and flexibility of Lottery funding needs to be increased for both at-risk and per-pupil accounts** – While the Per-Pupil Lottery amounts were increased, there was not a change in the constraints put on the use of these funds.

**The Shortage of Qualified Teachers:**

- **A long-range plan is needed to raise teacher salaries commensurate with Virginia's National income ranking of 12th (JLARC). Virginia's Average Teacher Salary of \$55,212 is ranked 32nd in the Nation; if moved to a National ranking of 12th, average salary would be \$66,552 (NEA).** The inclusion of a 2% to 5% increase in SOQ position salaries helps move the needle toward this goal.

**Student/Staff Social and Emotional Needs:**

- **Added state funding is needed to increase counseling and behavioral assistance to students in school.** Funding in the final State Budget to provide for school counselors at a 325 to 1 ratio as well as the three support positions in SB 1257 are both important in addressing this goal.



**Dual Enrollment and the Virginia Community College System: Dual enrollment has become an integral and critical part of education at the secondary level.**

- While there was not a great deal of discussion regarding Dual Enrollment during the series of General Assembly sessions, the final State Budget did make provision for \$250,000 in the second year from the general fund to provide for grants to support one-time pilot programs to school divisions to redesign dual enrollment course offerings to align/link to the Passport and Uniform Certificate of General Studies offered by Virginia's community colleges.

**Modernizing the Assessment System to Strengthen Virginia's Standards of Learning:**

- **Required SOL assessments need to be reduced to the minimum required under ESSA. Should the USDOE waive assessments required under ESSA during the Pandemic, the State Board should eliminate SOL assessments for the 2020-2021 school year.** This position has had some support in the past but ran into roadblocks during this session of the General Assembly. Both HB 2094 and SB 1401 were defeated. However, it was decided that this issue would be considered prior to the next biennium.
  - **SB 1401/HB2094 - Standards of Learning assessments; reduction; report.** Reduces the total number and type of required Standards of Learning assessments to the minimum requirements established by the federal Elementary and Secondary Education Act of 1965, as amended. The bill required the Department of Education to annually report on the estimated projected and actual savings from the implementation of the bill and report the amount of such savings to the Governor and the Chairmen of the House Committee on Appropriations and the Senate Committee on Finance and Appropriations no later than the first day of each Regular Session of the General Assembly. The bill also required that such amount be included in the total for Direct Aid to Public Education in any general appropriation act.
- **Student growth should be incorporated as a primary means of assessing student performance for accreditation, using tools that inform instruction and that are designed to measure growth, rather than using Standards of Learning tests as proxies for growth.** During this session of the General Assembly a major step was taken with the passage of HB 2027/SB1357.
  - **HB 2027/SB1357 - Standards of Learning; reading and mathematics assessments for grades three through eight.** Requires the Board of Education to establish, in lieu of a one-time end-of-year assessment and for the purpose of providing measures of individual student growth over the course of the school year, a through-year growth assessment system, aligned with the Standards of Learning, for the administration of reading and mathematics assessments in grades three through eight. The bill requires such through-year growth assessment system to include at least one beginning-of-year, one mid-year, and one end-of-year assessment in order to provide individual student growth scores over the course of the school year, provided that the total time scheduled for taking all such assessments shall not exceed 150 percent of the time scheduled for taking a single end-of-year proficiency assessment. The bill requires the Department of Education to ensure adequate training for teachers and principals on how to interpret and use student growth data from such assessments to improve reading and mathematics instruction in grades three through eight throughout the

school year. The bill provides that with such funds and content as are available for such purpose, such through-year growth assessment system shall provide accurate measurement of a student's performance, through computer adaptive technology, using test items at, below, and above the student's grade level as necessary. The bill requires full implementation of such system no later than the 2022–2023 school year and partial implementation during the 2021–2022 school year consisting of one beginning-of-year assessment and one end-of-year assessment.

**Other bills of interest:**

For the past several weeks, we have spent a good amount of time on the following bills:

- **HB 2013** - Roem - School boards; board policy for students unable to pay for a meal at school.
- **HB 2019** - McQuinn - Public elementary and secondary schools; administration of undesignated stock albuterol inhalers.
- **SB 1303** - Dunnavant - Local school divisions; availability of virtual and in-person learning to all students.

All three of these bills passed both houses of the General Assembly and are on the Governor's desk for his signature. As you have probably seen, VASS has asked that all three bills be vetoed and if not then we have recommended that changes be made. If changes are made, then the bills will go back to the General Assembly during the Veto Session on April 7, 2021.

We saw a number of bills without significant opposition during this session of the General Assembly that may be of interest:

1. **HB 1790** \SB 1132 - McNamara \Suetterlein - Public schools; severe weather conditions and other emergency situations. Provides that when severe weather conditions or other emergency situations have resulted in the closing of any school in a school division for in-person instruction, the school division may declare an unscheduled remote learning day whereby the school provides instruction and student services, consistent with guidelines established by the Department of Education to ensure the equitable provision of such services, without a reduction in the amount paid by the Commonwealth from the Basic School Aid Fund. The bill prohibits any school division from claiming more than 10 unscheduled remote learning days in a school year unless the Superintendent of Public Instruction grants an extension.
2. **HB 1776** - Ward - Education, Board of; temporary extension of certain teachers' licenses. Requires the Board of Education to grant a two-year extension of the license of any individual licensed by the Board whose license expires on June 30, 2021, in order to provide the individual with sufficient additional time to complete the requirements for licensure.
3. **HB 1823** - Askew - Public schools, child day programs, and certain other programs; carbon monoxide detectors required. Requires each building that was built before 2015 and that houses any public school classroom for students, licensed child day program, or other program that serves preschool-age children to be equipped with at least one carbon monoxide detector.
4. **HB 1865** - Delaney - Kindergarten through grade 3; reading intervention services for certain students. Requires reading intervention services for 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 to be evidence-based, including services that are grounded in the science of reading, and include 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 bill requires the parent of each student who receives such reading intervention services to be notified before the services begin and the progress of each such student to be monitored throughout the provision of services.

5. **HB 1904**\SB 1196 - Jenkins\Locke - Teachers and other licensed school board employees; cultural competency. 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, in accordance with guidance issued by the Board, at least every two years.
6. **HB 1998** - Murphy - Public schools; lock-down drills, annual requirement. Reduces from three to two the minimum number of mandatory annual lock-down drills in each public elementary and secondary school in the Commonwealth.
7. **HB 2117**\SB 1313- VanValkenburg\Mason - Children's Services Act; funds expended special education programs. Requires that funds expended for private special education services under the Children's Services Act only be expended on educational programs that are licensed by the Board of Education or an equivalent out-of-state licensing agency. The bill also provides that as of July 1, 2022, such funds may only be expended for programs that the Office of Children's Services certify as having reported their tuition rates.

The bill adds children and youth previously placed in approved private school educational programs for at least six months who will receive transitional services in a public school setting to the target population for eligibility for the state pool of funds. The bill provides that state funds shall be allocated for no longer than 12 months for transitional services.

The bill requires the Secretaries of Education and Health and Human Resources, in conjunction with the Office of Children's Services and the Department of Education, to establish a work group with appropriate stakeholders to develop a detailed plan to direct the transfer of Children's Services Act funds currently reserved for children requiring an educational placement in a private special education day school or residential facility to the Department of Education, as well as several other topics. The bill requires that the work group submit its plan and recommendations to the Chairmen of the House Committee on Appropriations and Senate Committee on Finance and Appropriations by November 1, 2021, as well as a final plan and recommendations by November 1, 2022.

8. **HB 2176** - Torian - School board policies; abusive work environments, definitions. Defines, for the purposes of mandatory school board policies relating to abusive work environments, the terms "abusive conduct," "abusive work environment," "physical harm," and "psychological harm." The bill clarifies that the requirement to adopt such policies shall not be construed to limit a school board's authority to adopt policies to prohibit any other type of workplace conduct as the school board deems necessary.

9. **HB 2299** SB 1288 - Carr\Dunnavant - Special education; training for school divisions on developing IEPs for children w/ disabilities. Requires the Department of Education and the Board of Education to develop new policies and procedures and effect numerous modifications to existing policies and procedures to improve the administration and oversight of special education in the Commonwealth.
10. **SB 1322** - DeSteph - Public schools; seizure management and action plans, biennial training, effective date. Provides for the submission and utilization of seizure management and action plans for students with a diagnosed seizure disorder. The bill requires each such seizure management and action plan to state that such plan is separate from any individualized education program (IEP) or Section 504 Plan that is in place for the student and nothing in such plan shall be construed to abrogate any provision of any IEP or Section 504 Plan that is in place for the student. 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. The bill has a delayed effective date of July 1, 2022.

As I have indicated, these bills are now on the desk of the Governor waiting for his signature, possible changes or veto. If changed they would go back to the General Assembly for either agreement, rejection of his change or veto. This will occur on April 7, 2021 and I may be back asking for your help if there are further issues that we need to ask your representatives to either vote for or vote against.

As I said at the opening of this report, this has been the never ending session of the General Assembly and now I am hearing that we may have a third Special Session to be held this Spring to deal with the new COVID-19 funding package just passed by the US Congress. So, I guess it is as the saying goes "It isn't over until it's over."

Attached are the latest updates on bills that we have followed. Due to the use of a Special Session for the General Assembly to complete its work, there are four listings. Two prior to the end of the Regular Session on February 7<sup>th</sup> and two for the Special Session. Those bills for which action was not completed prior to February 7<sup>th</sup> were carried over to the Special Session. I understand it sounds confusing but that is the way this year has progressed. I do want to thank all those members who contacted their Senators and Delegates. I cannot tell you how much that helped. Please let me know if you have any questions or if I can be of further assistance.

Thanks again,

Tom



**From:** Kate and Ty Warren  
**To:** Scott Ziegler; Leigh Bennett  
**Cc:** Beth Barts; Denise Corbo; Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslie King  
**Subject:** [EXTERNAL] Distancing in the schools and end of year testing, especially in high schools  
**Date:** Tuesday, March 9, 2021 1:04:16 PM

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To Whom It May Concern,

Last night, we received an email informing us that a student had tested positive to Covid-19 who had last been at the school on 3/5. This means in the three days high schoolers have been at our child's high school, one has already tested positive. At this point, with 6'+ distance between students and staff, no close contacts are reported. If that student had been at school with a 3' distance, assuming that student had been in 4 classes and at lunch, 20 people would now be quarantining. With multiple new variants found in this county and with most parents NOT vaccinated at this point, it is irresponsible for the superintendent, school staff and the school board to consider reducing the space between students.

In addition to the risk to families, there is an equity issue coming forward as we enter testing season. Families who are planning to send their distance learning students to school for mandatory end of year testing which cannot be done in person (especially those needing SOLs to graduate) should not be forced to take a higher risk in order to complete their education. Additionally, there are high school students planning to take APs which again must be done in person and which have huge financial implications. If the school system is interested in compensating students whose aren't capable of taking the risk of going to school with proper distancing, they should expect each AP exam to be worth \$900-\$2700\* per course, depending on the student's college of choice. I believe that would be prohibitive expensive to the county.

Clearly, plans must be made for end of year testing BEFORE the number of hybrid students are increased. In addition, we should see what the in school covid cases at the middle and high school level actually are before we consider shrinking the distancing between students and staff. The consequences in terms of the community, time in quarantine, graduation requirements and the financial aspect are all very very real.

Thank you for your consideration,  
Kate and Ty Warren

\*This is number arrived at by looking at a variety of colleges in Virginia and multiplying the per hour class fee for part time students times 3 as most "survey" and "introduction" level colleges are 3 credit hours.

**From:** Rhonda Fournier  
**To:** Schoolboardemail; Scott Ziegler  
**Cc:** bos@loudoun.gov  
**Subject:** [EXTERNAL] COMMENTARY: A bad lesson about collective bargaining in schools | Opinion | fredericksburg.com  
**Date:** Wednesday, March 10, 2021 5:15:21 PM

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PLEASE vote NO to collective bargaining! I have been doing my research on the positives / negatives and have a very hard time finding the positives for our students. Please do not allow the LEA to hold more power and as they already have, along with the school board, hold our children and families hostage to demands that hurt our children, such as keeping them out of school for almost a year. We need to see our schools rise to the occasion, board members make sound decisions based on common sense, give the children of Loudoun County a stellar education and get them in schools five days a week. It is exhausting as a parent of 4 to watch the school board not only keep our children home but to cater to the LEA instead of its constituents. In addition, the proposed budget for LCPS is quite tone deaf as schools have been closed for almost a year while families have been struggling. Until our schools are open full time and at capacity I ask that zero additional funding be given. Our children's pleas for school to open have been ignored, parents begging for schools to be open have been ignored, the mental health of children has been ignored, the advice and guidance from the scientific and medically driven community have been ignored, I'm sure what won't be ignored is money. Please make students THE priority! I have been paying attention to the BOS meetings and have been very impressed with the conversations, respectful debates, respect for colleagues and passionate emphasis on schools opening. I pray the SB follows suite!

Thank you for your time,  
Rhonda Fournier  
Catoclin District  
\*2nd, 4th, 5th and 8th graders in LCPS

<https://fredericksburg.com/content/tncms/live/>

## **COMMENTARY: A bad lesson about collective bargaining in schools**

By Chris Braunlich

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Educators, students, and union laborers rally during the Chicago Teachers Union strike on Oct. 26, 2019.

Tyler LaRiviere/Chicago Sun-Times

JOSEPH Ocol is the kind of teacher most parents would fight to have teach their

daughter. His Chicago girls' chess team won the national championship in 2016 against 60 other schools, an achievement noted by the mayor, city council, news media and the Congressional Record. And they've gone back since then, placing fourth last year.

But back in 2016, the Chicago Teachers Union went on a one-day strike. Ocol decided that if they were to have a chance at winning, his chess team couldn't afford to take a day off from training. So he skipped the strike to coach his kids.

For his efforts, the teachers' union threw Ocol out, putting union needs above the needs of children from a community in which 45 percent are below the poverty line. Those who strayed from the party line were punished.

There are lessons in this story for Virginia. Those looking at the



notion of “collective bargaining” with a gauzy vision of teachers and administrators sitting down and singing “kumbaya” will be in for a rude awakening.

Because the reality is significantly different. And with legislation under consideration in the General Assembly allowing for public employee collective bargaining (funny how the General Assembly excluded their own employees), Virginians need to know what they are in for—particularly in education.

In testimony before the House Labor and Commerce Committee (the Senate Committee did not want any public comment), Virginia School Boards Association lobbyist Stacy Haney cited numerous studies linking collective bargaining with a negative impact on student achievement, particularly on minority and disadvantaged students. A 2019 study published in the American Economic Journal: Economic Policy demonstrates that teacher collective bargaining has negative effects on long-run student outcomes, particularly for black and Hispanic males.

Ms. Haney also cited a 2018 study published in the Economics of Education Review, noting that the study associates “collective bargaining with lower overall student achievement and also ‘with greater proportions of students scoring at the bottom of the performance distribution and smaller proportions scoring at the top tail of the distribution. These relationships are particularly strong for subgroups of traditionally disadvantaged students.’ ”

In short: collective bargaining is bad for struggling and low-income students.

Why is that? A good part of the reason is that collective bargaining agreements don’t just govern teacher pay. They frequently determine the length of the school day, the school calendar, class size, and



after-school hours—all of which affect classroom learning. If it isn't in the contract, a teacher or supervisor can't do it.

Those contracts also set the terms for salary increases and discipline, limiting the ability to reward quality teaching (“seniority only!”) or remove ineffective teachers.

Do you remember reading about New York City's “rubber rooms?” The ones where ineffective or dangerous teachers were sent to play games on their phones, their salaries paid by taxpayers, while the city spent years in disciplinary action to remove them? That was a consequence of collective bargaining .

This is not confined to huge systems like New York City. In Providence, Rhode Island, public schools – about the size of Richmond and smaller than 12 Virginia school systems—the Johns Hopkins Institute for Education Policy analyzed the system's devastatingly low student performance and sent teams to conduct interviews throughout the city.

Among its conclusions: “Of all the issues raised across all interviews, the (Collective Bargaining Agreement) hiring policies came in for the greatest critique,” noting that, “It was next to impossible to remove bad teachers from schools or find funding for more than the one day of contractual professional development per year.”

Teachers told the team that the inability of a school to fire the weakest teachers was a real problem, because there were some who “just weren't doing what they were supposed to be doing.”

One principal reported still going to hearings about a teacher who had finally been put on administrative leave for repeated, inappropriate physical contact with children. That teacher is still on

the roster and is still being paid.

Collective bargaining agreements hurt students. But it also hurt effective teachers who are trying to do right by the children they teach.

This comes as no surprise to those of us who grew up in collective bargaining states. When the teachers union becomes the legally protected and exclusive bargaining agent and funds are tight, the priority is building dues-paying membership (more teachers rather than professional development; protecting the teachers you have regardless of competence) instead of building a quality workforce or removing barriers to ensuring children receive the education that best suits their needs.

If the collective bargaining agreements working their way through the General Assembly continue unfettered, Virginians are about to learn what that means for their children.

Or they could just ask Joseph Ocol.

Chris Braunlich, a New York native, is president of the Thomas Jefferson Institute for Public Policy and a former president of the Virginia State Board of Education.

-30-

Chris Braunlich, a New York native, is president of the Thomas Jefferson Institute for Public Policy and a former president of the Virginia State Board of Education.

[0 comments](#)

## **Catch the latest in Opinion**

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**From:** Alissa Hall  
**To:** Scott Ziegler  
**Cc:** Ian Serotkin; Denise Corbo  
**Subject:** [EXTERNAL] Hybrid 4 days  
**Date:** Wednesday, March 10, 2021 5:15:05 PM

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Dear Mr. Ziegler,

I can't fathom how a school board and Super can talk about equity in one breath and then change the rules to the families that made "binding" decisions in the next. I have seen many families elect to go from Hybrid to DL when it wasn't what they thought it would be - even though what school would look like with mitigation strategies in place was made perfectly clear at our school. The same luxury is not afforded to families who chose DL but now wish to switch to Hybrid if 4 days a week in the 4th quarter is an option.

There is no reason for a resurvey to take as long as suggested last night. Other districts manage to offer the choice each quarter!

If you decide to offer hybrid four days a week, the only equitable choice is to resurvey. Any other option wipes out any remaining trust in the school board and your office.

Please do the right thing.

Sincerely,  
Alissa Hall

**From:** Scott Ziegler  
**To:** Joan Sahlgren  
**Date:** Wednesday, March 10, 2021 4:19:46 PM

---

I've had media training years ago and I've done quite a few on camera, in studio, and off camera interviews over the years. Always up for feedback after something airs



**From:** Joan Sahlgren  
**To:** Scott Ziegler  
**Date:** Wednesday, March 10, 2021 3:59:12 PM

---

have you had media training? Can I be helpful at all in prep?

**From:** Lottie Spurlock  
**To:** SeniorStaff  
**Subject:** Senior Staff Session Tomorrow  
**Date:** Wednesday, March 10, 2021 2:37:26 PM

---

Good Afternoon Senior Staff:

Here is a friendly reminder of the calendar invite and message you've already received regarding tomorrow's session.

**The February 11, 2021 Senior Staff meeting has been rescheduled for March 11, 2021 from 10:00 to 11:30 a.m.**

**This will be the first session of differentiated learning modules for Senior Staff to be facilitated by VCU.**

**Topic: Equity and Culturally Responsive Leadership: Racial Equity: What's Race Got to Do With It? Dr. Cole and Dr. Stanley, Virginia Commonwealth University**

Zoom Link: <https://vcu.zoom.us/j/97512491867?pwd=ZDE3MURPRHI2ajVrMitHR29WS2xxdz09>

Agenda

Please let me know if you have any questions.

**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:** Shima Andreassen  
**To:** Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Scott Ziegler  
**Subject:** [EXTERNAL] 4 days in-person learning  
**Date:** Wednesday, March 10, 2021 1:19:05 PM

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Good afternoon,

Please vote YES to bring the Hybrid students back 4 days a week starting April!!!!

We elected you to be the voices for our children. Please please please vote 'YES' to 4 days a week.

It's been a year and they have lost a year!!! Let it set in. An entire YEAR. They deserve better. They need better. 2 days school per week is far from enough. They need to go back 5 days as they should but I understand this is way too much for you.

Please vote 'YES' to Hybrid 4 days a week.

Thank you

> On Mar 7, 2021, at 1:47 PM, Shima Andreassen <shimabehnamian@yahoo.com> wrote:

>

> Good afternoon,

> Based on Ms Bart's request, we wanted to share that we strongly support and seek 4 days in-person learning regardless of the distancing of the students.

>

> My children currently are in hybrid with 2 days in school which is a very small amount of education. The other three asynchronous days are useless. They're done within 35 minutes and that's it. This is not education and NOT enough instructional learning.

>

> They need at least 4 days in person as soon as possible!!! Every day lost is too many. It's been a year and way overdue. 4/5 days in person NOW.

>

> Thank you

>

> Sent from my iPhone

>

>> On Feb 25, 2021, at 1:20 PM, Shima Andreassen <shimabehnamian@yahoo.com> wrote:

>>

>> Good afternoon,

>>

>> It's been a year and I cannot believe I am still writing you begging to let our kids back to school, 5 days a week. This has taken advantage of the disadvantaged as all of you are well aware.

>>

>> There is no equity and no equality in public schools until all students have access to 5 days a week in person learning.

>>

>> Let's not bully our colleagues on social media and work together for the benefit of children and not teachers union aka LEA.

>>

>> We elected you to fight for all children. We've been greatly disappointed by your decision so far. But enough is enough! Please come together, now is the time to let them back 4 days a week and commit to 5 days a week in person starting August.



>>

>> Thank you

>>

**From:** [Alex Braley](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] RE: Quick question  
**Date:** Thursday, March 11, 2021 7:34:00 AM  
**Attachments:** [image001.png](#)

---

Hi Dr. Scott,

If you're the appropriate person to speak with, what does your calendar look like? If not, who do you recommend I speak with at Loudoun County Public Schools?

Kind regards,

Alex Braley  
T +13477081490  
[Easygenerator](#)

*Easygenerator is rated **Hottest Authoring Tool** on [Capterra](#)*

**From:** [a\\_braley@geteasygenerator.com](mailto:a_braley@geteasygenerator.com) <[a\\_braley@geteasygenerator.com](mailto:a_braley@geteasygenerator.com)>  
**Sent:** Thursday, 4 March 2021 08:46  
**To:** [scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)  
**Subject:** Quick question

Hi Dr. Scott,

I see from your LinkedIn that you have good experience in Learning and Development.

In the present environment, many learning teams at companies similar to Loudoun County Public Schools have struggled to provide cost effective training to remote workers while under budget and headcount constraints.

Because of this, they have shifted towards an employee generated learning approach in order to effectively support employee skill development.

Dr. Scott, are you open for a short 10-minute talk on this topic?

Thanks,

Alex Braley  
T +13477081490  
[Easygenerator](#)

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**From:** Brenda Sheridan  
**To:** Shari Byrne; Scott Ziegler; Mark Smith  
**Cc:** Atoosa Reaser; Brad Draeger; Ann Monday; Edward McCormick  
**Subject:** Board Governance - April 6, 2021  
**Date:** Wednesday, March 10, 2021 9:49:21 PM

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Hi Shari

Could you please send a hold the date for April 6, 6:30-9:30pm, the board and the HYA representatives?

Scott/Mark

Can we make a request of a school to hold the training on this date? I know we talked about it briefly, but not sure we decided on the approach. A centrally located school would be best, with a room large enough for us to attend in-person comfortably.

Thanks!!

I managed to save this as a draft instead of sending! Sorry everyone

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:** Jennifer Vernon  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Disapprove - 4th qtr. Hybrid 4 day  
**Date:** Wednesday, March 10, 2021 6:30:12 PM

---

Good evening.

It is my understanding that the school board will be voting to allow hybrid students to return 4 days per week for 4th quarter without re-surveying parents about their decisions because there "isn't enough time". If there isn't enough time to re-survey, then the option shouldn't be on the table.

Many families, including my own, chose DL because 2 days of instruction were not enough for some of our kids. Had we been given a 4 day option we certainly would have chosen that over staring at screens all day. For a county that is supposedly working on equity this certainly doesn't sit well and shows an inequity of educational opportunities being offered to students. This strategy offers a higher level of educational opportunities to a subset of the student population. That is NOT how public education works.

Jennifer Vernon



**From:** Mindy Trzcinski  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Fwd: Expansion of Hybrid Learning  
**Date:** Wednesday, March 10, 2021 6:05:56 PM

---

To the Loudoun County School Board & Administration:

I am a parent of 2 Elementary School Students, enrolled at Cool Spring Elementary School. Both of my children (Kindergarten and 4th Grade) are currently learning via Distance Learning. I would like to understand what has changed that will allow you to expand the hybrid learning possibly to 4 days/week? To make this change (another change) without allowing all parents to re-select choices and staff to re-prioritize the needs of the students goes against a policy of equity. If those classrooms are able to be combined, why can more classrooms not have the option of reporting to the school? That way you would be serving more students total, not better serving some. Many families who are in a distance learning scenario have made this choice out of necessity (health) or have made significant sacrifices to allow their student to learn from home. Many families made these sacrifices to offer their students a more routine schedule, and more access to a teacher in the classroom. To offer an expanded hybrid option at this point in the 4th quarter only to some of our families, is in my opinion not equitable, and not where the focus should be. In May, parents are to again make a choice for next year. Please use this time to offer up choices with details- instead of another alteration to the current plan (only for some). Please use this time to begin to develop not only plans for the summer programs you will be rolling out, but the extensive plans that will be needed to address the students in the fall- both mentally and educationally. I realized today that in Elementary School you will have almost 1/3 of the school that has not yet attended, Middle School 2/3, and High School 1/2. I want nothing more than for my children to be back at school, with their friends, with their teachers, and for all things to be back to normal- but I can wait until this opportunity is equally accessible to all and a clear choice laid out for parents/guardians to make.

Thank you,  
Mindy Trzcinski

**From:** Beth Barts  
**To:** Scott Ziegler  
**Subject:** Fwd: [EXTERNAL] huge racism issue Loudoun County Public Schools ignores  
**Date:** Thursday, March 11, 2021 11:27:57 PM

---

FYI.

Sent from my iPhone

Begin forwarded message:

**From:** Beth Barts <Beth.Barts@lcps.org>  
**Date:** March 11, 2021 at 11:20:08 PM EST  
**To:** Brian Jenkins <bjenkins28@comcast.net>  
**Subject:** Re: [EXTERNAL] huge racism issue Loudoun County Public Schools ignores

Let me guess.... you don't live in Loudoun but are simply bored on a Thursday night? You spent a lot of time on this racist letter. Bless your heart.

Sent from my iPhone

On Mar 11, 2021, at 10:28 PM, Brian Jenkins  
<bjenkins28@comcast.net> wrote:

Hello Loudoun County Public Schools Board Members,

With all the accusations from Loudoun County Public Schools and school districts throughout the nation of systemic racism against Blacks (not supported by the facts), there's a growing movement to have a **Thank You White People Day**

<!--[if !supportLists]-->• <!--[endif]-->White people created the very high standard of living all races in the USA enjoy  
<!--[if !supportLists]-->• <!--[endif]-->They allowed non-Whites from all over the world to immigrate to the USA  
<!--[if !supportLists]-->• <!--[endif]-->By 2044 Whites will no longer

be the majority (Census Bureau) in the highly advanced country they created, extremely generous of them  
<!--[if !supportLists]-->• <!--[endif]-->Many immigrants don't want to assimilate (destroys the cohesiveness and harmony of a country)

The USA was almost **90 percent White** until the **deceptive Immigration and Nationality Act of 1965 (proponents claimed it would not change demographics)** flooded the country (chain migration big factor) with non-White immigrants (the USA became an economic superpower by about 1890).

**White people** created the government, the corporations, industries, technology, healthcare system, the banking system, the universities, made the US dollar the international currency etc.

The ubiquitous word **“diversity”** in the media, higher education and politics supports discrimination in hiring in companies, organizations and government agencies (especially management positions) and in higher education against heterosexual White males and in many cases White females.

The ubiquitous phrase **“people of color”** intentionally divides society and marginalizes White people, Caucasians in one group and everybody else in another group. White is a color, White has 52 shades.

These days, there is more racism among the minority groups than from Whites to any minority group. For example, go to a Black neighborhood and tell them the Mexicans and the Vietnamese are moving in and see what happens.

**Canada, Australia and many European countries**, such as Sweden, Germany, Great Britain and France, are also generously allowing a vast number of non-White people to immigrate to their countries (huge amount of problems including financial and violence), perhaps they should also have a Thank You White People Day.

Are any non-White countries with an above average standard of living such as South Korea, Japan or Uruguay opening their countries to poor people of all races from all over the world? No, just White countries, yet **White people are called racists, it's absurd.**

White people have sent billions of dollars to Africa and a vast amount of food and medicine and other vital items.

They also created the Affirmative Action program in the 1960's so companies could hire Blacks based on their skin color and colleges could enroll Blacks based on their skin color.

Due to all the inaccurate information about White people (the most generous race in the world), perhaps Loudoun County Public Schools can create a **Thank You White People Day** (October 1<sup>st</sup>) to celebrate their enormous generosity; they allowed millions of poor non-White immigrants (expensive) from all over the world to immigrate to their country and enjoy a high standard of living even though they're going to become a minority in the United States.

Best,

Brian



**From:** Ashley Ellis  
**To:** Scott Ziegler  
**Subject:** Draft Email  
**Date:** Thursday, March 11, 2021 8:27:18 PM  
**Attachments:** Principal Feedback 4 Day Hybrid 030821.pdf

---

Scott,

I compiled the group responses by level and tried to take out school identifying information. Here's a draft email for your consideration:

*Good morning, School Board,*

*On Monday, we facilitated a conversation with principals regarding the possibility of expanding hybrid instruction to four days a week at some point this semester. Principals divided into small groups and responded to a series of discussion questions. Their responses are captured by level (ES, MS, HS) in the attached PDF.*

*Key takeaways include:*

- The need to reduce to 3 feet or less physical distancing in classrooms, cafeterias and buses*
- Caution against doing another survey of families at this time in the school year*
- Needing time to plan, rearrange furniture for more students, etc.*
- Questions about timelines and communication with families*

*While all principals made it clear that they and their teachers want students to return to school as many days as possible, they had varying levels of confidence in expanding to four days of hybrid instruction. We are taking this feedback into consideration as we plan for the remainder of the school year.*

Ashley F. Ellis, Ed.D.  
Assistant Superintendent for Instruction  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
(571) 252-1300  
@ashleyfellis

**From:** [Denise Corbo](#)  
**To:** [Michelle Walker](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Re: On Behalf of Dr. Ziegler - School Board Update  
**Date:** Thursday, March 11, 2021 6:47:49 PM

---

Hi Michelle,

I am interested in scheduling a meeting with Scott to discuss collective bargaining. In addition, it was my understanding that Scott would provide the daily sub request and fill rate for all positions. When can we expect to see the information?

Thanks,

Denise



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

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

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



---

**From:** Michelle Walker <Michelle.Walker@lcps.org>  
**Sent:** Thursday, March 11, 2021 5:07 PM  
**To:** Atoosa Reaser <Atoosa.Reaser@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>  
**Cc:** Superintendent's Cabinet <SuperintendentsCabinet@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Stephen DeVita <Stephen.DeVita@lcps.org>  
**Subject:** On Behalf of Dr. Ziegler - School Board Update

Good evening,

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

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

1. Met with Cabinet to collaborate on operations and administration.
2. Site Visits with Kevin Lewis:

<b>Dr. Ziegler Support Services Tour - March 5, 2021</b>	
9:00 AM	Meet / Depart ADM
9:15 AM	Staff Training Center (Drive by)
9:30 AM	Hartland Property (home to MS 14, HS 14, etc)
9:45 AM	Safety and Security (office and SOC)
10:00 AM	Transportation
10:30 AM	Central Vehicle Maintenance
11:00 AM	Facilities Services
11:30 AM	Distribution Center (Division of Management and Coordination)
11:45 AM	Lease space (Drive By) 960 Sycolin & Miller Dr
12:00 PM	Douglass High School
1:00 PM	The North Star School (Construction Site)
2:00PM	Valley Service Center - VRT site (Drive by)
3:00 PM	Return to ADM

3. Met with the Middle School Teacher Advisory Panel
4. Met with the High School Teacher Advisory Panel
5. Principals Meeting
6. 1:1 Meeting with Denise Corbo
7. 1:1 Meeting with Atoosa Reaser
8. Met with Cabinet, Rae Mitchell, Tisha Austin, Scott Davies, Gus Martinez, Nereida Gonzalez-Sales and Kirk Dolson to discuss in person learning for 2nd semester.
9. Senior Staff Meeting - "What's Race Got to Do With It" with VCU
10. Met with Cabinet and Directors regarding SOL Testing and Expedited Retakes
11. Met with Sharon Willoughby to discuss year end funds, reserve and etc.
12. Weekly Meeting with Joan Sahlgren
13. Met with the Student Advisory Panel

If interested in scheduling a 2x2 meeting to discuss collective bargaining with myself and Mark, please contact Michelle, [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org), before March 23rd.

If there are no objections, Aaron Smith will assume the role of Interim Assistant Superintendent, Department of Digital Innovation (resume attached pp. 1-2) effective March 15, 2021.



At her request, Atoosa Reaser has a scheduled a school on site visit with myself included, if anyone else is interested in the same for their district please contact Michelle to schedule - [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)

### **Department of Business and Finance**

1. Information from Sharon Willoughby regarding Annual Leave Carryover Cap Increase (p.3)
2. Update from Sharon Willoughby on Reserve Funds Allocation (p.4)

### **Department of Instruction**

1. DOI update from Ashley Ellis which includes: March Newsletter - LCPS Business Partnership Network and Blackboard Connect Message to Families Regarding 2023 VDOE Mathematics Standards and Implementation of the Virginia Mathematics Pathways Initiative, (pp. 5-6)

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1. Information from Lucia Sebastian regarding Substitute Interest Night on March 4 (pp. 7-8)

### **Department of Pupil Services**

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1. Support Services update from Kevin Lewis which includes: FY2022 Capital Facility Renewal And Alterations - Temporary Lease Space, March 10, 2021 Board of Supervisors Meeting/Public Hearing - Kincora Village Center and Transportation Concern Registry Update. (pp. 10-11)

### **Optional Reading: Articles**

Loudoun Now article on extension of Spring Break to employees, March 10

Loudoun Times-Mirror update on one year of COVID-19 pandemic, March 11

Washington Post article on Thomas Jefferson High School admissions protest, March 10

Washington Post article about LCPS plans for 2021-2022 school year, March 11

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ABC-TV Richmond report on funeral for former Potomac Falls student, March 8

Loudoun Now article on censure of Beth Barts, March 5

Bull Elephant article on LCPS and Dr. Seuss, March 5

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

**From:** [Lottie Spurlock](#)  
**To:** [SeniorStaff](#)  
**Subject:** Slides from Today's Session  
**Date:** Thursday, March 11, 2021 6:27:53 PM  
**Attachments:** [LCPS S1 Race.pdf](#)

---

Good evening, All:

Attached are the slides from today's session with Dr. Joshua Cole and Dr. Cassandra Stanley at VCU.

Additionally, here is the link to the [continuum document](#) which is embedded on slide 24.

Thank you for your individual reflections and collective commitments to this important work here in LCPS.

Best,  
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:** Michelle Walker  
**To:** Atoosa Reaser; Beth Barts; Brenda Sheridan; Denise Corbo; Harris Mahedavi; Ian Serotkin; Jeff Morse; John Beatty; Leslee King  
**Cc:** Superintendent's Cabinet; Joan Sahlgren; Stephen DeVita  
**Subject:** On Behalf of Dr. Ziegler - School Board Update  
**Date:** Thursday, March 11, 2021 5:08:13 PM  
**Attachments:** School Board Update 03.11.21.pdf

---

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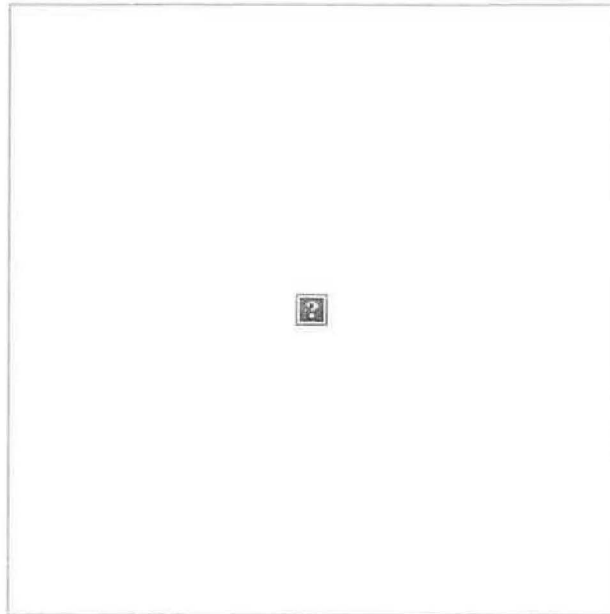
Bull Elephant article on LCPS and Dr. Seuss, March 5

-

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

**From:** [Craig Fifer](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Vaccinate Virginia Partner Update - March 11, 2021  
**Date:** Thursday, March 11, 2021 5:03:03 PM

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March 11, 2021

The following information is provided to help partners communicate accurate and timely information to constituents. This information is subject to change as Virginia continues to refine the vaccination effort. Visit [www.vdh.virginia.gov/covid-19-vaccine](http://www.vdh.virginia.gov/covid-19-vaccine) for more information.

If someone forwarded this message to you and you would like to receive future messages directly, please [subscribe to the Partner Update](#).

---

## What's New This Week

The Vaccine Summary Dashboard continues to show Virginia's significant progress in vaccinations, with more than **2.3 million doses administered**. Nearly **9 in 10 available first doses have been administered**. (It is important to note that the number of doses shown as being "received" by hospitals and local health districts does not account for the doses they then redistribute to other partners such as physicians and pharmacies.)

The U.S. Centers for Disease Control and Prevention (CDC) issued guidance on March 8 **about what people can do when they are fully vaccinated** (which occurs two weeks after their final vaccine dose). The guidance notes that because public health researchers are still learning how vaccines will affect the spread of COVID-19, even people who are fully vaccinated should keep taking precautions in public places like wearing masks,

staying 6 feet apart from others, and avoiding crowds and poorly ventilated spaces.

**Executive Order 72** maintains the 10-person limit on indoor social gatherings; the 25-person limit on outdoor social gatherings; the requirement to wear masks in public places; guidelines for businesses; and other provisions.

**Everyone should verify and update their pre-registration records now** by visiting [vaccinate.virginia.gov](https://vaccinate.virginia.gov) or calling 877-VAX-IN-VA, because the form includes additional questions that were not available on previous forms. **If a record is missing important information, vaccination appointments may be delayed. People who have already been vaccinated should still update their records**, because it will help match them to the immunization database to prevent them from receiving weekly reminders. Verifying information and updating records will not change pre-registration dates or reference codes. The statewide vaccine pre-registration system has received more than **8 million views and more than 1 million pre-registrations** since its launch on February 15. Including individuals who pre-registered through local health districts in the past, the new system now includes more than **2.2 million people who live and work in Virginia**. All individuals who have previously filled out a survey or form or signed up for a waitlist to be vaccinated through their local health district have been automatically imported into the new statewide system and do not need to pre-register again. Anyone with questions should call 877-VAX-IN-VA rather than their local health district. A public information toolkit is available to assist local health districts, localities, and community partners with graphics, talking points, frequently asked questions, and other materials.

The new central Vaccinate Virginia phone number, **877-VAX-IN-VA** (877-829-4682), has received more than **283,000 inbound calls** so far and placed more than **147,000 outbound calls** to schedule appointments from the state pre-registration list at retail pharmacies. The number is available seven days a week, from 8 a.m. to 8 p.m. Service is available immediately **in English and Spanish**, with real-time interpreter services available in any of more than 100 languages as needed.

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## Key Overview Points

Virginia is now administering vaccines from Johnson & Johnson, Moderna and Pfizer-BioNTech. **All three vaccines are safe and virtually eliminate the risk of hospitalization or death from COVID-19.** While there are a variety of differences between the three vaccines, the most important is that Johnson & Johnson only requires one dose rather than the two doses required by Moderna and Pfizer-BioNTech. Vaccine brands are assigned to clinics based on logistics needs such as shipping quantities and storage temperatures, and not based on demographics or geography. A comparison fact sheet is available in English and Spanish.

**There are still simply not enough doses available yet for everyone who is eligible to receive them.** Virginia is not likely to meet the demand for Phase 1b until April.



**Unfortunately, it may be weeks before vaccination appointments become available for those who have pre-registered.**

The doses Virginia receives from the federal government are **allocated by the Virginia Department of Health to local health districts**, primarily in proportion to each district's population. Local health districts are expected to determine the most equitable and efficient use of each allocation, leveraging any combination of their own staff and volunteers, hospitals, pharmacies, and individual providers. Additional doses help support targeted equity initiatives. Other doses reach some residents of Virginia through separate federal allocations to certain retail pharmacies; employees of the U.S. Department of Defense and certain other agencies; the Indian Health Service; and a federal contract to vaccinate residents of long-term care facilities.

While local health districts are allowed flexibility in how doses are administered to eligible individuals, **roughly half of the available supply should be used for people aged 65 or older**. The other half should be used for frontline essential workers, people with high-risk medical conditions as identified by the CDC; and people in correctional facilities, homeless shelters, and migrant labor camps. Frontline essential workers should be prioritized in the order listed in the Phase 1b details.

**Anyone who receives the first dose of vaccine will receive the second dose three or four weeks later as appropriate.** Vaccine providers should not hold back their current first dose supply for second doses; they will receive second doses in proportion to the first doses they administer.

**Each essential worker in Virginia should pre-register** at [vaccinate.virginia.gov](https://vaccinate.virginia.gov) or 877-VAX-IN-VA. To protect employee health information and promote equity among employees of many types of businesses and organizations, **employees are no longer being pre-registered through employers**. Employers are still encouraged to raise awareness among employees of the importance of getting vaccinated and how to pre-register, and to work with local health districts when it would make sense to hold on-site clinics for employees who are already pre-registered and eligible.

---

## How Localities Can Help

**Support local health departments** by ensuring that pre-registration options through [vaccinate.virginia.gov](https://vaccinate.virginia.gov) and 877-VAX-IN-VA are promoted through local websites and other channels.

Emphasize to the public that because approximately 50% of Virginia residents are now eligible to be vaccinated, the limited supply of vaccine from the federal government means **it will take weeks complete Phase 1b**.



Closely coordinate with local health districts. Pooling venues, staff, volunteers, and other resources now will avoid delays later.

Remind everyone in the community that **it is more important than ever to take the same precautions as always:** staying home when possible, wearing masks when out, maintaining physical distance from others, washing hands frequently, and other best practices.

Remind everyone to **always look for websites that end with “.gov” to make sure the information is official.** When a vaccine appointment becomes available through a local health district, there will be no charge. State and local agencies will never call, email or text to ask someone for a social security number or immigration status in connection with vaccination.

Office of Governor Ralph Northam | P.O. Box 1475, Richmond, VA 23218

[Unsubscribe scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org)

[Customer Contact Data Notice](#)

Sent by [craig.fifer@governor.virginia.gov](mailto:craig.fifer@governor.virginia.gov)

**From:** Nancy Kramer on behalf of Kevin Lewis  
**To:** Scott Ziegler  
**Cc:** Mark Smith; Michelle Walker; Kevin Lewis; Nancy Kramer  
**Subject:** Support Services Update  
**Date:** Thursday, March 11, 2021 1:50:53 PM

---

Dr. Ziegler,

Please find information related to Support Services that may be of interest to the School Board.

**FY 2022 Capital Facility Renewal and Alterations - Temporary Lease Space**

As part of the FY2022 CIP, two projects are slated to begin this summer and address administrative space constraints. The Administrative Office Space Reconfigurations and the Staff Training Center Renewal will provide the following improvements: To further enhance the safety and security of staff and visitors to the administrative building, the first floor will be reconfigured as the only floor in which the general public will be able to enter without an appointment. Meeting spaces and training rooms (currently at the Staff Training Center) will be provided on the first floor whereas the Superintendent's Suite, Public Information Office and the Equity Office will move to the second floor. Support Services including the Assistant Superintendent's office, the Divisions of Planning, Construction and Management and Coordination will be displaced to allow for the reconfiguration of the second floor. Over the next three to five fiscal years the CIP includes improvements to other administrative spaces such as the Round Hill Center and shared spaces with the County of Loudoun at the Distribution Center and Central Vehicle Maintenance Facility planned to provide relief for the Support Services Staff. During this period, staff has secured an opportunity for temporary lease (Swing) space to allow the reconfigurations to take place for other department's needs to be met. Staff plans to execute the lease and begin efforts for the relocation of staff the week of March 15, 2021.

**March 10, 2021 Board of Supervisors Meeting/Public Hearing – Kincora Village Center**

The Kincora Village Center rezoning application is requesting to establish two museums (the National Museum of Intelligence and Special Operations and the Northern Virginia Science Center), amend the current mixed-use development to increase residential density by 1,200 multifamily units and increase non-residential density by approximately 575,000 square feet. The property, located in the Broad Run Election District, is sited in the Sterling ES, Sterling MS and Park View HS attendance areas.

On March 10, the Board of Supervisors held a public hearing on ZMAP-2018-0014/Kincora Village Center. At the request of County Planning staff, LCPS Planning Services Director Beverly Tate virtually attended the meeting should any school-related questions be asked about the proposed residential application. Mrs. Tate did respond to questions asked by Supervisor Glass during the Board's review. Indicating concern on available capacity in the Sterling area schools, Supervisor Glass inquired if there was a possibility that the Kincora area might be rezoned to closer Ashburn area schools. Mrs. Tate responded that should future attendance zone adjustments be necessary for the area, it was possible that staff might recommend and/or the School Board might consider any available capacity in the Ashburn area.

A current LCPS project assessment of the Kincora Village Center project, identifying capital and

operational impact, is being provided with this update; a vicinity map of the residential project is also included for general information and orientation. The rezoning application will be further reviewed by the Board of Supervisors Transportation and Land Use Committee (TLUC) on March 17, 2021; it is anticipated the Board of Supervisors will act on the application at their April 20, 2021, business meeting.

-  
**Transportation Concern Registry Update**

Of the 403 registered complaints, 388 or 96% of the total registered complaints, have been closed following review and response. Of the 218 registered bus stop related complaints, 212 or 97% of the total registered bus stop related complaints, have been closed following review and response.

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

**From:** [Shannon Holston](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Tools to help recruit a strong, diverse teacher workforce  
**Date:** Thursday, March 11, 2021 1:36:21 PM

---

Dear Dr. Ziegler,

Nearly every school district sets goals for achieving a strong, diverse teacher workforce—yet it's often unclear how to go about that work. A [new tool is now available](#) from the National Council on Teacher Quality (NCTQ) that is designed to help districts identify sources of academically strong, diverse teacher candidates and better target recruitment efforts.

Despite a strong body of literature supporting the importance of both academic selectivity and teacher diversity, they're often erroneously viewed as competing aims. NCTQ's [Teacher Prep Review: Program Diversity and Admissions \(2021\)](#) evaluated 1,256 undergraduate, graduate, and alternative certification elementary teacher preparation programs, and identified 198 programs that are driving greater teacher diversity in their communities while also maintaining adequate admission standards—**strong evidence that academic selectivity and diversity are not mutually exclusive.**

NCTQ has created a tool to help your school district [explore the intersection of diversity and selectivity in your state](#) and identify which programs have high academic standards and a diverse candidate pool.



#### **Tips for Using this Tool**

1. Use the state and program filter at the top to narrow the list to the programs that partner with or are located near your district.



2.  
The green section of the tool displays the programs that received an A or B in program diversity and selectivity. Those in the uppermost right quadrant are getting an A in both.
3.  
Programs in the red section of the tool received a D or F in program diversity and selectivity.
4.  
Make sure to click view list when hovering, this will display all of the programs in this section, and link to their program score page.

**Answer these questions using our tool to explore options for recruiting strong, diverse candidates for your district:**

- How are the programs that you currently partner with performing in recruiting strong, diverse candidates?
- What other teacher prep programs are contributing to the diversity of the teaching profession and maintaining high selectivity?
- Who could you invite to talk to your high school students about pursuing a career in teaching?

**Read more research and recommendations on the importance of program diversity and selectivity of admissions in NCTQ's new report, *Teacher Prep Review: Program Diversity and Admissions (2021)*.**

As always, please don't hesitate to reach out with any questions about these or other teacher quality issues.

Sincerely,

Shannon

--

**Shannon Holston** | Chief of Policy & Programs

**National Council on Teacher Quality**

1032 15th Street NW #242, Washington, D.C., 20005

202-393-0020 | [nctq.org](https://nctq.org)

[Twitter](#) | [Facebook](#) | [Blog](#)

*The National Council on Teacher Quality (NCTQ) is a nonpartisan, not-for-profit research and policy organization with the mission to help ensure that every child has an effective teacher and that every teacher has the opportunity to be effective. We conduct research to assist state policymakers, school districts, and teacher prep programs with teacher quality issues.*

[Click here if you do not want to receive teacher policy data and research from NCTQ.](#)

**From:** Lottie Spurlock  
**To:** Scott Ziegler; Mark Smith; Ashley Ellis  
**Subject:** Today's Learning Session w/VCU  
**Date:** Thursday, March 11, 2021 11:57:44 AM

---

It doesn't feel like it's still morning, but good morning!

Thank you for your support of today's learning session with VCU.

In my brief, post-session huddle with Josh and Cassandra, we penciled in the May 13<sup>th</sup> meeting date for our next session.

Please let me know if this will indeed be the plan for that date. If so, should they plan for 90 minutes (like today) of the 2 hour block?

Thanks,

**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:** Megan Pirato  
**To:** Schoolboardemail; Stephen DeVita; Scott Ziegler  
**Cc:** Caleb.Kershner@loudoun.gov; phyllis.randall@loudoun.gov  
**Subject:** [EXTERNAL] Q4 In-Person Options Need to Be Equitable and Ethical  
**Date:** Thursday, March 11, 2021 10:43:59 AM

---

Dear School Board Members, Dr. Ziegler and Mr. Devita,

One of the ongoing issues with pandemic learning is LCPS' inability to be trustworthy. On numerous occasions the options presented to us have been changed after the fact without any recourse of action. Our family takes the virus seriously and we follow the proper mitigation protocols, but per science and data, we do not see it as a barrier for returning to school. Instead we have evaluated the options presented to us (and changed) by LCPS as to which provides the greatest learning opportunities for our daughters.

Initially we chose hybrid due to the fact that the Superintendent had not developed an actionable plan to return to school and that distance learning would receive increased instruction time. That additional time was taken away because it was unfair to the hybrid students. We were told the hybrid option would consist of a maximum of two days, but potentially only one day. At no point was four days on the table.

For second semester, students were actively dissuaded by teachers and administrators not to choose hybrid. Again, four days was only discussed in terms of re-surveying, not as a possibility within that survey.

If Dr. Ziegler does not have time to implement a new survey, that is at his own fault. This is not the first time four days a week in Q4 has been discussed. Because Dr. Ziegler's office failed to act in an appropriate and timely manner, it does not equate to the opportunity to offer one sub-set of students a different or better education than another set. LCPS should function like every other organization that can flex and meet deadlines when necessary.

In the beginning of the year, LCPS modified options to be equitable to both distance and hybrid learners, but now you are throwing equity out the window? In fact, my daughter's 100% distance 5th grade teacher has both her shots and she knows she is next in line to go into the school building. Why do distance teachers have their shots if they aren't returning to the building this school year? My daughter's 5th grade class was getting too far ahead of the hybrid classes, so they cut back on distance learning. My 5th grader is usually finished with school by 10:30 am each day.

Additionally, four days a week would no longer be hybrid. Because you took Mondays off the table long ago, those students would in fact be attending school 100% in person, full-time--all the days LCPS offers for instruction. That is not hybrid.

**Allowing only hybrid students to return to school full-time without offering it to all LCPS students is unethical and inequitable.** And hiding behind the excuse of not being able to execute a survey is not only at the fault of the Superintendent's office, it's also unbecoming of our school district.

LCPS has an obligation to do what's best for all students, not just some of them.

Megan Pirato



Catoctin District  
Frances Hazel Reid 5th grade  
Harper Park 8th grade

**From:** [Kathy Scott](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Virginia Is Becoming a Computer Science Powerhouse in the US. Here's How.  
**Date:** Thursday, March 11, 2021 10:27:44 AM

---

Virginia Is Becoming a Computer Science Powerhouse in the US. Here's How.

Email not displaying correctly?

[View it in your browser.](#)



Hello Scott,

With the demand for STEM-related roles in the United States going up, it makes sense why Virginia is pushing for this curriculum more than ever before.

Governor Northam recently issued an executive order for the state to prepare a stronger STEM curriculum, positioning Virginia to become a leader within the CS Industry.

In fact, US News reports that The University of Virginia is ranked within the top 30 universities in the nation for Computer Science, furthering this point.

*What proves it even more?*

The fact that **Virginia allocated \$1.35 million annually to support CS curriculum** and implementation of the new standards.

This is the perfect opportunity to launch your students' journey into the adventures of coding!

CoderZ is dedicated to equity - meaning that we want to make sure every student has the opportunity to discover their passion for STEM. We also understand that Loudoun County Public Schools has Title 1 schools, so we wanted to see how we could help out.

*That's why we partnered with Amazon Future Engineers so that we can offer you six months of free curriculum and PD for your teachers.*

Scott, I'd love to meet with you as soon as possible. Click the button below to set up a meeting on my calendar.

I look forward to seeing how we can work together to introduce a new project-based STEM adventure for Loudoun County Public Schools students!

[Book a meeting](#)

**Kathy Scott**

District Account Manager

Mobile: +1 -215-589-3954

kathy@gocoderz.com

<https://coderzleague.com>

**C o d e r Z**<sup>®</sup>

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**Our mailing address is:**

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**From:** Michele Leffler  
**To:** Scott Ziebler  
**Cc:** Mark Smith; Wayne Brand; Stephen DeVita; bos@loudoun.gov  
**Subject:** [EXTERNAL] Re: What is the LCPS official stance on this? Removed school board member refusing to be removed.  
**Date:** Thursday, March 11, 2021 10:07:21 AM  
**Attachments:** Gmail - Have you ever thought of building a bilingual literacy program library at LCPS schools and or Public Library .pdf

County and LCPS leadership,

I should also probably share this since I am working on a bilingual literacy program. I had reached out in the past and hope to have a more courteous reply in the future.

Enjoy your day and good luck! I do hope there can be a bilingual literacy program that can unite EL families across Loudoun. That is my goal. I hope to have support for that as well.

Thank you for your 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)*

On Thu, Mar 11, 2021 at 8:31 AM Michele Leffler <mherseyleffler@gmail.com> wrote:  
Good morning,

This post was sent to me this morning. What is the official LCPS reply? Are censured and removed school board members still able to have input on school board policies and LCPS regulations despite the school board's chair's explicit directions to remove the school board member from the committees?

Where is the school board oversight when it comes to LCPS? There will be a LOT of talk (and publicity) if Ms. Barts is providing input on professional conduct when she was censured and removed for professional conduct by the school board and school board chair. This power struggle is creating an unhinged group of "cyberstalkers" who will attack anyone wanting to censure Ms. Barts.

What is the policy and regulations of school board members not allowing public comments on their school board page, but instead has "loyalists" that provide screenshots of people's comments in other parent groups and are attacking people for "spreading misinformation"? This reminds me a lot of my days subbing in Mercer Middle School. Of the children, not of the adults. There is a lack of respect happening regarding authority and zealots wanting complete control of the narrative. In the military, we would call this "bad conduct" and there is a process for removing "conduct unbecoming an officer". Trying to help with the regs - that is my specialty and I was on the honor roll in my yeoman training school. And got awards for it too.

[https://www.vetverify.org/javafx.faces.resource/images/VOSB-Military-Discharge-Overview.pdf.xhtml?ln=default&v=1\\_0](https://www.vetverify.org/javafx.faces.resource/images/VOSB-Military-Discharge-Overview.pdf.xhtml?ln=default&v=1_0)

<https://www.operationmilitarykids.org/bad-conduct-discharge-bcd/#:~:text=%20Bad%20Conduct%20Discharge%20%28BCD%29%20%201%20What,reasons%20that%20automatically%20lead%20to%20a...%20More%20>

### Beth Barts

t1S2pionuheasored

So let's talk about the past 5 days. I found out last night publicly that as part of my censure from last week I have been removed from all of my committee assignments as well as being the SEAC liaison for the rest of this year. Chair Sheridan last June removed Mr. Beatty from being the Chair of the Discipline Committee as well as from the Equity Committee so there is precedent for this. This is her right as the Chair.

Let's talk about what this means from a practical standpoint-

All board members are welcome to attend committee meetings and ask questions. I will continue to do so in order to stay engaged and aware of policy changes. This will allow me to share with the community items that are coming before the whole board before they are voted on. An example of this would be my post earlier today referring to a return of 4 days to be discussed on the 23rd.

I will continue to attend SEAC meetings as a board member and advocate along with many of their members for changes to our literacy program as well as a focus on Covid Recovery services. My assumption is that Ms. King as the alternate will take over as the official liaison. I am sure she will do a great job.

My newsletters, office hours and my ability to represent our community as a VOTING member will not change. I had several calls today with residents and I am pleased to say I was able to reassure one parent, clarify an issue for another and suggest next steps in advocacy for a very frustrated dad.

Finally, my social media outreach will continue with a disclaimer CLEARLY stating my thoughts are my own and not those of the board.

I look forward to continuing to represent our community in an open and candid manner.

Sincerely,

Beth

\*these thoughts are my own and do not represent the LCSB.

:-) 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  
**Bcc:** [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Thursday, March 11, 2021 10:03:16 AM

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Good Afternoon Senior Staff:

The February 11, 2021 Senior Staff meeting has been rescheduled for March 11, 2021 from 10:00 to 11:30 a.m.

This will be the first session of differentiated learning modules for Senior Staff to be facilitated by VCU.

Topic: Equity and Culturally Responsive Leadership: Racial Equity: What's Race Got to Do With It? Dr. Cole and Dr. Stanley

Zoom Link: <https://vcu.zoom.us/j/97512491867?pwd=ZDE3MURPRHI2ajVrMitHR29WS2xxdz09>

#### Agenda

Please let me know if you have any questions.

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

**From:** Sherry Zamora  
**To:** Scott Ziegler  
**Cc:** Denise Corbo; Brenda Sheridan; Jeff Morse; Ian Serotkin; Leslee King; John Beatty; Atoosa Reaser; Harris Mahedavi; Beth Barts  
**Subject:** [EXTERNAL] Hybrid Scheduling  
**Date:** Thursday, March 11, 2021 9:34:02 AM

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I am writing to encourage you to approve the attendance of hybrid students for four days per week starting in the fourth quarter. I recognize that families who elected distance learning (DL) are now requesting another survey to allow their children to return four days a week but it seems unlikely there would be adequate social distancing and other protections if a massive number of DL students now elect to attend via hybrid four days a week. While they are demanding "equity" and that everyone be allowed another chance to elect hybrid, the students who elected to return two days a week were the "guinea pigs" or "trailblazers" and opted to return despite all of the unknowns and having few or no other students in their class, eating lunch alone, etc. These students elected hybrid in the first place and it is only because so few of them agreed to try it that the option now exists to allow them to attend four days a week. They should not be denied that opportunity. Thank you for your consideration.

Sherry Zamora  
Parent to two students at Freedom High School

**From:** Karen Dawson  
**To:** [Ashley Ellis](#); [Asia Jones](#); [Beth Robinson](#); [Clark Bowers](#); [Donna Smith](#); [Holland Yummit](#); [Joan Sahlgren](#); [John Lody](#); [Kevin Lewis](#); [Kimberly Goodlin](#); [Lottie Spurlock](#); [Lucia Sebastian](#); [Mark Smith](#); [Patricia Nelson](#); [Scott Ziegler](#); [Sharon Willoughby](#); [Stephen DeVita](#); [Superintendent's Cabinet - Executive Assistants](#)  
**Subject:** FW: [EXTERNAL] OSQ's Quality Quick Takes-March 2021  
**Date:** Thursday, March 11, 2021 8:43:47 AM

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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, March 11, 2021 7:18 AM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] OSQ's Quality Quick Takes-March 2021

[View this message online](#)

Office School Quality Quick Takes Newsletter



**Quality Quick Takes - March 2021**



While standardized assessments have become the norm in the educational process and a major lever of high-quality instructional planning and implementation, it has arguably forced a necessary shift from viewing building administrators as building managers to instructional leaders. The everyday decisions made by school leaders can either support the focus on instruction or possibly undermine it. Having served as an administrator in several different high-needs schools, teachers could often be heard saying, "I can't teach if the kids won't behave." During my administrative tenure, I pushed my team to address the root cause of the student behaviors while working to strengthen teacher responses; as well as reversing implicit biases of teachers toward students. Ultimately, what we saw was that the students who were perceived as class disruptors or disengaged, continued the unwanted behaviors because of a lack of relationships between teachers and students compounded with instruction that was neither relevant nor engaging. In short, the root of my response to those teachers was that students won't behave if they are not engaged.

While there are many layers that can be peeled back in any school, at a foundational level, positive school climates, cultures of care, engaging instruction, and desired student behaviors are elements in any school building that exist in tandem with one another.

It is possible and essentially critical in the current uncertain educational environment to create systems and processes that are conducive to positive student achievement, healthy social and emotional growth, and safe spaces that allow all stakeholders' voices to be heard, valued and respected. The steps to actualizing a healthy school climate and culture do not happen overnight. It involves transformative work that is refined and personalized for each school. Every school is in a different part of the journey, and perhaps the one common factor is that the work is demanding and laborious, but well worth the effort in the long term.

There is an educational adage that states our educational system is littered with good ideas, (but) condemned by pressure for fast results. Continuous school improvement isn't a quick fix. It is an intentional commitment to align all of the **grind** work AND the **heart** work toward the goal of improved student achievement for all students.

*Aurelia Ortiz, Director*

*Office of School Quality*

## **Promotion of Quality Leadership**

Leaders across the Commonwealth work diligently to promote quality in their schools. Please take some time to recognize those leaders.

The Office of School Quality is happy to announce the names of school leaders who

were recognized for their leadership in the **Graduation Completion Index (GCI)**. You can view the list of individuals on [this document](#).

Based upon this month's theme of ***Climate and Culture***, nominate a principal who has embodied exceptional leadership in any of the following criteria. Complete the [nomination form](#) by **March 25, 2021**, for consideration.

The principal implements, monitors, and evaluates the **Climate and Culture** by using the following criteria:

- Establishes and annually reviews the school's beliefs, vision, and mission to evaluate goals, develop procedures, and implement systems that promote a positive school climate where all stakeholders feel cared for, valued, and respected.
- Collects data, evaluates the results and makes decisions that promote student choice, responsibility, and leadership skills that enhance the academic achievement, and the social and emotional skills of students.
- Communicates high-student performance expectations to students and parents to ensure student achievement in a safe and orderly environment.
- Supports the development of positive teacher-student relationships to foster a caring culture.
- Extends opportunities for extra schooling: after school, summer, Saturday, or extended-day school for all students (this does not replace a regular school-day absence).
- Uses multiple and frequent forms of school-to-home and home-to-school communications to help families learn about home environments that support student learning.

## **Support for High-Quality Educational Environments**

A positive, supportive school environment promotes healthy student development and learning, and includes norms, values, and expectations that support students and school staff socially, emotionally, and physically. School climate is multifaceted; and, school leaders can support the development of a positive school climate and culture by supporting positive student-teacher relationships, enabling high expectations for students with support, and using data to promote student choice. Also, engaging families and the community can contribute to a positive school culture. School leaders can engage families and community partners by communicating student learning to families, providing parents with resources to support learning, involving stakeholders in decision-making, and engaging the support of community partners. Additionally, gathering stakeholder feedback is



critical to promoting and improving a positive school climate and family engagement.

This [research brief from Hanover Research](#) reviews research and best practices for supporting a positive school climate and engaging families and community partners. School leaders can use this resource to enable a supportive school culture that engages all stakeholders and supports student success.

## Q-Tip

**Each month, we will feature one of our tools from our revised *Academic Review Toolkit*.**

The school-level academic review is designed to help schools identify and analyze instructional and organizational factors affecting student achievement. The focus of the review process is on the systems, processes, and practices that are being implemented at the school level.

This month's feature is the [Culture and Climate Tool](#). Take a *Quick-look* to reflect on your school's current practices based on the criteria to help improve the school's continuous improvement efforts.

The ***Culture and Climate Tool*** is a tool specific for implementing, monitoring, and evaluating school's effects on students, including teaching practices and the relationships among administrators, teachers, parents and students. In addition, the tool evaluates the school's beliefs and the set of values staff members share with one another.

A technical assistance session will be held on **April 8, 2021** to discuss the implementation of this tool. If you are interested in learning more, complete this [Registration Form](#) by **March 25, 2021**. These trainings are interactive with the intention to engage in thought-provoking conversations.

## Collaboration Corner

### **SPOTLIGHT: Culture and Climate**

#### **Relevant Research and Best Practice Highlights**

The office of **#EdEquityVA** work is informed by literature, best practice, and research. Below are resources shared for your reference.

- [Race, Equity, and Education: Sixty Years from Brown](#) by Pedro Noguera, Jill Pierce, Roey Ahram

- Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools by Glen Singleton
- Foundations of Critical Race Theory in Education by Edward Taylor and David Gillborn and Gloria Ladson-Billings
- Positive Behavioral Interventions and Supports (PBIS) <https://www.pbis.org/resource/creating-a-pbis-behavior-teaching-matrix-for-remote-instruction>

## Did you know...

What is an Ombudsman?

An **Ombudsman** is a person who serves as a designated neutral party who advocates for a fair process and provides confidential, informal assistance, and support to parents, guardians, advocates, educators, and students with disabilities. The Ombudsman for Special Education serves as a resource to parents in non-legal special education matters.

The **Virginia Department of Education (VDOE)** has developed a one page, easy-to-understand, comprehensive summary of the role and responsibilities of the Parent Ombudsman for Special Education that addresses the specific supports the Parent Ombudsman can provide to parents. This [Ombudsman for Special Education flyer](#) is housed on our newly created [Parent Ombudsman for Special Education webpage](#).

For more information on the role of the **Parent Ombudsman** at the **VDOE**, please refer to [Superintendent's Memo 040-21: Parent Ombudsman for Special Education](#).

Also, you may contact VDOE's **Special Education Parent Ombudsman, Gloria Dalton**, directly at [Gloria.Dalton@doe.virginia.gov](mailto:Gloria.Dalton@doe.virginia.gov) or toll free, by phone, at (800) 422-2083.

## Reminders

### **OMEGA Reimbursements: School Improvement Grant (SIG) Awards**

Divisions are reminded that SIG reimbursements must be submitted to OMEGA at least once a month, as this allows the OSQ and the division to monitor the spend-down of the SIG funds.

**SAVE THE DATES:** The Office of School Quality will hold its Principal Leadership Conference on **April 15 and 16, 2021** from 8AM to 3PM. Participants will be able to select from various resource rich 1-hour long sessions. A separate bulletin will be sent with registration information and final topics.



**Learning Opportunity:** The Council of Administration of Special Education (CASE) has a social emotional webinar series that begins on **March 17, 2021**. Access information about topics and registration at this [link](#).

Any feedback about this communication is greatly appreciated. If you have a topic you would like to see in a future monthly edition of **Quality Quick Takes**, contact OSQ at [OSQ@doe.virginia.gov](mailto:OSQ@doe.virginia.gov).

This monthly communication is intended for school and division leadership throughout the Commonwealth.

Don't ever miss a Quick Takes, [sign up to join our mailing list](#)

Some of the links in this newsletter lead you to websites not associated with the Commonwealth of Virginia Department of Education. VDOE does not necessarily endorse the views expressed or the data and facts presented on these external sites. In addition, VDOE does not endorse or recommend any commercial products, processes, or services.

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VDOE logo



**From:** Michele Leffler  
**To:** Scott Ziegler  
**Cc:** Mark Smith; Wayne Byard; Stephen DeVita; bcs@loudoun.gov  
**Subject:** [EXTERNAL] What is the LCPS official stance on this? Removed school board member refusing to be removed.  
**Date:** Thursday, March 11, 2021 8:33:35 AM

---

Good morning,

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<https://www.operationmilitarykids.org/bad-conduct-discharge-bcd/#~:text=%20Bad%20Conduct%20Discharge%20%28BCD%29%20%201%20What,reasons%20that%20automatically%20lead%20to%20a...%20More%20>

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t152pionuheasored

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

**From:** [Grace Shealy](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Re: Offering Our Support  
**Date:** Friday, March 12, 2021 2:40:27 PM

---

Scott,

I was wondering if you had the opportunity to review my email below? Please let me know if you'd like to chat with our team, either way.

I don't mean to pester. We're also getting requests from districts around submitting pricing ahead of ESSER fund deadlines. If this is something you are interested in, we would be happy to come to the meeting prepared with pricing options.

Do you have ten minutes to spare Thursday or Friday?

Best,  
Grace

On Tue, Mar 9, 2021 at 11:40 am, Grace Shealy wrote:

Hi Scott,

As we begin shifting our thinking to the year ahead, Virginia districts are focused on how to address the learning loss and achievement gaps that resulted over the last year. Studies show that on average students are likely to lose five to nine months of learning by the end of this school year, with students of color potentially falling six to twelve months behind. School districts in Virginia have shared that even as they continue to make significant efforts to close the digital divide and move back to hybrid learning, they are becoming increasingly focused on ways to address these widening achievement gaps.

I am reaching out to schedule a 30 minute call to share how Newsela is partnering with other districts in the state to address these concerns.

Specifically we will share insights on:

- Empowering teachers with **differentiated** remediation content aligned to core concepts and skills, while also drawing connections to real-world content to keep learning relevant and engaging for all students
- Seamlessly integrating CASEL-aligned **Social Emotional Learning** content into lessons for all students to ensure we are addressing what students are experiencing and providing a space where all students are able to learn
- Ensuring **access and representation** within instructional materials includes multiple, diverse perspectives, empowers students to unpack inequities, allows them to relate to their learning, and inspires change/action
- Professional development that **builds staff capacity for inquiry and equity-based teaching and learning** - focused on creating safe, caring, and respectful spaces where all students are able to engage with and navigate complex historical and present-day topics

Regardless if we have further conversations, you will leave this meeting with an executive summary and a few strategies to take back to your district to drive meaningful initiatives around equity and learning loss.

Does next Tuesday or Thursday work best?

Thanks,  
Grace



**From:** [Ashley Ellis](#)  
**To:** [Scott Ziegler](#); [Mark Smith](#)  
**Subject:** FW: Principal Input Into Resurveying  
**Date:** Friday, March 12, 2021 12:20:36 PM  
**Attachments:** [image002.png](#)

---

FYI.

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

**From:** Paul Pack <Paul.Pack@lcps.org>  
**Sent:** Friday, March 12, 2021 12:13 PM  
**To:** Jeff Morse <Jeff.Morse@lcps.org>  
**Cc:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Subject:** Principal Input Into Resurveying

Mr. Morse,

I hope you and your family are well. I know you are very busy with the recent thoughts about returning all hybrid students to 4 days of in-person but I was wondering if you may be able to meet with me next week. Dr. Ziegler had commented that a principal perspective on the 4-day return, and most importantly, thoughts on resurveying parents, could be helpful in the Board's discussions. I would love to talk through the significant impact that a resurveying of parents would present at all elementary schools in the county. Just off the top of my head, resurveying at this point with an option for 4-day hybrid would truly change the course of the year for almost every student and staff member even if they did not knowingly change models themselves.

- If parents had the choice with a new option that was not available on S2 survey, a wave of new hybrid students would force principals to change general education teachers from distance to hybrid causing many consistent DL students to lose (in many cases) the only constant for them this year – their one classroom teacher. Teachers would change but many in class would remain.
- For new hybrid teachers, we would be starting training on instruction in hybrid and in-person mitigation strategies as if it were day 1 back on October 27<sup>th</sup>. This could easily be done in the summer, but now it would require professional development to ensure safety and quality instruction.
- Classrooms for DL classes are not set-up for whole group in-person instruction. They are used as storage or for specialized services with 6' distancing such as special ed and EL.
- We run concurrent [DL and hybrid master schedules](#). Changing any aspect of this schedule either due to 4-day return or a resurveying for 4-day return would cause us to, basically, recreate the schedule for about 15 specialists from art, music, PE, library as well as counseling services. Many students changed specialists once hybrid returned in October or December.

Switching classes causing reidentifying classes as DL or hybrid could cause a 3<sup>rd</sup> specialist assignment in each area for many students.

- We would need to pause teaching and assessment to reassign individual students, classroom teachers, and specialists gradebooks. We would also need to coordinate mass class changes with student-information so bus routes could be changed at the district as well as change our safe arrival and dismissal procedures with mitigation strategies.
- Specialized interventionists such as reading, EL and special ed would have to drastically change services schedules, and in many, many cases change special education or EL teachers for specific children.
- All of this leads to forming new relationships and getting to know students, sometimes our most-venerable ones, for one quarter before they change grade levels on June 15<sup>th</sup>.
- With that, a lot of thought must be put into placement for next year – changing teachers, specialists and interventionists at this point would impact staff perspective on class placement next year.
- All of this does not even account for the change, even without resurveying, to 4 days in hybrid. We have stressed to parents about our effective mitigation strategies which will be drastically altered. For example, our 2<sup>nd</sup> and 4<sup>th</sup> grade rooms would have 26-27 hybrid students in each day as opposed to 13, which is manageable. All classrooms will need to be reconfigured and teaching resources and student items will need to be stored elsewhere and often unused.
- Since secondary teachers are all teaching small numbers in some classrooms regardless if students are online or in-person, the impact of 4 days is much less than elementary. I truly think that it should be considered separately in elementary and secondary for the existing structure – physical and otherwise.
- Lastly, the elementary teachers have navigated through the changes all year. This is not only from the classroom teachers but from many specialists, special education and EL teachers and more who have taught both hybrid and DL (due to need) since October or December. It has taken a toll. We have made the changes with no additional staffing at most elementary schools, including Liberty. Saying that, we have also been reduced on projected enrollment by 2% at each school which has caused involuntary transfers for 2021-22 to some of the same people who have done everything they could to make this a great year for their students. We would have a much more productive, connected and positive environment for staff, students and parents focusing on the end of year, remediation and assessments, and placement for next year if we maintained the current hybrid model in PreK-5 for Q4.

Sorry for the long email but that is truly only what came from the top of my head once I began writing. Please let me know if you have any time next week as I am happy to meet during- or after-hours to further explain and walk through schedules and spaces, if you would like.

Thanks for considering and have a good weekend,  
Paul

Paul Pack  
Principal



@LIBPrincipal

**From:** [Michele Hersey](#)  
**To:** [Scott Ziegler](#); [Mark Smith](#)  
**Cc:** [Schoolboardemail](#); [bos@loudoun.gov](mailto:bos@loudoun.gov)  
**Subject:** [EXTERNAL] Fwd: EL Instruction Newsletter- Special Mid-Month Edition  
**Date:** Friday, March 12, 2021 9:07:53 AM


---

Fyi

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

**Subject:** EL Instruction Newsletter- Special Mid-Month Edition  
**From:** Virginia Department of Education <[VDOE@public.govdelivery.com](mailto:VDOE@public.govdelivery.com)>  
**Sent:** Friday, March 12, 2021, 7:30 AM  
**To:** [mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)  
**CC:**

[View this message online](#)

Two thick vertical black bars are positioned on the left and right sides of the page, spanning most of the height of the content area.



English Learner Instruction

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## **Special Mid-Month Edition: March 2021**

### **News and Updates**

This section includes news and updates relevant to EL Instruction.

**English Language Development (ELD) Standards Framework  
Implementation Timeline and Support**

Superintendent's Memo #057-21 was recently released with information about the Virginia Department of Education's plan for the roll-out and implementation of the 2020 edition of WIDA's English Language Development (ELD) Standards Framework. Please review the memo and the accompanying Attachment A: English Language Development (ELD) Standards Framework Implementation Trainings Available.

Are you interested in collaboratively developing resources to support the roll-out of Virginia's new English Language Development (ELD) Standards Framework from WIDA? Join VDOE's English Learner Instructional Specialist on March 29, 2021 from 4-5 p.m. to learn about current projects and plans and collaborate to build implementation and curricular supports. *The meeting ID for this session is: 897 7674 9473, and the passcode is: 168512.*

### **New Series on Supporting Language Development for Multilingual/English Learners in Early Childhood Coming in Fall 2021: Preview Sessions Planned for April and May**

To support a focus on language development within the early childhood years, VDOE's Early Childhood and English Learner Instruction Programs are collaborating to provide interested early childhood caregivers and educators with a monthly webinar series, beginning **fall 2021**, that will focus on exploring best practices and key resources to support language and literacy development for multilingual students from birth until age five.

Two preview sessions will take place this spring:

- **April 28, 2021; 3:30-4:30 p.m.:** Participants will learn about early language development standards available in English and Spanish via WIDA, a tool for assessing and monitoring language and guidance on how to engage in conversations that focus on students' linguistic assets, progress, and needs with families and other early childhood professionals.
- **May 26, 2021; 3:30-4:30 p.m.:** Focus will be placed on specific strategies to implement to engage students in early childhood setting.

Registration is required for both sessions.

### **WIDA Updates**

- **Call for WIDA Fellows Nominations**- In establishing these fellowships, WIDA formally acknowledges the invaluable role of exemplary teachers of bilingual and multilingual learners in advancing the field in collaboration with professional development and research partners. All nominees must be exemplary teachers of bilingual and/or multilingual learners. To nominate an educator, complete the WIDA Fellows Nomination form by

April 30, 2021. No self-nominations, please

- **FAQ Series: WIDA ELD Standards Framework, 2020 Edition-** The WIDA ELD Standards Framework team has released an [FAQ series on the 2020 Edition](#). Based on questions from educators from across the world, this five-part series answers questions like:
  - *What are the major shifts in the 2020 Edition?*; and
  - *How are the Key Language Uses (2020 Edition) different from the Can Do Descriptors, Key Uses Edition (2016)?*
- **Professional Learning Survey-** The WIDA Professional Learning team is looking for educators to inform the design of future WIDA Professional Learning offerings. Share your ideas in the following surveys by Friday, March 26:
  - [WIDA ELD Standards Framework for Teacher Leaders](#)
  - [Long-Term English Learners](#)

Each survey will take no more than 10 minutes to complete and will collect information about your teaching context, prioritize your learning needs, and identify helpful learning resources. The survey data will be used to create practical and relevant professional learning offerings for WIDA Consortium educators. If you have any questions about the survey itself, please email WIDA Professional Learning at [pdinfo@wida.us](mailto:pdinfo@wida.us).

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## Professional Learning Opportunities from VDOE's EL Instruction Program

### March Reminders:

- **Honoring Home Language to Support Academic Language in the Content Classroom-** [March 15, 2021: 4-5 p.m.](#)
- **Science for ELs-** [March 22, 2021: 4-5 p.m.](#)

### New for March:



- **ELD Standards Framework 2020 Edition: Collaborating to Create New Instructional Support Resources-** March 29, 2021; 4-5 p.m.

#### Looking Ahead:

- **Sketch noting for Comprehensible Input for ELs in High School History Courses** - April 5, 2021; 4-5 p.m.
- **For Students, By Students-** April 14, 2021; 2:30-3:30 p.m.  
[This session will feature a video created as part of a student service project to help other Spanish-speaking ELs learn about educational opportunities and encourage them to start planning for after high school. There will be a Q&A session with the students after the video. The session will be conducted mostly in Spanish.]
- **Literacy Instruction in Secondary Schools: Merging EL and ELA Best Practices-** April 19, 2021; 4-5 p.m.

## Resources and Articles of Interest

- Women's History Month Teaching and Learning Resources
- March 25th Is "International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade"
  - Useful resources for learning about the 400<sup>th</sup> Anniversary of Bringing Enslaved Africans to America
- The value of career-technical education programs as a path to equity for English learners
- Valuable lessons that educators can learn from refugee schools to help students overcome the academic and social-emotional effects of the pandemic
- Meet the Latino High School students giving back by tutoring English to elementary school students in Florida

Reference within the articles or resources to any specific commercial or non-commercial product, process, or service by trade name, trademark, manufacturer or otherwise does not constitute or imply an endorsement, recommendation, or favoring by the Virginia Department of Education.

## Content Connections



This section contains items advertised in newsletters provided by individual content areas, [Teacher Direct](#), and/or [#EdEquityVA](#).

## English

Development on Demand: The VDOE English Office has developed a webpage of VDOE resource professional development packages focused on best practices in K-12 literacy instruction aligned to the 2017 English *Standards of Learning* (SOL). Packages are bundled and sorted by topic for ease of use and focused professional learning.



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This email was sent to [mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com) using GovDelivery Communications Cloud on behalf of:  
Virginia Department of Education · James Monroe Building · 101 N. 14th Street · Richmond, VA 23219



**From:** [Scott Ziegler](#)  
**To:** [Jeff Morse](#)  
**Cc:** [Superintendent's Cabinet](#)  
**Bcc:** [School Board Confidential](#)  
**Subject:** RE: URGENT 4-DAY REFLECTION - WITH BOARD MEMBER INPUT REQUESTED  
**Date:** Friday, March 12, 2021 8:01:00 AM  
**Attachments:** [Principal Feedback 4 Day Hybrid 030821.pdf](#)

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## School Board BCC on Reply

Good morning, Jeff,

On Monday, we facilitated a conversation with principals regarding the possibility of expanding hybrid instruction to four days a week at some point this semester. Principals divided into small groups and responded to a series of discussion questions. Their responses are captured by level (ES, MS, HS) in the attached PDF.

Key takeaways include:

- The need to reduce to 3 feet or less physical distancing in classrooms, cafeterias and buses
- Caution against doing another survey of families at this time in the school year – Our discussion around this topic was charged. Principals and Administration agree that doing another survey is not productive and will derail efforts to increase in-person instruction.
- Needing time to plan, rearrange furniture for more students, etc.
- Questions about timelines and communication with families

While all principals made it clear that they and their teachers want students to return to school as many days as possible, they had varying confidence levels in expanding to four days of hybrid instruction. We are considering this feedback as we plan for the remainder of the school year. I am happy to discuss this information in greater detail by phone with any School Board Member.

Scott

Scott Ziegler

**From:** Jeff Morse  
**Sent:** Wednesday, March 10, 2021 2:57 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** URGENT 4-DAY REFLECTION - WITH BOARD MEMBER INPUT REQUESTED

Scott - I felt confident last night that we were sync'd up and ready to move forward with the plan. But there has been a lot of negative feedback from parents who want to transition from DL to 4-days a week in school. I'm guessing that we will need a survey.

---

Board is bcc'd: **Board members, if a survey is something you are interested in pursuing, please notify Scott and bcc the board.**

**If we do not have at least 4 board members interested, then I will withdraw my request for the survey, as this email entails a significant effort from staff.**

We will know by our next meeting (or at the latest the 28th) if state and/or federal guidance allows us to reduce distances necessary to execute this plan.

The largest challenge is getting each school's master schedule (and AOL) and classroom enrollment numbers to balance. If the survey were delivered before break, and responses due back by 4 April, we could have the school schedulers work the issue at the same time as transportation and deliver immediately the names of all bus riders immediately (transportation would not need to balance the two hybrid shifts as they do today, and would have three weeks to set up routes. There will not doubt be significant parents who will wish to drive their child to school, and with DL students omitted, the equation becomes much less complex).

Here's a possible way forward: **put out a survey ASAP for all families.** In it, define what is still under assessment (social distance guidance, and therefore classroom maximums) and what is locked in (4th quarter only, final decision, default to DL in certain transmission conditions for specified students).

The survey would have to include statements such as:

"Executive orders from the Governor or other governmental agencies may freeze the transition and force us to remain at the current 2-day a week model."

Select one:

**My child will be DL for the remainder of this year**

If you select DL:

1. My child may receive concurrent learning;
2. My child may have a teacher who is also remote;
3. Although unlikely, there may be circumstances in which your child's teacher may change

or:

**My child will be hybrid for the remainder of the year**

Note that if circumstances require, the Superintendent has the authority to alter any schedule or



make closures to protect our students/staff. Protocols may be adjusted based on guidance and/or conditions

If you select hybrid:

1. I accept that a classroom social distance may be reduced based on enrollment, and accept this;
2. My child will fully comply with all protocols as directed;
3. Teachers may be providing remote delivery to the classroom; in which case a proctor may be employed;
4. Classrooms may be shared or subdivided if needed
5. Cases of in-school transmission may mean that my child may need to be quarantined, during which time my child will receive concurrent learning or DL;
6. Reduced social distancing increases the likelihood of quarantining students.
7. There is no guarantee that every class/teacher who my child currently has will be their class/teacher under the new hybrid plan;

**Hybrid families check one:**

- \* My family will be not require transportation; or
- \* My child requires and is eligible for LCPS provided transportation, and I understand that recommended minimal social distancing may not be possible on the bus.

Again, if there is not sufficient interest in pursuing this, then the idea dies. This provides us with an aggressive approach which can always be fine tuned by staff.

**School Board members please bcc the rest of the board when you provide inputs to Dr. Ziegler. Staff could plan, and create the survey with a large board interest, but we would not take any final action to implement the plan without Dr. Ziegler's go ahead, or an affirmative vote by the Board.**

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*

**To:** School Board Confidential  
**Cc:** Superintendent's Cabinet  
**Date:** Friday, March 12, 2021 7:50:31 AM  
**Attachments:** Principal Feedback 4 Day Hybrid 030821.pdf

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*Good morning, School Board,*

*On Monday, we facilitated a conversation with principals regarding the possibility of expanding hybrid instruction to four days a week at some point this semester. Principals divided into small groups and responded to a series of discussion questions. Their responses are captured by level (ES, MS, HS) in the attached PDF.*

*Key takeaways include:*

- The need to reduce to 3 feet or less physical distancing in classrooms, cafeterias and buses*
- Caution against doing another survey of families at this time in the school year*
- Needing time to plan, rearrange furniture for more students, etc.*
- Questions about timelines and communication with families*

*While all principals made it clear that they and their teachers want students to return to school as many days as possible, they had varying levels of confidence in expanding to four days of hybrid instruction. We are taking this feedback into consideration as we plan for the remainder of the school year.*

*Additionally, we have had several conversations with representatives from other departments, who agree that surveying families at this point is problematic and will derail efforts to add in-person days this school year.*

Ashley F. Ellis, Ed.D.  
Assistant Superintendent for Instruction  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
(571) 252-1300  
@ashleyfellis

**Cc:** Superintendent's Cabinet <[SuperintendentsCabinet@lcps.org](mailto:SuperintendentsCabinet@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>

**Subject:** On Behalf of Dr. Ziegler - School Board Update

Good evening,

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

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

1. Met with Cabinet to collaborate on operations and administration.
2. Site Visits with Kevin Lewis:

Dr. Ziegler Support Services Tour - March 5, 2021	
9:00 AM	Meet / Depart ADM
9:15 AM	Staff Training Center (Drive by)
9:30 AM	Hartland Property (home to MS 14, HS 14, etc)
9:45 AM	Safety and Security (office and SOC)
10:00 AM	Transportation
10:30 AM	Central Vehicle Maintenance
11:00 AM	Facilities Services
11:30 AM	Distribution Center (Division of Management and Coordination)
11:45 AM	Lease space (Drive By) 960 Sycolin & Miller Dr
12:00 PM	Douglass High School
1:00 PM	The North Star School (Construction Site)
2:00PM	Valley Service Center - VRT site (Drive by)
3:00 PM	Return to ADM

3. Met with the Middle School Teacher Advisory Panel
4. Met with the High School Teacher Advisory Panel



5. Principals Meeting
6. 1:1 Meeting with Denise Corbo
7. 1:1 Meeting with Atoosa Reaser
8. Met with Cabinet, Rae Mitchell, Tisha Austin, Scott Davies, Gus Martinez, Nereida Gonzalez-Sales and Kirk Dolson to discuss in person learning for 2nd semester.
9. Senior Staff Meeting - "What's Race Got to Do With It" with VCU
10. Met with Cabinet and Directors regarding SOL Testing and Expedited Retakes
11. Met with Sharon Willoughby to discuss year end funds, reserve and etc.
12. Weekly Meeting with Joan Sahlgren
13. Met with the Student Advisory Panel

If interested in scheduling a 2x2 meeting to discuss collective bargaining with myself and Mark, please contact Michelle, [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org), before March 23rd.

If there are no objections, Aaron Smith will assume the role of Interim Assistant Superintendent, Department of Digital Innovation (resume attached pp. 1-2) effective March 15, 2021.

At her request, Atoosa Reaser has a scheduled a school on site visit with myself included, if anyone else is interested in the same for their district please contact Michelle to schedule - [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)

#### **Department of Business and Finance**

1. Information from Sharon Willoughby regarding Annual Leave Carryover Cap Increase (p.3)
2. Update from Sharon Willoughby on Reserve Funds Allocation (p.4)

#### **Department of Instruction**

1. DOI update from Ashley Ellis which includes: March Newsletter - LCPS Business Partnership Network and Blackboard Connect Message to Families Regarding 2023 VDOE Mathematics Standards and Implementation of the Virginia Mathematics Pathways Initiative, (pp. 5-6)

#### **Department of Human Resources and Talent Development**

1. Information from Lucia Sebastian regarding Substitute Interest Night on March 4 (pp. 7-8)

### **Department of Pupil Services**

1. Information from Asia Jones regarding AP Exam Administration Schedule for Spring 2021 (p.9)

### **Department of Support Services**

1. Support Services update from Kevin Lewis which includes: FY2022 Capital Facility Renewal And Alterations - Temporary Lease Space, March 10, 2021 Board of Supervisors Meeting/Public Hearing - Kincora Village Center and Transportation Concern Registry Update. (pp. 10-11)

### **Optional Reading: Articles**

Loudoun Now article on extension of Spring Break to employees, March 10

Loudoun Times-Mirror update on one year of COVID-19 pandemic, March 11

Washington Post article on Thomas Jefferson High School admissions protest, March 10

Washington Post article about LCPS plans for 2021-2022 school year, March 11

Washington Post article on March 9 School Board meeting, March 10

Loudoun Times-Mirror article about censure of a School Board member, March 8

ABC-TV Richmond report on funeral for former Potomac Falls student, March 8

Loudoun Now article on censure of Beth Barts, March 5

Bull Elephant article on LCPS and Dr. Seuss, March 5

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

**From:** [Scott Ziegler](#)  
**To:** [Denise Corbo](#); [Michelle Walker](#)  
**Cc:** [Mark Smith](#)  
**Subject:** RE: On Behalf of Dr. Ziegler - School Board Update  
**Date:** Friday, March 12, 2021 7:38:00 AM

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GM Denise,

The sub information was inadvertently left out of the board update yesterday – please expect an addendum this afternoon, with my apologies.

Scott Ziegler

**From:** Denise Corbo  
**Sent:** Thursday, March 11, 2021 6:48 PM  
**To:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: On Behalf of Dr. Ziegler - School Board Update

Hi Michelle,

I am interested in scheduling a meeting with Scott to discuss collective bargaining. In addition, it was my understanding that Scott would provide the daily sub request and fill rate for all positions. When can we expect to see the information?

Thanks,

Denise



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

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

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**From:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>  
**Sent:** Thursday, March 11, 2021 5:07 PM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Denise Corbo <[Denise.Corbo@lcps.org](mailto:Denise.Corbo@lcps.org)>; Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>; Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>; Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>



**From:** [Brenda Sheridan](#)  
**To:** [Scott Ziegler](#); [Mark Smith](#)  
**Cc:** [Lottie Spurlock](#)  
**Subject:** Fw: [EXTERNAL] huge racism issue Loudoun County Public Schools ignores  
**Date:** Sunday, March 14, 2021 2:43:32 PM

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Just FYI

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

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

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**From:** Brian Jenkins <bjenkins28@comcast.net>  
**Sent:** Thursday, March 11, 2021 10:28 PM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Leslee King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Beth Barts <Beth.Barts@lcps.org>  
**Cc:** Denise Corbo <Denise.Corbo@lcps.org>  
**Subject:** [EXTERNAL] huge racism issue Loudoun County Public Schools ignores

Hello Loudoun County Public Schools Board Members,

With all the accusations from Loudoun County Public Schools and school districts throughout the nation of systemic racism against Blacks (not supported by the facts), there's a growing movement to have a **Thank You White People Day**

- White people created the very high standard of living all races in the USA enjoy
- They allowed non-Whites from all over the world to immigrate to the USA
- By 2044 Whites will no longer be the majority (Census Bureau) in the highly advanced country they created, extremely generous of them
- Many immigrants don't want to assimilate (destroys the cohesiveness and harmony of a country)

The USA was almost **90 percent White** until the **deceptive Immigration and Nationality Act of 1965 (proponents claimed it would not change demographics)** flooded the country (chain migration big factor) with non-White immigrants (the USA became an economic superpower by about 1890).

**White people** created the government, the corporations, industries, technology, healthcare system, the banking system, the universities, made the US dollar the international currency etc.



The ubiquitous word **"diversity"** in the media, higher education and politics supports discrimination in hiring in companies, organizations and government agencies (especially management positions) and in higher education against heterosexual White males and in many cases White females.

The ubiquitous phrase **"people of color"** intentionally divides society and marginalizes White people, Caucasians in one group and everybody else in another group. White is a color, White has 52 shades.

These days, there is more racism among the minority groups than from Whites to any minority group. For example, go to a Black neighborhood and tell them the Mexicans and the Vietnamese are moving in and see what happens.

**Canada, Australia and many European countries**, such as Sweden, Germany, Great Britain and France, are also generously allowing a vast number of non-White people to immigrate to their countries (huge amount of problems including financial and violence), perhaps they should also have a Thank You White People Day.

Are any non-White countries with an above average standard of living such as South Korea, Japan or Uruguay opening their countries to poor people of all races from all over the world? No, just White countries, yet **White people are called racists, it's absurd.**

White people have sent billions of dollars to Africa and a vast amount of food and medicine and other vital items.

They also created the Affirmative Action program in the 1960's so companies could hire Blacks based on their skin color and colleges could enroll Blacks based on their skin color.

Due to all the inaccurate information about White people (the most generous race in the world), perhaps Loudoun County Public Schools can create a **Thank You White People Day** (October 1<sup>st</sup>) to celebrate their enormous generosity; they allowed millions of poor non-White immigrants (expensive) from all over the world to immigrate to their country and enjoy a high standard of living even though they're going to become a minority in the United States.

Best,

Brian

**From:** Alissa Hall  
**To:** Scott Ziegler; Ian Serotkin; Denise Corbo  
**Subject:** [EXTERNAL] Equity  
**Date:** Saturday, March 13, 2021 10:34:11 PM

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These words are from someone else on Facebook. Since I agree with them, I'm sending them to you with my name to support these points.

\*\*\*

I am so disappointed that LCPS/Board is now making educational decisions based on simplicity and not equity. Really? This is how we operate now in Loudoun County?

I am not even sure how this is legal to offer the in person 4 days a week option to one to group of families without offering it to all in a public school system. And, no matter how badly you want your student in 4 days, please don't try to convince me that all students were offered 4 days before a decision was made – that was never brought up as a possibility until AFTER the decisions were made. The "binding criteria" in which our decisions were made no longer exists...yet to want to hold us "bound".....bound to what criteria?...the criteria that "was once" but no "longer is"?

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 but regardless, it is the precedence that this sets forth that is most concerning to me. If you want to expand in person, allow more families the opportunity, vs the same families more opportunity.

Where is the formal LCPS communication notice on all of this as well? We are going to have so many families blindsided by this change if they are not on social media. What about the families who selected Hybrid but don't want reduced distance? What happens to their students? They are "kicked out" of their binding decision?

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?

Why is Beth the only one asking questions about this? Where are all the other Board Members who know this is not equitable and are not questioning this and why are they not advocating for ALL their students in their district?

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.

\*\*\*

To which I say, Amen.  
-Alissa Hall

**From:** [Michele Leffler](#)  
**To:** [Brenda Sheridan](#); [Atoosa Reaser](#)  
**Cc:** [Stephen DeVita](#); [Mark Smith](#); [Wayde Byard](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] FYI - thought you should see this for yourself  
**Date:** Saturday, March 13, 2021 1:17:19 PM  
**Attachments:** [image.png](#)

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Good morning,

I apologize for emailing so much, it is a beautiful day and I hope you are enjoying some time away from your computer! I am about to.

I wanted to share with you something somebody shared with me privately that I thought you should be aware of to monitor how the county is responding to diversity and division. I am not part of the Virginia Project, nor any anti-CRT groups. I am concerned about the levels people are going to "expose" people and have an ulterior agenda to blackball rivals in the community.

I do know the originators of the "Anti-Racist" group. They aren't fans of Barts and feel she is highly unprofessional. But she is a member there nonetheless.


I hope there can be a policy about when things go too far, what will happen when people create fake accounts to try to sabotage others. People are getting kicked out of groups for that. This is becoming a turf war and I hope that we can address this civilly and hope someday the school board meetings will be again open to the public for the duration. I do think that will help ease tensions to feel part of the solution rather than being labelled the problem.

 Virginia Project  
1h · 🌐


Looks like it's time to start arresting members of the Loudoun County School Board. 🇺🇸


This is extremely illegal behavior - it's called racketeering - and oh... you've been caught red handed.

Beth Barts and Jen Morse belong in prison.... See more

 Beth Barts · Anti-Racist Parents of Loudoun County

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



 Jen Morse · Anti-Racist Parents of Loudoun County

10m · 🌐

\*\*\*CALL FOR VOLUNTEERS\*\*\*  
(Pulling this out of the last post's thread for attention)

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

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

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

Thanks in advance. 🇺🇸

👍 3 1 Comment

👍 Like 🗨 Comment

 Amanda Bean

:-) 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:** [Karlee Copeland](#)  
**To:** [mike.chapman@loudoun.gov](mailto:mike.chapman@loudoun.gov); [Jeff Morse](#)  
**Cc:** [Brenda Sheridan](#); [Ian Serotkin](#); [Harris Mahedavi](#); [Leslee King](#); [John Beatty](#); [bos@loudoun.gov](mailto:bos@loudoun.gov); [Atoosa Reaser](#); [Stephen DeVita](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] LCPS Board Member Inciting Hate and Possibly Violence  
**Date:** Saturday, March 13, 2021 9:41:32 AM  
**Attachments:** [IMG\\_6514.PNG](#)  
[IMG\\_6515.PNG](#)  
[IMG\\_6516.PNG](#)  
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Good Morning,

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

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

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

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

From what I've gathered from the information shared, Jen Morse and Hilary HL (Hilary

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

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

*The admins of the group are as follows:*

Jamie Ann Neidig-Wheaton

Elle Wicke

Yesica Morales

Monica Belton

V.R. Maddox (Commissioner, Diversity Commission at Town of Leesburg, VA)

*The primary players doing the research are as follows:*

Heather Elise Barclay

Cortney Brooke

Brooke Josties

Carol Bebee Turpin

Aminda Elena

**\*\*Jen Morse (Mathematics Professor at UVA?)**

Janann Schroeder Mercker

Jamie Ann Neidig-Wheaton

Kaytee Stern

Adam Dowling

Amanda Bean

Rebecca Johnson

**\*\*Hilary HL (Hilary Hutman Lee @ Potomac Falls)**

MJ Ray

Amina Elena

Chris Lynn

Rasha Saad

I have contacted my attorney and will be meeting with him on Wednesday. More

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

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

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

Be Well,  
Karlee Copeland





Beth Barts ▸ Anti-Racist Parents of Loudoun County

1h · 🌐

Good morning,

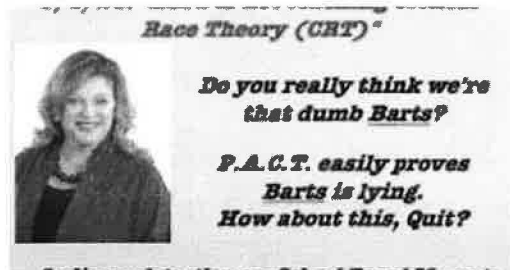
I wanted to share that I am very concerned that this CRT "movement" for lack of a better word is gaining support. It is difficult for me to bring attention to it without calling out specifics which may violate our code of conduct. I hope to use public comment time at the equity committee to make members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

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

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

Posted on [March 2, 2021](#) by [The Dirty Truth](#)

[Leave a comment](#)



[stoplcpsCRT.com](#)



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

Posted on [March 2, 2021](#) by [The Dirty Truth](#)

[Leave a comment](#)



Heather Elise Barclay

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

Like · Reply · 1h



Courtney Brooke

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

Like · Reply · 1h



Courtney Brooke

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

Like · Reply · 1h · Edited



[View more replies](#)





Brooke Josties

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

...

Like · Reply · 15m



Write a reply...



Carol Bebee Turpin

Thank you **Beth Barts** on behalf of all of Loudoun.

...

Like · Reply · 40m



Amina Elena

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

...

Like · Reply · 36m



Jen Morse

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

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

Like · Reply · 22m · Edited





Beth Barts ▸ Anti-Racist Parents of Loudoun County

...

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



Jen Morse ▸ Anti-Racist Parents of Loudoun County

10m · 🌐

...

\*\*\*CALL FOR VOLUNTEERS\*\*\*

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

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

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

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

Thanks in advance. ❤️

👍👍 3

1 Comment

👍 Like

💬 Comment



Amanda Bean



1

Like · Reply · 5m



Janann Schroeder Mercker shared a link.

...

March 10 at 8:24 PM · 🌐

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



LOUDOUNTIMES.COM

**School Board censures Barts for controversial social media activity**

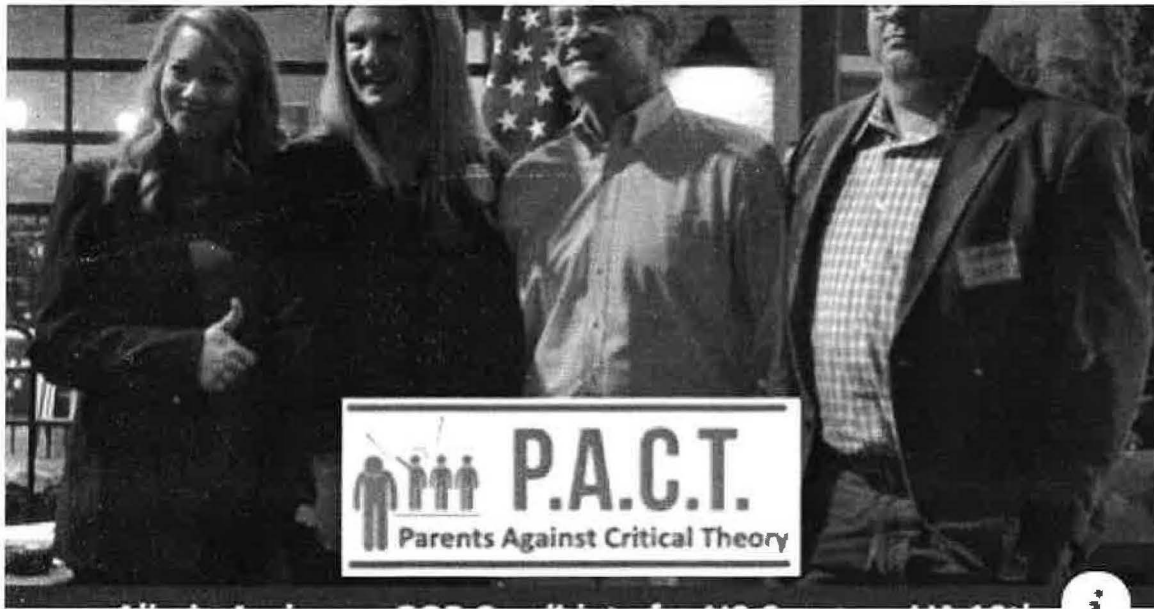


**Jamie Ann Neidig-Wheaton** shared a link.

...

Admin · November 2, 2020 · 🌐

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



GOFUNDME.COM

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

Like · Reply · 23



**Kaytee Stern**

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

Like · Reply · 24





| **Adam Dowling**

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

Like · Reply · 7d · Edited



| **Rebecca Johnson**

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

Like · Reply · 2d



[View 4 more replies](#)



Hilary HL

36m · 🌐



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

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

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



5

11 Comments



Like



Comment



Hilary HL

Scott Mineo heads the group and created the website, manages social media.



Fb alt "Vito Malara"



1

Like · Reply · 36m



MJ Ray

lives in Ashburn



Like · Reply · 20m



Hilary HL

Fb name "Kat HC"



1



Like · Reply · 34m



MJ Ray

Karlee Copeland Harvey. Lives in South Riding.



Verizon

8:29 PM

26% 🔋



Anti-Racist Parents o...



## New Activity

Sort



Hilary HL



9h ·

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

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

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



8

104 Comments



Like



Comment



Send





## Hilary's Post



**Amina Elena**

I'm blocked by all those fools.

7h Like Reply

1



**Chris Lynn**

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

7h Like Reply

1



**Jen Morse**

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



still before. THANKS FOR  
the reminder.



Write a comment...



Hilary's Post



**Heather Dianne Parks**

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

6m Like Reply



Write a reply...



**Hilary HL**

Erin Hoffmann Dunbar (Fb name)

59m Like Reply



**Hilary HL**

Linda Wood Heinze (Fb name)

59m Like Reply



11:11 PM



Write a comment...



Hilary's Post



55m Like Reply



**Hilary HL**

Joseph Wharton (Fb name)

54m Like Reply



**Hilary HL**

Elicia Brand Leudemann (Fb name)

5:41 PM Like Reply

54m Like Reply



**Hilary HL**  
SB member Mahedavi?

42m Like Reply



Write a reply...



**Hilary HL**  
Bill Kotraba, Aldie

54m Like Reply



Write a comment...



Hilary's Post



shit before. Thanks for  
the reminder.

7h Like Reply



Write a reply...



## Hilary HL "Susie Lynn" on Fb

7h Like Reply



## Hilary HL Shelly Cohen Slebrch?

7h Like Reply

1



**Rasha Saad**

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

5h Like Reply



Write a comment...



Hilary's Post



shit before. Thanks for



the reminder.

7h Like Reply



Write a reply...



**Hilary HL**  
"Susie Lynn" on Fb

7h Like Reply



**Hilary HL**  
Shelly Cohen Slebrch?

7h Like Reply

1



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

5h Like Reply



Write a comment...





Beth Barts ▸ Anti-Racist Parents of Loudoun County

4m · 🌐

...

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

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

Silence IS complicity.



2



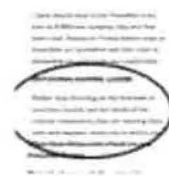
...



Beth Barts ▸ Anti-Racist Parents of Loudoun County

...

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



Jen Morse ▸ Anti-Racist Parents of Loudoun County

10m · 🌐

...

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execute, and donate regarding the following points:

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

Thanks in advance. ❤️



3

1 Comment



Amanda Bean

## Virginia Project

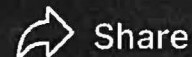
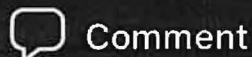
1h · 🌐

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



8

2 Comments



8:52 ↶



## Admins and Moderators



**Jamie Ann Neidig-Wheaton**  
Dartmouth College

**Add Friend**



**Elle Wicke**

**Message**



**Yesica Morales**

Administrative Office Assistant at  
My House

**Add Friend**



**Monica Belton**

**Add Friend**



**V.R. Maddox**

Commissioner, Diversity  
Commission at Town of Leesburg,  
Virginia

**Add Friend**



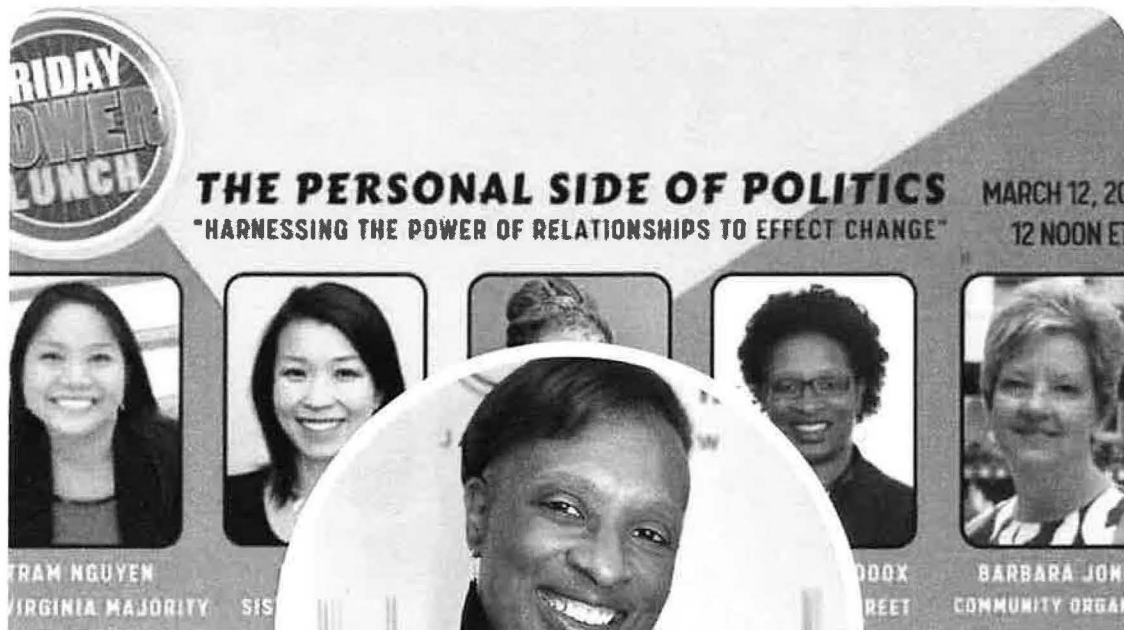


AT&T LTE

12:56 AM



## < V.R. Maddox



## V.R. Maddox

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

Add Friend





**Commissioner, Diversity Commission at Town  
of Leesburg, Virginia**



**Founder at Black Wall Street Loudoun Think  
Tank**



**From:** Denise Corbo  
**To:** Scott Ziegler  
**Subject:** Re: On Behalf of Dr. Ziegler - School Board Update  
**Date:** Friday, March 12, 2021 11:10:25 PM

---

No problem! I appreciate you letting me know.

Denise



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

**email:** [denise.corbo@lcps.org](mailto:denise.corbo@lcps.org)  
**mobile:** (571) 246-3766

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



---

**From:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Friday, March 12, 2021 7:38 AM  
**To:** Denise Corbo <Denise.Corbo@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>  
**Cc:** Mark Smith <Mark.Smith@lcps.org>  
**Subject:** RE: On Behalf of Dr. Ziegler - School Board Update

GM Denise,

The sub information was inadvertently left out of the board update yesterday – please expect an addendum this afternoon, with my apologies.

Scott Ziegler

**From:** Denise Corbo  
**Sent:** Thursday, March 11, 2021 6:48 PM  
**To:** Michelle Walker <Michelle.Walker@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Re: On Behalf of Dr. Ziegler - School Board Update

Hi Michelle,

I am interested in scheduling a meeting with Scott to discuss collective bargaining. In addition, it was my understanding that Scott would provide the daily sub request and fill rate for all positions. When can we expect to see the information?

Thanks,

Denise



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

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

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



---

**From:** Michelle Walker <[Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)>

**Sent:** Thursday, March 11, 2021 5:07 PM

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

**Cc:** Superintendent's Cabinet <[SuperintendentsCabinet@lcps.org](mailto:SuperintendentsCabinet@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>

**Subject:** On Behalf of Dr. Ziegler - School Board Update

Good evening,

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

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

1. Met with Cabinet to collaborate on operations and administration.
2. Site Visits with Kevin Lewis:

Dr. Ziegler Support Services Tour - March 5, 2021	
9:00 AM	Meet / Depart ADM
9:15 AM	Staff Training Center (Drive by)
9:30 AM	Hartland Property (home to MS 14, HS 14, etc)
9:45 AM	Safety and Security (office and SOC)
10:00 AM	Transportation



10:30 AM	Central Vehicle Maintenance
11:00 AM	Facilities Services
11:30 AM	Distribution Center (Division of Management and Coordination)
11:45 AM	Lease space (Drive By) 960 Sycolin & Miller Dr
12:00 PM	Douglass High School
1:00 PM	The North Star School (Construction Site)
2:00PM	Valley Service Center - VRT site (Drive by)
3:00 PM	Return to ADM

3. Met with the Middle School Teacher Advisory Panel
4. Met with the High School Teacher Advisory Panel
5. Principals Meeting
6. 1:1 Meeting with Denise Corbo
7. 1:1 Meeting with Atoosa Reaser
8. Met with Cabinet, Rae Mitchell, Tisha Austin, Scott Davies, Gus Martinez, Nereida Gonzalez-Sales and Kirk Dolson to discuss in person learning for 2nd semester.
9. Senior Staff Meeting - "What's Race Got to Do With It" with VCU
10. Met with Cabinet and Directors regarding SOL Testing and Expedited Retakes
11. Met with Sharon Willoughby to discuss year end funds, reserve and etc.
12. Weekly Meeting with Joan Sahlgren
13. Met with the Student Advisory Panel

If interested in scheduling a 2x2 meeting to discuss collective bargaining with myself and Mark, please contact Michelle, [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org), before March 23rd.

If there are no objections, Aaron Smith will assume the role of Interim Assistant Superintendent, Department of Digital Innovation (resume attached pp. 1-2) effective March 15, 2021.

At her request, Atoosa Reaser has a scheduled a school on site visit with myself included, if anyone else is interested in the same for their district please contact Michelle to schedule - [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)

#### **Department of Business and Finance**

1. Information from Sharon Willoughby regarding Annual Leave Carryover Cap Increase (p.3)
2. Update from Sharon Willoughby on Reserve Funds Allocation (p.4)

#### **Department of Instruction**

1. DOI update from Ashley Ellis which includes: March Newsletter - LCPS Business Partnership Network and Blackboard Connect Message to Families Regarding 2023 VDOE Mathematics Standards and Implementation of the Virginia Mathematics Pathways Initiative, (pp. 5-6)

#### **Department of Human Resources and Talent Development**

1. Information from Lucia Sebastian regarding Substitute Interest Night on March 4 (pp. 7-8)

#### **Department of Pupil Services**

1. Information from Asia Jones regarding AP Exam Administration Schedule for Spring 2021 (p.9)

#### **Department of Support Services**

1. Support Services update from Kevin Lewis which includes: FY2022 Capital Facility Renewal And Alterations - Temporary Lease Space, March 10, 2021 Board of Supervisors Meeting/Public Hearing - Kincora Village Center and Transportation Concern Registry Update. (pp. 10-11)

#### **Optional Reading: Articles**

Loudoun Now article on extension of Spring Break to employees, March 10

Loudoun Times-Mirror update on one year of COVID-19 pandemic, March 11

Washington Post article on Thomas Jefferson High School admissions protest, March 10

Washington Post article about LCPS plans for 2021-2022 school year, March 11

Washington Post article on March 9 School Board meeting, March 10

Loudoun Times-Mirror article about censure of a School Board member, March 8

ABC-TV Richmond report on funeral for former Potomac Falls student, March 8

Loudoun Now article on censure of Beth Barts, March 5

Bull Elephant article on LCPS and Dr. Seuss, March 5

Interim Superintendent  
Loudoun County Public Schools

**From:** [Loudoun County Public Schools](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Your Loudoun County Public Schools Online Safety Report  
**Date:** Friday, March 12, 2021 10:43:29 PM  
**Attachments:** [stripe\\_subtle\\_grav.png](#)  
[SafeSchools Compliance Mar 12, 2021 1031pm.xls](#)

---

Hi Scott Ziegler,

You are receiving this email because you are a Reports Administrator on the Loudoun County Public Schools SafeSchools™ 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	
<b>Complete Assignments</b>	110446
<b>Outstanding Assignments</b>	48158
<b>People with Outstanding Assignments</b>	8840
<b>People with Past Due Assignments</b>	8142
<b>Percent Compliant</b>	69.64%

See the attached spreadsheet for more details.

Your Loudoun County Public Schools SafeSchools™ Website:  
<http://lcps.va.safeschools.com/>

Your username is **410510**

For questions, please contact your Loudoun County Public Schools SafeSchools™ contact.  
 Thanks for making Loudoun County Public Schools a safer place to work and learn.



**From:** Lois Berlin  
**To:** Alvin Crawley; Amber Wilson; Angie Murgio; Ann Monday; Brenda Tanner; Cecil Snead; Cynthia P. Halsey; David Jeck; David Sovine; Domenech, Dan; Ed Hatrick; Francisco Duran; Gadell Marty; George Arlotto; Greg Hutchings; Herbert Berg; Jack Dale; Jack Smith; Jerry Weast; Kevin Newman; Laura Byram; Lewis Ferebee; Lois Berlin; Marcy Kneale; Mark A. Johnston; Mark R. Ginsberg; Mary Ellen Shaw; Mary Kingston Roche; McDade, Bruce; Michael Martirano; Michelle Walker; Mike Usdan; Monica Goldson; Mort Sherman; Napoli, Sandra L.; Noonan, Peter; Pajardo, Phyllis; Patrick Murphy; PWCSSUPT PWCSSUPT; Rebecca Peters; Robert Baker; Robert G. Smith; Scott Brabrand; Scott Kizner; Scott Ziegler; Tim McNiff; Torres-Barthel, Lizette; Tracy Ritenour; Veronica Tellez  
**Subject:** [EXTERNAL] Fwd: PPT  
**Date:** Friday, March 12, 2021 5:44:19 PM  
**Attachments:** Communications in the Time of COVID.pptx

---

Hi WASSC Members, Retirees and Partners,

For those who were able to be with us today, thank you for being there. We had a very powerful conversation that we need to continue to build on as we move into the future. I am sending you Barbara Hunter's PPT. I think the McKenzie & Co. Crisis Life Cycle chart on slide 5 is particularly illustrative of what occurs when we face various crisis situations.

I also want to remind you that if you have not done so already, please let me know if you can do the following:

Attend our April 16 meeting (face to face) at the Anderson House in Washington, DC - yes or no

Attend our end of year banquet at the Cosmos Club in Washington, DC on either June 17 or June 25 - which date or not at all?

Thanks and enjoy your weekend. Oh, and wear your mask.

Lois

Lois F. Berlin, Ed.D.  
Executive Director, WASSC

**From:** Karen Dawson  
**To:** Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Donna Smith; Holland Yummit; Joan Sahlgren; John Lody; Kevin Lewis; Kimberly Goodlin; Lottie Spurlock; Lucia Sebastian; Mark Smith; Patricia Nelson; Scott Ziegler; Sharon Willoughby; Stephen DeVita; Superintendent's Cabinet - Executive Assistants  
**Subject:** FW: [EXTERNAL] Superintendent's Memos - March 12, 2021  
**Date:** Friday, March 12, 2021 4:41:47 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:** Jennings, Laura <laura.jennings@doe.virginia.gov>  
**Sent:** Friday, March 12, 2021 3:55 PM  
**Subject:** [EXTERNAL] Superintendent's Memos - March 12, 2021

The following Superintendent's Memos have been posted on the [Virginia Department of Education website](#):

March 12, 2021

- **MEMO 062-21**  
[Diploma Seals Distribution Process and Criteria for 2021 Graduates \(PDF\)](#)
- **MEMO 061-21**  
[Announcing the 2021 Mary Peake Award for Excellence in Education Equity \(PDF\)](#)

March 9, 2021

- **MEMO 060-21**  
[Adoption of the Amended 2020-2022 Biennial Budget by the 2021 Special Session I General Assembly \(PDF\)](#)
  - [MEMO 060-21, Attachment A: Summary of the 2020-2022 Budget Amendments Affecting PreK-12 Education \(Word\)](#)

--

Laura Jennings  
Administrative Assistant

Division of School Quality, Instruction & Performance  
**Virginia Department of Education**  
PO Box 2120 | Richmond, VA 23218-2120  
Office: 804.786.5834 | Cell: 804.297-6434

**From:** [Valerie Balser](#)  
**To:** [Schoolboardemail](#)  
**Cc:** [Jeff Morse](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] RESURVEY is the ONLY way to be equitable  
**Date:** Tuesday, March 9, 2021 9:56:51 AM

---

Good Morning Jeff, School Board and Dr. Ziegler,

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

How can LCPS offer 4 days to any student without offering it to EVERY student?

How can it be legal to offer 4 days of in person public school instruction to some but not all students? And, even if it is legal, how can it be equitable?

**You cannot make decisions/changes based on simplicity. Decisions for students must be based on equity.**

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

It is the principle of making a selection that is no longer valid and yet being forced to remain bound to it. That is much like a bait and switch scenario in my opinion.

**I would support a trial 2 week “pilot” in some schools to see if 4 days/reduced distance is feasible (and I hope it is) IF those families/schools agree to it but only as a trial period while a re-survey is being conducted simultaneously for ALL remaining students.**

If the pilot works, then anyone who wants to go back can because you will have re-survey results. If it doesn't work, back to 2 days a week and then figure out what you need to do to make it work.

I know you know that many families made their decision based on consistency of the 4 days. How will you justify a completely different plan coming into play, tell these families that you want to change the rules of play but they are bound to the plan of “once was” but “no longer is” ?

Also, 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?

Please allow yourself time to get data and figure out what is working with regards to distancing, tracing, mitigation strategies etc...and what needs to be addressed with your DL students (technology, bandwidth, hearing teachers etc..)



If you open up too quickly, we may never get back 5 days in person because we will never know what effectively works and what doesn't.

Thank you,

Valerie Balser

**From:** Asia Jones  
**To:** Scott Ziegler; Ashley Ellis; Mark Smith; Kevin Lewis  
**Cc:** Lucia Sebastian; Joan Sahlgren  
**Subject:** FW: VDOE - VDH call today  
**Date:** Tuesday, March 9, 2021 9:40:45 AM  
**Attachments:** March 9 VDOE - VDH Call.docx

---

Good morning team,

Please tentatively mark your calendars for both dates as we can use them for 1: meeting with Dr. Goodfriend; and 2: internal meeting to make a decision regarding SOL testing.

Apologies in advance for typos/grammar issues in the notes/email below. Was typing fast in both cases.

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 <Asia.Jones@lcps.org>  
**Sent:** Tuesday, March 9, 2021 9:32 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>; david.goodfriend@vdh.virginia.gov <David.Goodfriend@loudoun.gov>  
**Subject:** VDOE - VDH call today

Good morning all,

Many thanks to Dr. Goodfriend for sharing the call-in information to me this morning. Mark and I experienced challenges with accessing the webinar and was not able to see the slides. I've taken notes and have attached them for your review. The information is going to be sent out to day at 3:00 pm – embargoed until released.

Listed below are times that it appears our schedules will allow us to meet to discuss the information provided by the VDH. I will send a meeting invites once Dr. Goodfriend lets me know what time works best for him. Thank you.

- Wednesday from 3:30-4:30 pm
- Thursday from 12:00-1:00 pm

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

**From:** [Asia Jones](#)  
**To:** [Scott Ziegler](#); [Kevin Lewis](#); [Mark Smith](#); [Ashley Ellis](#); [david.goodfriend@vdh.virginia.gov](mailto:david.goodfriend@vdh.virginia.gov)  
**Subject:** VDOE - VDH call today  
**Date:** Tuesday, March 9, 2021 9:32:43 AM  
**Attachments:** [March 9 VDOE - VDH Call.docx](#)

---

Good morning all,

Many thanks to Dr. Goodfriend for sharing the call-in information to me this morning. Mark and I experienced challenges with accessing the webinar and was not able to see the slides. I've taken notes and have attached them for your review. The information is going to be sent out to day at 3:00 pm – embargoed until released.

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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:** Beth Barts  
**To:** Sharon Willoughby  
**Cc:** Scott Ziegler; Ashley Ellis  
**Subject:** Re: [EXTERNAL] Winter Track Funding Question  
**Date:** Tuesday, March 9, 2021 9:31:19 AM

---

Thank you.

So this coming winter (2021) funds should be available for each school to have a program?  
Can Derek Farrey let the athletic community know?

I appreciate it.

Beth

Sent from my iPhone

On Mar 9, 2021, at 9:02 AM, Sharon Willoughby  
<Sharon.Willoughby@lcps.org> wrote:

Good morning,  
Funds are available and in the budget to support Indoor Winter Track this year.  
Thank you.

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

**From:** Beth Barts <Beth.Barts@lcps.org>  
**Sent:** Monday, March 08, 2021 11:01 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Sharon Willoughby  
<Sharon.Willoughby@lcps.org>  
**Subject:** Fwd: [EXTERNAL] Winter Track Funding Question

Good evening,

Can you remind me if we completely cut this last year or was it part of the reserve?

Thank you.

Beth

Sent from my iPhone

Begin forwarded message:

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Date:** March 8, 2021 at 10:58:32 PM EST  
**To:** [becky.hoey@gmail.com](mailto:becky.hoey@gmail.com)  
**Subject: Re: [EXTERNAL] Winter Track Funding Question**

Thank you. I will ask about this. I appreciate the reminder.

Beth

Sent from my iPhone

On Mar 8, 2021, at 9:25 PM, Rebecca Hoey  
<[becky.hoey@gmail.com](mailto:becky.hoey@gmail.com)> wrote:

Hi Beth,

I am reaching out to inquire whether there are any plans or discussion to reignite the debate here in Loudoun to fund Winter/Indoor Track as a Tier 1 sport? I am the Team Parent Liaison at Heritage High School for the Cross Country & Track & Field programs. I have two kids (freshman & sophomore) who participated in Winter track (and Cross Country & Spring Track) the past two years. I know last year the school board had approved funding for Winter track to be recognized as a Varsity sport but that got reallocated with the pandemic.

I would love any insight you may be able to provide or any support you may be able to provide to get Winter track funded or at least to get the discussion started.

This program is vital to our kids here in Loudoun. Heritage sent multiple athletes to the state meet this year and a few athletes won their events & placed in the top tiers among all

athletes in Virginia. Our athletes were only able to compete because of prior fundraising efforts within our Heritage community & because of donations from generous parents. This presents an equity issue - what about our schools that aren't able rely on donations from the community- their athletes don't get to compete?

On a more personal note, during Covid the winter track program at Heritage has been invaluable as an outlet for my teenagers to interact with their peers, learn about being part of a team & personal growth and improvement, in a safe constructive manner. Our coaches have been incredible in going above & beyond for our runners. The efforts of the coaches & student athletes deserve to be recognized & funded at the same level as the other varsity sports here in Loudoun.

Your field hockey post tonight helped motivate me to send this email to ask. Thank you for all of your efforts on behalf of our kids! They are appreciated. Any insight you can provide is appreciated.

Thanks,  
Becky Hoey

**From:** [Sharon Willoughby](#)  
**To:** [Beth Barts](#); [Scott Ziegler](#)  
**Subject:** RE: [EXTERNAL] Winter Track Funding Question  
**Date:** Tuesday, March 9, 2021 9:02:12 AM

---

Good morning,

Funds are available and in the budget to support Indoor Winter Track this year.

Thank you.

**Sharon Willoughby**

Assistant Superintendent of Business and Financial Services

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Telephone: 571-252-1400

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>

**Sent:** Monday, March 08, 2021 11:01 PM

**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>

**Subject:** Fwd: [EXTERNAL] Winter Track Funding Question

Good evening,

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Begin forwarded message:

**From:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>

**Date:** March 8, 2021 at 10:58:32 PM EST

**To:** [becky.hoey@gmail.com](mailto:becky.hoey@gmail.com)

**Subject:** Re: [EXTERNAL] Winter Track Funding Question

Thank you. I will ask about this. I appreciate the reminder.

Beth

Sent from my iPhone



On Mar 8, 2021, at 9:25 PM, Rebecca Hoey <[becky.hoey@gmail.com](mailto:becky.hoey@gmail.com)> wrote:

Hi Beth,

I am reaching out to inquire whether there are any plans or discussion to reignite the debate here in Loudoun to fund Winter/Indoor Track as a Tier 1 sport? I am the Team Parent Liaison at Heritage High School for the Cross Country & Track & Field programs. I have two kids (freshman & sophomore) who participated in Winter track (and Cross Country & Spring Track) the past two years. I know last year the school board had approved funding for Winter track to be recognized as a Varsity sport but that got reallocated with the pandemic.

I would love any insight you may be able to provide or any support you may be able to provide to get Winter track funded or at least to get the discussion started.

This program is vital to our kids here in Loudoun. Heritage sent multiple athletes to the state meet this year and a few athletes won their events & placed in the top tiers among all athletes in Virginia. Our athletes were only able to compete because of prior fundraising efforts within our Heritage community & because of donations from generous parents. This presents an equity issue - what about our schools that aren't able rely on donations from the community- their athletes don't get to compete?

On a more personal note, during Covid the winter track program at Heritage has been invaluable as an outlet for my teenagers to interact with their peers, learn about being part of a team & personal growth and improvement, in a safe constructive manner. Our coaches have been incredible in going above & beyond for our runners. The efforts of the coaches & student athletes deserve to be recognized & funded at the same level as the other varsity sports here in Loudoun.

Your field hockey post tonight helped motivate me to send this email to ask. Thank you for all of your efforts on behalf of our kids! They are appreciated. Any insight you can provide is appreciated.

Thanks,

Becky Hoey

**From:** [Mikaela Coffey](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Join us for a Live Webinar: FOIA Basics: Motions and related procedures for closed sessions  
**Date:** Tuesday, March 9, 2021 8:32:13 AM

---



**FOIA Basics: Motions and related procedures for closed sessions**  
**Join Us for a Live Webinar on Wednesday, April 7th, 2021**  
**12:00 p.m.-1:00 p.m.**

The Virginia Freedom of Information Act (FOIA) permits boards to hold closed sessions only when certain requirements are met. This webinar will focus on the requirements for motions to go into a closed session and how those motions shape the board's discussions. The webinar will include examples of motions that satisfy the FOIA requirements. **Please note:** this training does not satisfy the legal requirement for elected school board members to receive FOIA training.

Register for the webinar by [clicking here!](#)

**Cost:** \$160 per registration (multiple registrations needed if viewing from multiple devices/locations)

**Date and Time:** April 7, 2021 12:00 pm to 1:00 pm

**Presenter:** Elizabeth Ewing, Director of Policy and Legal Services, VSBA

**From:** Coy, Holly  
**To:** Scott Ziegler  
**Cc:** Lane, James; Mark Smith  
**Subject:** [EXTERNAL] Re: SB 1303  
**Date:** Tuesday, March 9, 2021 8:03:23 AM

---

Dr. Ziegler,

On behalf of Dr. Lane, thanks for sharing your questions and concerns with us on SB1303.

As for your first question; these exemptions (quarantine/ isolation; or an ADA accommodation) are the only allowable exemptions from the requirement to provide instruction in person and in real time. The discussion of the General Assembly on this matter focused largely on teachers providing specific types of instruction not easily replaced (e.g. AP physics) and the benefit students would receive from the continuity of a high quality instructor in that example.

With regard to the "may" language around providing virtual instruction - I think you are correct that the legislators anticipate that being a smaller group of students compared to this year. The use of the word may also means that divisions are not required to offer such an option. While the entire bill applies to the entire 2021-22 school year; the language around the declared state of emergency in this clause seems to signal that they don't anticipate a need for virtual instruction options for any parent outside the declared state of emergency.

I've also taken the liberty of sharing your concerns with the Secretary's office, as we work with them to make recommendations on the bill in its current posture.

Let me know if you have any other questions or need anything else!

Thanks,  
Holly

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

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Date:** Mon, Mar 8, 2021 at 1:20 PM  
**Subject:** SB 1303  
**To:** Lane, James <[james.lane@doe.virginia.gov](mailto:james.lane@doe.virginia.gov)>  
**Cc:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>

GM James –

Some provisions in the bill could be problematic if the Governor signs as passed.

- The clause, “Any teacher or other school staff member who is permitted to perform any job function from a remote location or in a fully virtual manner as a reasonable accommodation shall be permitted to continue to perform any such job function in such a manner” is inconsistent with the definition of in-person learning that prohibits the use of a proctor. Divisions would need some direction on reconciling these

conflicting provisions.

- The provision providing online instruction was weakened in the version before the Governor. I am inferring from the word “may” that the intent of the bill that any online program is small and that the majority of students will attend in-person. Is this a correct reading? Is the expectation that students would transition immediately to in-person learning once the state of emergency is lifted?

Scott A. Ziegler, Ed.D.

Interim Superintendent of Schools

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

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



**HOLLY MATTOCKS COY | ASSISTANT SUPERINTENDENT**  
**DEPARTMENT OF POLICY, EQUITY, & COMMUNICATIONS**  
**VIRGINIA DEPARTMENT OF EDUCATION**  
703.727.2240 | [holly.coy@doe.virginia.gov](mailto:holly.coy@doe.virginia.gov)



**From:** Shelly Slebrch  
**To:** Brenda Sheridan; Atoosa Reaser; Harris Mahedavi; Jeff Morse; Ian Serotkin; Leslee King; John Beatty  
**Cc:** Scott Ziegler; Stephen DeVita  
**Subject:** [EXTERNAL] Fwd: [New post] 3/8/21: LCPS Working on "Equity" Math Replacement of Current Math Curriculum? Does This Anger Anyone?  
**Date:** Monday, March 8, 2021 11:59:52 PM

---

I am sharing this email below That received tonight from the Parents Against Critical Race group. Sadly, I have found their daily emails to be on top of issues in the community, and for the most part, very accurate (such as my email back in November asking why LCPS was not sharing the outcome from the AG on the NAACP lawsuit against LCPS).

Dr. Ziegler asks us to find comfort with the not-yet-known. With all that has happened over this past year, including the new lack of testing requirements and a C average, for equity, to get into AOS, I absolutely see some concerning truth of the "not-yet-known" in LCPS.

The idea below of any possibility of lowering the standards and education opportunities is scary. AOS will no longer be a magnet school. You will be dumbing down the learn opportunities in the name of "equity".

The reality is, Covid was just the practice year of what is yet to come. A year to get to know our elected officials. A year to learn the politics of this county. A year to figure out how this county is led and directed. A year to see what is really going on in our children's education and classrooms. A year to see what other schools offer for increased education.

Dumbing down Loudoun is not the answer to equity. Your Timothy Smith posting today that things can only be completed by a woman is not equity. Saying for a year DL is not equitable but then focusing on that as a modality for the new school year is unequitable. Stop hurting our children. Please do not even consider removing higher math options for middle school students. You should be encouraging education, pushing to learn more. Look at your mission statement. If you think below is an option, you are not in the right position and will completely fail our children.

Covid sucked. The thought behind what LCPS is doing in the name of equity, is

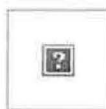
I don't even know how to complete that statement. Do you?

-Shelly's iPhone

Begin forwarded message:

**From:** Helping to Stop and Expose Critical Race Theory In LCPS and Around The Country <donotreply@wordpress.com>  
**Date:** March 8, 2021 at 10:47:25 PM EST  
**To:** sslebrch@hotmail.com  
**Subject:** [New post] 3/8/21: LCPS Working on "Equity" Math Replacement of Current Math Curriculum? Does This Anger Anyone?

New post on **Helping to Stop and Expose Critical Race Theory In LCPS and Around The Country**



### **3/8/21: LCPS Working on "Equity" Math Replacement of Current Math Curriculum? Does This Anger Anyone?**

by The Dirty Truth

**This is an active demand by the NAACP & MSAAC and a discussion within LCPS: Change LCPS Math Curriculum and Instruction standards to be in line with CRT. LCPS is going to rewrite and BRING DOWN ALL the standards, including GETTING RID OF MIDDLE SCHOOL ALGEBRA**

### **Ready to Get Involved Yet?**

You know who we can thank for this right? NAACP and MSAAC, they really they are one and the same. I don't believe all LCPS board members support this but enough do in order for it to pass. Chairman, Brenda Sheridan most certainly does as does Beth Barts. Parents? Does this get you fired up? If not what does? Because LCPS educational system is quickly dissolving. Do NOT allow ANYONE, especially Beth Barts, that LCPS is NOT teaching CRT. We've already proved her wrong. Critical Race Theory and this "Equity" education as the EXACT same thing.

The doc below is NOT from LCPS, however, some radical with too much time wrote a paper about "A Pathway to Equitable Math Instruction" that will give you great perspective on what to expect IF you don't get involved. Underneath this Math is Racist doc is the LCPS School Board Meeting Schedule and "Citizen Participation" link.

[view document](#)

# LCPS School Board

## Meeting Schedule



**The Dirty Truth** | March 8, 2021 at 10:47 pm | Categories: [CRT 101: For Dummies!](#), [CRT: Around the US](#), [CRT: Historical References](#), [CRT: LCPS and CRT](#), [CRT: LCPS Equity Partner](#), [LCPS, NAACP and MSAAC](#), [LCPS, NAACP and MSAAC](#), [Understanding CRT](#) | URL: <https://wp.me/penZOD-1PP>

**Comment**

[See all comments](#)

[Unsubscribe](#) to no longer receive posts from Helping to Stop and Expose Critical Race Theory In LCPS and Around The Country.  
Change your email settings at [Manage Subscriptions](#).

**Trouble clicking?** Copy and paste this URL into your browser:

<https://stoplcpscr.com/2021/03/08/3-8-21-lcps-working-on-equity-math-replacement-of-current-math-curriculum-does-this-anger-anyone/>

---



**From:** Pitts, Patty  
**To:** Patty Pitts  
**Subject:** [EXTERNAL] ABTEL Electronic Meeting – March 15, 2021  
**Date:** Monday, March 8, 2021 11:43:34 PM  
**Attachments:** agenda-march-2021.pdf  
abtel-minutes-2-1-2021.pdf  
presentation on CAEP standards.pdf  
presentation on CAEP standards attachment.pdf  
agenda-item-renewal-march-2021.pdf  
agenda-item-1-draft-licensure-renewal-manual-attachment.pdf

---

Hello ABTEL Members!

**ADVISORY BOARD ON TEACHER EDUCATION AND LICENSURE (ABTEL) ABTEL  
Electronic Meeting – March 15, 2021 -- 9:00 a.m.**

In preparation for the Advisory Board on Teacher Education and Licensure meeting, attached are the following documents:

**Agenda**  
**ABTEL Minutes from the 2/1/2021 Meeting**  
**Presentation on CAEP Standards**  
**Attachment for the Presentation on the CAEP Standards**  
**Agenda Item -- Renewal Requirements**  
**Agenda Item -- Renewal Requirements -- Attachment**

Below is the information to connect to the Zoom meeting. A calendar invitation will be sent to you separately.

Office of Teacher Education and Licensure is inviting you to a scheduled Zoom meeting.

Topic: ABTEL Meeting -- Begins at 9 a.m.

Time: Mar 15, 2021 Eastern Time (US and Canada)

Join Zoom Meeting

[https://doe-virginia-gov.zoom.us/j/84358313299?](https://doe-virginia-gov.zoom.us/j/84358313299?pwd=SVdZcGZhMTlZaDVBWThKKzBsZzNpQT09)

[pwd=SVdZcGZhMTlZaDVBWThKKzBsZzNpQT09](https://doe-virginia-gov.zoom.us/j/84358313299?pwd=SVdZcGZhMTlZaDVBWThKKzBsZzNpQT09)

Meeting ID: 843 5831 3299

Passcode: 965391

One tap mobile

+16465588656,,84358313299#,,,,\*965391# US (New York)

+13017158592,,84358313299#,,,,\*965391# US (Washington DC)

Dial by your location

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

888 475 4499 US Toll-free

877 853 5257 US Toll-free

Meeting ID: 843 5831 3299

Passcode: 965391

Find your local number: <https://doe-virginia-gov.zoom.us/j/kc5QcLLDem>

Please do not hesitate to contact us if you have any questions.

Best regards,

Patty

|





**PATTY S. PITTS | ASSISTANT SUPERINTENDENT**  
**TEACHER EDUCATION & LICENSURE**  
**VIRGINIA DEPARTMENT ♥F EDUCATION**  
804-371-2522 | [Patty.Pitts@doe.virginia.gov](mailto:Patty.Pitts@doe.virginia.gov)

**From:** Beth Barts  
**To:** Scott Ziegler; Sharon Willoughby  
**Subject:** Fwd: [EXTERNAL] Winter Track Funding Question  
**Date:** Monday, March 8, 2021 11:00:39 PM

---

Good evening,

Can you remind me if we completely cut this last year or was it part of the reserve?

Thank you.

Beth

Sent from my iPhone

Begin forwarded message:

**From:** Beth Barts <Beth.Barts@lcps.org>  
**Date:** March 8, 2021 at 10:58:32 PM EST  
**To:** becky.hoey@gmail.com  
**Subject:** Re: [EXTERNAL] Winter Track Funding Question

Thank you. I will ask about this. I appreciate the reminder.

Beth

Sent from my iPhone

On Mar 8, 2021, at 9:25 PM, Rebecca Hoey  
<becky.hoey@gmail.com> wrote:

Hi Beth,

I am reaching out to inquire whether there are any plans or discussion to reignite the debate here in Loudoun to fund Winter/Indoor Track as a Tier 1 sport? I am the Team Parent Liaison at Heritage High School for the Cross Country & Track & Field programs. I have two kids (freshman & sophomore) who participated in Winter track (and Cross Country & Spring Track) the past two years. I know last year the school board had approved funding for Winter track to be recognized as a Varsity sport but that got reallocated with the pandemic.

I would love any insight you may be able to provide or any support you may be able to provide to get Winter track funded or at least to get the discussion started.

This program is vital to our kids here in Loudoun. Heritage sent multiple athletes to the state meet this year and a few athletes won their events & placed in the top tiers among all athletes in Virginia. Our athletes were only able to compete because of prior fundraising efforts within our Heritage community & because of donations from generous parents. This presents an equity issue - what about our schools that aren't able rely on donations from the community- their athletes don't get to compete?

On a more personal note, during Covid the winter track program at Heritage has been invaluable as an outlet for my teenagers to interact with their peers, learn about being part of a team & personal growth and improvement, in a safe constructive manner. Our coaches have been incredible in going above & beyond for our runners. The efforts of the coaches & student athletes deserve to be recognized & funded at the same level as the other varsity sports here in Loudoun.

Your field hockey post tonight helped motivate me to send this email to ask. Thank you for all of your efforts on behalf of our kids! They are appreciated. Any insight you can provide is appreciated.

Thanks,

Becky Hoey

**From:** [Kay Greenwell](#)  
**To:** [Brenda Sheridan](#); [Atoosa Reaser](#); [Jeff Morse](#); [John Beatty](#); [Harris Mahedavi](#); [Ian Serotkin](#); [Leslee King](#); [Scott Ziegler](#)  
**Cc:** [Stephen DeVita](#); [Loudoun County Virginia](#)  
**Subject:** [EXTERNAL] 2 Things  
**Date:** Monday, March 8, 2021 10:37:08 PM

---

Dear Board:

The vaccination talk below is simply a way to start trouble within the community. Ridiculous.

Any change from DL to hybrid should be based on the numbers at a particular school. This should not be something that is mandated or allowed by the Board, districtwide, because availability will vary by school. Let the principals have a say in this. Otherwise it will be some long survey process which won't be finalized till mid-April and then it will take even longer to implement. Let the hybrid kids who are showing up day after day get a crack at 4 days, then worry about expansion. This is not an equity issue--it is adding a day or two, depending on space. The choice was supposed to be for the semester after all, so no one is in any worse position. Her plan is to probably delay and prolong and generate ill-will in the community while revelling in the unrest. Disturbing, really, but not surprising.

Good luck tomorrow night.

Sincerely,

Kay Greenwell  
Ashburn





**Beth Barts**

7h · 🌐

...

Some questions I will be asking as we move forward with offering DL next year to those who want it.

👉Would DL at the secondary level be limited in Virtual Loudoun? We can't offer every elective. Being realistic.

👉Would students who picked DL be able to still participate in extracurriculars?

👉Once vaccinated would students be able to chose to change back to their traditional school model? Or if they simply changed their minds?

While many familes are ready to go back 5 days a week in a traditional modality, some families like that DL can be done while traveling. Some of our older students work 25-30 hours a week and so DL may be appealing since there is less travel time. We also have families who have members who are medically compromised and absolutely need this option. Some middle and high school students prefer DL as they have anxiety when in physical school. (I can't speak to elementary but I have heard this for middle and high.)

I look forward to sharing the answers as we plan for next year.

----



**Beth Barts**

13h · 🌐



Seeking feedback -

There is significant interest from those who selected hybrid to return to school four days a week vs just two this school year. We receive many emails on this. Dr. Ziegler has shared that a potential expansion of in person learning will be discussed on March 23rd.

I am looking to see if those who selected DL would want the option at the secondary level in particular (where we teach concurrent) to switch to hybrid if we are offering 4 in person days.

At the elementary level I can assume any change would only allow the hybrid classes to come 4 days a week as the DL classes are completely separate.

👉 If we lower physical distancing the number one barrier to bringing back more students eases.

👉 If we keep our physical distancing regulations bringing back even our current hybrid students more than 2 days a week would be difficult in many classes.

👉 Families would need to understand that the possibility of being a close contact would increase with less distancing and may result in potential quarantines. I think most parents recognize this and would still appreciate more days in person.

Please let me know your thoughts at

Beth.barts@lcps.org

**From:** Lucia Sebastian  
**To:** Scott Ziegler; Michelle Walker  
**Subject:** Substitute Interest Night March 4  
**Date:** Monday, March 8, 2021 12:42:38 PM

---

Dr. Ziegler:

The following information related to the March 4, 2021 Substitute Interest night is being provided for your information. Please share with the School Board.

SubCentral held a virtual Substitute Interest night for 48 substitute candidates on Thursday, March 4, 2021. The evening was designed as a recruiting tool to let candidates interested in substituting receive information that includes the following:

- An introduction to the District.
  - Growth
  - New schools
- Statistics
  - Numbers of substitutes hired each year
  - How many substitutes are hired into full-time positions
  - How many jobs there are for substitutes in a year
- Specialty areas for substitutes
  - Special Education – acronyms for specific areas within SPED are reviewed
  - EL growth population
- Application process review
  - Sub4Loudoun.com website
  - Links to the application
  - Other resources for substitutes
- Review of the advantages of being a substitute
  - Shows continuous employment for college students
  - Allows flexible hours for parents of school-age children
  - Allows career switchers to find a school they would like to work for in the future
  - Overall flexibility - hours, dates, and locations
- Review of training offered before beginning as a substitute and optional training after completing the substitute requirements
  - Virtual Orientation (Required)

**Online HRTD training (Required)**

- **Run, Hide, Fight online (Required)**
- **Technology training (Optional)**

Thank you!

Lucia

Lucia Villa Sebastian, Ed.D.

Interim Assistant Superintendent

Human Resources & Talent Development (HRTD)

Loudoun County Public Schools

2100 Education Court

Ashburn, VA 20148



**From:** Leslee King  
**To:** Greg Harris  
**Cc:** Scott Ziegler; Mark Smith  
**Subject:** RE: [EXTERNAL] LCPS' foreign exchange program  
**Date:** Monday, March 8, 2021 12:38:02 PM

---

Dear Harris Family,

Thank you for your informative e-mail.

It may be too early to delve into this program since many countries still have restrictions on foreign travel and the Covid-19 Pandemic is still an unknown.

However, our staff is always looking ahead and planning ahead since running a large school system is very complicated. Right now they are working very long hours on budget, hybrid, expanding hybrid, summer school planning, fall school planning, etc.

I have cc'd our Interim Superintendent and Interim Chief of Staff in case I have said anything that is misleading or I have forgotten anything.

Regards,

Leslee King



Leslee King | Loudoun County School Board  
Broad Run District Representative

email: [leslee.king@lcps.org](mailto: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:** Greg Harris <harris.va.family@gmail.com>

**Sent:** Monday, March 8, 2021 10:06 AM

**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Denise Corbo <Denise.Corbo@lcps.org>; Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Leslee King <Leslee.King@lcps.org>; John Beatty <John.Beatty@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Beth Barts <Beth.Barts@lcps.org>; scott.Ziegler@lcps.gov; Mark Smith <Mark.Smith@lcps.org>; Spurlock@lcps.org; Suzette Wyhs <Suzette.Wyhs@lcps.org>; Patricia Coggins <Patricia.Coggins@lcps.org>

**Subject:** [EXTERNAL] LCPS' foreign exchange program

Greetings School Board, Interim Superintendent Ziegler and School Representatives,

Thank you for all you and your team are doing for the students, families, faculty, and community during these very challenging times. We understand there are many challenges and competing priorities that still lie ahead, but also light at the end of the tunnel.

**Our family would like to advocate for a very special and important program at Loudoun County Public Schools (LCPS), the foreign exchange program.**

Each year, except understandably this past year during the pandemic, a few families across Loudoun County host foreign exchange HS students. LCPS allows each high school to enroll a couple of these English-speaking foreign exchange students that come to Loudoun County from all over the world. International exchange students contribute greatly to the schools, teachers, fellow classmates, teammates, community, and host families in Loudoun County; and the welcoming attitude of the LCPS gives the international students wonderful memories of attending great American high schools that last a lifetime.

LCPS' participation in the foreign exchange program demonstrates LCPS' commitment to characteristics that are core to both the LCPS learning environment and the foreign exchange program.

**Benefits of the LCPS foreign exchange program include:**

- **Tolerance, empathy, respect, and understanding of other cultures, nationalities, races, and religions.**
- **Promoting and valuing diversity, cultural and global awareness.**
- **Encouragement and acceptance of new ideas and perspectives.**

Our family is proud of LCPS because of the strong commitment to a well-rounded school experience and we sincerely believe your foreign exchange program is an important component. A truly standout in LCPS is Broad Run HS, led by Principal Spage, due to his school's very welcoming attitude and embrace of the exchange program over the years. And while we can understand some LCPS high schools are overcrowded and challenged to participate, even a couple foreign exchange students at those schools each year can have a significant impact on the school environment and diversity.

In a recent School Board meeting, you set the goal to have all grades back in school two-days-per week by March 3, and by the fall, for a return to full-time in-person learning, with options for distance learning. **We hope all Loudoun County high schools will continue your wonderful foreign exchange program for the upcoming Fall/Spring 2021-2022 school year, and beyond.**

**Would you please consider spreading the word to your colleagues about the many benefits of the exchange program, to include encouraging all the high school principals to support the international foreign exchange program at their school.**

We appreciate everything you do, all the best. Thank you.

The Harris Family  
Loudoun County, VA

**From:** [Timothy "Michael" Carson](#)  
**Subject:** [EXTERNAL] Learning Management System/Case Management System Inquiry  
**Date:** Monday, March 8, 2021 11:59:17 AM  
**Attachments:** [ACPS Logo.png](#)

---

Good Morning Colleagues,

Alexandria City Public Schools is looking to streamline and review two of our current applications, and I am hoping you can assist me with my inquiry.

**1) Do you use a Case Management System for employee complaints/grievances, ADA, FMLA? If so, which one?**

- ACPS is currently using i-Sight for employee relation issues, grievances/complaints, ADA requests, and FMLA.

**2) What system do you use as a Learning Management System? Does the system sync with your HRIS system? Does it track continuing education certificates for licensed staff?**

- ACPS currently uses the Virginia Risk Sharing Association for compliance training--it is an add-on to our liability insurance. It does not sync with our HRIS system and requires manual updating. We use Professional Learning Management System through PowerSchool to track internal training and CEU for licensed staff. We are currently interested in SafeSchools or Public School Works.

Any help you can provide is greatly appreciated.

**T. Michael Carson, SHRM-CP, PHR**

Director, Employee Engagement and Relations  
Alexandria City Public Schools  
p. (703) 619-8169  
o. [timothy.carson@acps.k12.va.us](mailto:timothy.carson@acps.k12.va.us)

Thank you for letting us assist you today. Please let us know if we met your needs by clicking this anonymous survey [link](#).





**From:** [Jennifer Baker](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Employee Handbook 2021 90 Mins Webinar by Margie Faulk  
**Date:** Monday, March 8, 2021 9:53:02 AM

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## **Employee Handbook 2021**

**Thursday, March 25, 2021 from 10:00 AM to 11:30 AM (PDT)**

90 Minutes Webinar

**By Margie Faulk (PHR, SHRN-CP Member of SCCE)**

### **HRCI & SHRM Approved Event**

Call Us At 833-827-3272 (09:00 - 18:00 Hrs EST Monday - Friday)

Use Code - GET10 and get a 10% Discount

[Register Now!](#)

### **Course Description**

While the nation waits for the New Administration to start making changes in focus for the workplace, it is imperative to understand what the forecast tells us and how Employers and Professionals can prepare. The new agenda for the workplace by the President and Vice-President elect, will shift some of the regulations from the previous administration but, we have received information on what changes are expected for 2021.

Employers should review the proposed changes and see how it impact their industry, Federal state and local regulations. They will need to make the changes in their policies and Employee Handbook. Employees need for Employers to prepare and communicate any changes effectively. The changes will impact the budget and compliance efforts may need to be adjusted. Training will be a huge factor to communicate any changes in the focus for Employers.

### **Why Should You Attend:**

Regulatory Agencies are preparing for what they consider changes in regulations and focus on a change in compliance efforts. Violations of regulation will take center stage and there will be a scramble to make announcements of the changes. The list of agenda items from this training will provide Employers with what and how the changes will impact them.

### **Areas Covered in the Webinar:**

- Learn what the New Administration perspective is on how they will impact the



workplace

- Learn what the workplace priority is and how they plan to implement those priorities
- Learn what regulatory agencies are impacted the most
- Learn how the 15 workplace changes are and how they were selected
- Workplace safety
- Pay Equity
- Corona Virus Protection Initiatives and State Funds for Small Business
- How can payroll providers prepare or respond to the regulation implementation
- Wage and Hour Increase in Hourly Rate
- New Way of Work
- Leave Programs
- Employee Benefits
- Employee Privacy & Data Protection
- National Labor Relations Act Impact with Workplace Policies/Employee Handbook
- Immigration in the Workplace
- Labor Relations
- Taxes
- Healthcare (ACA)

### **Who Will Benefit**

- All Employers
- Business Owners
- Company Leadership
- Compliance professionals
- Payroll Administrators
- HR Professionals
- Managers/Supervisors
- Employers in all industries
- Small Business Owners
- Large Business Owners
- Company Leadership

Use Code - GET10 and get a 10% Discount

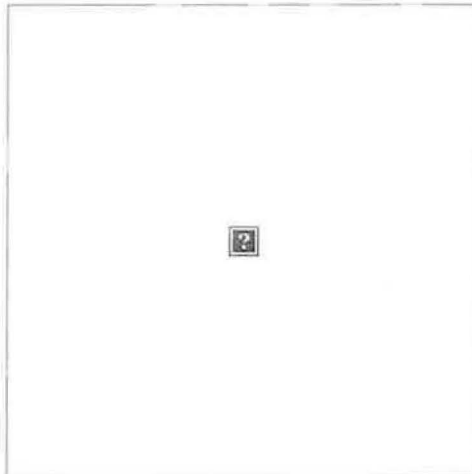
Register Now!

GRCAO 1201, North Market Street , Suite-111, Wilmington DE  
19801 US

[Unsubscribe Link](#)

**From:** [Outlook on Steroids](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] 6-Hour Virtual Seminar on Microsoft Outlook on Steroids  
**Date:** Monday, March 8, 2021 9:49:10 AM

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For Human Resource Professionals

## 6-Hour Virtual Seminar on Microsoft Outlook on Steroids

**Wednesday,  
March 17, 2021**

08:00 AM PDT | 11:00 AM EDT

Duration: 6 Hours

**Register**

View Details





The first step in catapulting your career ahead of your competitors is fully to use Microsoft Outlook.

If you are using Outlook mainly to send and receive email and to record appointments and meetings,  
about 85% of the power of Microsoft Outlook is being left unused. more

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### **Speaker Profile**

**Karla Brandau** , is a thought leader in management and team building techniques. She trains managers to improve their relationship with the employees to earn their gift of discretionary effort. She specializes in personalities, communication skills, leadership principles. She is the CEO of Workplace Power

Institute and has educated managers with her proven leadership principles in companies such as Motorola, Coca-Cola Enterprises, Panasonic, and BYD America.....more

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**From:** Shima Andreassen  
**To:** Brenda Sheridan; Atoosa Reaser; Denise Corbo; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Scott Ziegler  
**Subject:** [EXTERNAL] Re: Students need 5 days in-person learning  
**Date:** Sunday, March 7, 2021 1:47:20 PM

---

Good afternoon,

Based on Ms Bart's request, we wanted to share that we strongly support and seek 4 days in-person learning regardless of the distancing of the students.

My children currently are in hybrid with 2 days in school which is a very small amount of education. The other three asynchronous days are useless. They're done within 35 minutes and that's it. This is not education and NOT enough instructional learning.

They need at least 4 days in person as soon as possible!!! Every day lost is too many. It's been a year and way overdue. 4/5 days in person NOW.

Thank you

Sent from my iPhone

> On Feb 25, 2021, at 1:20 PM, Shima Andreassen <shimabehnamian@yahoo.com> wrote:

>

> Good afternoon,

>

> It's been a year and I cannot believe I am still writing you begging to let our kids back to school, 5 days a week. This has taken advantage of the disadvantaged as all of you are well aware.

>

> There is no equity and no equality in public schools until all students have access to 5 days a week in person learning.

>

> Let's not bully our colleagues on social media and work together for the benefit of children and not teachers union aka LEA.

>

> We elected you to fight for all children. We've been greatly disappointed by your decision so far. But enough is enough! Please come together, now is the time to let them back 4 days a week and commit to 5 days a week in person starting August.

>

> Thank you

>

**From:** [J.T. Kessler](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Federal Advocacy Update: March 6, 2021  
**Date:** Saturday, March 6, 2021 8:05:45 AM

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Good Saturday Morning. At the conclusion of this message is the March 6, 2021 Federal Advocacy & Public Policy Update. As this message is being sent, members of the United States Senate continue to consider numerous amendments to the American Rescue Plan Act of 2021. The debate on the legislation began yesterday and continued overnight. It is likely a final vote on the measure will take place this weekend.

VSBA will continue to watch debate of the American Rescue Plan Act throughout the weekend. Be sure to check out the [VSBA Legislative Update Blog](#) and monitor VSBA on [Facebook](#) and [Twitter](#) daily for real time information from the VSBA Government Relations team on happenings in both Washington, D.C., and Virginia state government.

Thank you for all you do on behalf of public education in the Commonwealth!

Have a safe weekend!

Best,

J.T.

**Federal Advocacy & Public Policy Update**  
March 6, 2021

### **Congressional Update**

#### **Senate Considers American Rescue Plan**

On Saturday, February 27, the House of Representatives passed the American Rescue Plan (ARP) Act of 2021 ([H.R. 1319](#)), mostly along party lines, by a margin of 219-212. If enacted, ARP would provide nearly \$1.9 trillion in assorted relief funding to help respond to and recover from the COVID-19 pandemic. Since the bill's passage in the House, ARP was sent to the Senate where the upper chamber has spent most of this week determining what components of the legislation are allowable under the budget reconciliation process—a legislative mechanism allowing Congress to pass legislation, like ARP, with simple majorities in both chambers. On Thursday, March 4, the Senate Budget Committee released a substitute amendment, making several changes to the House-passed version of the ARP, as the full chamber prepares for formal consideration of the legislation over the next few days.



Of particular note, the Senate's version of the ARP proposes \$125 billion in additional aid for the K-12 community via the existing Elementary and Secondary Education Relief (ESSER) Fund—roughly \$3 billion less than proposed by the House. In addition, the Senate's vision for ARP requires that 87.5% of funds be distributed to local school districts (as opposed to 90% in the House-passed ARP). With a higher state-level funding set-aside allowance, the Senate version of the ARP would require state education agencies to reserve at least one percent of this funding for evidence-based summer school and afterschool programs respectively. Another change made by the Senate is a new requirement that 2.5% of this funding be used for purchasing educational technology. Both bills maintain a requirement that at least five percent of this state-level funding be used to address learning loss.

The Senate's proposed bill also makes several technical changes to the legislation's "maintenance of equity" provision and slightly modifies the existing local allowable uses of ESSER funds to ensure funding can be used to implement school reopening guidance from the Centers for Disease Control and Prevention (CDC) among other changes.

Unlike the House version of the ARP, the Senate version of ARP proposes \$2.75 billion in dedicated funding for nonpublic schools to support private schools. While the House-passed bill authorizes equitable services for private schools consistent with the existing Elementary and Secondary Education Act (ESEA) statute, the Senate version would establish a precedent to expand vouchers beyond ESEA equitable services and thus create another federal funding stream for private schools, rather than a limited form of assistance within existing law. NSBA believes public tax dollars should only support public schools and opposes any efforts to subsidize tuition or expenses at elementary or secondary private schools, religious schools, or private home/correspondence schools with public tax dollars. Specifically, NSBA opposes vouchers, tax credits, and tax subsidies for use at non-public K-12 schools. NSBA encourages outreach to Congress concerning this issue.

Finally, the Senate's version of ARP proposes \$7.172 billion in additional funding for the E-rate program to support student remote learning to help with the homework gap, the term used to describe the digital divide for students when they are out of school buildings. The number is approximately \$500 million less than the amount proposed by the House. While the overall numbers in both versions of the legislation is below the \$12 billion that NSBA believes is ultimately needed for short-term relief in narrowing the homework gap, it is a good step forward in helping the millions of students who lack adequate access during the pandemic.

After releasing the text of the bill in the Senate, members voted along party lines to proceed to debate on this updated version of ARP Thursday afternoon. The Senate's formal consideration of this bill is expected to be protracted and will likely last through much of the weekend. However, this legislation is widely expected to pass narrowly along party lines—a sequence of events that would send the bill back to the House for final consideration and likely passage sometime next week. Lawmakers hope to pass this legislation prior to March 14 when currently expanded unemployment benefits are set to expire.

## **Earmarks Mount a Comeback in Congress**

In 2011, Congress banned the use of “earmarks”—funding requested by individual members of Congress for specific projects or purposes. On Monday, March 1, House Appropriations Chair Rosa DeLauro (D-CT) announced plans to resurrect the practice, rebranding them as “Community Project Funding,” and proposing much stricter rules regarding their use. Earmarks have fervent proponents who argue that the practice facilitates more efficient legislating in Congress, while detractors argue it leads to waste and has the potential for abuse. Chairwoman DeLauro’s counterpart in the Senate, Appropriations Committee Chairman Leahy (D-VT), is reportedly working on a forthcoming agreement with the House to fully reinstitute the practice for the current 117th Congress and the related appropriations process.

## **Administration Update**

### **Cardona Confirmed to Lead USED**

On Monday, March 1, the Senate officially confirmed Miguel Cardona as the next U.S. Secretary of Education. The Senate voted 64-33 in favor of Cardona’s nomination and Vice President Kamala Harris formally swore him in the following day. In an op-ed published on Tuesday, Secretary Cardona announced that he plans to host a national summit on reopening school buildings and outlined several related areas that he plans to prioritize in the near-term. On Wednesday, Secretary Cardona, along with First Lady Jill Biden, visited K-12 schools in Connecticut and Pennsylvania highlighting efforts to safely reopen school buildings for in-person instruction. The visit comes amid President Biden’s call earlier in the week to prioritize teacher vaccinations as part of wider efforts to expedite reopening of school buildings in the coming weeks and months ahead.

## **New Legislation**

H.R.1581 To support library infrastructure. Sponsor: Rep. Levin, Andy [D-MI-9]

H.R.1566 To amend the Child Abuse Prevention and Treatment Act to require that equitable distribution of assistance include equitable distribution to Indian tribes and tribal organizations and to increase amounts reserved for allotment to Indian tribes and tribal organizations under certain circumstances, and to provide for a Government Accountability Office report on child abuse and neglect in American Indian tribal communities. Sponsor: Rep. Grijalva, Raul M. [D-AZ-3]

H.R.1547 To improve the financial literacy of secondary school students. Sponsor: Rep. Cartwright, Matt [D-PA-8]

H.R.1498 To require that local educational agencies disclose negotiations with teacher unions as a condition for eligibility to receive funds under the Elementary and Secondary School Emergency Relief Fund of the Education Stabilization Fund of the Coronavirus Response and Relief Supplemental Appropriations Act, 2021. Sponsor: Rep. Good, Bob [R-VA-5]

H.R.1433 To reauthorize the Helen Keller National Center for Youths and Adults Who



Are Deaf-Blind. Sponsor: Rep. Pocan, Mark [D-WI-2]

H.R.1418 To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to establish "Family Friendly School" policies at 500 elementary schools that align the school day with the work day to better support working families and to disseminate the learnings from these model schools so that other local educational agencies may adopt these practices, and to establish a supplemental 21st century community learning centers grant program to support programs and activities during summer recess when school is not in session.

Sponsor: Rep. Morelle, Joseph D. [D-NY-25]

### Discretionary Grants

#### **USED published notice on a discretionary grant program for the Office of Elementary and Secondary Education:**

"Indian Education Discretionary Grants Programs – Professional Development Grants Program" – The Indian Education Professional Development Grant programs seeks to increase the number of qualified Indian individuals in professions that serve Indians, as well as to provide training to qualified Indian individuals to become teachers and administrators. The estimated available funds for this program total \$7,809,000, with no award exceeding \$400,000 for the first, second, or third 12-month budget period. Applications are due by May 3, 2021, and further information is available [here](#).

J.T. Kessler  
Government Relations Specialist  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
jason@vsba.org, www.vsba.org

**From:** Shelly Slebrch  
**To:** Brenda Sheridan; Atoosa Reaser; Ian Serotkin; Jeff Morse; Leslee King; John Beatty; Harris Mahedavi  
**Cc:** Stephen DeVita; Scott Ziegler  
**Subject:** [EXTERNAL] Beth's Press Release  
**Date:** Friday, March 5, 2021 9:08:01 PM

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I have no doubt by now you have read Ms. Barts' Press Release posted on her Facebook page. In my opinion, please take note of the fact that Ms. Barts is paying out-of-pocket for her own attorney; to keep a part-time, \$20K job, makes me think that she has something else up her sleeve against LCPS. My opinion.

I would hope that your discussions soon include Ms. Corbo as well. To not attend this important closed-door session appears as she does not want to participate in a meeting against her friend. Not attending is worse than abstaining. Whatever her reasoning, the perception is that she did not want to say anything against or be put in a position to vote against her friend. While part of the discussion regarding Ms. Barts was in regards to the "sub-par" education she thinks our students are receiving (per her attorney), Ms. Corbo has not done much to support the students either. It is apparent that her posts and comments support the teachers and LEA. When will she be held accountable for supporting the students?

While you made a public censure of Ms. Barts, in reality, it really isn't much more than a slap on the hand to the official, to call them out publicly. Based on this vote and this censure, I hope consideration will be given into removing her from board committees as well. Unfortunately, Mr. Beatty was removed from the Equity Committee in which he actually stated a fact, not a comment. In comparison, the ongoing actions of Ms. Barts, should remove her from all Committees as well, in the best interest of the students.

All this said, back to the press release posted today by Ms. Barts in response to her censure. My analysis:

Who posts a "statement" on FB? Her post Monday evening sounded like she knew she is in trouble. She removed her post from Tuesday that said she would not be attending the closed session Thursday and she would issue a statement regarding allegations from Debbie Rose (I have a screen shot).

Regarding the press release....like I said, who posts a press release on Facebook but nowhere else?

Paragraph 2) The pandemic isn't raging; Ms. Barts even posted numbers are going down. When do board members scold each other? I have never seen this (except when Ms. Barts commented on CRT and Mr. Beatty). How does Ms. Barts know what board members are worrying about?



Paragraph 3) I hope we can see this email from Mr. Devita and the response from Mr. King. Ms. Sheridan stated each date the board has met in regards to Ms. Barts. It sounded as if there was a possibility the minutes of these meetings will become public. Will they be posted in BoardDocs?

Paragraph 4) How was Ms. Barts told of the allegations during the meeting, that she didn't attend? We Ms. Barts and Mr. King specifically told they could not attend the meeting? Per paragraph 3, Mr. King stated that he received an email with the allegations and exhibits from Mr. Devita; thus they were already received. Were new allegations brought up during this meeting? How was Ms. Barts made aware of these new allegations?

Paragraph 5) If they are going to quote something, they should make sure it is quoted from the actual source; in this instance, it's close, but specifically it is Alice's Adventure in Wonderland. We all know, that Ms. Barts and LCPS posted that the Board did not cancel Dr. Seuss. This paragraph states otherwise. Did the Board cancel Dr. Seuss? Or did they not?

Paragraph 6) Who was made this quoted statement in this paragraph? It is just a quote with no mention of who made that comment. Was it Ms. Barts or Mr. King?

Paragraph 7) That is how they ended this press release? Poof, whallah, nothing else? In light of the seriousness of the situation, you would think to post a press release, they would want to check their facts and show some professionalism. Clearly IMO.

The posting of this press release by Ms. Barts, mocking the board, laughing at situations with school closings is just a continuation of her lack of professionalism and immature nature in respect to her colleagues and community. She should be embarrassed. She doesn't care. I hope this press release will push the board to also remove Ms. Barts from all board committees, and possibly a forced resignation. She is a laughing stock in Loudoun County and needs to be released from her duties. She is doing more harm than good. Three more years with Ms. Barts is too much.

All IMO. I am only one person in the community (not hers, but her actions do affect LCPS as a whole).

-Shelly

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

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

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

Beth Barts

Sent from my iPhone

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

To the Loudoun County Public Schools School Board,

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

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

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



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

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

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

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

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



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

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Dr. Ziegler and Board,

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

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

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

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

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

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

What would even remain the same besides the "binding" portion?

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

I know you know that many families made their decision based on consistency of the 4 days.

**If you want to expand in person, allow more families the opportunity, vs the same families more opportunity.**

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

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

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

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

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

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

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

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

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

Thank you,

Valerie Balser



**From:** L Bay  
**To:** Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Scott Ziegler  
**Subject:** [EXTERNAL] Elementary Hybrid Teacher Concerns About 4-Day Hybrid  
**Date:** Monday, March 15, 2021 12:41:04 PM

---

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.

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

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

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Just FYI.

Sent from my iPhone

Begin forwarded message:

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

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

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

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

**ALL** students should be afforded the opportunity to go 4 days in person. **ALL** students should be



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

David and Jennifer Vernon

From: John Clark  
To: Beth Barts  
Cc: Scott Ziegler; Brenda Sheridan; Kevin Lewis  
Subject: RE: FYI  
Date: Monday, March 15, 2021 9:55:41 AM  
Attachments: [image007.png](#)  
[image001.png](#)

Beth,

Have you contacted LCSO reference the Valannin post?

JC

From: Beth Barts <Beth.Barts@lcps.org>  
Sent: Monday, March 15, 2021 9:07 AM  
To: John Clark <John.Clark@lcps.org>  
Cc: Scott Ziegler <Scott.Ziegler@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>  
Subject: FYI.

Good morning,

Apparently my concerns about the misinformation being shared that LCPS is teaching Critical Race Theory has made me a target.

I am not worried for myself but I do think everyone needs to know that this is to be expected as over the past month I have watched certain actions embolden this movement.

This group has thousands of followers on Twitter.

Beth



**Valannin** @valannin · 17h

...

Replying to @ConceptualJames

She needs to be taken in the dead of night, hooded, thrown into the back of a panel van, driven 1000 miles from her home and deprogrammed. Just like you would do with any member of a dangerous, depersonalizing, fanatical cult.



Tweets

Tweets & replies

Media

Likes

conta.cc/2Ngo58x



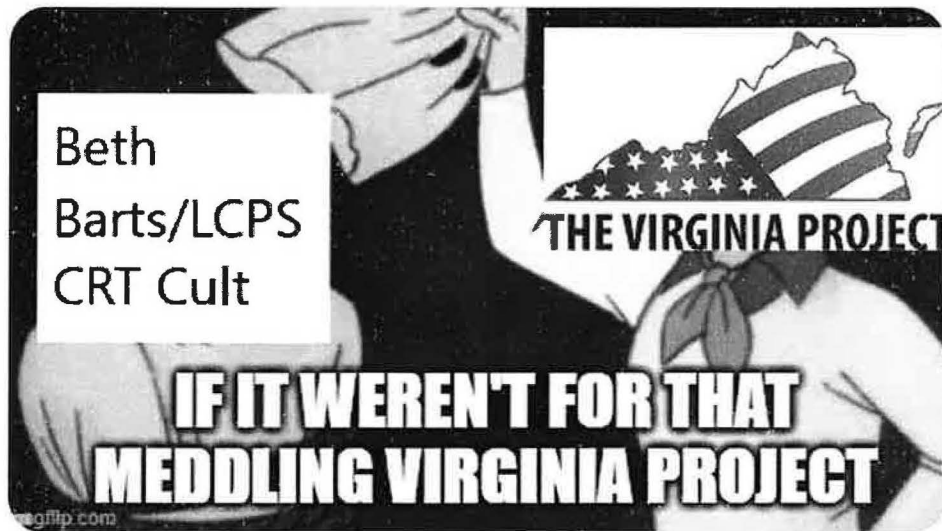
6

16



**The Virginia Project** @Project... · 14h ...

And now we know who is behind the troublemaking in Loudoun County.



17

39



The Virginia Project Retweeted



**The Virginia Project** @ProjectV... · 1d ...

Here's our Critical Race Theory event the Left has become hysterical to try to stop.

It's on Tuesday 3/16 at 7pm online - webinar format.

Sign up today!



THIS IS WHAT THEY DON'T WANT YOU



8:36



## Tweet



**The Virginia Project**

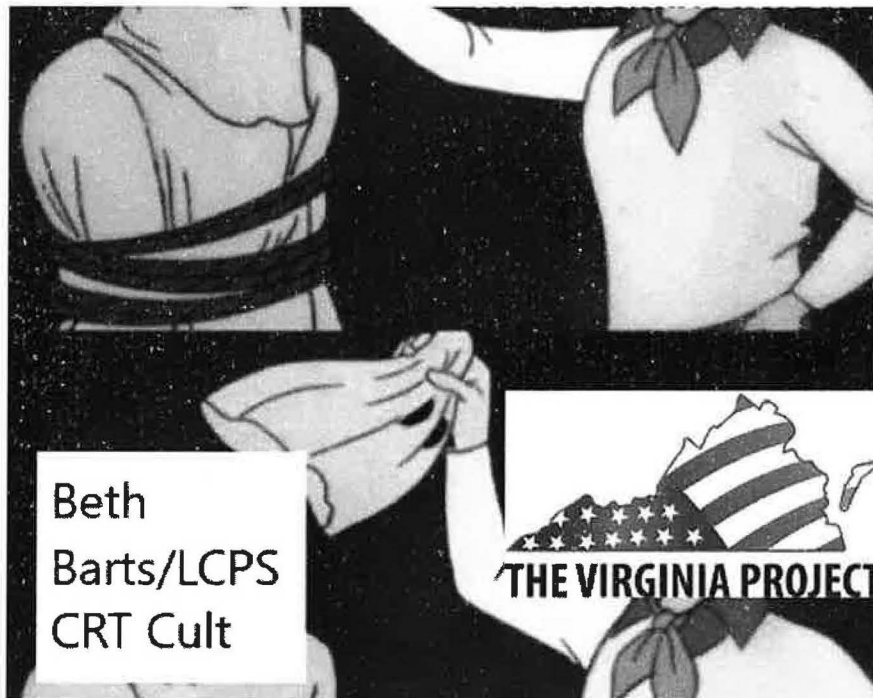
@ProjectVirginia



And now we know who is behind the  
troublemaking in Loudoun County.







Tweet your reply



Sent from my iPhone

Sent from my iPhone

From: Beth Burt  
To: John Clark  
Cc: Scott Ziesler, Brenda Sheridan  
Subject: FYI  
Date: Monday, March 15, 2021 9:07:39 AM  
Attachments: image1.png  
image2.png

Good morning,

Apparently my concerns about the misinformation being shared that LCPS is teaching Critical Race Theory has made me a target.

I am not worried for myself but I do think everyone needs to know that this is to be expected as over the past month I have watched certain actions embolden this movement.

This group has thousands of followers on Twitter.

Beth



**Valannin** @valannin · 17h

...

Replying to @ConceptualJames

She needs to be taken in the dead of night, hooded, thrown into the back of a panel van, driven 1000 miles from her home and deprogrammed. Just like you would do with any member of a dangerous, depersonalizing, fanatical cult.



Tweets

Tweets & replies

Media

Likes

[conta.cc/2Ngo58x](https://conta.cc/2Ngo58x)



↻ 6

♡ 16

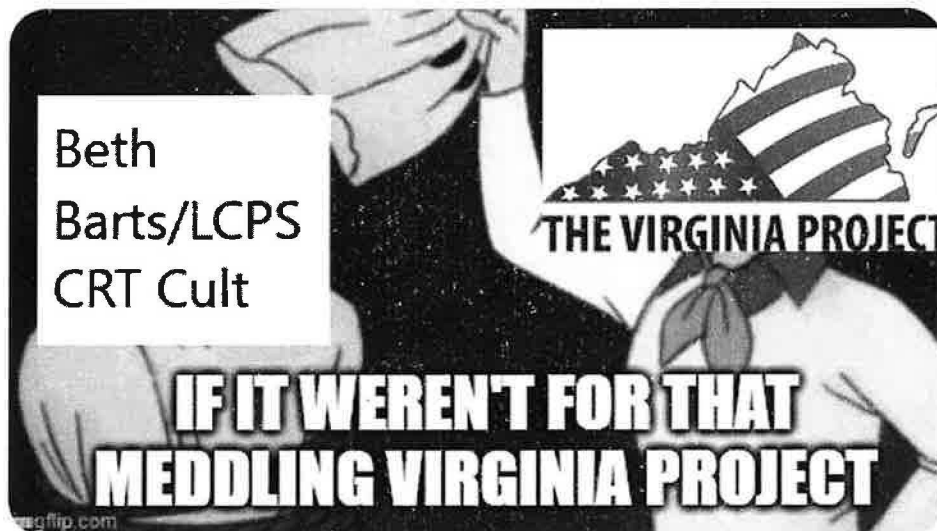


**The Virginia Project** @Project... · 14h

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**The Virginia Project** @ProjectV... · 1d ...

Here's our Critical Race Theory event the Left has become hysterical to try to stop.

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## Tweet



**The Virginia Project**  
@ProjectVirginia



And now we know who is behind the  
troublemaking in Loudoun County.







Tweet your reply



Sent from my iPhone

Sent from my iPhone

**From:** Alissa Hall  
**To:** Scott Ziegler; Ian Serotkin; Denise Corbo  
**Subject:** [EXTERNAL] Equity  
**Date:** Saturday, March 13, 2021 10:34:11 PM

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These words are from someone else on Facebook. Since I agree with them, I'm sending them to you with my name to support these points.

\*\*\*

I am so disappointed that LCPS/Board is now making educational decisions based on simplicity and not equity. Really? This is how we operate now in Loudoun County?

I am not even sure how this is legal to offer the in person 4 days a week option to one to group of families without offering it to all in a public school system. And, no matter how badly you want your student in 4 days, please don't try to convince me that all students were offered 4 days before a decision was made – that was never brought up as a possibility until AFTER the decisions were made. The "binding criteria" in which our decisions were made no longer exists...yet to want to hold us "bound".....bound to what criteria?....the criteria that "was once" but no "longer is"?

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 but regardless, it is the precedence that this sets forth that is most concerning to me. If you want to expand in person, allow more families the opportunity, vs the same families more opportunity.

Where is the formal LCPS communication notice on all of this as well? We are going to have so many families blindsided by this change if they are not on social media. What about the families who selected Hybrid but don't want reduced distance? What happens to their students? They are "kicked out" of their binding decision?

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?

Why is Beth the only one asking questions about this? Where are all the other Board Members who know this is not equitable and are not questioning this and why are they not advocating for ALL their students in their district?

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.

\*\*\*

To which I say, Amen.  
-Alissa Hall

**From:** [Karlee Copeland](#)  
**To:** [mike.chapman@loudoun.gov](mailto:mike.chapman@loudoun.gov); [Jeff Morse](#)  
**Cc:** [Brenda Sheridan](#); [Ian Serotkin](#); [Harris Mahedavi](#); [Leslee King](#); [John Beatty](#); [bos@loudoun.gov](mailto:bos@loudoun.gov); [Atoosa Reaser](#); [Stephen DeVita](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] LCPS Board Member Inciting Hate and Possibly Violence  
**Date:** Saturday, March 13, 2021 9:41:32 AM  
**Attachments:** [IMG\\_6514.PNG](#)  
[IMG\\_6515.PNG](#)  
[IMG\\_6516.PNG](#)  
[IMG\\_6517.PNG](#)  
[IMG\\_6518.PNG](#)  
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[IMG\\_6524.PNG](#)  
[IMG\\_6525.PNG](#)  
[IMG\\_6532.PNG](#)  
[IMG\\_6538.PNG](#)

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Good Morning,

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

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

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

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

From what I've gathered from the information shared, Jen Morse and Hilary HL (Hilary



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

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

*The admins of the group are as follows:*

Jamie Ann Neidig-Wheaton

Elle Wicke

Yesica Morales

Monica Belton

V.R. Maddox (Commissioner, Diversity Commission at Town of Leesburg, VA)

*The primary players doing the research are as follows:*

Heather Elise Barclay

Cortney Brooke

Brooke Josties

Carol Bebee Turpin

Aminda Elena

\*\*Jen Morse (Mathematics Professor at UVA?)

Janann Schroeder Mercker

Jamie Ann Neidig-Wheaton

Kaytee Stern

Adam Dowling

Amanda Bean

Rebecca Johnson

\*\*Hilary HL (Hilary Hutman Lee @ Potomac Falls)

MJ Ray

Amina Elena

Chris Lynn

Rasha Saad

I have contacted my attorney and will be meeting with him on Wednesday. More



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

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

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

Be Well,  
Karlee Copeland



Beth Barts ▸ Anti-Racist Parents of Loudoun County

1h · 🌐

Good morning,

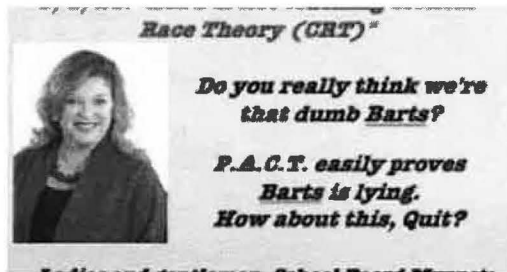
I wanted to share that I am very concerned that this CRT "movement" for lack of a better word is gaining support. It is difficult for me to bring attention to it without calling out specifics which may violate our code of conduct. I hope to use public comment time at the equity committee to make members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

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

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

Posted on March 2, 2021 | by The Dirty Truth

[Leave a comment](#)



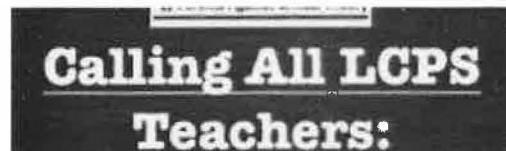
stoplcpsCRT.com



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

Posted on March 2, 2021 | by The Dirty Truth

[Leave a comment](#)



Heather Elise Barclay

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

Like · Reply · 1h



Courtney Brooke

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

Like · Reply · 1h



Courtney Brooke

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

Like · Reply · 1h · Edited



[View more replies](#)



Brooke Josties

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

Like · Reply · 15m



Write a reply...



Carol Bebee Turpin

Thank you **Beth Barts** on behalf of all of Loudoun. ...

Like · Reply · 40m



Amina Elena

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

Like · Reply · 36m



Jen Morse

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

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

Like · Reply · 22m · Edited





Beth Barts ▶ Anti-Racist Parents of Loudoun County

...

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



Jen Morse ▶ Anti-Racist Parents of Loudoun County

10m · 🌐

...

\*\*\*CALL FOR VOLUNTEERS\*\*\*

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

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

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

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

Thanks in advance. ❤️

👍❤️ 3

1 Comment

👍 Like

💬 Comment



Amanda Bean

...



👍 1

Like · Reply · 5m





Janann Schroeder Mercker shared a link.



March 10 at 8:24 PM · 🌐

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



LOUDOUNTIMES.COM

**School Board censures Barts for controversial social media activity**

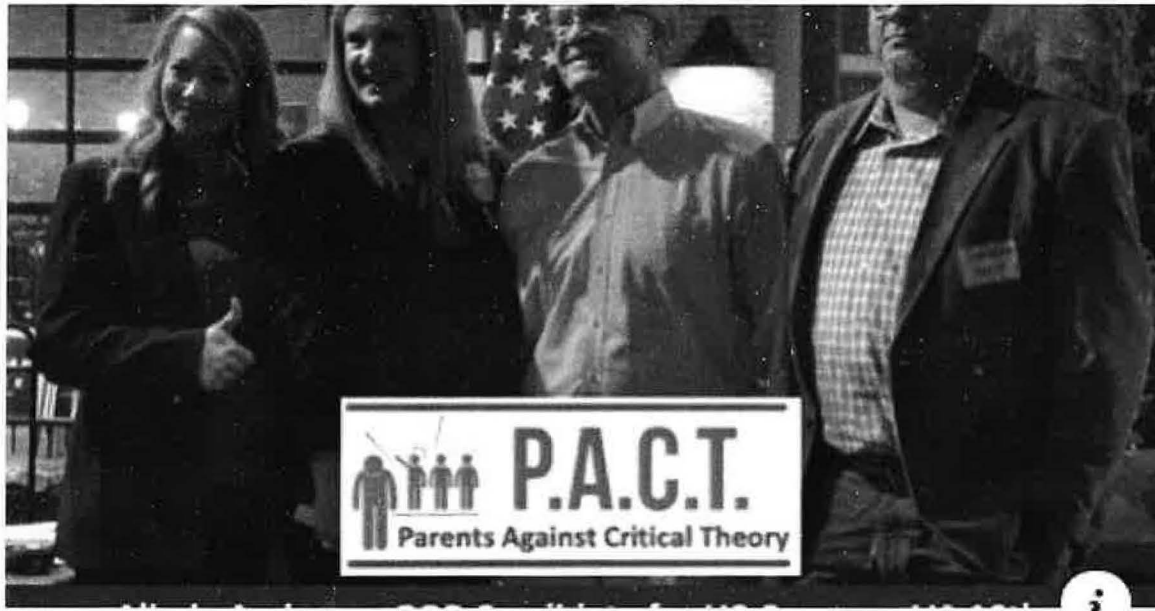


Jamie Ann Neidig-Wheaton shared a link.

Admin · November 2, 2020 · 🌐



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



GOFUNDME.COM

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

Like · Reply · 1



Kaytee Stern

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

Like · Reply · 1



| **Adam Dowling**

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

Like · Reply · 2d · Edited



| **Rebecca Johnson**

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

Like · Reply · 2d



[View 4 more replies](#)



Hilary HL

36m · 🌐



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

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

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



5

11 Comments



Like



Comment



Hilary HL

Scott Mineo heads the group and created the website, manages social media.



Fb alt "Vito Malara"

Like · Reply · 36m



1



MJ Ray  
lives in Ashburn



Like · Reply · 20m



Hilary HL

Fb name "Kat HC" [REDACTED]



1



Like · Reply · 34m



MJ Ray  
Karlee Copeland Harvey. Lives in South Riding.



Verizon

8:29 PM

26%



Anti-Racist Parents o...





## New Activity

Sort

**Hilary HL**

9h ·

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

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

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



104 Comments



Like



Comment



Send





Hilary's Post



**Amina Elena**

I'm blocked by all those fools.

7h Like Reply

1



**Chris Lynn**

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

7h Like Reply

1



**Jen Morse**

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

still before. Thanks for  
the reminder.



Write a comment...



Hilary's Post



**Heather Dianne Parks**

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

6m Like Reply



Write a reply...



**Hilary HL**

Erin Hoffmann Dunbar (Fb name)

59m Like Reply



**Hilary HL**

Linda Wood Heinze (Fb name)

59m Like Reply



.....



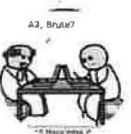
Write a comment...



Hilary's Post



55m Like Reply



**Hilary HL**

Joseph Wharton (Fb name)

54m Like Reply



**Hilary HL**

Elicia Brand Leudemann (Fb name)

54m Like Reply



54m Like Reply



**Hilary HL**  
SB member Mahedavi?

42m Like Reply



Write a reply...



**Hilary HL**  
Bill Kotraba, Aldie

54m Like Reply



Write a comment...



Hilary's Post



shit before. Thanks for  
the reminder.

7h Like Reply

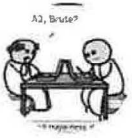


Write a reply...



**Hilary HL**  
"Susie Lynn" on Fb

7h Like Reply



**Hilary HL**  
Shelly Cohen Slebrch?

7h Like Reply

1



**Rasha Saad**

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

5h Like Reply



Write a comment...



Hilary's Post



shit before. Thanks for

the reminder.

7h Like Reply



Write a reply...



**Hilary HL**  
"Susie Lynn" on Fb

7h Like Reply



**Hilary HL**  
Shelly Cohen Slebrch?

7h Like Reply

1



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

5h Like Reply



Write a comment...





Beth Barts ▸ Anti-Racist Parents of Loudoun County

4m · 🌐

...

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

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

Silence IS complicity.



2



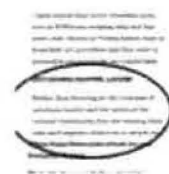
...



Beth Barts ▸ Anti-Racist Parents of Loudoun County

...

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



Jen Morse ▸ Anti-Racist Parents of Loudoun County

10m · 🌐

...

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execute, and donate regarding the following points:

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

Thanks in advance. ❤️



1 Comment



## Virginia Project

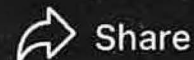
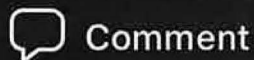
1h · 🌐

Looks like it's time to start arresting members... See More



8

2 Comments



8:52 ↗



## Admins and Moderators



**Jamie Ann Neidig-Wheaton**  
Dartmouth College

Add Friend



**Elle Wicke**

Message



**Yesica Morales**

Administrative Office Assistant at  
My House

**Add Friend**



**Monica Belton**

**Add Friend**



**V.R. Maddox**

Commissioner, Diversity  
Commission at Town of Leesburg,  
Virginia

**Add Friend**

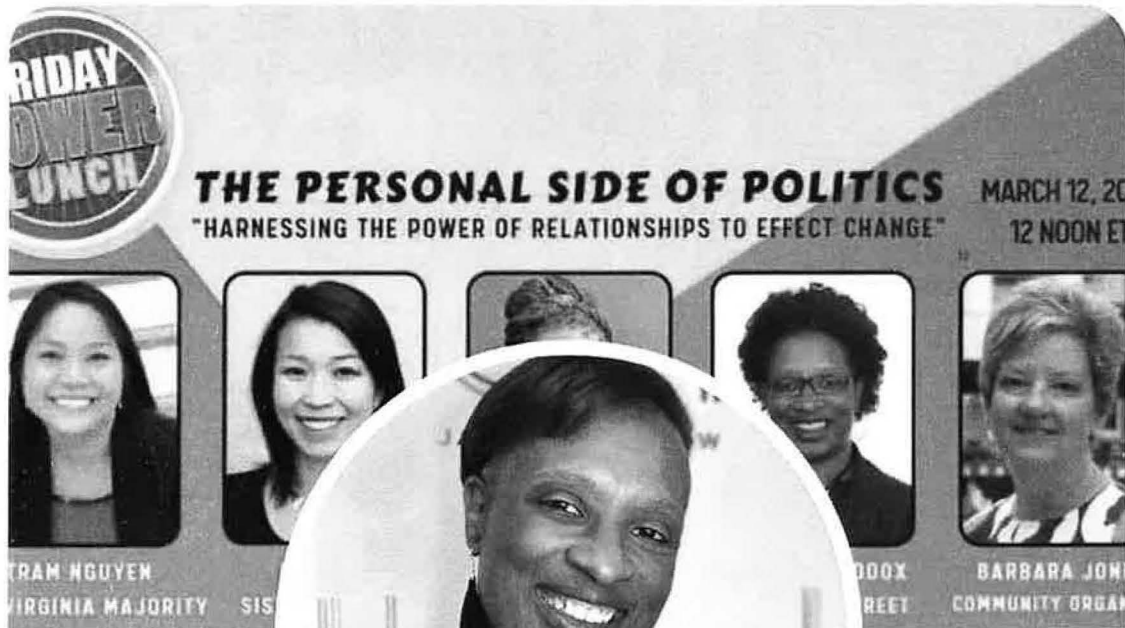


AT&T LTE

12:56 AM



## < V.R. Maddox



## V.R. Maddox

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

Add Friend





**Commissioner, Diversity Commission at Town  
of Leesburg, Virginia**



**Founder at Black Wall Street Loudoun Think  
Tank**





**From:** Gordon Shankman  
**To:** Jeff Morse; Denise Corbo; Scott Ziegler  
**Cc:** Brenda Sheridan; Atoosa Reaser; Andrew Y. Stevens  
**Subject:** [EXTERNAL] HL/DL Equity Concerns  
**Date:** Wednesday, March 17, 2021 7:46:17 PM

---

Mr Morse, Ms Corbo, Dr Ziegler,

First off, let me express that I'm happy for the hybrid students that get to go back 4 days a week. I think it will be extremely beneficial to them and their families. Even given the opportunity, we would keep our kids in DL both to maintain consistency and because we don't feel like community spread has reached a point where we are comfortable sending them back with reduced distancing, particularly with the constant emails about students and staff testing positive.

That being said, I have significant concerns around equity between the two options now that "hybrid" students will be all but full time in school. When the HL/DL schedules were first put out, we were told that the large blocks of async time for the DL students were built-in to ensure equity in the time in front of the teacher since HL kids would be 100% async on the two days they were not in school. This made perfect sense.

Now that HL kids are returning full time, what is being done to address the equity concerns in the opposite direction? I would love to see us move to 100% synchronous specials -- the async specials have, unfortunately, caused more angst and frustration in our house than any other aspect of DL. I would also love to see more synchronous class time with the grade level teachers, though I would leave it to their expertise and knowledge of the class to determine if that would be beneficial or, particularly with the younger kids like my first grader, if the current amount of synchronous DL is as much as their attention spans can handle.

It very much feels like the DL students are an afterthought at this point for the county and the school board, both for the remainder of this year and potentially the start of next year and that's extremely frustrating. Thankfully I know they are the #1 priority for their teachers and a top priority for the administration at Arcola.

Hopefully one of you can answer these questions:

- What is being done to address the inequity in instruction time once HL goes to 4 days a week?
- Will students be able to return to in-person learning during the 2022 school year if we opt to start in DL due to lack of vaccinations and/or community spread?

That first question is top priority right now since we're moving full speed ahead.

Thank you,  
Gordon Shankman  
Arcola Parent, 1st and 3rd grades

--

**Gordon Shankman**  
Pronouns: he, him, his

**From:** Beth Barts  
**To:** Brei Bailey  
**Cc:** Brenda Sheridan; Stephen DeVita  
**Subject:** Re: [EXTERNAL] Re-sending with article attached for viewing  
**Date:** Wednesday, March 17, 2021 10:30:56 AM

---

Thank you for reaching out. There have been concerns that LCPS is teaching CRT. These have been popping up on the LCPS Facebook page, in parent forums and was even referenced from the Dias in the past month.

I am sharing openly as a parent and leader that the office of Equity and Culturally Responsive Education helps staff understand and implement equity in the school setting, requires training on culturally responsive instruction, and provides staff with resources and information to increase racial and cultural literacy.

Correcting and addressing misinformation is important in making sure we continue with our mission as a school system to create and guide student-centered learning environments with a critical focus on culturally and linguistically diverse students that have been marginalized by inequitable systems. Our Equity statement calls for the board to support in policy an action plan that rejects and dismantles white supremacy and systemic racism in our schools. The entire board approved this to be clear. This is not a "Beth Barts initiative".

I appreciate the opportunity for clarification and will continue to advocate strongly for culturally responsive instruction to be a priority in LCPS and dispel the myth that we are teaching Critical Race Theory in our schools. This is part of my actual job as an elected representative.

I encourage you to watch the most recent C&I meeting for education and awareness.

Regards,

Beth Barts

Sent from my iPhone

On Mar 17, 2021, at 10:17 AM, Brei Bailey <brei.bailey22@gmail.com> wrote:

Dear School Board members and Mr. Devita,

I am re-sending my below email and am attaching an article on the recent events just in case anyone has not seen it.

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

I am writing to you all in light of the recent events that have occurred regarding

the Anti Racist Parents Group of Loudoun County and the linkage to Beth Barts. I am sure you all have been made aware of one person's call to action to make a list of people/parents who are against CRT and to publicly exploit them, along with hacking into different sites, and the list goes on. It has become quite evident that Beth Barts is an active part of this group and is actively going after parents who are against her and the group. There is a HUGE issue with this and I would hope you all also have an issue with this. She is actively working with these folks and cheering this criminal behavior and harassment of parents on. She complains that she is the victim of harassment when she is the one in fact who is threatening parents. I hope you all take a good hard look at this and find a way to get her off the board. I know myself and many parents in this county who are absolutely disgusted by these recent events.

Kindly,  
Brei Bailey  
Leesburg



**From:** Leslee King  
**To:** Beth Barts  
**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 <l1234b@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 <l1234b@yahoo.com> wrote:

To the Loudoun County Public Schools School Board,

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



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

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

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

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

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

For as long as I can remember, I have wanted to teach kindergarten. When I was hired my first year, I was over the moon with excitement and happiness. Throughout the 20-21 school year, my job and the way I am expected to execute my responsibilities has changed dramatically. With each new decision made by the school board, the expectations changed, my levels of stress increased, and my motivation and excitement for teaching kindergarten, the thing I have always wanted to do, dwindled. I can confidently say that this year, the only thing I enjoy about teaching is my students. The Loudoun County School Board has made me feel so invisible, dispensable, and silenced. I have never wanted to quit something so badly in my life, but I will not do that because my students deserve better. My students deserve to have a teacher that is excited about coming to school each day. That excitement and motivation to keep



improving in my career comes from feeling supported and respected by upper administration, which is not happening right now. I have been made to feel replaceable, not by my principal or AP, but by the school board. Please, listen to what your teachers are saying just one time this year. Let us finish this marathon of a year without the additional stress of one more unnecessary change.

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

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Beth,

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

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

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

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

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

Beth Barts

Sent from my iPhone

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

To the Loudoun County Public Schools School Board,

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

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



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

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

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unnecessary change.



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

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

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

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

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

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

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

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

See pics below.

Happy to chat about this via phone.

Kindly,  
Beth Barts

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

### Additional in-person learning opportunities

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

### Secondary Grading Additional Policy Changes

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





## The Winchester Star

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

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

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

Sent from my iPhone

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

Dr. Ziegler and board members,

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

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

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

about our low income students would want!

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

Jan Mercker

Lovettsville

**From:** Beth Barts  
**To:** [edstschouff@gmail.com](mailto:edstschouff@gmail.com)  
**Cc:** Scott Ziesler; [Schoolboard@mail](mailto:Schoolboard@mail)  
**Subject:** Re: [EXTERNAL] 4-day instruction and equity issues  
**Date:** Monday, March 15, 2021 4:51:11 PM

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

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