

**misrepresentation of funding by HRTD.**

FACT: Running Coaches are funded for 3 seasons

FACT: Physical education classes are different from Athletics. Why aren't theatre classes different from the after school theatre program where any student *not* enrolled in a class can participate?

FACT: Item 23/24 does not address the CURRENT inequities. Band teachers are compensated for their work in the following ways:

- Marching band Stipend (Fall)
- Indoor Drumline Stipend (Winter)
- Concert Band Stipend (For 2 concerts)
- Color Guard stipend - Extra staffing for Marching Band
- Winter Guard stipend - Extra staffing for Indoor Drumline Band
- 11-month contract for additional training off season
- AND they have music funding for additional staffing positions, including section leaders, choreographers and composers

FACT: This is an EQUITY AND SAFETY issue that needs to be addressed NOW. Not with Band. The band program has had an advocate in Michael Pierson for years! It is now time to address the inequity of theatre.

FACT: We have to start from \$0 to build a program with license shows that cost \$1,000-+\$20,000 just for one weekend alone depending on the show (this only includes the rights for the show, not equipment.)

FACT: We have many facets of equipment that we have a \$0 budget for in order to produce a show in a given season (this includes but is not limited to set pieces, costume pieces, props, lighting, sound, and other equipment needed for an educational as well as quality production.)

FACT: Even from ticket sales, many programs barely break even because the licensing fees (which the companies are not willing to reduce or budge on even for school programs which is most calculated on auditorium size, not typical seats sold) are so expensive on top of the other equipment, and we do not want to charge our students an arm and a leg to participate in a given production per season.

Sincerely,  
Addie Schafer Benko



**From:** [Beth Barts](#)  
**To:** [Ashley Ellis](#); [Scott Ziegler](#)  
**Subject:** Fwd: Concerning the Jan 26, 2021 Board Documents Theatre items  
**Date:** Tuesday, January 26, 2021 7:22:42 PM

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Sent from my iPhone

Begin forwarded message:

**From:** Justin Daniel <[Justin.Daniel@lcps.org](mailto:Justin.Daniel@lcps.org)>  
**Date:** January 26, 2021 at 7:10:10 PM EST  
**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>  
**Cc:** Jonathan Rogers <[Jonathan.Rogers@lcps.org](mailto:Jonathan.Rogers@lcps.org)>  
**Subject:** **Concerning the Jan 26, 2021 Board Documents Theatre items**

Dear Esteemed School Board,

As I write this, I am tired. I am tired of writing and fighting for equal pay. I should be developing lessons and drafting three rehearsal schedules for the three shows we are producing in the spring during this pandemic. This should not be a fight. Theatre instructors deserve the same compensation as our band and athletic cohorts.

Concerning the January 26, 2021 responses to items 7.01 in the budget (Theatre stipends), we are very appreciative that the Department of Instruction discussed these budgetary items. However, the responses from DOI require some clarification. We would like to provide you with factual evidence from our proposal in defense.

Item #18 - **Funding** - No funding from Department of Instruction is used to fund after-school Theatre events. They are self-funding like football as stated. When we refer to Theatre students, we refer to students participating in afterschool Theatre events not those students enrolled in Theatre classes. In fact, most programs have more students participating after school than enrolled in actual classes. So, each school community is responsible for the equitable funding of their own extra-curricular Theatre program, the main revenue being ticket sales. We are asking for more **staffing resources** for the extra-curricular Theatre program similar to Athletics and Band. Which later on DOI does support in Item 24 (and that is appreciated)

FACT: Through stipends alone, Football is funded at \$400 per student and Theatre at \$36 per student.

- FACT: Our academic programs receive \$1400 per year. These funds are reserved for in-school, classroom activities only. Our Fall Play, Spring Musical, Winter Show, and One Acts receive \$0 for funding
- FACT: Physical education classes are different from Athletics. Why aren't theatre classes different from the after-school program where any student not enrolled in a class can participate.
- FACT: Band teachers have a similar workload and are supported by multiple stipends throughout the school year.
  - Marching band Stipend (Fall)
  - Indoor Drumline Stipend (Winter)
  - Concert Band Stipend (For 2 concerts)
  - Color Guard stipend - Extra staffing for Marching Band
  - Winter Guard stipend - Extra staffing for Indoor Drumline Band
  - 11-month contract for additional training off season
  - AND they have music funding for additional staffing positions, including section leaders, choreographers, and composers

Item #23 **11 Month Contract** - DOI is correct, only a few LCPS high schools have summer Theatre programs and those are run separately through their Theatre Boosters. Again, that is not what we are requesting. We are requesting extra staffing resources for our events during the school year.

Item #24 - **Stipend increases** - Concerning the adjustments to stipends, the cyclical market study did not comprise of data regarding LCPS Theatre Directors' hours and responsibilities. What data supports the current Theatre stipend? As we have shown, we were paid between \$4 - \$11/hour based on our past hours from the years 2018-2019 and 2019-2020.

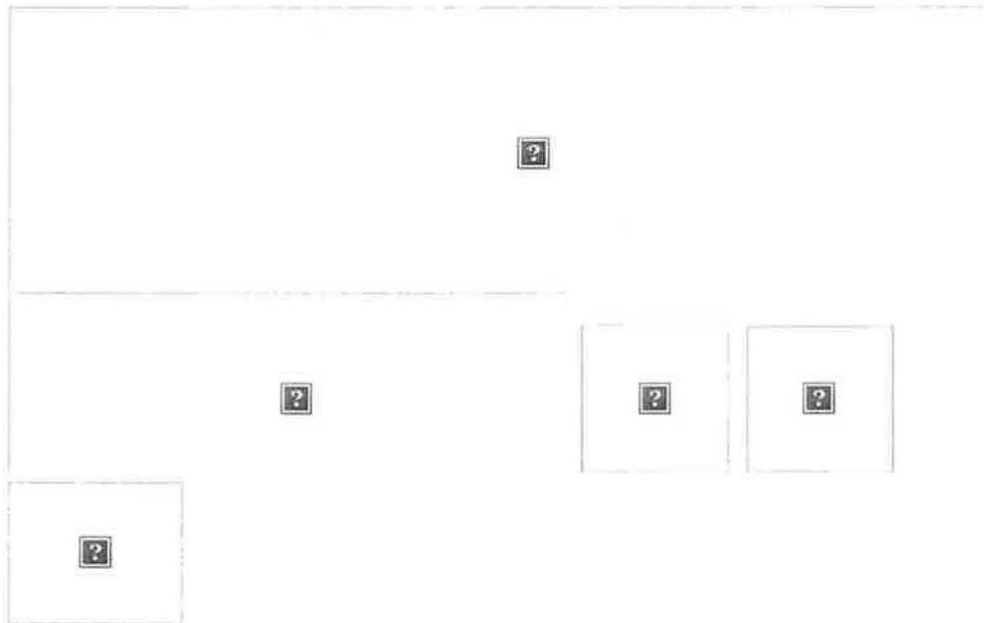
- FACT: On average theatre teachers make \$5 an hour for their AFTER school responsibilities. This is extra-curricular. Students NOT enrolled in theatre participate in these activities.
- FACT: LCPS Theatre Teachers work, on average 1000+ hours in addition to the regular school day. Some teachers work 1800+ hours. This is equivalent to an additional full-time job.
- FACT: The LCPS Theatre Director stipend contract states our expectations as "deemed necessary by the superintendent, school board and administration." In other words, there is no quantitative expectation for our hours worked and compensation. Moving forward LCPS Theatre teachers may produce only what the equivalent hours compensated require (which may be one show).

- FACT: Running Coaches are funded for 3 seasons

We are grateful that DOI does see the value in creating a Technical Director position. However, that position will be hard to fill with a qualified candidate for multiple schools as professional Theatre directors and Technical directors are paid on average \$3,000-4,000 per show.

If you have not done so, I would ask that you converse with Jonathan Mark Rogers, our Theatre Specialist, the true representative of Theatre Arts among administrative staff.

Regards,





**From:** Beth Barts  
**To:** Ashley Ellis; Scott Ziegler  
**Subject:**  
**Date:** Tuesday, January 26, 2021 7:04:06 PM

---

Hello,

I was INCREDIBLY dismayed by the mis-representation provided by HRTD regarding theatre teacher funding. Here are the FACTS:

FACT: On average theatre, teachers make \$5 an hour for their AFTER school responsibilities. This is extra-curricular. Students NOT enrolled in theatre participate in these activities.

FACT: We work, on average 1000+ hours in addition to the regular school day. Some teachers work 1800+ hours. This is equivalent to an additional full-time job.

FACT: We produce 3 seasons of activities. A Fall Play, Winter Show, Spring Musical. This is separate from the classes, class productions, class tech weeks, class performances.

FACT: Through stipends, Football is funded at \$400 per student and Theatre at \$0 per student for after school activities.

FACT: Our academic programs receive \$1400 per year. These funds are reserved for in-school, classroom activities only. Our Fall Play, Spring Musical, Winter Show, and One Acts receive \$0 for funding - **ITEM #18 is a misrepresentation of funding by HRTD.**

FACT: Running Coaches are funded for 3 seasons

FACT: Physical education classes are different from Athletics. Why aren't theatre classes different from the after school theatre program where any student *not* enrolled in a class can participate?

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FACT: This is an EQUITY AND SAFETY issue that needs to be addressed NOW. Not with Band. The band program has had an advocate in Michael Pierson for years! It is

now time to address the inequity of theatre

I urge you to contact the theatre teacher your represent and have a conversation with them about what they do. These inequities must be addressed immediately.

Sent from my iPhone

**From:** Terrence Withers  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] A Fun Way To Improve Workplace Communication Skills  
**Date:** Tuesday, January 26, 2021 6:24:53 PM

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Hey Scott,

At the risk of being a pest, I thought I would send one last email in an attempt to connect with you about The Radical Agreement Project.

Since I started the project last September, I've provided over 70 professionals with free training in simple improv comedy exercises that are useful for workplace team building, and professional soft skill development/training. It's been super fun, super safe (everything is over Zoom), and requires a very minimal time commitment. A small online community of interested participants is even starting to develop.

I thought I could maybe pique your interest by sharing a takeaway document I created for a holiday-specific improv exercise I taught this past December. [Click here to read through "Group Gift"](#) and evaluate whether you could see a fun exercise like this bringing value to Loudoun County Public Schools.

If you have 30 minutes to investigate one of the project's many free training sessions, I would love to hear from you! Or if you have any questions, concerns, or advice, I would similarly love to hear them. On the other hand, if I don't hear back from you, I'll just assume this isn't for you.

I seriously appreciate your consideration and patience!

**Prepare To Be Surprised!**

Terry Withers / Improv-At-Work-Consultant  
The Radical Agreement Project  
202.599.1188

On Tue, Jan 19, 2021 at 6:58 PM Terrence Withers <[terry@radicalagreement.com](mailto:terry@radicalagreement.com)> wrote:

Hi Scott,

It has been a bit since I first reached out to you about The Radical Agreement Project, so I wanted to circle back and see if you had a chance to consider my invitation.

If you're on the fence about whether to participate, I thought this article, which appeared in GQ in September, might be interesting to you. More and more, corporations are turning to improv exercises as a way to sharpen critical skills.

Thanks for considering my offer and I hope to hear from you soon!

**Prepare To Be Surprised!**



Terry Withers / Improv-At-Work-Consultant  
The Radical Agreement Project  
202.599.1188

On Thu, Jan 7, 2021 at 3:13 PM Terrence Withers  
<[terry@radicalagreement.com](mailto:terry@radicalagreement.com)> wrote:

Hi Scott,

Given your work in Human Resources at Loudoun County Public Schools, I thought you might be interested in participating in my pet project. The Radical Agreement Project is a *free, low time-commitment Learning & Development (L&D) program that looks to share useful improv exercises for at-work professional development with a secondary goal of providing networking opportunities for professionals*. Some participants are looking for exercises to lead their colleagues in, while others are curious about new ways to hone their own professional skillsets, while still others are just looking for a new fun way to network.

I'm an improv comedy expert with over a decade's experience devising, coordinating, and then executing improv-based learning events for the corporate clients of some of our country's largest comedy theaters. As you may know, improv comedy exercises have substantial application in the development of many soft skills critical in a business environment. The most common applications of improv in a professional learning environment include teamwork, communication skills, public speaking, agility in the face of the unexpected, and storytelling. The Radical Agreement Project teaches participants how to expertly lead and participate in improv exercises that address all of the above focuses and more.

As mentioned earlier, this is a low time commitment program. One or two virtual sessions of only 15-30 minutes in duration, is all you need to commit to in order to be a full participant. Sessions are brief, fun, and effective. Take away teaching materials are also provided to better prepare you to lead the exercises on your own.

If you feel this project isn't a good fit for your day to day schedule at present, I wonder if someone else at Loudoun County Public Schools might benefit from trying it out? If you can think of anyone like that, please feel free to extend this invitation to them, or email me their info and I will reach out.

I hope to hear that you choose to participate. Please feel free to reach out to me directly with any questions or thoughts.

**Prepare To Be Surprised!**

Terry Withers / Improv-At-Work-Consultant  
The Radical Agreement Project  
202.599.1188

**From:** [Stuart Udell](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Tomorrow: Join A Research Briefing for Education Leaders  
**Date:** Tuesday, January 26, 2021 4:12:22 PM

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Hi Scott,

I am writing again to make sure you saw my invitation to tomorrow's briefing session on solving for the growing diversity in student learning needs. **Join us tomorrow, January 27 at 2:00 PM Eastern to review the latest data in student outcomes and to join a powerful discussion about how you can ensure equity in your students' learning experiences.**

This session is reserved for district and school leadership and will include insights from Dr. Darren Guido, Supervisor of Instruction at Caesar Rodney School District, Melanie Sangalli from Dallas Independent School District, Brooke Korch, Literacy Coordinator at Baltimore City Public Schools, Ray McNulty from the Successful Practices Network and Kevin Baird, Chairman at the non-profit Center for College & Career Readiness.

I hope you can join us.

Best regards,  
Stuart

Stuart Udell, CEO  
ACHIEVE3000

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:** [Ian Serotkin](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Mark Smith](#)  
**Subject:** Re: Health clinic assistant applications  
**Date:** Wednesday, January 27, 2021 9:51:35 AM  
**Attachments:** [Outlook-04jegijq.png](#)  
[Outlook-meqww405.png](#)

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I meant to say health clinic/nurse substitute



**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)  
**mobile:** (571) 420-1628  
he/him/his

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---

**From:** Ian Serotkin  
**Sent:** Wednesday, January 27, 2021 9:42 AM  
**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:** Health clinic assistant applications

Scott,

Regarding your suggestion last night that interested community members with medical training apply to be LCPS health clinic assistants - where's the best person or site to point them to to apply?



**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

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**From:** [Ian Serotkin](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Mark Smith](#)  
**Subject:** Health clinic assistant applications  
**Date:** Wednesday, January 27, 2021 9:42:43 AM  
**Attachments:** [Outlook-04jegijq.png](#)

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**From:** [Beth Barts](#)  
**To:** [Scott Ziegler](#); [Ashley Ellis](#)  
**Subject:** Fwd: Theatre Misrepresentation  
**Date:** Wednesday, January 27, 2021 9:32:16 AM

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Sent from my iPhone

Begin forwarded message:

**From:** Tim Willmot <Tim.Willmot@lcps.org>  
**Date:** January 27, 2021 at 8:25:38 AM EST  
**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>, Beth Barts <Beth.Barts@lcps.org>  
**Subject:** Theatre Misrepresentation

Dear LCPS School Board Members:

I listened to the School Board Meeting last night and the vitriol that some of our stakeholders espoused against entire groups of people, individuals, and to the ethers in general. I was shocked and astounded at the definitely-not-the-better-angels that emerged for some.

Regardless, I also was INCREDIBLY dismayed by the mis-representation provided by HRTD regarding theatre teacher funding. Here are the FACTS:

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FACT: This is an EQUITY AND SAFETY issue that needs to be addressed NOW. Not with Band. The band program has had an advocate in Michael Pierson for years! It is now time to address the inequity of theatre.

These are the facts and they cannot be disputed. Only ignored. I urge you to contact the theatre teacher you represent and have a conversation with them about what they do. These inequities must be addressed immediately.

Dr. Timothy Willmot, Ed.D.  
Theatre Director and Instructor  
Briar Woods High School  
22525 Belmont Ridge Road  
Ashburn, VA 20148  
703-957-4400 (Main Office)  
703-957-4407 (Theatre Office)

Dr. Timothy Willmot, Ed.D.  
Theatre Director and Instructor  
Briar Woods High School  
22525 Belmont Ridge Road  
Ashburn, VA 20148  
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**From:** [Ian Serotkin](#)  
**To:** [Mark Smith](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Re: Health clinic assistant applications  
**Date:** Wednesday, January 27, 2021 10:20:12 AM  
**Attachments:** [Outlook-04jegijq.png](#)  
[Outlook-meqww405.png](#)  
[Outlook-hanvfrvv.png](#)  
[Outlook-q23h2lhw.png](#)

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Thanks!



**Ian Serotkin | Loudoun County School Board  
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**mobile:** (571) 420-1628  
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**From:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Sent:** Wednesday, January 27, 2021 10:17 AM  
**To:** Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: Health clinic assistant applications

Good morning Ian,

Kristi Hurd and Bonnie Robertson would be good points of contact. If I can assist, please let me know.

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:** Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>  
**Sent:** Wednesday, January 27, 2021 9:51 AM

**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** Mark Smith <Mark.Smith@lcps.org>  
**Subject:** Re: Health clinic assistant applications

I meant to say health clinic/nurse substitute



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Scott,

Regarding your suggestion last night that interested community members with medical training apply to be LCPS health clinic assistants - where's the best person or site to point them to to apply?



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You're welcome!

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Thanks!



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**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)

**mobile:** (571) 420-1628

he/him/his

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



**From:** [Scott Ziegler](#)  
**To:** [Lottie Spurlock](#)  
**Subject:** RE: Office of Equity Newsletter and Updates  
**Date:** Wednesday, January 27, 2021 12:39:00 PM

---

Hi Lottie – I am double booked tonight but will sign on to the MSAAC meeting after meeting with Hunt District PTA.

Scott Ziegler

**From:** Lottie Spurlock  
**Sent:** Wednesday, January 27, 2021 7:17 AM  
**To:** Administrative Leadership Team <AdministrativeLeadershipTeam@lcps.org>  
**Subject:** Office of Equity Newsletter and Updates

Greetings Administrative Leadership Team,

This email serves as notification of updates from the division-wide Office of Equity within the Office of the Superintendent.

Please note the following links with information regarding our journey toward excellence in equity here in LCPS.

- [Office of Equity Winter Newsletter](#)
- [LCPS Equity Webpage](#) (updated)
- [Virginia Department of Education \(VDOE\) EDEquity Newsletter](#)
- Please follow us on **Twitter: @EquityinLCPS**

Thank you for your individual and collective commitment to our ongoing division-wide work, ensuring Diversity, Equity, Inclusion, Justice, and Anti-racism (DEIJA) are an intentional focus in our work *for* and *with* our students here in LCPS. We are grateful to you as leaders in this work within our schools and central office.

If you have questions, please do not hesitate to contact us in the Office of Equity: Lottie Spurlock, Director of Equity ([Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)) or Dr. Traci Townsend, Supervisor of Equity ([Traci.townsend@lcps.org](mailto:Traci.townsend@lcps.org)).

Together along this journey,

**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

***"If not US, then WHO? If not NOW, then WHEN?" ~ John Lewis***

**To:** [Lottie Spurlock](#)  
**Subject:** RE: Office of Equity Newsletter and Updates  
**Date:** Wednesday, January 27, 2021 12:35:54 PM

---

Scott Ziegler

**From:** Lottie Spurlock  
**Sent:** Wednesday, January 27, 2021 7:17 AM  
**To:** Administrative Leadership Team <AdministrativeLeadershipTeam@lcps.org>  
**Subject:** Office of Equity Newsletter and Updates

Greetings Administrative Leadership Team,

This email serves as notification of updates from the division-wide Office of Equity within the Office of the Superintendent.

Please note the following links with information regarding our journey toward excellence in equity here in LCPS.

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- [Virginia Department of Education \(VDOE\) EDEquity Newsletter](#)
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If you have questions, please do not hesitate to contact us in the Office of Equity: Lottie Spurlock, Director of Equity ([Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)) or Dr. Traci Townsend, Supervisor of Equity ([Traci.townsend@lcps.org](mailto:Traci.townsend@lcps.org)).

Together along this journey,  
**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

***"If not US, then WHO? If not NOW, then WHEN?" ~ John Lewis***



**From:** [Annette Slattery](#)  
**To:** [Scott Ziegler](#); [Lucia Sebastian](#)  
**Subject:** FW: [EXTERNAL] UTK-Loudoun County MOU 9500096794  
**Date:** Wednesday, January 27, 2021 10:47:32 AM  
**Attachments:** [21 University of Tennessee Knoxville LCPS MOU FINAL 1-14-21 signed by UTK.pdf](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

Good Morning,

Can one of you please sign off on this MOU and return to Kelly?

Thank you,

Annette

**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Sent:** Wednesday, January 27, 2021 10:12 AM

**To:** Annette Slattery <[Annette.Slattery@lcps.org](mailto:Annette.Slattery@lcps.org)>

**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Ashleigh Stocks <[Ashleigh.Stocks@lcps.org](mailto:Ashleigh.Stocks@lcps.org)>; Lynda Dickerson <[Lynda.Dickerson@lcps.org](mailto:Lynda.Dickerson@lcps.org)>; Cihak, David Francis <[dcihak@utk.edu](mailto:dcihak@utk.edu)>; Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>

**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Thanks, Erin!

Hi, Annette-

Can you please have Dr. Ziegler countersign the attached UTK Student Teacher Affiliation MOU and return to all on this email for our records? Thanks so much for your help! Kelly

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

**From:** Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>

**Sent:** Wednesday, January 27, 2021 10:01 AM

**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Cihak, David Francis <[dcihak@utk.edu](mailto:dcihak@utk.edu)>

**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Ashleigh Stocks <[Ashleigh.Stocks@lcps.org](mailto:Ashleigh.Stocks@lcps.org)>; Lynda Dickerson <[Lynda.Dickerson@lcps.org](mailto:Lynda.Dickerson@lcps.org)>

**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Kelly,

I apologize. I had this in my que as pending vendor signature and didn't get this sent over to you for the counter-signature. Please see attached what the University has signed. If you could return a fully

executed version to me once completed.

Thank you,

Erin A. Young  
Contract Specialist  
Finance & Administration  
✉: [eyoung41@utk.edu](mailto:eyoung41@utk.edu) | [www.utk.edu](http://www.utk.edu)



**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Sent:** Wednesday, January 27, 2021 9:48 AM  
**To:** Cihak, David Francis <[dcihak@utk.edu](mailto:dcihak@utk.edu)>; Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>  
**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Ashleigh Stocks <[Ashleigh.Stocks@lcps.org](mailto:Ashleigh.Stocks@lcps.org)>; Lynda Dickerson <[Lynda.Dickerson@lcps.org](mailto:Lynda.Dickerson@lcps.org)>  
**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Hi, David and Erin-

Just following up on the signed MOU on your end and wanted to make sure I didn't miss anything.  
Thanks so much and hope you're both well! Kelly

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

**From:** Cihak, David Francis <[dcihak@utk.edu](mailto:dcihak@utk.edu)>  
**Sent:** Friday, January 15, 2021 10:30 AM  
**To:** Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Ashleigh Stocks <[Ashleigh.Stocks@lcps.org](mailto:Ashleigh.Stocks@lcps.org)>; Lynda Dickerson <[Lynda.Dickerson@lcps.org](mailto:Lynda.Dickerson@lcps.org)>  
**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Thank you all for your assistance and help with this

David Cihak, Ph.D.  
Associate Dean & Director  
Bailey Graduate School of Education  
Professor of Special Education  
[University of Tennessee](http://University of Tennessee)  
[College of Education, Health & Human Sciences](http://College of Education, Health & Human Sciences)

335 Claxton Complex  
1122 Volunteer Boulevard  
Knoxville, TN 37996-3400  
Phone: 865/974-9598  
E-mail: [dcihak@utk.edu](mailto:dcihak@utk.edu)  
Get Social with CEHHS



*Big Orange. Big Ideas.*



**MASK UP,  
VOLS!**

**#VolsHelpVols**  
[coronavirus.utk.edu](http://coronavirus.utk.edu)

**From:** Young, Erin Ashlea  
**Sent:** Friday, January 15, 2021 10:24 AM  
**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Ashleigh Stocks <[Ashleigh.Stocks@lcps.org](mailto:Ashleigh.Stocks@lcps.org)>; Lynda Dickerson <[Lynda.Dickerson@lcps.org](mailto:Lynda.Dickerson@lcps.org)>; Cihak, David Francis <[dcihak@utk.edu](mailto:dcihak@utk.edu)>  
**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Thank you Kelly. I will get this routed for University signature and return a copy for you to process.

Thank you,

Erin A. Young  
Contract Specialist  
Finance & Administration  
✉: [eyoung41@utk.edu](mailto:eyoung41@utk.edu) | [www.utk.edu](http://www.utk.edu)



**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Sent:** Thursday, January 14, 2021 11:53 PM  
**To:** Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>  
**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Ashleigh Stocks <[Ashleigh.Stocks@lcps.org](mailto:Ashleigh.Stocks@lcps.org)>; Lynda Dickerson <[Lynda.Dickerson@lcps.org](mailto:Lynda.Dickerson@lcps.org)>; Cihak, David Francis <[dcihak@utk.edu](mailto:dcihak@utk.edu)>  
**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Hi, Erin!

Thanks for your response! Please see the attached finalized affiliation MOU between UTK and LCPS that's ready for UTK's signature. Please have it signed on your end and return it to us for countersignature. We will return the fully signed document for your files. Please let me know if you need anything else in the meantime.

All my best! Kelly

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

**From:** Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>  
**Sent:** Wednesday, January 13, 2021 10:28 PM  
**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>  
**Subject:** RE: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Kelly,

Yes, that does need to be revised. I believe that I was still reading as part of the University requirements. Thank you for bringing the revision my attention. I have updated the MOU accordingly leaving only the edit to the University's insurance requirement.

I look forward to hearing from you.

Thank you,

Erin A. Young  
Contract Specialist  
Finance & Administration  
✉: [eyoung41@utk.edu](mailto:eyoung41@utk.edu) | [www.utk.edu](http://www.utk.edu)



**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Sent:** Wednesday, January 13, 2021 1:52 PM  
**To:** Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>  
**Cc:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>  
**Subject:** FW: [EXTERNAL] UTK-Loudoun County MOU 9500096794

Hi, Erin-

Thanks for your review and revision of the attached LCPS-UTK affiliation MOU. I will finalize the document and send you a clean copy for signature.

However, the edit to v. on the list of the student responsibilities to have their own health or accident insurance for injuries or illnesses has nothing to do with the University's liability self-insurance.



Would you mind taking a second look at that revision on page 3, v.? This requirement does not relate to the university or its tort liability, but to the student's individual accident or health insurance. Please let me know your thoughts. Thanks so much! Kelly

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

**From:** LCPS-BUS-CONTRACTS <[LCPSContracts@lcps.org](mailto:LCPSContracts@lcps.org)>  
**Sent:** Wednesday, January 13, 2021 12:47 PM  
**To:** Dawn Taylor <[Dawn.Taylor@lcps.org](mailto:Dawn.Taylor@lcps.org)>  
**Cc:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Subject:** FW: [EXTERNAL] UTK-Loudoun County MOU 9500096794

**From:** Young, Erin Ashlea <[eyoung41@utk.edu](mailto:eyoung41@utk.edu)>  
**Sent:** Wednesday, January 13, 2021 11:57 AM  
**To:** LCPS-BUS-CONTRACTS <[LCPSContracts@lcps.org](mailto:LCPSContracts@lcps.org)>  
**Cc:** Booker, Diane <[dbooker@utk.edu](mailto:dbooker@utk.edu)>  
**Subject:** [EXTERNAL] UTK-Loudoun County MOU 9500096794

LCPS Contracts,

My name is Erin Young, and I am a Contract Specialist at The University of Tennessee Knoxville campus. I am contacting you because I was asked to review the attached contract. Please find attached a copy of the agreement with changes requested by the University.

Below I have provided explanations for certain of the University's changes. These explanations are offered solely to provide you a brief explanation of the legal, fiscal, or policy basis underlying certain contract changes. They are not intended as, and must not be relied upon as, legal advice. Please let me know if you have questions or need additional information.

Sections 3.D and Section 3.G.v: The University of Tennessee is an agency of the State of Tennessee and is "self-insured" under the Tennessee Claims Commission Act, Tenn. Code Ann. §9-8-301, et seq. The Tennessee Claims Commission Act covers certain tort liability for actual damages up to \$300,000.00 per claimant and \$1,000,000.00 per occurrence. The Claims Commission is the mechanism established by the State legislature to adjudicate claims of breach of contract and of alleged negligence by State officials or agencies, such as, negligent care, custody, and control of persons, personal property, and animals; professional malpractice; negligent operation or maintenance of a motor vehicle; and dangerous conditions on State maintained highways or State-

controlled real property.

If you could have the edits initialed, signed and returned to me for processing. I look forward to hearing from you.

Thak you,

Erin A. Young

Contract Specialist

Finance & Administration

E: [eyoung41@utk.edu](mailto:eyoung41@utk.edu) | [www.utk.edu](http://www.utk.edu)



**From:** [Scott Ziegler](#)  
**To:** [Mark Smith](#)  
**Subject:** FW: [EXTERNAL] Reminder- February is School Board Appreciation Month!  
**Date:** Wednesday, January 27, 2021 1:19:00 PM  
**Attachments:** [SBAM 2021Guide.pdf](#)

---

Remind to make mention of this in my report at the first meeting in February

Scott Ziegler

**From:** Jessica Blythe <[vsba@embrams-mail.com](mailto:vsba@embrams-mail.com)>  
**Sent:** Tuesday, January 26, 2021 1:32 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** [EXTERNAL] Reminder- February is School Board Appreciation Month!

Good Afternoon,

February is VSBA School Board Appreciation Month. In preparation for this month, we have shared the attached kit to help your division plan a way to recognize and show appreciation for your School Board. This is a great opportunity to thank your school board members for their hard work, especially as we look back on a year full of unique obstacles. The kit has been updated this year to include ideas on how to celebrate your board despite a virtual setting.

In addition to distributing the attached guide, President Turner-Giles has released a [PSA](#), and the Governor has signed a proclamation ([available here](#)). The VSBA has also sent certificates for your board members to your school board clerk's attention. If you have not received these please reach out to Dorothy Vidano ([dorothy@vsba.org](mailto:dorothy@vsba.org)).

As you celebrate and recognize your board members this month, be sure to share with us on social media as well as send picture to Samantha Bosserman ([samantha@vsba.org](mailto:samantha@vsba.org)) that we can feature on the VSBA website.

Thank you for participating in this initiative.

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)

**Subject:** FW: [EXTERNAL] Reminder- February is School Board Appreciation Month!  
**Date:** Wednesday, January 27, 2021 1:18:51 PM  
**Attachments:** [SBAM 2021Guide.pdf](#)

---

Scott Ziegler

**From:** Jessica Blythe <vsba@embrams-mail.com>  
**Sent:** Tuesday, January 26, 2021 1:32 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] Reminder- February is School Board Appreciation Month!

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Thank you for participating in this initiative.

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)



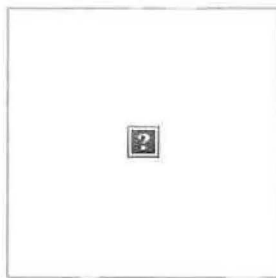
**From:** Scott Ziegler  
**To:** Lisa Boland; Jeanette Evans  
**Cc:** Lucia Sebastian  
**Subject:** FW: [EXTERNAL] Virginia Enacts First-in-the-Nation Permanent COVID-19 Workplace Safety and Health Standards Amid Pandemic  
**Date:** Wednesday, January 27, 2021 1:03:00 PM

---

FYI

Scott Ziegler

**From:** Press, Governor Northam <press@governor.virginia.gov>  
**Sent:** Wednesday, January 27, 2021 12:48 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] Virginia Enacts First-in-the-Nation Permanent COVID-19 Workplace Safety and Health Standards Amid Pandemic



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

**FOR IMMEDIATE RELEASE** · January 27, 2021

**Office of the Governor**  
[Alena.Yarmosky@governor.virginia.gov](mailto:Alena.Yarmosky@governor.virginia.gov)

**Virginia Enacts First-in-the-Nation  
Permanent COVID-19 Workplace Safety and  
Health Standards Amid Pandemic**

*~ Governor Northam approves standard recently adopted by Safety and Health Codes Board, rules are effective beginning today ~*

**RICHMOND**—Virginia's permanent COVID-19 workplace safety and health rules take effect today, after Governor Northam approved the standard adopted by the Virginia Department of Labor and Industry's Safety and Health Codes Board last week. The standards mandate appropriate personal protective equipment, sanitation, social distancing, infectious disease preparedness and response plans, record keeping, training, and hazard communications in workplaces across the Commonwealth.

"While the end of this pandemic is finally in sight, the virus is still spreading, including several highly contagious variants, and now is not the time to let up on preventative measures," **said Governor Northam**. "I am grateful to the many businesses and organizations who have been with us throughout this process and continue to take the necessary steps to operate safely. These standards will reduce the risk of COVID-19 exposure and protect the health and safety of Virginia workers, consumers, and communities as we move our Commonwealth forward together."

In the absence of a federal standard, Virginia took action last year to create the nation's first emergency temporary workplace safety and health requirements in response to the COVID-19 pandemic. The permanent standards align closely with the emergency temporary rules adopted in July and are intended to slow the transmission of COVID-19 and protect Virginia workers. The temporary standards were effective for six months and the Board worked to make permanent through the process defined in state law. These workplace safety requirements will remain effective throughout the pandemic. The Board will reconvene within 14 days of the expiration of Governor Northam's COVID-19 emergency declaration to determine whether there is a continued need for the standard.

"No Virginia worker should have to weigh their family's economic security against their physical safety," **said Chief Workforce Development Advisor Megan Healy**. "These permanent standards provide workers with essential recourse if faced with this untenable decision while giving businesses a clear understanding of the steps they must take to maintain a safe working environment."

In addition to requiring all public-facing employees to wear masks, the standards ensure ready access to hand sanitizer and the regular cleaning of common work spaces. Employers must train employees on COVID-19 safety and to develop infectious disease and preparedness response plans. The new permanent regulations include guidelines for returning to work and communicating about employees who test positive and potential exposures. The Virginia Department of Labor and Industry will enforce the permanent standard.

After receiving a complaint, the Department works with the employer to be compliant with no further investigation. If serious concerns arise in the fact finding interviews or the Department receives multiple complaints, a formal investigation will be launched. The Department has received over 13,000 complaints around workplace safety due to COVID-19, with 100 needing full investigation due to serious concerns and 27 employers being cited.

“These scientifically based standards will help keep Virginia’s workers and their families safe during the COVID-19 pandemic,” **said Department of Labor and Industry Commissioner Ray Davenport**. “We look forward to working together with the business and labor communities to achieve compliance and safe workplaces across the Commonwealth.”

At least six other states have adopted comprehensive COVID-19 workplace safety standards in the months since Virginia’s first-in-the-nation emergency temporary standard went into effect. On January 21, President Biden [signed an executive order](#) directing the Occupational Safety and Health Administration to issue guidance for employers on keeping workers safe and preventing COVID-19 exposure by March 15.

The final permanent standard can be found [here](#). Infectious disease preparedness and response plan templates and training guidance are available at [doli.virginia.gov](https://doli.virginia.gov). Workers who feel unsafe in their workplace can file a formal complaint with the federal Occupational Safety and Health Administration [here](#).

[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)

[About our service provider](#)

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



**From:** [Lottie Spurlock](#)  
**To:** [Scott Ziegler](#)  
**Subject:** RE: Office of Equity Newsletter and Updates  
**Date:** Wednesday, January 27, 2021 12:50:50 PM

---

Hi Scott,  
I hope all is well. Thanks for this update.  
Greatly appreciated,  
Lottie

**From:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Wednesday, January 27, 2021 12:40 PM  
**To:** Lottie Spurlock <Lottie.Spurlock@lcps.org>  
**Subject:** RE: Office of Equity Newsletter and Updates

Hi Lottie – I am double booked tonight but will sign on to the MSAAC meeting after meeting with Hunt District PTA.

Scott Ziegler

**From:** Lottie Spurlock  
**Sent:** Wednesday, January 27, 2021 7:17 AM  
**To:** Administrative Leadership Team <[AdministrativeLeadershipTeam@lcps.org](mailto:AdministrativeLeadershipTeam@lcps.org)>  
**Subject:** Office of Equity Newsletter and Updates

Greetings Administrative Leadership Team,

This email serves as notification of updates from the division-wide Office of Equity within the Office of the Superintendent.

Please note the following links with information regarding our journey toward excellence in equity here in LCPS.

- [Office of Equity Winter Newsletter](#)
- [LCPS Equity Webpage](#) (updated)
- [Virginia Department of Education \(VDOE\) EDEquity Newsletter](#)
- Please follow us on **Twitter: @EquityinLCPS**

Thank you for your individual and collective commitment to our ongoing division-wide work, ensuring Diversity, Equity, Inclusion, Justice, and Anti-racism (DEIJA) are an intentional focus in our work *for* and *with* our students here in LCPS. We are grateful to you as leaders in this

work within our schools and central office.

If you have questions, please do not hesitate to contact us in the Office of Equity: Lottie Spurlock, Director of Equity ([Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)) or Dr. Traci Townsend, Supervisor of Equity ([Traci.townsend@lcps.org](mailto:Traci.townsend@lcps.org)).

Together along this journey,

**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

***"If not US, then WHO? If not NOW, then WHEN?" ~ John Lewis***



**From:** [Asia Jones](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Kevin Lewis](#)  
**Subject:** FW: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts  
**Date:** Monday, January 25, 2021 9:35:02 PM

---

FYI – I met with Jeannie, Clark, and Kelly today to discuss how we will continue to support the schools and POD operation safely. I've made a few tweaks to the two slides for your review and decided to ask Dr. Goodfriend for clarification on a few critical areas that are unclear: # vaccination in future weeks; and MRC support for the LCPS POD if indeed the county experiences a reduction in vaccine.

FYI, vaccinators have averaged between 35 and 40 (some a few more) per day. I am told that the nurses were exhausted after the delivery of approximately 956 or 965 (?) vaccinations today. Jeannie believes they were at top speed and maxed out with this number.

I will keep you posted as to what he shares. As you are aware, we have had community members want to support our POD as RNs/MRC members. However, this has not been allowed by the LCHD. If the vaccine is reduced, I hope they change their stand on this and allow MRC members to help support our POD location.

Please let me know if you have questions. I am available tomorrow morning if you want to discuss the slides.

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:** Monday, January 25, 2021 9:26 PM  
**To:** david.goodfriend@vdh.virginia.gov <David.Goodfriend@loudoun.gov>;  
allisonthubbard@outlook.com <Allison.Hubbard@loudoun.gov>  
**Cc:** Clark Bowers <Clark.Bowers@lcps.org>; Jeannie Kloman <Jeannie.Kloman@lcps.org>  
**Subject:** Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts  
**Importance:** High

Good evening Dr. Goodfriend and Ms. Hubbard,  
We are extremely excited about the number of vaccinations that have been administered to LCPS staff at the Brambleton POD. Included within this [LINK](#) is the presentation for tomorrow's Board meeting on the Implementation of Hybrid Instruction. There is the potential for HYBRID students to

begin returning to school as early as February 16 (Stage 1-3 students: Students with disabilities attending specialized programs, K-5, MATA, and Academies 12 grade) and March 3 (Stage 4: Grades 6-12). To support this return, as discussed on the call today, LCPS would begin to return SOME health office staff to schools. LCPS would find "replacements" for non-vaccinators to return all of our Health Clinic Specialists to their respective elementary schools; and return a portion of RNs to their middle and high schools.

I plan to include another slide tomorrow that provides an update of our planning process to return RNs/Health Clinic Specialists to schools while still supporting the POD. Listed below is our plan:

Given the anticipated reduction in vaccine that will be distributed to both Loudoun County PODs, we are considering 15 vaccinators, 3 vaccinator supervisors, and 2 RNs to supervise the post-vaccination area. This would total 20 RNs along with the continued supervision and support of Jeannie Kloman and Kelly Thomas, RN (Nurse Specialist). We have also contacted our existing RN substitutes to determine if they would be willing to be trained as vaccinators. At this time, we are aware of 6 RN substitutes who expressed an interest in supporting the POD. After proper training, we anticipate that we might be able to return/swap out RNs to return to their schools.

IF, LCPS is to continue to receive the current amount of vaccine, we would need to revisit this plan to afford additional support to the POD operation. Please advise:

1. Any questions or concerns you have with what has been shared in this email;
2. Do you still anticipate that the LCPS POD may only receive between 1,500 – 2,000 vaccination doses for next week?
3. If the supply of vaccine to Loudoun County is reduced, can the LCHD move existing county POD vaccinators and MRC staff to support the LCPS Brambleton POD? Doing so would enable more RNs to return to school sites to support students.

Thank you.

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

**From:** Pitts, Patty  
**To:** Patty Pitts  
**Subject:** [EXTERNAL] ABTEL MEETING -- FEBRUARY 1, 2021 -- MATERIALS FOR MEETING ATTACHED  
**Date:** Monday, January 25, 2021 9:07:05 PM  
**Attachments:** [agenda-february-2021.docx](#)  
[minutes-november-2020.docx](#)  
[presentation-longwood-february-2021.docx](#)  
[presentation-annual-education-profile-february-2021.docx](#)  
[agenda-item-renewal-february-2021.docx](#)

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Good evening!

I hope you are all doing well!

The Advisory Board on Teacher Education and Licensure will meet on February 1, 2021, at 9 a.m. The meeting will convene electronically. You will receive an electronic meeting invitation to the Zoom meeting; however, I have included login information at the end of this message. This URL is for ABTEL members, liaisons, and presenters only; please do not share this information with other individuals. The public may view the meeting on the Department of Education's YouTube Channel.

The meeting has been noticed on the Department of Education's website.

#### **ABTEL Electronic Meeting -- February 1, 2021 - 9:00 a.m.**

Pursuant to Chapter 1283 of the 2020 Acts of Assembly, the Advisory Board on Teacher Education and Licensure (ABTEL) will convene electronically on February 1, 2021, at 9:00 p.m. The purpose of this meeting is to transact the business statutorily required or necessary to continue the operations of the Advisory Board. Due to the COVID-19 coronavirus health emergency, the meeting will proceed under modified procedures.

The meeting is open to the public for viewing. The meeting will be livestreamed on the [VDOE YouTube Channel](#).

Oral public comment will not be accepted; however, written public comment is always accepted. Written public comment must be received by 4:00 p.m. on Friday, January 29. Please submit comments by email (with the subject line, ABTEL Comment) to [Patty.Pitts@doe.virginia.gov](mailto:Patty.Pitts@doe.virginia.gov). Public comment will be shared with Advisory Board Members.

Attached are the following materials for the meeting:

- Agenda;
- Minutes of the November ABTEL Meeting (for approval);
- Presentation Item: Longwood University
- Presentation Item: Annual Education Preparation Profile
- Action Item: Continued Discussion on Recommendations for Renewal Requirements

Please note that a small workgroup of ABTEL plans to meet tomorrow to review the renewal requirements. Additional information will be provided regarding the workgroup's discussion.

Please do not hesitate to let me know if you have any questions. I look forward to meeting with you next Monday.

Best regards,

Patty

**PATTY S. PITTS | ASSISTANT SUPERINTENDENT**  
**TEACHER EDUCATION & LICENSURE**  
**VIRGINIA DEPARTMENT OF EDUCATION**  
804-371-2522 | [Patty.Pitts@doe.virginia.gov](mailto:Patty.Pitts@doe.virginia.gov)

---

#### **Zoom Information**

Commonwealth of Virginia - Calendar - Event details

Office of Teacher Education and Licensure is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://doe-virginia-gov.zoom.us/j/82845818305?pwd=dDFrNEpFOFN3K3VRM2ltajZtcGlsdz09>

Meeting ID: 828 4581 8305

Passcode: 799775

One tap mobile

+16465588656,,82845818305#,,,\*,799775# US (New York)

+13017158592,,82845818305#,,,\*,799775# 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: 828 4581 8305

Passcode: 799775

Find your local number: <https://doe-virginia-gov.zoom.us/j/82845818305?pwd=dDFrNEpFOFN3K3VRM2ltajZtcGlsdz09>



**From:** [Brenda Sheridan](#)  
**To:** [Ian Serotkin](#)  
**Cc:** [Atoosa Reaser](#); [Scott Ziegler](#); [Mark Smith](#)  
**Subject:** Re: Return to school agenda item  
**Date:** Monday, January 25, 2021 7:27:46 PM  
**Attachments:** [Outlook-wvplbfje.png](#)

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Ian

With all due respect, Policy 2430 **A. Formulation.** The agenda is the formal order of business for a meeting. The agenda is prepared by the Division Superintendent at the direction of the Chairman. Any item submitted by a Board member shall be placed on the agenda. Members of the public may submit items for the agenda in writing to the Chairman, who shall decide whether or not to include the item on the agenda. The Chairman will also determine where on the agenda items should be placed.

I will address your comments regarding the 5 Action Items. Proclamations developed by staff or those that come from the Governor, in my years on the SB, have always been placed on the agenda as action items. They are timely and planned out accordingly. Those coming from committee have been information items first, and all are subject to board amendments.

The Equity Committee nominees have previously been placed on consent, but I chose to have them be action so the board could discuss if desired. Also, if a board member who has not yet done so would like to amend and add their nominee, they can do so tomorrow night.

Item 10.05 is Action because staff informed me this was time sensitive.

Thank you

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

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

---

**From:** Ian Serotkin <Ian.Serotkin@lcps.org>  
**Sent:** Monday, January 25, 2021 3:07 PM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>

**Cc:** Atoosa Reaser <Atoosa.Reaser@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

**Subject:** Re: Return to school agenda item

Placement, sure - put it at the beginning or the end of the meeting as you like. But I disagree that placement means that you can decide to place what a board member had requested as an action item as a different type of item instead.

I also note that zero of the five action items on tomorrow's agenda were information items first. By your logic, they should all be information items tomorrow or require a suspension of the rules to vote on them tomorrow.



**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** ian.serotkin@lcps.org

**mobile:** (571) 420-1628

he/him/his

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

---

**From:** Brenda Sheridan <Brenda.Sheridan@lcps.org>

**Sent:** Monday, January 25, 2021 10:00 AM

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

**Cc:** Atoosa Reaser <Atoosa.Reaser@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

**Subject:** Re: Return to school agenda item

Ian

The policy also says the Chair has final authority over the placement of items on the agenda. As this item will include information and a recommendation not previously discussed publicly I placed it as information.

Brenda

Sent from my iPhone

On Jan 25, 2021, at 9:45 AM, Ian Serotkin <Ian.Serotkin@lcps.org> wrote:



Brenda,

Per Policy 2430: "Any item submitted by a Board member shall be placed on the agenda." Furthermore: "All items submitted for the agenda **for action** at the meeting..."

makes it clear that action items can be directly submitted for placement on the agenda, as long as the request is made at least seven days prior to the meeting.

Per Policy 2440, we follow Roberts Rules of Order *except as otherwise provided herein* - the agenda-setting rules in 2430 supersede RROR in this regard, as policies and by-laws locally enacted by a governing body take precedence over the general rules of order.

I fully agree that under normal circumstances directly placing items as action should be done sparingly, but given the state of emergency we have to be able to be agile, and preferably without rule suspensions when there is no need for it under our own policies.

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**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** ian.serotkin@lcps.org  
**mobile:** (571) 420-1628  
he/him/his

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---

**From:** Brenda Sheridan <Brenda.Sheridan@lcps.org>

**Sent:** Sunday, January 24, 2021 7:01 PM

**To:** Ian Serotkin <Ian.Serotkin@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>

**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

**Subject:** Re: Return to school agenda item

Ian

Your request for return to school information as well as a potential motion for the board to consider is in the COVID information item. I placed it as information item because this will be new information/motion for the board to consider. A motion to suspend the rules will be necessary to vote as with previous items that

the board has considered taking action on while an info item.

Thank you

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

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

---

**From:** Ian Serotkin <Ian.Serotkin@lcps.org>  
**Sent:** Sunday, January 24, 2021 12:48 PM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Subject:** Re: Return to school agenda item

Brenda,

I reviewed the agenda for Tuesday and do not see an action item related to return to school, as I had requested per the email from January 13th. Please add one to the agenda. I am fine using the motion wording from slide 26 of the COVID information item, or changing the entire info item to an action item so that staff can present info first.

Thanks,

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am0a2fmy.png>

**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** ian.serotkin@lcps.org  
**mobile:** (571) 420-1628  
he/him/his

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

---

**From:** Ian Serotkin  
**Sent:** Wednesday, January 13, 2021 2:15 PM

**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>; Atoosa Reaser  
<Atoosa.Reaser@lcps.org>

**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>

**Subject:** Return to school agenda item

Given the rapidly changing situation regarding vaccination and community metrics, I'd like to request (per Policy 2430) that in-school return be on the agenda as an action item for our January 26th meeting and all foreseeable future School Board meetings, so that the board can evaluate and reconsider as conditions change.

Thanks,

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nakotdws.png>

**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** ian.serotkin@lcps.org  
**mobile:** (571) 420-1628  
he/him/his

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

**From:** [Atoosa Reaser](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Re: PFHS  
**Date:** Monday, January 25, 2021 5:57:15 PM  
**Attachments:** [Outlook-1wv0zuom.png](#)

---

Thank you!

Thank you,  
Atoosa Reaser



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

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

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

---

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Monday, January 25, 2021 2:57 PM  
**To:** Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>  
**Subject:** PFHS

Atoosa,

Following-up on our conversation from Friday. Dr. Wolfe has followed-up with the staff member who reported the incident; he also intends to discuss the incident with his equity committee today. They are still working on scheduling the restorative meeting with the teacher and the student.

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

**From:** Cynthia Weddle  
**To:** Scott Ziegler  
**Subject:** School Board decision on returning to the classroom.  
**Date:** Monday, January 25, 2021 5:27:36 PM

---

Mr. Zieger,

Today I attended a great PD provided by LCPS entitled **Trauma Informed School Practices**. Although the training was not totally focused on the impact of covid-19, the impacts of the pandemic on students and teachers were referenced. I believe that returning to in person instruction before the concerns of virus spread within the community are at a comfortable level as outlined by the CDC will create a chaotic and stressful classroom environment both for students and teachers working from school as well as those remaining at home. With the vaccinations rolling out (I've had my first dose), please encourage the LCPS School Board to remain reasonable and patient in its approach to returning students and teachers to the classroom.

I would also like you to know that although the school year has been far less than ideal, I have been amazed by the skills of resiliency exhibited in students. I am very proud of them. It has not been a year lost to education. These problem-solving skills realized by students will serve them a lifetime.

Thank you for your time.

Sincerely,  
*Cynthia Weddle*  
7th and 8th Grade Sciences  
JL Simpson Middle School



**From:** [Michelle Walker](#)  
**To:** [Scott Ziegler](#)  
**Subject:** School Board Update 012521  
**Date:** Monday, January 25, 2021 4:30:27 PM  
**Attachments:** [School Board Update.pdf](#)

---

Good evening,

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

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

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Phone meeting with Ms. Corbo
3. Met with Ashley Ellis, Sharon Willoughby, Kevin Lewis and Nereida Gonzales-Sales regarding meals and second semesters schedule
4. Met with the School Business Partnership Executive Council
5. Met with Ashley Ellis, Maree Sneed, Steve DeVita, and Thomas Connally regarding the AG report and response
6. Attended VSBA Capital Conference
7. Met with Kevin Lewis to discuss inclement weather

**Public Information**

1. October - December 2020 VFOIA request received by LCPS (pp. 1-6)

**Business and Finance**

1. Information from Sharon Willoughby regarding meal delivery schedule for February 2021 (P. 7)

**Optional Reading: Articles**

[Loudoun School Board Eyes New Plan to Reopen Classrooms](#), Loudoun Now, January 25, 2021

[Loudoun County adds Juneteenth, replaces Columbus Day with Indigenous People's Day on Calendar, WDVM-TV](#), January 22

[Do What You Love: Ashburn Eighth Grader Is Youngest Ever Community Leadership Nominee](#), Loudoun Now, January 21

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

**From:** Asia Jones  
**To:** Scott Ziegler; Michelle Walker  
**Subject:** RE: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Date:** Monday, January 25, 2021 4:04:57 PM

---

Scott,

I will take a closer look and have also shared it with Clark and John. We do lots of collaboration with MHSADS and I do not anticipate concerns but want to have the directors review. Thank you

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

**From:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Monday, January 25, 2021 3:13 PM  
**To:** Michelle Walker <Michelle.Walker@lcps.org>  
**Cc:** Asia Jones <Asia.Jones@lcps.org>  
**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Importance:** High

Michelle – Please have risk management take a look at this.

Asia – Are you ok with continuing this agreement?

If there are no issues from risk management or DPS – please affix my signature and return it to the sender.

Scott Ziegler

**From:** Myers, Melanie <Melanie.Myers@loudoun.gov>  
**Sent:** Friday, January 22, 2021 1:46 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Importance:** High

Dr. Ziegler,

I am resending my request below to ensure you have received the attached MOA between LCPS and Loudoun CSB that has been signed by Director, Margaret Graham for the upcoming grant renewal. This grant would provide \$150,000 over the course of 3 years for a staff member to continue collaboration in select schools with school counselors in co-facilitating an evidence-based substance abuse prevention curriculum. Could you please confirm that you have received this email and review

limited role of children in transmission of SARS-CoV-2 in school settings. This is an important finding in view of the ongoing discussions on school closures and use of quarantine for a large number of children. Strengthening of IPC measures in schools when community transmission levels increase could be an option. **Full PDF for this study: Minimal transmission of SARS-CoV-2 from pediatric COVID-19 cases in primary schools, Norway, August to November 2020**

2. **CDC Morbidity and Mortality Weekly Report (Jan 13, 2021) Article Summary: What is already known about this topic?** Studies have consistently shown that children, adolescents, and young adults are susceptible to SARS-CoV-2 infections. Children and adolescents have had lower incidence and fewer severe COVID-19 outcomes than adults. **What are the implications for public health practice?** To enable safer in-person learning, schools and communities should fully implement and strictly adhere to multiple mitigation strategies, especially universal and proper mask wearing, to reduce both school and community COVID-19 incidence to help protect students, teachers, and staff members from COVID-19. Full PDF for this study: COVID-19 Trends Among Persons Aged 0–24 Years — United States
3. **WHO report on COVID-19 in schools. (October, 2020) Summary:** Children and schools are unlikely to be the main drivers of COVID-19 transmission, when community transmission is low and when appropriate mitigation measures are applied. **Link for Power point: What we know about COVID-19 transmission in schools.**
4. **Association of American Medical Colleges AAMC:**  
**The virus spreads in schools — but schools are rarely super spreaders:** Early data from K-12 schools do not confirm fears that bringing students together in classrooms inevitably creates COVID-19 petri dishes — although the absence of a standardized national database of school cases makes it impossible to know for sure. University researchers have partly filled the void with a plethora of data analyses from selected schools and grades. **Link for Article: Kids, school, and COVID-19: What we know — and what we don't**

Regards,  
Chair Randall

***Phyllis J. Randall***

Chair, At-Large  
County of Loudoun Board of Supervisors  
703.777.0204 (office)  
571.528.1569 (mobile)  
[Phyllis.Randall@Loudoun.gov](mailto:Phyllis.Randall@Loudoun.gov)  
[www.loudoun.gov/chair](http://www.loudoun.gov/chair)



All correspondence is subject to the Virginia Freedom of Information Act ("FOIA").

**From:** Linda Heinze <lwood5307@hotmail.com>  
**Sent:** Tuesday, January 26, 2021 11:37 AM



**From:** [Asia Jones](#)  
**To:** [Kevin Lewis](#); [Scott Ziegler](#)  
**Subject:** FW: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts  
**Date:** Tuesday, January 26, 2021 8:45:06 AM

---

FYI – Per Dr. Goodfriend’s response below, given the reduced volume of vaccine, there may be the opportunity to “fold the operation” into the county POD, new site at Dulles Town Center (Nordstorm’s, I believe).

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

**From:** Goodfriend, David <David.Goodfriend@loudoun.gov>  
**Sent:** Monday, January 25, 2021 9:31 PM  
**To:** Asia Jones <Asia.Jones@lcps.org>  
**Cc:** Clark Bowers <Clark.Bowers@lcps.org>; Jeannie Kloman <Jeannie.Kloman@lcps.org>; Hubbard, Allison <Allison.Hubbard@loudoun.gov>  
**Subject:** Re: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts

Thanks for the email.

Unfortunately, we do anticipate only being able to provide about 1500 doses of vaccine per week. I will defer to Allison as to when this starts, but would plan for it being as of next Monday.

If the numbers remain this low for first doses, at some point it may pay just to fold all operations into our new POD site.

David

---

**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Sent:** Monday, January 25, 2021 9:25 PM  
**To:** Goodfriend, David <[David.Goodfriend@loudoun.gov](mailto:David.Goodfriend@loudoun.gov)>; Hubbard, Allison <[Allison.Hubbard@loudoun.gov](mailto:Allison.Hubbard@loudoun.gov)>  
**Cc:** Clark Bowers <[Clark.Bowers@lcps.org](mailto:Clark.Bowers@lcps.org)>; Jeannie Kloman <[Jeannie.Kloman@lcps.org](mailto:Jeannie.Kloman@lcps.org)>  
**Subject:** [EXTERNAL] Plan for Continuing Support for the LCPS Vaccination POD Operation - Please

let me know your thoughts

Good evening Dr. Goodfriend and Ms. Hubbard,

We are extremely excited about the number of vaccinations that have been administered to LCPS staff at the Brambleton POD. Included within this [LINK](#) is the presentation for tomorrow's Board meeting on the Implementation of Hybrid Instruction. There is the potential for HYBRID students to begin returning to school as early as February 16 (Stage 1-3 students: Students with disabilities attending specialized programs, K-5, MATA, and Academies 12 grade) and March 3 (Stage 4: Grades 6-12). To support this return, as discussed on the call today, LCPS would begin to return SOME health office staff to schools. LCPS would find "replacements" for non-vaccinators to return all of our Health Clinic Specialists to their respective elementary schools; and return a portion of RNs to their middle and high schools.

I plan to include another slide tomorrow that provides an update of our planning process to return RNs/Health Clinic Specialists to schools while still supporting the POD. Listed below is our plan:

Given the anticipated reduction in vaccine that will be distributed to both Loudoun County PODs, we are considering 15 vaccinators, 3 vaccinator supervisors, and 2 RNs to supervise the post-vaccination area. This would total 20 RNs along with the continued supervision and support of Jeannie Kloman and Kelly Thomas, RN (Nurse Specialist). We have also contacted our existing RN substitutes to determine if they would be willing to be trained as vaccinators. At this time, we are aware of 6 RN substitutes who expressed an interest in supporting the POD. After proper training, we anticipate that we might be able to return/swap out RNs to return to their schools.

IF, LCPS is to continue to receive the current amount of vaccine, we would need to revisit this plan to afford additional support to the POD operation. Please advise:

1. Any questions or concerns you have with what has been shared in this email;
2. Do you still anticipate that the LCPS POD may only receive between 1,500 – 2,000 vaccination doses for next week?
3. If the supply of vaccine to Loudoun County is reduced, can the LCHD move existing county POD vaccinators and MRC staff to support the LCPS Brambleton POD? Doing so would enable more RNs to return to school sites to support students.

Thank you.

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



**From:** Scott Ziegler  
**To:** [School Board Confidential](#)  
**Cc:** [Superintendent's Cabinet; Michelle Walker](#)  
**Subject:** FW: School Board Update 012521  
**Date:** Tuesday, January 26, 2021 8:35:00 AM  
**Attachments:** [School Board Update.pdf](#)

---

Good Morning,

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

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

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Phone meeting with Ms. Corbo
3. Met with Ashley Ellis, Sharon Willoughby, Kevin Lewis and Nereida Gonzales-Sales regarding meals and second semesters schedule
4. Met with the School Business Partnership Executive Council
5. Met with Ashley Ellis, Maree Sneed, Steve DeVita, and Thomas Connally regarding the AG report and response
6. Attended VSBA Capital Conference
7. Met with Kevin Lewis to discuss inclement weather

**Public Information**

1. October - December 2020 VFOIA request received by LCPS (pp. 1-6)

**Business and Finance**

1. Information from Sharon Willoughby regarding meal delivery schedule for February 2021 (P. 7)

**Optional Reading: Articles**

[Loudoun School Board Eyes New Plan to Reopen Classrooms](#), Loudoun Now, January 25, 2021

[Loudoun County adds Juneteenth, replaces Columbus Day with Indigenous People's Day on Calendar](#), WDVN-TV, January 22

[Do What You Love: Ashburn Eighth Grader Is Youngest Ever Community Leadership Nominee](#), Loudoun Now, January 21

Scott A. Ziegler, Ed. D.

Interim Superintendent  
Loudoun County Public Schools

**Subject:** FW: School Board Update 012521  
**Date:** Tuesday, January 26, 2021 8:34:49 AM  
**Attachments:** [School Board Update.pdf](#)

---

Scott Ziegler

**From:** Michelle Walker  
**Sent:** Monday, January 25, 2021 4:30 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** School Board Update 012521

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



**Subject:** FW: [EXTERNAL] March is VSBA Equity in Education Month!  
**Date:** Tuesday, January 26, 2021 10:22:27 AM  
**Attachments:** [EquityInEducation\\_2021.pdf](#)  
[2021 Equity in Education Webinars \(2\).pdf](#)

---

Scott Ziegler

**From:** Jessica Blythe <vsba@embrams-mail.com>  
**Sent:** Tuesday, January 26, 2021 9:06 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] March is VSBA Equity in Education Month!



### **VSBA Equity in Education Month- March 2021**

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, sponsored by Sodexo. Equity in education is a significant challenge nationwide. According to the National Center for Education Statistics, in 2017 the majority of public-school students were students of color, and more than half of public school students qualify for subsidized meals due to low family income. Public education has struggled to serve these students both adequately and equitably. With the added inequities that have resulted from the COVID-19 pandemic, and the challenges that we are faced with racial injustices, it is more important now than ever before that we as advocates and servants of public education are addressing these inequities head on. When inequity in education persists, there is a cost to all involved including missed opportunities for economic development, greater dependence on government supports, and fewer Americans ready to serve and lead.

Attached is a packet of information to help prepare for VSBA Equity in Education Month, and a PSA from VSBA President Janet Turner-Giles on equity in education is available at: [http://www.vsba.org/news/public\\_service\\_announcements/](http://www.vsba.org/news/public_service_announcements/)

To continue the discussion surrounding equity in education, VSBA will be releasing a special edition of the School Board News Podcast. Be on the lookout for that episode at the beginning of March. In addition, we will be hosting a series of webinars on the topic of Equity in Education. For more information on those webinars view the attached flyer and visit: [http://www.vsba.org/meetings\\_conferences/webinars/](http://www.vsba.org/meetings_conferences/webinars/)

For questions or additional information please contact Jessica Blythe, director of membership services at 434-295-8722 or via email at [jessica@vsba.org](mailto:jessica@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:** Scott Ziegler  
**To:** Mark Smith  
**Subject:** FW: [EXTERNAL] March is VSBA Equity in Education Month!  
**Date:** Tuesday, January 26, 2021 10:22:00 AM  
**Attachments:** EquityInEducation 2021.pdf  
2021 Equity in Education Webinars (2).pdf

---

Let me know if we'll need a resolution for February.

Scott Ziegler

**From:** Jessica Blythe <vsba@embrams-mail.com>  
**Sent:** Tuesday, January 26, 2021 9:06 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** [EXTERNAL] March is VSBA Equity in Education Month!



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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:** [Mikaela Coffey](#)  
**Subject:** [EXTERNAL] Thank You for Attending: 2021 VSBA Capital Conference  
**Date:** Tuesday, January 26, 2021 11:09:56 AM  
**Attachments:** [2021VSBACapitalConference\\_TakeHomeRelease.pdf](#)

---

Good Morning,

Thank you for attending the VSBA Capital Conference on January 25-26, 2021. The recording for attendees of this session and also the handouts can be found [here](#). The recording for this session will be available for registered attendees to watch for one week.

As a reminder, the password to access and print the handouts and recording is: **Password:** Capital2021. The recording will be uploaded to the page when it is available.

The take home press release for this conference is attached to this email. *Please retype on your school division's letterhead. Insert information as indicated and distribute to your local news media. The template could also be used as the basis for a division newsletter article.*

Have a great day,

Mikaela

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

VSBA: Providing 115 years of leadership, advocacy and support to Virginia's school boards

Register today for the [VSBA Hot Topic Conference March 17, 2021](#)

**From:** [Evelyn Jones](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Managing Difficult People and Dealing with Conflict in the Workplace  
**Date:** Tuesday, January 26, 2021 10:28:51 AM

---

Hi Scott,

Time is Money. There are a variety of direct costs to the organization associated with poorly managed conflict, including, in the worst cases, the loss of customers and good employees.

When CPP Inc. commissioned a study on workplace conflict, they found that that an overwhelming majority (85%) of employees at all levels experience conflict to some degree.

For the US alone, that translates to 385 million working days spent every year as a result of workplace conflict. It is also a major drain on the resources of HR departments: half of the HR workers questioned (51%) spend between one and five hours a week managing disagreements.

This 60 minutes live session is designed to help you recognize and deal with many different types of people. From mild misunderstandings to serious conflict, you will acquire strategies for finding workable solutions

**Topic:** Managing Difficult People and Dealing with Conflict in the Workplace

**Date:** 03<sup>rd</sup>-February-2021, Wednesday

**Time:** 01:00 PM EST

**Duration:** 60 Minutes

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

Includes proprietary tools and helpful documentation!

**REGISTER NOW**

This course has been approved by HRCI as eligible for 1 credits towards a participant's recertification upon full completion.

**INSTRUCTOR:**

**DR. ArLyne Diamond, Ph.D.** is an internationally recognized Leadership, Management, Professional Development and O-D consultant specializing in people and processes in the workplace.

As the President and Founder of her consulting firm, Diamond Associates, which was established in 1981, Dr. Diamond's clients range from boards of directors and upper management to support staff in many industries, both public and private. This

includes small business and professional practices, corporations, associations, service/charity organizations and government agencies (including police and fire.)

**Warm Regards**

Evelyn Jones

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:** Linda Heinze  
**To:** Phyllis.Randall@loudoun.gov; Scott Ziegler; Denise Corbo; Atoosa Reaser; Harris Mahedavi; Ian Serotkin; Leslee King; John Beatty; Jeff Morse; Beth Barts; Brenda Sheridan; Schoolboardemail; district31@senate.virginia.gov; DelKMurphy@house.virginia.gov  
**Subject:** [EXTERNAL] LCPS - Please Open Schools/All Grades ASAP  
**Date:** Tuesday, January 26, 2021 11:37:07 AM

---

Hello,

The LCPS administration and many of the school board members' are not following the science with regards to opening schools. Many, many studies and organizations have found that schools are not super spreaders of COVID with safety protocols in place. You have been using our children's right to a good, in person education to protect adults. This is beyond selfish and contrary to the ethos of public service.

The LCPS Administration and most of the School Board members have not been prioritizing needs of its customers (who are the kids). The kids are the priority – they are the entire reason for you being involved in schools. Finally, the VA state senate is starting to acknowledge this and is considering a bill that would withhold funds for schools that do not offer in person instruction!

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The LCPS school board has not received testimony from a mental health professional about the impacts of school closures on mental health. I do know at least one school board member who has spoken with a mental health specialist but really... is that it? Distance learning is having a devastating impact on kids' mental health. One suicide is too many and we've at least had two in Loudoun County during the pandemic. A recent New York Times article focuses on rising mental health emergencies and suicide rates as a consequence the pandemic lock down on our kids. **When are we (as adults) going to stop making our KIDS sacrifice for the safety of adults?** That's really what is occurring.

<https://www.nytimes.com/2021/01/24/us/politics/student-suicides-nevada-coronavirus.html>

Public education's purpose is not for the employment of teachers and administration staff. Schools' primary purpose and focus should be the kids and their best interests. Your job is not to protect the interests of taxpayer-funded employees, especially when the employee's interests deviate from the public they claim to serve. Please do



everything possible to get our children back in school including withholding funds from school districts that refuse to offer students in-person learning.

Thank you for time!

Regards,

Linda and Marty Heinze  
Potomac Falls, VA  
Algonkian District

**From:** [Scott Ziegler](#)  
**To:** [Asia Jones](#); [Kevin Lewis](#)  
**Subject:** RE: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts  
**Date:** Tuesday, January 26, 2021 12:04:00 PM

---

Let's keep this in the 'not-yet-known' category for now (I removed the bullet from the slide deck).

- Last week Dr. Goodfriend's early in the week report of available doses was far different from Allison's official count
- The LCPS POD is a huge point of pride for the division and the Board and provides comfort to our EEs. I'd like to keep it open as long as possible.

Scott Ziegler

**From:** Asia Jones  
**Sent:** Tuesday, January 26, 2021 8:45 AM  
**To:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** FW: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts

FYI – Per Dr. Goodfriend's response below, given the reduced volume of vaccine, there may be the opportunity to "fold the operation" into the county POD, new site at Dulles Town Center (Nordstorm's, I believe).

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

**From:** Goodfriend, David <[David.Goodfriend@loudoun.gov](mailto:David.Goodfriend@loudoun.gov)>  
**Sent:** Monday, January 25, 2021 9:31 PM  
**To:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Cc:** Clark Bowers <[Clark.Bowers@lcps.org](mailto:Clark.Bowers@lcps.org)>; Jeannie Kloman <[Jeannie.Kloman@lcps.org](mailto:Jeannie.Kloman@lcps.org)>; Hubbard, Allison <[Allison.Hubbard@loudoun.gov](mailto:Allison.Hubbard@loudoun.gov)>  
**Subject:** Re: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts

Thanks for the email.

Unfortunately, we do anticipate only being able to provide about 1500 doses of vaccine per week. I will defer to Allison as to when this starts, but would plan for it being as of next Monday.

If the numbers remain this low for first doses, at some point it may pay just to fold all operations into our new POD site.

David

---

**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>

**Sent:** Monday, January 25, 2021 9:25 PM

**To:** Goodfriend, David <[David.Goodfriend@loudoun.gov](mailto:David.Goodfriend@loudoun.gov)>; Hubbard, Allison <[Allison.Hubbard@loudoun.gov](mailto:Allison.Hubbard@loudoun.gov)>

**Cc:** Clark Bowers <[Clark.Bowers@lcps.org](mailto:Clark.Bowers@lcps.org)>; Jeannie Kloman <[Jeannie.Kloman@lcps.org](mailto:Jeannie.Kloman@lcps.org)>

**Subject:** [EXTERNAL] Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts

Good evening Dr. Goodfriend and Ms. Hubbard,

We are extremely excited about the number of vaccinations that have been administered to LCPS staff at the Brambleton POD. Included within this [LINK](#) is the presentation for tomorrow's Board meeting on the Implementation of Hybrid Instruction. There is the potential for HYBRID students to begin returning to school as early as February 16 (Stage 1-3 students: Students with disabilities attending specialized programs, K-5, MATA, and Academies 12 grade) and March 3 (Stage 4: Grades 6-12). To support this return, as discussed on the call today, LCPS would begin to return SOME health office staff to schools. LCPS would find "replacements" for non-vaccinators to return all of our Health Clinic Specialists to their respective elementary schools; and return a portion of RNs to their middle and high schools.

I plan to include another slide tomorrow that provides an update of our planning process to return RNs/Health Clinic Specialists to schools while still supporting the POD. Listed below is our plan:

Given the anticipated reduction in vaccine that will be distributed to both Loudoun County PODs, we are considering 15 vaccinators, 3 vaccinator supervisors, and 2 RNs to supervise the post-vaccination area. This would total 20 RNs along with the continued supervision and support of Jeannie Kloman and Kelly Thomas, RN (Nurse Specialist). We have also contacted our existing RN substitutes to determine if they would be willing to be trained as vaccinators. At this time, we are aware of 6 RN substitutes who expressed an interest in supporting the POD. After proper training, we anticipate that we might be able to return/swap out RNs to return to their schools.

IF, LCPS is to continue to receive the current amount of vaccine, we would need to revisit this plan to afford additional support to the POD operation. Please advise:

1. Any questions or concerns you have with what has been shared in this email;
2. Do you still anticipate that the LCPS POD may only receive between 1,500 – 2,000 vaccination doses for next week?
3. If the supply of vaccine to Loudoun County is reduced, can the LCHD move existing county

POD vaccinators and MRC staff to support the LCPS Brambleton POD? Doing so would enable more RNs to return to school sites to support students.

Thank you.

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Assistant Superintendent  
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21000 Education Court  
Ashburn, VA 20148  
Telephone: 571-252-1022



**From:** Asia Jones  
**To:** Scott Ziegler; Kevin Lewis  
**Subject:** RE: Plan for Continuing Support for the LCPS Vaccination POD Operation - Please let me know your thoughts  
**Date:** Tuesday, January 26, 2021 12:08:07 PM

---

I understand and am comfortable with your recommendation. Thank you.

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Telephone: 571-252-1022



**To:** Randall, Phyllis <Phyllis.Randall@loudoun.gov>; scott.ziegler@lcps.org; Denise.Corbo@lcps.org; atoosa.reaser@lcps.org; Harris.Mahedavi@lcps.org; Ian.Serotkin@LCPS.org; Leslee King <Leslee.King@lcps.org>; John.Beatty@lcps.org; Jeff.Morse@lcps.org; Beth.Barts@lcps.org; Sheridan, Brenda <Brenda.Sheridan@lcps.org>; lcsb@lcps.org; district31@senate.virginia.gov; DelKMurphy@house.virginia.gov

**Subject:** [EXTERNAL] LCPS - Please Open Schools/All Grades ASAP

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Regards,

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Potomac Falls, VA  
Algonkian District

**From:** Michele Leffler  
**To:** Schoolboardemail; [bos@loudoun.gov](mailto:bos@loudoun.gov); [district13@senate.virginia.gov](mailto:district13@senate.virginia.gov); [DeSSubramanyam@house.virginia.gov](mailto:DeSSubramanyam@house.virginia.gov); U.S. Senator Kaine; [senator@warner.senate.gov](mailto:senator@warner.senate.gov)  
**Cc:** Scott Ziegler; Mark Smith; Wayde Byard; Jennifer Wall; Brittany Jones; Paul Thiessen  
**Subject:** [EXTERNAL] Student Choices in Loudoun to go back to school, State of Emergency  
**Date:** Friday, January 22, 2021 9:07:55 AM  
**Attachments:** [image.png](#)  
[Second Semester Choice Results.xlsx](#)  
[Second Semester Return to School Choice.pdf](#)  
[LCPS Schools by Zip Code.xlsx](#)  
[11-5-20 Item I-4 COVID-19 Coronavirus Update 110520.pdf](#)  
[12-1-20 Item I-1 COVID-19 Coronavirus Update \(1\).pdf](#)  
[11-17-20 Item I-2 COVID-19 Coronavirus Update 111720.pdf](#)  
[1-5-21 Item I-1 COVID-19 Coronavirus Update \(1\).pdf](#)  
[12-15-20 Item I-1 COVID-19 Update.pdf](#)  
[Item I-1 COVID-19 Coronavirus Update.pdf](#)

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Good morning,

I am a Loudoun County Veteran and a Virginia Woman Veteran. We are in a State of Emergency and request your assistance in Loudoun County. We have needs that need to be met for our children that have gone unheeded. We veterans have served our country and would like for you to honor the obligations you have as a PUBLIC education in Loudoun County. Loudoun County lost our superintendent, director of communication, chief of staff, director of school administration, and many other senior officials due to the divisiveness of our area and are looking for a new superintendent now. Fortunately we have an Interim Superintendent and Acting Chief of Staff (who should be hired) and are starting in a new direction with this new year.

We have 7 new school board members that were elected in 2018 and began in January, 2019. Only 2 school board members were re-elected. It is safe to say our system has failed us and we are in a state of emergency. We are in need of guidance for our children to help repair a broken system. We need FEMA to get involved at this point and are in a state of emergency and crisis for our children to return to learn IN PERSON instead of on a screen.

I have done copious amounts of searching and organizing information to see why our children are not allowed in the classrooms. There are some areas that are harder hit than others and principals need support from their public officials. There needs to be a UNITED support system in place to help schools open safely, teachers to return to their classrooms, and children to regain some semblance of normalcy in a country where MANY adults have failed them.

In order to demonstrate unity, collaboration, and a clear message that EACH OF YOU NEEDS TO BE ON THE SAME PAGE, here is the data I have compiled. I would like an explanation why offline education is not sustainable at public schools, how the harder to reach populations (low income, EL, homeless, etc) are being taught to not give up on public education.

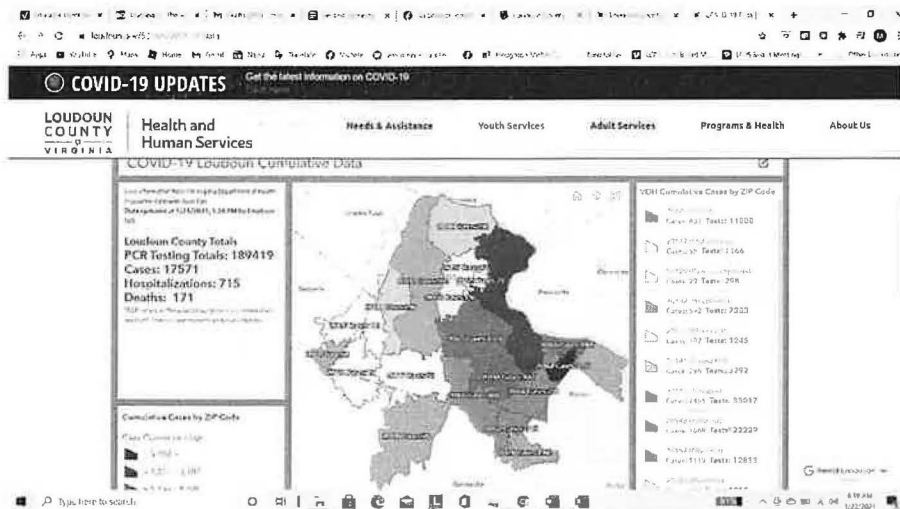
I hope this helps. But NO principal should have to be forced alone to choose whether or not a school is safe to open. They need YOUR help and you were elected by US. Please don't forget your responsibilities to OUR children. Vaccines for teachers have begun, now the hope to return to the classrooms needs to begin.

These are the metrics that we follow in our district (encouraged by the health department to focus on THIS page and not argue about the metrics)

<https://www.lcps.org/Page/234565>

This is the metrics we follow daily regarding the county rates of positivity. I am now tracking the zip codes and schools in those zip codes because EACH school serves a different diverse demographic. Teachers, administrators, and support staff in those areas should have priority vaccines that are hit the hardest. Specifically the area codes of 20164 (Sterling who has over 3,000 positive cases), 20176 (Leesburg who has over 2,700 positive cases), and 20147 (Ashburn, who has over 2,400 positive cases). These are in the lower income neighborhoods and have high EL populations.

<https://www.loudoun.gov/5334/COVID-19-Data>



Here are the financials from last school

year: <http://go.boarddocs.com/vsba/loudoun/Board.nsf/goto?open&id=BVXR4N68FCA5>

Corona Virus Updates in Loudoun County are updated by the health department at each Board of Supervisors meeting. However, LCPS does not participate in the BOS meetings and does not include the current County virus updates at their school board meetings. They do something different, separate from the BOS. As a result, our schools have only been open for 2 weeks for general education population in elementary school and secondary schools have not opened publicly. This is creating a mental health crisis in our area, which is also why we need a state of emergency. There has been multiple staff and student suicides during the closure of schools we are not allowed to talk about publicly, but grieve silently. This is creating a hysteria in the area and extraordinarily divisive rhetoric in social groups that creates isolation and echo chambers. Mental Health is in a State of Emergency in Loudoun County as well.

There MUST be a strategic vaccination in progress and we are grateful to have over 3,000 vaccinations for the teachers to get this week. The priority of the vaccines for teachers is unknown at this point because there seems to not be a prioritization to vaccinate hybrid teachers first and they are competing with Distance Learning teachers to acquire vaccines. This is unacceptable.

We are in a State of Emergency and urgently request your assistance. I respectfully request acknowledgment of this email out of courtesy. Thank you.

:-) Michele Leffler

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

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



**From:** Ashley Ellis  
**To:** Superintendent's Cabinet  
**Subject:** FW: [EXTERNAL] Fwd: Message from Superintendent  
**Date:** Friday, January 22, 2021 3:24:29 PM  
**Attachments:** none

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FYI

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



January 22, 2021

Dear Fairfax County Public Schools Families and Caregivers,

At last night's School Board meeting, I provided an interim update on our plans to return to in-person learning. This plan will be discussed in detail during the February 2 School Board Work Session, but I would like to provide this preview to all of you today.

Mitigation strategies will remain key to preventing in-school transmission. In the weeks ahead, we will provide training to both staff and students that explains the importance of these strategies, and everyone's role in stopping the spread as we prepare to return groups to school.

The timeline I am proposing below continues our measured, phased-in approach.

**January 26**

VHSL Activities and HS Co-Curriculars

Intervention Cohorts for ES, MS and HS

**February 16 (new bell schedule begins for all)**

Groups 1-4 (Select CTE and Special Education)

**February 23**

Group 5 (PreK-K and Special Education)

**March 2**

Group 8 (Grades 8, 9, 12. Poe, Glasgow, Holmes MS – Grade 8)

**March 9**

Group 6 (Grades 1-2)

Group 8 (Grades 7, 10, 11. Poe, Glasgow and Holmes MS – Grades 6-7)

**March 16**

Group 7 (Grades 3-6)

It is important for families to know that if you chose for your student to remain in in full-time virtual learning, you will have that option.

Our February 2 School Board Work Session will be available streaming on our website, or on your local cable channel 99 (Verizon channel 11).

Sincerely,

**Scott S. Brabrand, Superintendent**  
**Fairfax County Public Schools**

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Parents of FCPS students may update contact information online through weCare@School a feature of ECPS 24-7 Learning Parent View (Blackboard) or by contacting the student information officer at their child(ren)'s school to have the contact information updated in the student information system.

FCPS employees may update contact information through LEConnect.

Individuals with no affiliation to the school system must fill out the Removal Request to have their contact information removed from eNotify.

**From:** Myers, Melanie  
**To:** Scott Ziegler; Mark Smith  
**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Date:** Friday, January 22, 2021 1:46:04 PM  
**Attachments:** MOA between LCPS and Loudoun County CSB for renewal of grant 2021-2024.pdf

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Dr. Ziegler,

I am resending my request below to ensure you have received the attached MOA between LCPS and Loudoun CSB that has been signed by Director, Margaret Graham for the upcoming grant renewal. This grant would provide \$150,000 over the course of 3 years for a staff member to continue collaboration in select schools with school counselors in co-facilitating an evidence-based substance abuse prevention curriculum. Could you please confirm that you have received this email and review the MOA for continued collaboration by Friday, February 5, 2021 as the grant has strict deadlines. We appreciate our partnership over the past 15-20 years and would like to continue to partner in serving our youth. Please let me know if you have any questions.

Thank you,

Melanie Myers, LCSW  
Prevention/ Intervention Program Manager  
Loudoun County MHSADS  
703-737-8449

**From:** Myers, Melanie  
**Sent:** Thursday, January 14, 2021 12:13 PM  
**To:** scott.ziegler@lcps.org; mark.smith@lcps.org  
**Subject:** renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)

Good afternoon,

Loudoun County Prevention/Intervention Services has been collaborating with LCPS for over 15 years to provide youth in various schools with substance abuse prevention groups utilizing the Life Skills Training, evidence-based curriculum, which has been partially funded by the Virginia Foundation for Healthy Youth (VFHY) grant. We are in the process of renewing this three-year grant and would like to continue our partnership to provide these services to students. This year, our Prevention/Intervention staff and various School Counselors or School Social Workers have continued collaboration to co-facilitate these groups virtually, during the COVID-19 Pandemic. It is a requirement of the (VFHY) grant to provide an MOA with the respective district superintendents and school principals with which they plan to partner. I will be reaching out to the school principals that we have continued to partner with over the years for their signatures as well.

I have attached the previous MOA signed by Dr. Eric Williams and Executive Director of Loudoun County CSB, Margaret Graham as a reference to show our collaboration in the past three-year grant cycle.

I am also attaching the current MOA with the signature of the Executive Director of Loudoun County CSB, Margaret Graham and asking that it be signed by the new Interim Superintendent, Dr. Scott

Ziegler?

Please let me know if there are any questions. Thank you for your consideration in continuing our long-term partnership with LCPS.

Sincerely,

Melanie Myers, LCSW  
Prevention/ Intervention Program Manager  
Loudoun County MHSADS  
703-737-8449



**From:** Kelly Freiheit  
**Cc:** ACramp@mcpsva.org; Ashley Ellis; brian.stockton@apsva.us; bridget.loft@apsva.us; McDade, Bruce; Carrie.Dorsey@fairfaxva.gov; ciarocam@pwcs.edu; cintia.johnson@apsva.us; Lynmara Colon; Wilson, Diego; Elizabeth Hoover; Eric Williams; francisco.duran@apsva.us; Rita E. Goss; Gregory C. Hutchings Jr.; jcrites@acps.k12.va.us; Allen, Jeannette; Jennifer.braswell@mpark.net; jennifer.kiernan@mpark.net; Platenberg, Jeffrey; Julia A. Burgos; Kevin Lewis; KKeegan@mcpsva.org; kmichael@fccps.org; KNewman@mcpsva.org; Saunders, Melissa; Neil Slevin; patricia.waldron@acps.k12.va.us; Pajardo, Phyllis; Peter Noonan; Baenig, Rebecca G; Rebecca Sharp; sandra.hardeman@acps.k12.va.us; Scott Ziegler; Presidio, Sloan; Brabrand, Scott S; Stephen M. Wilkins; Terri Mozingo; WALTSSL@pwcs.edu; wbates@fccps.org; Anthony Kim; Megan Huneck; Natalie Hall; Ben Politzer; Natalie Woods; King, Nardos E; Jason Bedford  
**Subject:** [EXTERNAL] Thank you for joining the Northern Virginia Collaborative yesterday!  
**Date:** Friday, January 22, 2021 7:34:10 PM  
**Attachments:** Screen Shot 2021-01-22 at 7.32.12 PM.png

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Happy Friday, Northern Virginia Collaborative!

**We're excited to share that Natalie Woods officially had her baby girl, Amelia Marie Woods, yesterday!** Our team shared the good news on the call yesterday. Everyone is healthy and happy!

Those that were able to join the conversation yesterday, we discussed the headlines we are seeing nationally around the fear and anxiety that's impacting our teachers. Through our time together, we were able to share concrete strategies that are working for districts to address this need. As a collective group, we decided we wanted to spend more time next time discussing how we might collectively work together to address recruiting teachers to the region and addressing components of recruitment and retention.

If you and/or other teammates are interested in learning more about the ways districts are approaching their strategic plans after this past year -- we encourage you to sign-up for the [free mini-conference](#) happening next week **on January 28th**. We'd highly recommend you registering so you can receive the recordings afterwards -- even if you can only join for a portion of it.

Talk soon!

Kelly, Megan, Jason, and Natalie (... in spirit)



Kelly Freiheit | Partner  
Education Elements, Inc.  
[kelly@edelements.com](mailto:kelly@edelements.com) | 703.963.8112



Register for the series by [clicking here!](#)

On Thu, Jan 21, 2021 at 9:28 AM Kelly Freiheit <[kelly@edelements.com](mailto:kelly@edelements.com)> wrote:  
Good morning NOVA Collab,

We are looking forward to reconnecting with each of you this afternoon. As a follow-up from our conversation on January 7th, our team has reviewed the needs you shared with our team last time around discussing how we communicate and support teachers when fear and anxiety is high. The Education Elements team wanted to respond to this need and we've put together some resources to spark conversation today. As always, we want to give you the space to share and then move onto any other topic that makes the most sense to discuss based on what's top of mind for you and your leaders.

**Resources for today:**

- [Agenda](#) (where we will take notes)
- [Slides](#)
- [Zoom link](#)

Talk soon,

Kelly, Megan, and Natalie (... in spirit on maternity leave)

Kelly Freiheit | Partner  
Education Elements, Inc.  
[kelly@edelements.com](mailto:kelly@edelements.com) | 703.963.8112



Register for the series by [clicking here!](#)

On Fri, Jan 8, 2021 at 7:53 AM Kelly Freiheit <[kelly@edelements.com](mailto:kelly@edelements.com)> wrote:

Good morning Northern Virginia Collaborative,

Our team continues to think about each of you after this week's events in DC. Natalie shared a bank of resources in the email yesterday that we'd encourage you to check out: [bit.ly/EducatorCrisisResources](https://bit.ly/EducatorCrisisResources).

Thank you for your resilience and for showing up for your community each and every day! Natalie, Megan, and I believe we made the right choice in keeping the collaborative chat yesterday based on the reactions from those that were able to attend. We hope to continue to create a space where you can show up as your whole self and provide insight and seek support/guidance from others. If you weren't able to join the conversation yesterday, we'd encourage you to check out the [slides](#). Those leaders who were able to attend shared in the check out question that they'd be bringing back the idea of:

- Leveraging a check-in question to address how people are showing up to a meeting right now and then at the end of the meeting checking back in
- Co-facilitating focus groups alongside of School Board members, community members so that they could build a stronger understanding of what's going on + the perception of being partners in the work
- Importance of loud voices being "healthy voices" to the conversation

Lastly, our team wanted to share an upcoming opportunity that will be taking place at the end of the month. We will be hosting a free, virtual [Strategic Planning Mini Conference](#) which is not your traditional all day virtual conference. During this learning experience, leaders will have a series of short, focused learning opportunities to explore the different stages of Strategic Planning. Most importantly, the leaders who sign-up will be able to choose a pathway based on their needs and interests. Sign-up!



We will be coming back together next on January 21st at 4:00 PM.

Take care of yourself and have a restful weekend,

Kelly, Natalie, Megan and the EE Team

Kelly Freiheit | Partner

Education Elements, Inc.

[kelly@edelements.com](mailto:kelly@edelements.com) | 703.963.8112



Register for the series by [clicking here!](#)

On Thu, Jan 7, 2021 at 1:55 PM Natalie Woods <[natalie@edelements.com](mailto:natalie@edelements.com)> wrote:

Good Afternoon NOVA Collab,

We have been thinking of you all today as we are navigating the recent events at the Capitol. We are still going to hold our collaborative chat this afternoon and we will start off with asking you all what you need most today. We thought we could share how our team responded both internally and externally, give you all space to share and then move onto our topic of communicating with stakeholders, if that feels right. If you have not seen this resource yet, our team compiled resources that may be helpful for leaders and teachers in your district: [bit.ly/EducatorCrisisResources](https://bit.ly/EducatorCrisisResources). Feel free to share with anyone you believe would benefit.

**Resources for today:**

- [Agenda](#) - where we will capture notes
- [Slides](#)
- [Zoom Link](#)

We look forward to seeing you at 4:00 PM. If you are unable to attend but want to send someone in your place, just let us know. As always, join if you can, and we will send a follow up sharing what we discussed.

Natalie and Kelly

Natalie Woods | Associate Partner

Education Elements, Inc.

[natalie@edelements.com](mailto:natalie@edelements.com) | [@NatalieWoodsEE](#) | 314.494.2811





**From:** [Beth Barts](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Fwd: [EXTERNAL] Theatre stipend proposal  
**Date:** Saturday, January 23, 2021 2:18:03 PM

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FYI.

Sent from my iPhone

Begin forwarded message:

**From:** Carol Steinkirchner <steinkirchner@verizon.net>  
**Date:** January 23, 2021 at 2:17:34 PM EST  
**To:** Beth Barts <Beth.Barts@lcps.org>  
**Subject:** [EXTERNAL] Theatre stipend proposal  
**Reply-To:** Carol Steinkirchner <steinkirchner@verizon.net>

Dear Ms. Barts,

Thank you for your significant time, effort, and commitment as a School Board member. You are very appreciated.

As a parent of a Loudoun County high school student, I would like to call your attention to the inequity of the stipend for Theatre Directors in the county. It's my understanding that Theatre Directors currently receive the same stipend as coaches receive for one sports season. This, of course, is unfair.

I know you have seen the proposal containing compelling arguments and I ask you to support the proposal in full. I join the choir of voices asking for this support after seeing first-hand the tremendous amount of dedication and commitment by our school's theatre director. Although it is a labor of love in some regard, a human being cannot and should not sustain the level of unpaid work that our theatre directors endure. Burn-out is a real and unfair outcome. I can only speak to the productions I have seen at Tuscarora, Heritage, Rock Ridge, Smarts Mill and Harmony, but the talent and skills these theatre 'Marvels' extract from these students is remarkable. It is no wonder that Loudoun County theatre students are receiving millions of dollars in scholarship monies for higher education.

A student athlete learns teamwork, commitment, loyalty, persistence, physical fitness, goal-setting and achieving, disappointment sometimes, and friendship.

A student in theatre also learns all those things as preparing a show is a team effort. A theatre student also learns other lifelong skills like public speaking, marketing, promoting, budgeting, and some even learn construction skills.

One person has been teaching these skills to a theatre student. One Person. One person who is also working a day job, just as an athletic coach is. One person who leaves their home at 6:30am each morning and returns at 7 or 8pm every school day, almost every day of the school year because the programs are year-round. And, on show weeks and weekends, they spend nearly every waking hour at school (pre/post pandemic) with rehearsals and set construction, lighting, sound setup, training, and tweaking. One person who currently works alone, with no assistant directors to share the work. Imagine 80 students staying after school in your care, peppering you with questions about what about

x, where is y, can we do z, while trying to watch and listen to others running the script or working the lights. I know I would go crazy. One Person deserves more pay and some help from another theatre adult.

Please consider the proposal for improvements to the LCPS theatre program by enhancing the pay for adult leaders of the theatre programs to be more equivalent to those of athletic adult leaders. Both fine arts and athletics are equally important additions to student academics, appealing to our children's individual interests and talents. Both should be treated with the same regard by our school district leaders.

Thank you for your consideration.

Carol Steinkirchner  
Proud parent of a Tuscarora student and alumna

**From:** Donna Parker  
**To:** Scott Ziegler  
**Cc:** "David Palanzi"  
**Subject:** Return to In-Person  
**Date:** Saturday, January 23, 2021 11:55:04 AM

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Good morning Sir,

Thank you for advocating for your staff during this very difficult year. Your transition into Loudoun County is a welcome one! All of us want to teach students, we just want to do it safely and effectively.

I am distressed that the board continues to urge a return to in-person learning when local and national statistics show increases in the rise of COVID-19 among young people. Nationally, the statistic is 1 in 7 in those under the age of 20. The mutations that are now occurring are purported to be even more deadly and faster in spread. It's only a matter of time before it's detected in Loudoun County.

Returning to in-person learning has so many more layers than just metrics. As do the decisions we all face. Many of us have mitigating factors to consider such as elderly parents (or in-laws) that need care, but the usual caregiver has come down with COVID and cannot have access to them, then someone like me has to step-in. How do I measure the risk? I'll be exposed daily but I am there for students and possibly expose my loved ones? OR do I spend time/care with my elderly parents for the short-term (caregiver has tested positive for over a month), maybe longer, and take FMLA and lose pay and not be there for the students who need consistency? I lose sleep contemplating my options and balancing my responsibilities. But I don't feel as though my voice as a community member is heard, let alone my voice as a teacher.

The CORONA Virus has affected our community in so many ways. No one planned this so how could anyone prepare or fathom what the challenges would be? That said, school building plans weren't developed with COVID in mind; yes, the furniture has been adjusted for those new protocols, but people are people. Teachers will lean in to help a student. Students will get a drink and forget to pull up masks. Lunches have yet to be figured out. How will staff and students eat safely? Where do support personnel put their belongings? Do they carry it around and risk exposure going from room to room or student to student and then carry it home but never having a desk to sit in during the day?? How can contact tracing be performed effectively with multiple people transferring in the halls? Is there any training in place that demonstrates proper masking? Will all the rooms have disinfectant, and enough of it? Is time built into the schedule for sanitizing between classes? Where do the students wait while sanitizing is happening? The halls? Who sanitizes the halls after each class change? Are the custodians prepared to sanitize the lavatories, hallways, surfaces, classrooms, lockers, etc., all day? It hurts my head to contemplate all that is involved, and I don't make the decisions. Your job is so much more difficult because you do make the decisions and have to live with the fallout.

Let's be clear: Learning is happening in the distance format. I think our community has learned many positive things. I've seen students grow by having to figure out this new weird format. I've seen shy students who are empowered by writing an email. I've been blessed to see students ask and receive help from each other and staff. I've had parents reach out with success stories because their son/daughter managed to take a test at 6pm because it fit into the



new life schedule. Tragically, we've all seen or heard of those students who are struggling. As a Special Education Teacher, I see it across the board. Male, female, 9th or 12th, some have not flourished in the distance learning format. But there is learning. Some are learning that playing on Playstation instead of attending to class is easy. Some are learning that their parents aren't teachers and can't help them stay on task. Some parents are learning that their student really doesn't have the skills to be independent. Some of these lessons are painful, but all give us insight into adapting to a new normal. It may not look the same, but learning is happening. So why push for in-person? Push for mandating camera use by students. Mandate participation or allow teachers the ability to grant extra credit for using the camera feature and verbal participation.

People have differing opinions on wearing a mask. Yes, we can mandate them, but people are people. Some are diligent, some are not. Some are asymptomatic. A true story: the day I had to go into school, to give materials to a student because he couldn't access a printer, I was escorted to my room by a fellow staff member who wore his mask down around his nose. Although, I tried to maintain distance the halls are only so big. We both touched the door handle. Within days I receive an email from VOSH. My school has a staff member who's tested positive in the same department as my escort. Disturbed? I was.

If a staff member feels it's ok, then who's to say a student won't? We are encumbered with lawsuits as it is. I can imagine a parent of a student we don't allow into the building because of violating the mask policy. We have parents now who demand FAPE even though we are experiencing a GLOBAL PANDEMIC that has the potential to permanently harm or kill a child and those same parents and students are the ones who don't access the resources they DO have access to but instead scream foul because their child is entitled. Sadly, these will be the very same people who will sue when their child is not allowed back into school for not wearing a mask. Then the district will cave under the pressure and the student will be back in the building forthwith. And what we will have learned then? Nothing good. Except that its ok to be selfish and get what is good for one rather than what's good for all. And that lesson will be the downfall of us all and one not easily remedied.

The many changes and shifts this year that we experienced are staggering. The constant pivot of hybrid and distance learning because of changing metrics is causing added stress for students and staff. The new schedule adopted for the second semester has added stress to a teetering balance; I'm already seeing students be emotional because it's one more adjustment they needed to make just when a routine was established. Can we make one decision in favor of continuity; one that balances learning, screen time and opportunities for discussion. A decision that allows for a more flexible learning environment that doesn't stress new, more rigorous, assessment and grading practices or one that introduces a new learning platform during a pandemic? Frankly, one more change and I might be the one who becomes emotional.

I appreciate the stance you've taken with our board so far. Thank you. Please feel free to share my story, but not my name. I love where I work and what I do but I don't love the risk I may have to take with my health or the health of those I love.

Until EVERYONE has received the double-dose of vaccine, I'm not in favor of returning to in-person learning even if means we can't go back to brick and mortar until next August.

Donna Parker



Learning Specialist  
Briar Woods High School  
22525 Belmont Ridge Road  
Ashburn, VA 20148  
703-957-4400  
703-542-5923 (fax)  
donna.parker@lcps.org

Donna Parker  
Learning Specialist  
Briar Woods High School  
22525 Belmont Ridge Road  
Ashburn, VA 20148  
703-957-4400  
703-542-5923 (fax)  
donna.parker@lcps.org

**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith  
**Cc:** Schoolboardemail; bos@loudoun.gov; Wayde Byard; Stephen DeVita; Paul Thiessen; Ashley Ellis; Asia Jones  
**Subject:** [EXTERNAL] Re: How will principals be supported with the proposed motion regarding hybrid?  
**Date:** Sunday, January 24, 2021 10:14:58 AM  
**Attachments:** image.png  
image.png

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## #OPENLCPSNOW

Get our children back in the classroom.



### 320+ DAYS

Since our children have been in school full-time.



### FALL 2021 IN DANGER

No plan for a regular 5-day return to school.



### CDC & AAP SAY GO!

The CDC and the American Academy of Pediatrics say not going to school is more harmful than going.



### ~5K+ STUDENTS HAVE LEFT LCPS

Decreasing the value and reputation of Loudoun Country.



### DISTANCE LEARNING IS A FAILURE

52% of students have less motivation, 49% have less involvement in extracurriculars & 47% are learning less.

JOIN OUR TASK FORCE AT  
OPENLCPSNOW@GMAIL.COM

:-) Michele Leffler

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

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

On Sun, Jan 24, 2021 at 10:04 AM Michele Leffler <mherseyleffler@gmail.com> wrote:

**MAJOR DETRIMENTAL  
EFFECTS ON THE HEALTH AND  
WELL-BEING OF CHILDREN.**

- MISSING OUT ON EDUCATION
- LIFELONG IMPLICATIONS
- INCREASED RISK OF HUNGER,  
DOMESTIC VIOLENCE, AND POVERTY
- FELT MOST BY THE MOST VULNERABLE  
MEMBERS OF OUR SOCIETY

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

**#OPENLCPSNOW**

:-) Michele Leffler

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

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

On Sun, Jan 24, 2021 at 10:03 AM Michele Leffler <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)> wrote:  
Good morning,

Thank you to LCPS for sharing the agenda for Tuesday's school board meeting. Many of my friends are already signed up to comment. Some are teachers, some are parents, some are former educators, all are passionate about wanting their choices respected and their voices heard.

There is a LOT of judgment out here in Loudoun, and I am certain you all are receiving MANY angry emails and opinions from the public. I still don't understand the negligence of not having the public involved in the decision making. No public two way communications are being provided by LCPS and that needs to be changed immediately. Instead, there is blame, shame, and division in the area. This doesn't help our kids out at all.

I would love to see on the agenda for the Joint Board Committee meeting how LCPS is specifically reaching out to school populations to create consistency during a pandemic. Is our children's education based solely on the principal's choice and who they let into their bubble? Is it the PTA that has more influence than common people in the areas hardest hit? Who holds the influence and who supports the principals? What are the policies and regulations surrounding how principals are being supported in a collaborative way to make ALL schools feel safe again to our children?

My message has always been clear: Schools should ALWAYS feel like a safe space for children. That is their baseline to learn and be engaged. That is a teacher's baseline to teach. Safety and security. We need the public to allow to speak with their school board members, not by emails but by some authentic form of communications. Some school board members only let their Facebook friends comment on their posts before it gets sent to the public and that is the furthest thing from equity I know -- I should know, that person "unfriended" me so I no longer am able to comment. I can't even comment on our school facebook. All there seems to be is retaliation for voicing concerns. Free speech is NOT being supported in this environment and that is the epic failure of this school year.

Principals need support and parents need to be heard without being retaliated against. It is that simple. I said before we need to be on the same team and that still stands true. Who is on your team? Most importantly --- who is NOT on your team and why? Those are the questions that need to be answered if you want to deescalate the tensions in the community. People now do screenshots to show "loyalty" and I don't play those games anymore. It isn't worth the retaliation for exposing the rift in the community. But you all are responsible for our children, and you all need to step up.

:-) Michele Leffler

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

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



**From:** [Michele Leffler](#)  
**To:** [Scott Ziegler](#); [Mark Smith](#)  
**Cc:** [Schoolboardemail](#); [bos@loudoun.gov](#); [Wayde Byard](#); [Stephen DeVita](#); [Paul Thiessen](#); [Ashley Ellis](#); [Asia Jones](#)  
**Subject:** [EXTERNAL] Re: How will principals be supported with the proposed motion regarding hybrid?  
**Date:** Sunday, January 24, 2021 10:04:58 AM  
**Attachments:** [image.png](#)

---

**MAJOR DETRIMENTAL  
EFFECTS ON THE HEALTH AND  
WELL-BEING OF CHILDREN.**

- MISSING OUT ON EDUCATION
- LIFELONG IMPLICATIONS
- INCREASED RISK OF HUNGER,  
DOMESTIC VIOLENCE, AND POVERTY
- FELT MOST BY THE MOST VULNERABLE  
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[www.ncbi.com](http://www.ncbi.com)

**#OPENLCPSNOW**

:-) Michele Leffler

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(a Tibetan saying)*

On Sun, Jan 24, 2021 at 10:03 AM Michele Leffler <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)> wrote:  
Good morning,

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There is a LOT of judgment out here in Loudoun, and I am certain you all are

receiving MANY angry emails and opinions from the public. I still don't understand the negligence of not having the public involved in the decision making. No public two way communications are being provided by LCPS and that needs to be changed immediately. Instead, there is blame, shame, and division in the area. This doesn't help our kids out at all.

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**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith  
**Cc:** Schoolboardemail; bos@loudoun.gov; Wayde Byard; Stephen DeVita; Paul Thiessen; Ashley Ellis; Asia Jones  
**Subject:** [EXTERNAL] How will principals be supported with the proposed motion regarding hybrid?  
**Date:** Sunday, January 24, 2021 10:04:05 AM

---

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*(a Tibetan saying)*



**From:** Susan Hubbuch  
**To:** Scott Ziegler; Ashley Ellis; Asia Jones  
**Subject:** Possible Motion -- Return to In-School  
**Date:** Sunday, January 24, 2021 1:37:23 PM

---

Dear Dr. Ziegler, Dr. Ellis, and Dr. Jones,


I am writing to express my concern about the possible motion circulating about having Stage 1-3 students and teachers back in person by February 15. I am an EL teacher -- the only one at my middle school -- who has been working round the clock since the start of the school year. I requested DL as my preference (I am age 53 with no known pre-existing conditions). I have a high school senior who has selected DL for the rest of the year.. We are very careful. But I knew I would be needed -- required -- to be in person so I returned with my newcomers in October. I was one of four teachers in my school required to be back. At that time I had to figure out concurrent teaching on my own because half the students in my self contained classes were LEVEL 2 English learners still at home. I had no support from the county. No technology assistance at all. Nothing. Yet I persevered. Not only do I plan for 3 different self contained courses, but I handle all EL admin work and outreach to families. You have no idea the amount of extra texts, emails, Remind messages, and phone calls that I have made to try to ensure that our 68 EL families in my school (again I am the ONLY teacher) know about all the bell changes, map tests, WIDA tests, etc. Now I am facing WIDA Access testing by myself for 26 ELs at my school in person, per state requirements. I am spending my time contacting families and trying my best to plan for this. I do this because I have to and because I care so much. (Even though I think equity-wise it is wrong to require kids to come in and test in person.) These kids and families are the best and are truly the reason I keep going every day despite the exhaustion and stress.

I was not prioritized for the vaccine even in this situation. I spent 2 hours of my personal time (which is pretty much always spent on schoolwork right now) trying to log in and get an appointment. I was one of the lucky ones and got my first vaccination dose last Tuesday. I will say that the vaccination station was run beautifully. Kudos to all who organized that, and who helped run it. That was truly a bright spot. I felt hopeful after that experience.

And then the shoe drop that we may be sent back to in-person by February 15? I am not eligible for my second dose until after Feb. 15. How would that occur? Virginia covid cases are rampant now. We are the only state in the nation with cases still climbing, according to today's New York Times. <https://www.nytimes.com/interactive/2020/us/coronavirus-us-cases.html>

How does sending teachers back without a second dose in any way make sense? Who will give the second dose if nurses are back in schools? I have heard the arguments made that covid doesn't spread in schools. What real data is there? And are you taking into account the new more contagious variant? Because I can tell you -- I know a number of people who have COVID right now and many others who have just recovered. I can't attest to how careful they are being and if they are social distancing to the extent my family is, but we certainly can't control what students and students' families are doing. I am very concerned about the thought process here and why we would not just hold off for a few more weeks until at least stage 1-3 teachers can get their second doses.

It would be easier -- far easier -- for me to teach if we were all in person. It is true that ELs struggle. I am working double the hours as normal to try to help them. It breaks my heart that things are so difficult for them. But I do not believe that it is the safe choice to send us back in right now.



### Coronavirus in the U.S.: Latest Map and Case Count - The New York Times

At least 4,142 new coronavirus deaths and 190,630 new cases were reported in the United States on Jan. 21. Over the past week, there has been an **average** of 188,110 cases per day, a decrease of 21 ...

[www.nytimes.com](https://www.nytimes.com)

Thank you for your consideration.

**Susan Hubbuch**

EL Teacher

Blue Ridge Middle School

**From:** Douglas Fulton  
**To:** Scott Ziegler  
**Subject:** Potomac Falls  
**Date:** Monday, January 25, 2021 12:15:17 PM

---

Dr. Ziegler, Dr. Wolfe followed up with the teacher that reported the incident. The staff member who reported incident is his Equity Lead. Dr. Wolfe is meeting with his equity committee today to discuss the process and review that takes place when an incident is reported.

Potomac Falls administration is still trying to follow up with student for restorative session.

Doug

Douglas Fulton Ed.D  
Director of School Administration  
Loudoun County Public Schools  
Administration Building  
21000 Education Court  
Ashburn, VA 20148  
571-252-1000



**From:** Michelle Walker  
**To:** Scott Ziegler  
**Subject:** ACTION - Program of Studies - Superintendent Letter  
**Date:** Monday, January 25, 2021 9:43:04 AM  
**Attachments:** 2021 Superintendent letter draft.docx  
2021 Superintendent letter draft Spanish.docx

---

Good Morning Scott - Signature approval needed, once approved I will apply.

Thanks,  
Michelle

**From:** Asia Jones <Asia.Jones@lcps.org>  
**Sent:** Monday, January 25, 2021 9:26 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** Michelle Walker <Michelle.Walker@lcps.org>  
**Subject:** Program of Studies - Superintendent Letter

Good morning Scott,  
It is time for the update of the Program of Study. Please review the attached letters, affix your signature, and return. Thank you

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

**From:** [Asia Jones](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Michelle Walker](#)  
**Subject:** Program of Studies - Superintendent Letter  
**Date:** Monday, January 25, 2021 9:26:03 AM  
**Attachments:** [2021 Superintendent letter draft.docx](#)  
[2021 Superintendent letter draft Spanish.docx](#)

---

Good morning Scott,

It is time for the update of the Program of Study. Please review the attached letters, affix your signature, and return. Thank you

Asia R. Jones, Ed.D.  
Assistant Superintendent  
Department of Pupil Services  
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Telephone: 571-252-1022

**From:** Megan Fay  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Please do not send MATA teachers back until 2nd vaccine  
**Date:** Monday, January 25, 2021 9:06:47 AM

---

Please do not send the Academies of Loudoun MATA teachers back to in person until we get our second Covid vaccine ! Many have not gotten their first vaccine.

MATA teachers were the ONLY teachers in LCPS who taught "in person " the ENTIRE fall . We had positive Covid cases every day .

Equity is always mentioned , and I believe it would not be "equitable " to only bring us back first again. We received no additional covid pay either in the fall.

Also, we need to think about our community and hospital system , and not just ourselves. As a physician assistant , our hospitals are at breaking point .

Thank you,

Megan Fay PA-C, MA

Sent from my iPhone

**From:** [Samantha Bosserman](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Fluvanna County (VA) Public Schools Announcement of Superintendent Search  
**Date:** Monday, January 25, 2021 8:14:42 AM  
**Attachments:** [Fluvanna County Public Schools Superintendent Search Qualifications.pdf](#)

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## **Fluvanna County Public Schools Announcement of Superintendent Search**

The School Board of Fluvanna County Public Schools invites applications for the position of Superintendent.

### **THE COUNTY**

Fluvanna County is located in the Piedmont region of the Commonwealth of Virginia. Fluvanna County is part of the Charlottesville, Virginia Metropolitan Statistical Area.

### **THE DIVISION**

Mission: The mission of Fluvanna County Public Schools is for all students to acquire the skills, knowledge, and values needed to reach their highest potential and the confidence to make informed decisions that positively impact their future.

Schools: Primary (PK-K) =1; Elementary (1-2) =1; Elementary (3-4) =1; Middle (5-7) =1; High (8-12) =1

Total Student Enrollment: 3,297

Total Division Budget: \$42,694,368

Employees: 509

On-time Graduation Rate: 95.56%

Web Site: <http://fluco.org/>

### **QUALIFICATIONS**

The board has established the following qualifications for the next superintendent of Fluvanna County Public Schools:

- Experience as a teacher is preferred.
- Experience as a principal is preferred.
- Experience as a superintendent, associate/assistant superintendent, or central office administrator is preferred.
- An earned doctorate is preferred.
- Residency in the school division is preferred.

Leadership and Management Skills – The successful candidate is a team player, comfortable with shared decision making, a decisive leader, and a visionary, creative thinker.

Personal Characteristics – The successful candidate is a good listener, caring, and consistent.

Board-Superintendent Relations – The successful candidate effectively mediates and accommodates different perspectives, is willing to assume a lead role in decision making while keeping the School Board informed, and provides options and recommendations to the board before accepting board directives.



Staff Relations – The successful candidate creates an atmosphere of trust and mutual respect, maintains open channels of communication to and from staff, and supports professional growth through staff development activities.

Community Relations – The successful candidate effectively advocates for school issues and needs, communicates effectively on both private and public levels, and responds to individual concerns in an appropriate matter.

School Finance – The successful candidate lobbies for school funding on behalf of the school division, develops and explains the rationale for the budget to the board and local officials, and offers creative funding solutions.

Areas of Expertise – The successful candidate has expertise in curriculum and instruction, budget and finance, and school reform (e.g. strategic planning, total quality management, etc.).

Candidates must meet the legal requirements to be licensed or be eligible for licensure as a superintendent in Virginia. Questions concerning the eligibility requirement should be directed to Patty S. Pitts, Office of Professional Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone: (804) 371-2522.

#### **SALARY**

Commensurate with experience and qualifications.

#### **APPLICATION PROCEDURES**

Apply online: <https://phl.applitrack.com/vsba/onlineapp/default.aspx?AppliTrackJobID=179&ref=>

Completed applications are due by February 19, 2021.

Candidates should not make contact with school board members. Inquiries should be directed to Gina Patterson, Executive Director, Virginia School Boards Association, 200 Hansen Road, Charlottesville, VA 22911, 434-295-8722 or [gina@vsba.org](mailto:gina@vsba.org)

Thanks,

Samantha S. Bosserman, Senior Director of Communications and Board Development  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[samantha@vsba.org](mailto:samantha@vsba.org), [www.vsba.org](http://www.vsba.org)

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

**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Date:** Monday, January 25, 2021 3:10:17 PM  
**Attachments:** [MOA between LCPS and Loudoun County CSB for renew of grant 2021-2024.pdf](#)

---

Scott Ziegler

**From:** Myers, Melanie <Melanie.Myers@loudoun.gov>  
**Sent:** Friday, January 22, 2021 1:46 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Importance:** High

Dr. Ziegler,

I am resending my request below to ensure you have received the attached MOA between LCPS and Loudoun CSB that has been signed by Director, Margaret Graham for the upcoming grant renewal. This grant would provide \$150,000 over the course of 3 years for a staff member to continue collaboration in select schools with school counselors in co-facilitating an evidence-based substance abuse prevention curriculum. Could you please confirm that you have received this email and review the MOA for continued collaboration by Friday, February 5, 2021 as the grant has strict deadlines. We appreciate our partnership over the past 15-20 years and would like to continue to partner in serving our youth. Please let me know if you have any questions.  
Thank you,

Melanie Myers, LCSW  
Prevention/ Intervention Program Manager  
Loudoun County MHSADS  
703-737-8449

**From:** Myers, Melanie  
**Sent:** Thursday, January 14, 2021 12:13 PM  
**To:** [scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org); [mark.smith@lcps.org](mailto:mark.smith@lcps.org)  
**Subject:** renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)

Good afternoon,  
Loudoun County Prevention/Intervention Services has been collaborating with LCPS for over 15 years to provide youth in various schools with substance abuse prevention groups utilizing the Life Skills Training, evidence-based curriculum, which has been partially funded by the Virginia Foundation for Healthy Youth (VFHY) grant. We are in the process of renewing this three-year grant and would like to continue our partnership to provide these services to students. This year, our Prevention/Intervention staff and various School Counselors or School Social Workers have continued collaboration to co-facilitate these groups virtually, during the COVID-19 Pandemic. It is a

requirement of the (VFHY) grant to provide an MOA with the respective district superintendents and school principals with which they plan to partner. I will be reaching out to the school principals that we have continued to partner with over the years for their signatures as well.

I have attached the previous MOA signed by Dr. Eric Williams and Executive Director of Loudoun County CSB, Margaret Graham as a reference to show our collaboration in the past three-year grant cycle.

I am also attaching the current MOA with the signature of the Executive Director of Loudoun County CSB, Margaret Graham and asking that it be signed by the new Interim Superintendent, Dr. Scott Ziegler?

Please let me know if there are any questions. Thank you for your consideration in continuing our long-term partnership with LCPS.

Sincerely,

Melanie Myers, LCSW  
Prevention/ Intervention Program Manager  
Loudoun County MHSADS  
703-737-8449

**From:** Scott Ziegler  
**To:** Atoosa Reaser  
**Subject:** PFHS  
**Date:** Monday, January 25, 2021 2:56:00 PM

---

Atoosa,

Following-up on our conversation from Friday. Dr. Wolfe has followed-up with the staff member who reported the incident; he also intends to discuss the incident with his equity committee today. They are still working on scheduling the restorative meeting with the teacher and the student.

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



**From:** Scott Ziegler  
**To:** Douglas Fulton  
**Subject:** RE: Potomac Falls  
**Date:** Monday, January 25, 2021 2:56:00 PM

---

Thanks Doug.

Scott Ziegler

**From:** Douglas Fulton  
**Sent:** Monday, January 25, 2021 12:15 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Potomac Falls

Dr. Ziegler, Dr. Wolfe followed up with the teacher that reported the incident. The staff member who reported incident is his Equity Lead. Dr. Wolfe is meeting with his equity committee today to discuss the process and review that takes place when an incident is reported.

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Loudoun County Public Schools  
Administration Building  
21000 Education Court  
Ashburn, VA 20148  
571-252-1000

**From:** [Stuart Udell](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Join us this Wednesday to solve for student diversity in learning needs  
**Date:** Monday, January 25, 2021 3:53:01 PM

---

Hi Scott,

I am writing to personally invite you to this week's briefing session on solving for the growing diversity in student learning needs. Last week, we began the conversation and explored powerful data about how to ensure student success despite remote learning challenges.

In our upcoming session, we will continue examining the data and how it can help us support equity in student learning experiences. **This week's session is scheduled for Wednesday, January 27 at 2:00 PM Eastern. It is reserved exclusively for school and district leaders.**

**Register for the briefing.**

At this event, Kevin Baird, Chairman at the non-profit Center for College & Career Readiness, will lead a discussion with Dr. Darren Guido, Supervisor of Instruction at Caesar Rodney School District, Melanie Sangalli from Dallas Independent School District, Brooke Korch, Literacy Coordinator at Baltimore City Public Schools, and Ray McNulty from the Successful Practices Network.

I hope you can join as we work together to help our students succeed in 2021 and beyond.

Best regards,  
Stuart

Stuart Udell, CEO  
ACHIEVE3000

**From:** [Mark Smith](#)  
**To:** [Harris Mahedavi](#)  
**Cc:** [Scott Ziegler](#); [Lottie Spurlock](#)  
**Subject:** Re: Use of term latinx  
**Date:** Monday, January 25, 2021 3:38:25 PM  
**Attachments:** [Outlook-f4rs5grv.png](#)

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Good afternoon Harris,

Thank you for sharing the links regarding the term Latinx. I checked in with Lottie for some background to share. The original charter of the Equity Committee was created in February 2019 and the previous school board used this terminology in its public deliberations on the make-up of the committee. The use of the term Latinx in LCPS continued when the Systemic Equity Assessment report was released by the Equity Collaborative, the coaching/consulting firm who conducting the small group community focus groups. The intent was to recognize the Spanish language is gender-based with the goal of making the term more inclusive by X denoting "gender neutral." The findings of the Equity Assessment were used to create the LCPS Comprehensive Equity Plan which was approved by the school board in September 2020. The current plan incorporates the use of Latino/a/x in the goal statements as a way to be as inclusive as possible.

It is my belief that it is the intent of the school division to recognize that our students, staff, and community have a right to determine how they wish to be identified and not place an identifier upon them. In this case, we would not expect people to self-identify as Latinx but would offer this as a possible identifier along with Latina and Latino. Lottie and I are going to discuss in more detail and determine any potential next steps to make sure the language that we utilize strikes the inclusive tone that we desire.

Thank you for your patience as you emailed some time ago. Please let me know what questions you have or any other follow up that you desire.

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:** Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>  
**Sent:** Sunday, January 10, 2021 12:13 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>  
**Subject:** Re: Use of term latinx

This is another research article

<https://www.pewresearch.org/hispanic/2020/08/11/about-one-in-four-u-s-hispanics-have-heard-of-latinx-but-just-3-use-it/>

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**From:** Harris Mahedavi

**Sent:** Sunday, January 10, 2021 11:57:21 AM

**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>

**Subject:** Use of term latinx

Hi Scott and Mark,

Can you please investigate the term latinx we have used for equity committee invitees. Here is a recent article that informa, latinx is not a common term within the Hispanic Community.

[https://www.washingtonpost.com/outlook/latinx-latinos-unpopular-gender-term/2020/12/18/bf177c5c-3b41-11eb-9276-ae0ca72729be\\_story.html](https://www.washingtonpost.com/outlook/latinx-latinos-unpopular-gender-term/2020/12/18/bf177c5c-3b41-11eb-9276-ae0ca72729be_story.html)

I ask that you investigate and perhaps find an appropriate term to replace it, based on findings of course.

Thanks  
Harris



At its January 4, 2021, meeting, the Loudoun County School Board announced it was seeking three members for the Equity Committee based on the committee's revised charter, found [here](#).

Members being sought are representatives of the following three communities:

- One member nominee from an interested member of the Hindu community
- One member nominee from an interested member of the Latinx community
- One member nominee from an interested member of the LGBTQIA+ community

Those interested should fill out a statement of interest via this [Google form](#), no later than 5 p.m. Friday, January 15.

The next meeting of the Equity Committee is on Thursday, February 4. The School Board is expected to appoint the three new members at its Tuesday, February 26, meeting.

The Equity Committee is composed of various stakeholders and is charged with making recommendations to the School Board to create a culturally responsive school system for every LCPS student. The committee meets the first Thursday of every month, unless otherwise noted.

Those appointed will serve until December 31, 2021. A committee member may be nominated for another year of service. Committee members who miss two meetings without contacting the committee's chair will be removed and the stakeholder group will be asked to nominate a new member.

Questions about the Equity Committee may be directed to LCPS Director of Equity Lottie Spurlock at [Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org).



**From:** [Scott Ziegler](#)  
**To:** [Michelle Walker](#)  
**Cc:** [Asia Jones](#)  
**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Date:** Monday, January 25, 2021 3:11:00 PM  
**Attachments:** [MOA between LCPS and Loudoun County CSB for renew of grant 2021-2024.pdf](#)

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Michelle – Please have risk management take a look at this.

Asia – Are you ok with continuing this agreement?

If there are no issues from risk management or DPS – please affix my signature and return it to the sender.

Scott Ziegler

**From:** Myers, Melanie <Melanie.Myers@loudoun.gov>  
**Sent:** Friday, January 22, 2021 1:46 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Subject:** FW: renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)  
**Importance:** High

Dr. Ziegler,

I am resending my request below to ensure you have received the attached MOA between LCPS and Loudoun CSB that has been signed by Director, Margaret Graham for the upcoming grant renewal. This grant would provide \$150,000 over the course of 3 years for a staff member to continue collaboration in select schools with school counselors in co-facilitating an evidence-based substance abuse prevention curriculum. Could you please confirm that you have received this email and review the MOA for continued collaboration by Friday, February 5, 2021 as the grant has strict deadlines. We appreciate our partnership over the past 15-20 years and would like to continue to partner in serving our youth. Please let me know if you have any questions.  
Thank you,

Melanie Myers, LCSW  
Prevention/ Intervention Program Manager  
Loudoun County MHSADS  
703-737-8449

**From:** Myers, Melanie  
**Sent:** Thursday, January 14, 2021 12:13 PM  
**To:** [scott.ziegler@lcps.org](mailto:scott.ziegler@lcps.org); [mark.smith@lcps.org](mailto:mark.smith@lcps.org)  
**Subject:** renewal of MOA between LCPS and Loudoun County Community Services Board (CSB)

Good afternoon,

Loudoun County Prevention/Intervention Services has been collaborating with LCPS for over 15 years to provide youth in various schools with substance abuse prevention groups utilizing the Life Skills Training, evidence-based curriculum, which has been partially funded by the Virginia Foundation for Healthy Youth (VFHY) grant. We are in the process of renewing this three-year grant and would like to continue our partnership to provide these services to students. This year, our Prevention/Intervention staff and various School Counselors or School Social Workers have continued collaboration to co-facilitate these groups virtually, during the COVID-19 Pandemic. It is a requirement of the (VFHY) grant to provide an MOA with the respective district superintendents and school principals with which they plan to partner. I will be reaching out to the school principals that we have continued to partner with over the years for their signatures as well.

I have attached the previous MOA signed by Dr. Eric Williams and Executive Director of Loudoun County CSB, Margaret Graham as a reference to show our collaboration in the past three-year grant cycle.

I am also attaching the current MOA with the signature of the Executive Director of Loudoun County CSB, Margaret Graham and asking that it be signed by the new Interim Superintendent, Dr. Scott Ziegler?

Please let me know if there are any questions. Thank you for your consideration in continuing our long-term partnership with LCPS.


Sincerely,

Melanie Myers, LCSW  
Prevention/ Intervention Program Manager  
Loudoun County MHSADS  
703-737-8449

**From:** [Mark Smith](#)  
**To:** [Asia Jones](#); [Scott Ziegler](#); [Stephen DeVita](#)  
**Subject:** SB1288 -> HB2299  
**Date:** Tuesday, February 9, 2021 12:54:01 PM  
**Attachments:** [Outlook-3bfzcbur.png](#)  
[HB2299.pdf](#)  
[Outlook-zvkij51t.png](#)

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Please see below for an update on SB1288.

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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**From:** Missy Wesolowski <[missy@jackson-west.com](mailto:missy@jackson-west.com)>  
**Sent:** Tuesday, February 9, 2021 12:38 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Charlie Jackson <[cjackson@jackson-west.com](mailto:cjackson@jackson-west.com)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@lcps.org)>; Karen Dawson <[Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)>  
**Subject:** Re: [EXTERNAL] Week 4 Update

Good morning!

SB 1288 was amended in the Senate committee at the urging of the Department of Education but as passed by the Senate still has some concerning language. However, now that we are post crossover, the House will conform SB 1288 to HB 2299, which is more inline with the recommendations of the JLARC report. Attached here is HB 2299. There is concern from the House of Delegates and the Administration around HB 1288 as amended


Unfortunately, the LIS system is down today as staff is working updates to begin the Special Session tomorrow and we are currently unable to pull up the current versions of the legislation. We can get a full update of the language and provide it soon.

On Tue, Feb 9, 2021 at 10:59 AM Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)> wrote:  
Good morning Missy and Charlie!

Cabinet has asked for an update on SB1288. Feedback from Asia Jones is included on the cabinet tracker and is a cut and paste below. Any update would be helpful.

*AI: I've consulted with outside division counsel and offer this feedback as our significant concerns: 1. The general structure of the bill (the overuse of enactment provisions); 2. The apparently arbitrary standards that are described in the bill; 3. The unfunded mandates; 4. The authority given to VDOE; and 5. Some of the very specific directives (such as adding a line on the IEP consent*

*page for partial consent, and creating a new investigation process for VDOE when parents' complaints do not meet the requirements for an IDEA state complaint). 6. Virginia special education requirements already exceed federal requirements in approximately 192 ways. This bill continues to add additional Virginia specific requirements.*

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:** [Parker Collins](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Does your District have SEL?  
**Date:** Tuesday, February 9, 2021 12:37:17 PM

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Dr. Ziegler,

I wanted to reach out as we work with thousands of schools across the country to help infuse Social Emotional Learning and Character Development into their schools through professional development and curriculum.

We have a training coming up in February and would love to invite you. Would you be interested in attending or learning more?

Best,

--

Parker Collins | Team Member  
CharacterStrong  
[characterstrong.com](http://characterstrong.com)

What CharacterStrong Offers:

- Advisory Curriculum [Grades 6-8 & 9-12](#)
- [Leadership Curriculum](#)
- [Elementary SEL & Character Toolkit K-5](#)
- [Professional Development](#)
- [CharacterStrong Conferences](#)

**From:** Aaron Smith  
**To:** Shari Byrne  
**Cc:** Scott Ziegler; Mark Smith; Vince Scheivert  
**Subject:** Webex Event Training  
**Date:** Tuesday, February 9, 2021 12:36:36 PM

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Hi Shari,

Vince asked me to reach out to setup a time to review Webex Events for Board Meetings. I shared a guide I created earlier this year via Google Docs ([https://docs.google.com/document/d/1sq-U6mvMWHDBgsMEIsiiF6Cwu0Omo5acXUq-ZgKj4\\_A/edit?usp=sharing](https://docs.google.com/document/d/1sq-U6mvMWHDBgsMEIsiiF6Cwu0Omo5acXUq-ZgKj4_A/edit?usp=sharing)). It walks you through creating a meeting, adding attendees, public comment registration, and pulling the list of public speakers prior to the meeting. Once you have had a chance to review and I will setup a time for us to meet.

Let me know if you have any questions,

Thanks

Aaron


Aaron M. Smith, CETL, PMP, CSM  
Director of Infrastructure and Engineering  
Department of Digital Innovation  
Loudoun County Public Schools  
21000 Education Court - Suite 316  
Ashburn, VA 20148  
(571) 252-1230

**LCPS Employees:** Logon Today to Facebook Workplace @ [mylcps.workplace.com](https://mylcps.workplace.com)

**From:** [Mark Smith](#)  
**To:** [Asia Jones](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] RBF Parental Panel  
**Date:** Tuesday, February 9, 2021 12:31:01 PM  
**Attachments:** [image001.png](#)  
[Outlook-2jdqxosd.png](#)

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Could you point me to the MOU or share it with me? Thanks!

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

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**From:** Asia Jones <Asia.Jones@lcps.org>  
**Sent:** Tuesday, February 9, 2021 11:15 AM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** RE: [EXTERNAL] RBF Parental Panel

We have a long standing partnership. Fine to continue with annual review. We have a MOU that is reviewed annually.


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

**From:** Mark Smith <Mark.Smith@lcps.org>  
**Sent:** Tuesday, February 9, 2021 11:08 AM  
**To:** Asia Jones <Asia.Jones@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Re: [EXTERNAL] RBF Parental Panel

Thanks, Asia.

Was this intended to be a one-time approval or would LCPS send out flyers on RBF's behalf? The latter would mean the foundation would not have to register with PeachJar and thus not be required

to pay their fee.

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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**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Sent:** Tuesday, February 9, 2021 10:23 AM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** FW: [EXTERNAL] RBF Parental Panel

Mark,  
This email is the history on the request. Hope it helps.

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

**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Sent:** Wednesday, November 11, 2020 8:25 AM  
**To:** Eric Williams <[Eric.Williams@lcps.org](mailto:Eric.Williams@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto:Nyah.Hamlett@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Rob Doolittle <[Rob.Doolittle@lcps.org](mailto:Rob.Doolittle@lcps.org)>  
**Cc:** Stephanie Knott <[Stephanie.Knott@lcps.org](mailto:Stephanie.Knott@lcps.org)>  
**Subject:** Re: [EXTERNAL] RBF Parental Panel

They are a community partner that assists DPS with suicide awareness training programs such as Signs of Suicide and We are all Human. We've partnered with them for years and we promote them on the DPS page. I ask that you send the flyer so that they may continue to fund their mental health and developed programming for youth. Thanks

Asia R. Jones, Ed.D.  
Assistant Superintendent  
Department of Pupil Services



Loudoun County Public Schools  
571-252-1022

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**From:** Rob Doolittle <[Rob.Doolittle@lcps.org](mailto:Rob.Doolittle@lcps.org)>  
**Sent:** Wednesday, November 11, 2020, 8:14 AM  
**To:** Eric Williams; Nyah Hamlett; Asia Jones; Ashley Ellis  
**Cc:** Stephanie Knott  
**Subject:** FW: [EXTERNAL] RBF Parental Panel

The Ryan Bartel Foundation has requested that we distribute the attached flyer through Peachjar.

LCPS' Peachjar regulations state that the "The content of eflyers submitted for distribution by qualified community groups (identified in items 4 through 9 under 'Qualifying Organizations,' below) must be for the purpose of promoting K12-focused youth development opportunities to the parents and guardians of LCPS students."

While I see merit in distributing this flyer, it is not strictly promoting "K12-focused youth development opportunities." It is targeted specifically at parents.

For context, we have been distributing flyers for RBT which promote "The Fort" events to teens at the recommendation of the Student Services office.

I would appreciate your guidance on determining whether to send this flyer, as I anticipate it could create community feedback.

Thank you.

Rob

**From:** Beth Barts  
**To:** Michelle H. Leffler  
**Cc:** Mark Smith; Scott Ziegler; Jennifer Wall; Asia Jones; Lottie Spurlock; Wayde Bvard; Schoolboardemail; bos@loudoun.gov; Paul Thiessen; Stephen DeVita  
**Subject:** Re: [EXTERNAL] LCPS policy about PTA meetings same time as school board meetings  
**Date:** Tuesday, February 9, 2021 2:43:34 PM

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Our meetings are recorded. I encourage you to participate with your school based groups.

Thank you.

Sent from my iPhone

On Feb 9, 2021, at 2:40 PM, mherseyleffler <mherseyleffler@gmail.com> wrote:

Good afternoon,

Unfortunately Pinebrook Elementary has changed their PTA meetings from their usual times on Mondays to the second Tuesday of the month, which is the same time as the school board meetings.

When I mentioned that was an inconvenience to staff and parents, it was still not changed in the 2021 school year.

What is more important to LCPS staff? PTA or school board? Why should parents have to choose what is more important? Their children's school or the entire school district?

Please come up with a policy to protect the school administration staff from being placed with parents and parent group power struggles. PTA meetings should NOT be held the same time as school board meetings. It is very rude. And the PTA should show respect to LCPS by not requesting their meetings to be considered more important than school board meetings. We know they want our money, but there needs to be boundaries.

Please show clear boundaries with what parent groups that fund LCPS get away with. Because many are considering LCPS as a lost cause. That makes me sad.

There has to be collaboration in LCPS, not just dictatorship. It is an unhealthy and toxic environment for our children if they can't see adults working together. And isn't Education supposed to be about the kids? Not their entitled parents?

Please look out for our children of Veterans. We sacrificed a lot for our country, it would be nice for LCPS to look out for our kids as well. I'd like to think we earned that right and respect. This year has been an incredibly divisive and disappointing year with very little compromise. How can kids get along if their

parents are all fighting each other?

Please remember the priorities. And communicate them. Because the community genuinely does not understand the LCPS priorities. And we need to.

Thank you for your time. Please practice Equity and not preferential treatment.  
Our kids matter too.

Sent from my Verizon, Samsung Galaxy smartphone

**From:** [mherseyleffler](#)  
**To:** [Mark Smith](#); [Scott Ziegler](#); [Jennifer Wall](#); [Asia Jones](#); [Lottie Spurlock](#)  
**Cc:** [Wayde Byard](#); [Schoolboardemail](#); [bos@loudoun.gov](mailto:bos@loudoun.gov); [Paul Thiessen](#); [Stephen DeVita](#)  
**Subject:** [EXTERNAL] LCPS policy about PTA meetings same time as school board meetings  
**Date:** Tuesday, February 9, 2021 2:40:53 PM

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Good afternoon,

Unfortunately Pinebrook Elementary has changed their PTA meetings from their usual times on Mondays to the second Tuesday of the month, which is the same time as the school board meetings.

When I mentioned that was an inconvenience to staff and parents, it was still not changed in the 2021 school year.

What is more important to LCPS staff? PTA or school board? Why should parents have to choose what is more important? Their children's school or the entire school district?

Please come up with a policy to protect the school administration staff from being placed with parents and parent group power struggles. PTA meetings should NOT be held the same time as school board meetings. It is very rude. And the PTA should show respect to LCPS by not requesting their meetings to be considered more important than school board meetings. We know they want our money, but there needs to be boundaries.

Please show clear boundaries with what parent groups that fund LCPS get away with. Because many are considering LCPS as a lost cause. That makes me sad.

There has to be collaboration in LCPS, not just dictatorship. It is an unhealthy and toxic environment for our children if they can't see adults working together. And isn't Education supposed to be about the kids? Not their entitled parents?

Please look out for our children of Veterans. We sacrificed a lot for our country, it would be nice for LCPS to look out for our kids as well. I'd like to think we earned that right and respect. This year has been an incredibly divisive and disappointing year with very little compromise. How can kids get along if their parents are all fighting each other?

Please remember the priorities. And communicate them. Because the community genuinely does not understand the LCPS priorities. And we need to.

Thank you for your time. Please practice Equity and not preferential treatment. Our kids matter too.

Sent from my Verizon, Samsung Galaxy smartphone



**From:** Lottie Spurlock  
**To:** Superintendent's Cabinet  
**Subject:** Update: Cultural Competency VA Educators Bill  
**Date:** Tuesday, February 9, 2021 1:38:40 PM

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Good afternoon, All:

The VDOE Office of Equity and Community Engagement provided an update this morning.

*Here is an update on the Cultural Competency VA Educators bill. Update: SB 1196 was passed by the Virginia Senate on a bipartisan 22-16 vote after the third reading on Friday. This means that the bill has passed both the House and the Senate, and will soon be sent to the Governor's desk for him to sign. This is an amazing development as we seek to increase the culturally proficiency of our educator workforce across the Commonwealth!! Special shout out to our members that served on the African American History Education Commission, from which this legislation was born.*

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:** [Michelle Walker](#)  
**To:** [Scott Ziegler](#)  
**Subject:** INFORMATION - VASS Legislative Update February 7, 2021  
**Date:** Tuesday, February 9, 2021 1:31:41 PM  
**Attachments:** [GenEd2021Feb7.html](#)  
[GenEd2021bFeb7.html](#)

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**From:** Liza Scallet <l.scallet@vassonline.org>  
**Sent:** Monday, February 8, 2021 9:52 AM  
**To:** Tom Smith <t.smith@vassonline.org>; Ben Kiser <b.kiser@vassonline.org>; Andy Stamp <a.stamp@vassonline.org>  
**Cc:** Liza Scallet <l.scallet@vassonline.org>  
**Subject:** [EXTERNAL] FW: VASS Legislative Update February 7, 2021

Good morning, Administrative Assistant to Superintendents!

Dr. Tom Smith send the fourth Legislative Update of the General Assembly Session to all Superintendents on Sunday afternoon.

Please NOTE: This week there will NOT be the usual Conference Call at 3:00 PM on Wednesday afternoon.

However, Superintendents are welcome to contact Dr. Smith if they have any questions or concerns.

Thanks!

Liza Scallet  
VASS Administrative Assistant

**From:** Tom Smith  
**Sent:** Sunday, February 7, 2021 3:24 PM  
**To:** Ben Kiser <b.kiser@vassonline.org>; Andy Stamp <a.stamp@vassonline.org>; Liza Scallet <l.scallet@vassonline.org>; Fornash, Laura Worley <LFornash@mwcllc.com>  
**Subject:** VASS Legislative Update February 7, 2021

Dear Superintendents,

Again, another Sunday watching the snow fall and looking at the results of the General Assembly Session this week. Normally, this would be what is termed "Budget Sunday" and I would be sending you reports from the House Appropriations and Senate Finance Committees on their recommendations regarding amendments to the State Budget. However, as I have stated before there is not much that is normal with this General Assembly Session. As you have probably read, they are running out of time to finish the budget and act on bills due to the 30 day time limit imposed last month. Thus, the Governor has called a special session to begin on February 9<sup>th</sup>. Bills acted upon by Friday (Crossover) will be continued to the Special Session. It is thought that we may have budget information by Wednesday or Thursday.



If you were on my conference call on Wednesday, you heard that we did actually see some movement on the SOL testing bills. Bills that we have highlighted that are now crossing over include:

1. **SB 1401 - Pillion** - Standards of Learning; reduces total number & type of required assessments to minimum requirements. This bill reduces the number of SOL tests to the Federal minimum. It passed the Senate 26-Y,12-N. This will be one to watch as it goes to the House given that the House version (HB 2094) did not make it out of the Education Committee.
2. **HB 2027 - Coyner** - Standards of Learning; reading and mathematics assessments for grades three through eight. This bill did make out of the House with several changes. The bill was amended at the last minute to read: *In lieu of a one-time end-of-year assessment, the Board shall establish, 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. Such through-year growth assessment system shall include at least one beginning-of-year and one end-of-year assessment in order to provide individual student growth scores over the course of the school year, but 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 Department shall 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.* Thus, it proposes to replace the SOL assessment system with what is termed a *through-year growth assessment system* and do this in each local school division no later than the 2024-2025 school year. It passed the House 99 -Y 1-N. How it will make it in the Senate is yet to be seen.
3. **SB 1357 - Dunnivant** - Through-year growth assessment system; Board of Education shall establish. Requires the Board of Education to establish a through-year growth assessment system for use during the 2021–2022 and 2022–2023 school years for students in grades three through eight. The bill requires that the system be established using available federal funds and that the system provide accurate measurement of a student's performance in English and mathematics through computer adaptive technology. The bill also requires each school division to administer reading diagnostic assessments throughout the year in grades kindergarten through two, using existing assessments. The bill requires the Board of Education to report to the General Assembly on the results of the through-year growth assessments by September 1, 2022, and September 1, 2023. The provisions of the bill are contingent on funding in a general appropriation act. While it appears that this bill would move away from the SOL assessment system, it actually keeps that system and requires more assessments. The bill is contingent upon being funded in the budget to go into effect.

Another area that we have been following have been actions by the General Assembly on the State Boards SOQ changes.

- 1) **SB 1257 - McClellan** - SOQ; school board to provide at least two specialized student support positions. The bill modifies a school personnel requirement in Standard 2 of the Standards of Quality. It requires 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. The provisions of the bill are contingent on funding in a general appropriation act. This bill started out to make all the changes prescribed by the State Board with a large price tag but in the Senate Finance Committee meeting a substitute was introduced by the Committee staff to fund two positions that are normally included in the Support Staff Cap. On the floor of the Senate, the number of positions was increased from two to three positions. It will be interesting to see how this bill will make it in the House since its version (HB 1929) of the

original bill was never heard in House Appropriations.

Finally, two bills that we have been highlighting for several weeks were heard on the Senate floor.

1. **SB 1303** - Dunnavant - Local school divisions; availability of virtual and in-person learning to all students. Requires each local school division to make virtual and in-person learning available to all students by choice of the student's parent or guardian. This bill was the subject of a very impassioned debate over the opening of schools. Even though it does not take effect until July 1, 2021, those in favor spoke as if it would open schools now. They also totally missed the issue of requiring that school divisions provide a separate virtual system for any family that requests it. It now goes to the House and we will need to work hard to defeat it there.
2. **SB 1317** - Dunnavant - Local school boards; open enrollment policy required. Requires all local school boards to establish and implement policies to provide for the open enrollment to any school of any student who is eligible to receive free or reduced lunch upon the request of a parent or guardian, subject to conditions and limitations established by the local school board. I want to thank all those who contacted your Senators on this bill. Your efforts were successful and the bill was defeated on the floor of the Senate (15-Y,24-N).

I have attached updated bill listings that takes us through Crossover. Given that there will not be much action at the beginning of the week, **WE WILL NOT HAVE A CONFERENCE CALL ON WEDNESDAY**. I do plan to send out budget information as soon as it is available. Please let me know if you have any questions or need any assistance.

Thanks for all your help.

Tom



**From:** [Asia Jones](#)  
**To:** [Mark Smith](#)  
**Cc:** [Scott Ziegler](#)  
**Subject:** RE: [EXTERNAL] RBF Parental Panel  
**Date:** Tuesday, February 9, 2021 3:30:51 PM  
**Attachments:** [LCPS MOU RBF Final 12.9.2020.pdf](#)  
[image001.png](#)


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Attached

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

**From:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Sent:** Tuesday, February 9, 2021 12:31 PM  
**To:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: [EXTERNAL] RBF Parental Panel

Could you point me to the MOU or share it with me? Thanks!

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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**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Sent:** Tuesday, February 9, 2021 11:15 AM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** RE: [EXTERNAL] RBF Parental Panel

We have a long standing partnership. Fine to continue with annual review. We have a MOU that is reviewed annually.


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](mailto:Mark.Smith@lcps.org)>  
**Sent:** Tuesday, February 9, 2021 11:08 AM  
**To:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: [EXTERNAL] RBF Parental Panel

Thanks, Asia.

Was this intended to be a one-time approval or would LCPS send out flyers on RBF's behalf? The latter would mean the foundation would not have to register with PeachJar and thus not be required to pay their fee.

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:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Sent:** Tuesday, February 9, 2021 10:23 AM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** FW: [EXTERNAL] RBF Parental Panel

Mark,  
This email is the history on the request. Hope it helps.

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

**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>

**Sent:** Wednesday, November 11, 2020 8:25 AM

**To:** Eric Williams <[Eric.Williams@lcps.org](mailto:Eric.Williams@lcps.org)>; Nyah Hamlett <[Nyah.Hamlett@lcps.org](mailto:Nyah.Hamlett@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Rob Doolittle <[Rob.Doolittle@lcps.org](mailto:Rob.Doolittle@lcps.org)>

**Cc:** Stephanie Knott <[Stephanie.Knott@lcps.org](mailto:Stephanie.Knott@lcps.org)>

**Subject:** Re: [EXTERNAL] RBF Parental Panel

They are a community partner that assists DPS with suicide awareness training programs such as Signs of Suicide and We are all Human. We've partnered with them for years and we promote them on the DPS page. I ask that you send the flyer so that they may continue to fund their mental health and developed programming for youth. Thanks

Asia R. Jones, Ed.D.  
Assistant Superintendent  
Department of Pupil Services  
Loudoun County Public Schools  
571-252-1022

---

**From:** Rob Doolittle <[Rob.Doolittle@lcps.org](mailto:Rob.Doolittle@lcps.org)>

**Sent:** Wednesday, November 11, 2020, 8:14 AM

**To:** Eric Williams; Nyah Hamlett; Asia Jones; Ashley Ellis

**Cc:** Stephanie Knott

**Subject:** FW: [EXTERNAL] RBF Parental Panel

The Ryan Bartel Foundation has requested that we distribute the attached flyer through Peachjar.

LCPS' Peachjar regulations state that the "The content of eflyers submitted for distribution by qualified community groups (identified in items 4 through 9 under 'Qualifying Organizations,' below) must be for the purpose of promoting K12-focused youth development opportunities to the parents and guardians of LCPS students."

While I see merit in distributing this flyer, it is not strictly promoting "K12-focused youth development opportunities." It is targeted specifically at parents.

For context, we have been distributing flyers for RBT which promote "The Fort" events to teens at the recommendation of the Student Services office.

I would appreciate your guidance on determining whether to send this flyer, as I anticipate it could create community feedback.

Thank you.



**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith  
**Cc:** Wayde Byard; Stephen DeVita; [bos@loudoun.gov](mailto:bos@loudoun.gov); Schoolboardemail; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock; Jenna Alexander- VP of Advocacy; John Lody; Clark Bowers  
**Subject:** [EXTERNAL] Re: Return to Learn in 2021 (based on initiatives and Resolution in 2018 with Jenna Alexander and former LEAP)  
**Date:** Monday, February 22, 2021 1:09:48 PM

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SB 1303 just passed out of committee, I was a public commenter.

I hope these might help with the transitions of students and staff to feel BOTH safe and welcome to return.

Thank you again for all that you do. :-) I miss working on the LCPS website with FAQs!! Thanks Wayde for helping me help others back in the day. Best to keep things simple and accessible!

<https://www.lcps.org/site/handlers/filedownload.ashx?moduleinstanceid=313602&dataid=390401&FileName=LCPS%20Return%20to%20Learn%20Guidelines.pdf>

<https://www.lcps.org/site/handlers/filedownload.ashx?moduleinstanceid=294413&dataid=360607&FileName=RTL%20Parent%20Brochure.pdf>

I learned to always give credit where credit is due. This is back in the earlier Dr. Williams days and there had been significant turnover since this was initiated, so I just wanted to share to show that I care.

Thank you all for caring about our children. It is a National Security concern at this point -- PTSD will be common and only through "talk therapy" can our trauma be reduced into sizable chunks and isolation would not be normalized. Speaking from experience, my father and all of his brothers served in the Vietnam War and I studied Lessons of the Vietnam War. Hiding your past hurts you more than it heals you. Let's heal together. As friends. As allies.

:-) Michele Leffler

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

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

On Mon, Feb 22, 2021 at 8:04 AM Michele Leffler <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)> wrote:

Good morning,

A few years back there was a resolution the Virginia PTA was involved in creating and a former parent group called Loudoun Alliance of Parents were involved with. It created a safe transition back to school after extended absences due to mental health issues.

LCPS made a resolution and it was heard in the Student Services Committee, now called Pupil Services. You can see it here. <http://go.boarddocs.com/vsba/loudoun/Board.nsf/goto?open&id=AVLT966F1652>

This is the LCPS Work Session about "Return to School"  
<http://go.boarddocs.com/vsba/loudoun/Board.nsf/goto?open&id=BQAQC8689B4F>

I was on the executive board of LEAP and involved in LCPS conferences to discuss the need for empathetic language to help personalize the message to the students and staff. I also did many edits to



include trauma, but unfortunately that was not submitted due to LEAP leadership. The local papers covered the Return to Learn and I wanted to include Jenna Alexander, then Hunt District Director, for her instrumental advocacy to bring this to light and the papers should have put her name in it, LEAP got credit for it, but Jenna did the hard work and I truly respect her for that. I confess I am having a hard time finding the resolution but have the draft I worked on in Google Docs that wasn't submitted.

I highly suggest reimplementing Return to Learn (Covid Style) and implement many of the core beliefs that were shared. Jenna, could you please include the Virginia PTA Resolution? If we are to Return to Learn safely, we MUST address that trauma has become a barrier. This resolution helps set the tone that sensitivity is needed. I am uncertain if proctors have that level of sensitivity and it really does concern me that so many teachers are refusing to Return to Teach in School. That needs to address.

From my military advocacy standpoint, I would like to propose some amendments:

- Proctors should only be used for a limited time, please define limitations.
- Vaccinated teachers must return to teach and receive counseling if their trauma is affecting their teaching abilities.
- Trauma care is VITAL for returning to learn, teachers need trauma counseling and a safe outlet to air grievances. They also need to prioritize the children's choices if a student chooses hybrid.
- Create transition teams for staff and for students

I would happily be part of a return to learn focus group to help make the transition back to an in school person learning a success. Perhaps this can be a joint board initiative and I hope it will be discussed at tomorrow night's school board meeting. EVERYONE needs to feel safe first in order to Return to Learn and transitions are notoriously challenging navigating the unknown. Let's navigate this new terrain together and also include it at the SEAC, MSAAC, and Equity Committee meetings to create a holistic approach of alliance for the kids AND the teachers. Because EVERYONE deserves to feel safe at school. Without exception. And ALL hearts matter in Loudoun.

Thank you kindly for looking out for the hearts of the residents and children in Loudoun and who work in Loudoun.

:-) 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:** Wayde Byard  
**To:** Wayde Byard; Scott Ziegler  
**Subject:** Conversation with Wayde Byard  
**Date:** Monday, February 22, 2021 12:58:33 PM

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Wayde Byard 9:39 AM:

Dr. Ziegler, I left a reminder from the Loudoun County Chamber of Commerce for you in Google Docs. When you affirm your participation, I will confirm with Tony Howard of the Chamber.

Scott Ziegler 12:21 PM:

Yes, okay to confirm

Wayde Byard 1:48 PM:

Dr. Ziegler, I have left a request from WMAL in a Google Doc for you.

Scott Ziegler 1:55 PM:

Do you know what he is referring to?

Wayde Byard 1:56 PM:

I do not. I can ask for a clarification.

Scott Ziegler 1:56 PM:

Please - the term 'equal opportunity education policy changes' is not one I'm familiar with.

Wayde Byard 2:09 PM:

It was about the Attorney General's opinion. I have updated the Google Doc with their clarification.

Scott Ziegler 2:43 PM:

Has our release gone out yet?

Wayde Byard 2:44 PM:

Yes. It is on the website and social media.

Scott Ziegler 2:56 PM:

Do you have a recommendation on this? Looking at Larry O'Connor's socials it doesn't seem that he would be friendly to equity issues

Wayde Byard 2:56 PM:

That also is my opinion. My advice is that we respectfully decline this offer.

Scott Ziegler 3:01 PM:

I agree - please decline.

Scott Ziegler 10:10 AM:

Probably too late but the response to WTTG is good

Wayde Byard 10:11 AM:

Dr. Smith approved last night. No problem. They were just probing, as usual.

Wayde Byard 12:57 PM:

Dr. Ziegler,

Wayde Byard 12:58 PM:

John Battiston with the Loudoun Times-Mirror has followed up on his question of last week concerning the attorney general's resolution: **Afternoon, Wayde!**

**I'd like to follow up and see if there's anyone at LCPS who would be interested in an interview in which we could touch upon LCPS's plans for racial reform in greater detail. Has anyone shown interest?**

Thanks again!

**John Battiston**

**Reporter**

***Loudoun Times-Mirror***

**(828) 455-5621**


**From:** [Mark Smith](#)  
**To:** [Superintendent's Cabinet](#)  
**Subject:** Fw: [EXTERNAL] Commending Resolutions- Please review before 12pm tomorrow.  
**Date:** Monday, February 22, 2021 12:21:26 PM  
**Attachments:** [Technology Team and Department of Digital Innovation.pdf](#)  
[Loudoun County Public School Educators.pdf](#)  
[Commending the Loudoun County Public Schools Vaccination POD.pdf](#)  
[School Nutrition Services and the Transportation Division.pdf](#)  
[Loudoun County Public Schools custodians and maintenance technicians.pdf](#)  
[Outlook-pyqe1ap0.png](#)

---

Good afternoon Cabbies!

Please see the attached draft commending resolutions. If you have any feedback, please send my way for consideration by noon Tuesday.

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:** Missy Wesolowski <missy@jackson-west.com>  
**Sent:** Monday, February 22, 2021 11:26 AM  
**To:** Atoosa Reaser <Atoosa.Reaser@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>  
**Cc:** Charlie Jackson <cjackson@jackson-west.com>  
**Subject:** [EXTERNAL] Commending Resolutions- Please review before 12pm tomorrow.

Good morning!

Attached, please find drafts of the 5 commending resolutions.

We will need to make any changes by Noon tomorrow, Tuesday 2/23 before having the Delegates and Senators submit later this week.

Please let us know if you have any questions.

Thanks,

Missy

**From:** [Sharon Willoughby](#)  
**To:** [Ian Serotkin](#)  
**Cc:** [Scott Ziegler](#); [Mark Smith](#); [Kimberly Klees](#)  
**Subject:** RE: BOS Budget Questions  
**Date:** Monday, February 22, 2021 10:24:57 AM  
**Attachments:** [image002.png](#)

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Good morning,

Thank you for the feedback and I will focus on incorporating your response to question 10 into our packet. Since this is the SB Adopted Budget, I will share the draft response to question 10 with the full SB and request that feedback be provided by tomorrow morning.

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:** Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>  
**Sent:** Friday, February 19, 2021 10:34 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)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Kimberly Klees <[Kimberly.Klees@lcps.org](mailto:Kimberly.Klees@lcps.org)>  
**Subject:** Re: BOS Budget Questions

Sharon,

Here are my comments/notes:

2 - My read of the question is that it's asking for ALL resources in the budget for equity and/or equity training, but the response only lists the new/additional expenses.

3 - There's a more complete answer to this in question 11 that I would recommend be included here as well, as "COVID money" could refer to several funds and not just the CARES funding. Also would be more direct in answering the question by saying "All of the \$12M of CARES Act funding has been spent and none will be sent back to the county."

6 - I recommend just responding with the 2nd paragraph.

8 - A part missing from this answer is that VV only has 200 seats statewide for full-time enrollment in its Full Time Program - aside from those 200 seats, it doesn't do what the new branch of VL is intended to do.



10 - Additional detail regarding the SB enrollment motion:

In adopting the FY22 operating budget on February 2, 2021, the School Board approved a 2% reduction (overall 1,752 less projected students) from the FY22 CIP projected enrollment. This resulted in a revised projected enrollment of 85,867, removing 65.8 positions, and saving \$6,384,758.

Methodology:

Projected FY21 enrollment: 85,755 students

Actual FY21 enrollment: 81,504 students - 4,251 less than projected

Superintendent's proposed FY22 enrollment: 87,619

School Board approved FY22 enrollment: 85,867 (2% reduction from Superintendent's Proposed Budget)

There are two enrollment growth vectors in FY22:

(1) Some percentage of the 4,251 "lost" students will return to LCPS. These students break out into three cohorts of roughly equal size - Kindergarten, Grades 1-5 plus PreK, and Secondary.

(2) Some percentage of the "organic growth" based on population increase of 1,864 students (FY22 CIP projected of 87,619 minus FY21 CIP projected of 85,755) will enroll in LCPS.

The School Board estimated that for FY22, 70-80% of each of those growth vectors will occur - 80% for the kindergarten cohort returning and for the organic growth vector, and 70% for the other two lost cohorts returning. This methodology results in effectively flat enrollment compared to FY21 projected. That equates to a 2% decrease from the 87,619 enrollment number, which is the decrease the School Board approved.

Additionally, the School Board considered the enrollment projections from the nine nearby school districts that had published their FY22 enrollment projections as of February 2nd. After the 2% cut, our projected enrollment was in line with what our closest comparators, Fairfax and Prince William Counties, were estimating for FY22 enrollment.

14 - The "Please provide a budget for how much virtual learning costs" part of the question was not addressed - reference or duplicate answer to #36/#37/#39 where this answer is given.

32 - Consider changing to, "No, unless mandated by the state or federal government."

33 - Consider changing answer to, "The School Board has a statutory obligation to submit a needs-based budget to the Board of Supervisors: 'It shall be the duty of each division superintendent to prepare, with the approval of the school board, and submit to the governing body or bodies appropriating funds for the school division, by the date specified in §15.2-2503, the estimate of the amount of money deemed to be needed during the next fiscal year for the support of the public schools of the school division.' We do not utilize a priority or ranking system, as they are all needs based on the judgment of the Superintendent and School Board. Should the Board of Supervisors provide less or additional funding, the School Board will make the necessary adjustments to the FY22 budget."

35 - Add estimated completion date for 2nd dose round.

43 - VV only has 200 seats statewide for full-time enrollment in its Full Time Program - aside from those 200 seats, it doesn't do what the new branch of VL is intended to do.

45 - Consider changing answer to:

"There are some Virginia school divisions, typically in rural areas, where most or all of the funding is provided by the state - in those localities, teacher pay is directly and in some cases solely tied to the state authorizing and funding a raise.

In LCPS, more than two-thirds of funding is received locally from Loudoun County. The FY22 School Board Adopted Budget is balanced and supported by revenues received from Loudoun County, the State, and other charges/fees. The State revenue stream includes compensation funding and this partially supports the pay increases programmed in the FY22 School Board Adopted Budget."

Thanks,



**Ian Serotkin | Loudoun County School Board**

**Blue Ridge District Representative**

**Chair, Curriculum & Instruction Committee**

email: [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)

mobile: (571) 420-1628

he/him/his

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

---

**From:** Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>  
**Sent:** Thursday, February 18, 2021 4:45 PM  
**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>  
**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Kimberly Klees <[Kimberly.Klees@lcps.org](mailto:Kimberly.Klees@lcps.org)>  
**Subject:** BOS Budget Questions

Good afternoon,

Attached are the budget questions we have received from the Board of Supervisors, along with our responses. It has been requested that School Board members have an opportunity to review the packet before it is sent to the County for awareness of the types of questions being asked and our answers.

I would ask Mr. Serotkin to review question 10 regarding enrollment specifically. As the maker of the motion that reduced the enrollment by 2%, additional information could be provided for the 2<sup>nd</sup> paragraph supporting why this reduction was made.

Please let me know by **noon on Monday, February 22**, if there are any concerns. County staff needs our packet by February 24 for inclusion in their materials to the BOS.

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:** [shawn@testforvirus.com](mailto:shawn@testforvirus.com)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Re-opening Schools: COVID-19 Testing Rollout Plan - Test For Virus Inc.  
**Date:** Thursday, March 4, 2021 5:47:32 PM  
**Attachments:** [image001.png](#)  
[Test for Virus School Re-Opening Plan.pdf](#)

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Superintendent Scott Ziegler,

We understand the struggle of getting teachers, staff, and students back to school safely.

Having 18 years of teaching experience in a high school on Chicago's south side and experience in the PPE sector, we combined institutional knowledge and product knowledge to create TEST FOR VIRUS INC.

We are a company at the forefront of safely getting faculty, staff, and students back in schools. Our program helps alleviate the stress of implementing new protocols and processes associated with re-opening schools safely. We provide strategies, personnel training, COVID-19 testing supplies, and government reporting tools necessary for implementation of preventive and crisis management plans, primarily non-invasive COVID-19 testing, and results within minutes in your very own school.

Please look at our attached roadmap for re-opening schools. By offering on-site, Point of Care (POC) COVID-19 testing within your building, the risks associated with waiting 2-3 days for test results or enduring long periods of quarantines are mitigated. We will work with your district to design a plan that fits your needs.

Thank you,

Shawn A. Killeen

President

[Test for Virus, Inc.](#)

Phone: (888) 585-2705

Email: [Shawn@TestForVirus.com](mailto:Shawn@TestForVirus.com)

test for virus



**From:** Michelle Walker  
**To:** School Board Confidential  
**Cc:** Superintendent's Cabinet; Stephen DeVita; Joan Sahlgren  
**Subject:** On Behalf of Dr. Ziegler - School Board Update  
**Date:** Thursday, March 4, 2021 4:47:30 PM  
**Attachments:** School Board Update 03.04.21.pdf

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Good evening,

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

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

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Visited the following Schools: Waterford ES, Frederick Douglas ES, Rosa Lee-Carter ES, Sugarland ES, Lightridge HS, Freedom HS, Lunsford MS
3. Met with Lucia Sebastian and Lisa Boland to discuss FY21 Administrative/Professional Salary Scale
4. Weekly meeting with Joan Sahlgren, new Director Communication and Community Engagement
5. Interviewed by Loudoun Times Mirror
6. Met with the Elementary Teacher Advisory panels
7. Welcomed staff and introduced keynote speaker Doug Fisher at the March Professional Development Sessions
8. 1:1 Meeting with Leslee King
9. 1:1 Meeting with Ian Serotkin
10. Met with Cabinet, Nereida Gonzalez-Sales, Gus Martinez, Rae Mitchell, Scott Davies, Tisha Austin and Don Treanor to discuss 2nd semester schedules.
11. Met with Cabinet, Joan Sahlgren, Rae Mitchell, Teri Finn, Elaine Layman, Kim Klees, Bob Philips, Sharon Bean, Beth Robinson and Thomas Chelgren to discuss Summer programming 2021
12. Met with Steve DeVita regarding Collective Bargaining
13. Held interviews with several internal employees for the DDI Leadership Interim role along with Mark Smith

**Department of Business and Finance**

1. Update from Sharon Willoughby regarding Spring Break Meal Service. (P.1)

**Department of Instruction**

1. DOI update from Ashley Ellis which includes: Literacy Follow-up Questions. (pp. 2-3)
2. Information from Ashley Ellis regarding Dominion HS Football (p.4)
3. February - Head Start Shared Governance Packet (pp. 5-25)

**Department of Human Resources and Talent Development**

1. Information from Lucia Sebastian in regards to an update on VEC. (p.26)
2. Assistant Principal Transition (p.27)
3. New Teachers of the Year Embargoed until Friday March 5 at Noon (pp. 28-29)
4. FY21 Professional & Administrative Salary Scale Restructure. (pp.30-43)

### **Department of Support Services**

1. Support Services update from Kevin Lewis which includes: HCTB Re-Launch School Notification, LCPS Safety and Security Blue Shirt Day for Returning Secondary Students on March 3 and 4, Cellular Tower Proposals - Stone Bridge HS, Woodgrove HS & Mercer/Mickie Gordon Park and Transportation Concern Registry Update. (pp. 44-45)

### **Department of Pupil Services**

1. February 2021 Pupil Services Communique' (pp. 46-50)

### **Optional Reading: Articles**

Loudoun Now article on Student Environmental Action Showcase, March 4

Loudoun Times-Mirror article on secondary return to hybrid learning, March 4

Verify article defending LCPS in Dr. Seuss controversy, March 3

Loudoun Now article on return of secondary students to hybrid learning, March 3

Washington Examiner article about LCPS families seeking a return to school, March 3

Palm Beach Post column mentioning LCPS and Dr. Seuss, March 3

Newsweek article on sales of Dr. Seuss books, March 3

USA Today fact check on Dr. Seuss story, March 3

Daily Wire follow-up on Dr. Seuss, March 3

Loudoun Times-Mirror story on LCPS and Dr. Seuss, March 2

WJLA-TV report on the opening of Lightridge High School, March 2

Channel 8 story on LCPS clarification involving Dr. Seuss, March 2

FThe Daily Wire follow-up on Dr. Seuss story, March 2

Federalist story linking LCPS, the president and Dr. Seuss, March 2

Dr. Seuss and LCPS, News and Guts, March 1

**From:** Education Week  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] This Thursday: Get Strategies to Recruit & Retain Diverse Teachers  
**Date:** Tuesday, February 23, 2021 2:25:53 PM

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Join our webinar for insights on teachers' attitudes around diversity in the classroom - [View This Email Online](#)



We know that recruiting and retaining teachers is hard and can be *even more challenging* when it comes to maintaining a diverse workforce.

Join us as we dive into one of the most important topics confronting today's K-12 educational landscape: **hiring and retaining educators that reflect the diversity of the students they teach.**

During the webinar, we will:

- Uncover exclusive data from the Education Week Research Center on teachers' attitudes and behaviors around diversity in the classroom
- Share exclusive data on the extent to which K-12 districts prioritize an increasingly diverse educator workforce
- Reveal the disconnect in many K-12 classrooms between the racial makeup of students and teachers, and why it matters
- Host a Q&A with expert panelists who will share insights on what it's like to be a teacher and a principal of color

**Thursday, February 25, 2021, 12:00-1:00 p.m. ET**

**Register today** and walk away with effective strategies for recruiting and retaining a more diverse workforce.



Can't attend? Register so you can view the [on-demand webinar](#) at a later date.  
This webinar's content is provided by [EdWeek Top School Jobs](#)

This message was intended for [scott.ziegler@lcps.org]. If you would like to opt-out of future Education Week emails, please [click here](#).

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6935 Arlington Road, Suite 100, Bethesda, MD 20814




**From:** [Mark Smith](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Ashley Ellis](#)  
**Subject:** Fw: Follow Up from Discipline Committee Meeting  
**Date:** Tuesday, February 23, 2021 1:07:53 PM  
**Attachments:** [Outlook-4tdvg4wx.png](#)

---

Scott,

Please read on. Our meeting is scheduled for tomorrow at 5 with Brenda and Atoosa. I believe feedback from the various stakeholder groups would be in order but going through all of these committees will be quite time consuming.

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:** Douglas Fulton <[Douglas.Fulton@lcps.org](mailto:Douglas.Fulton@lcps.org)>  
**Sent:** Tuesday, February 23, 2021 8:19 AM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Cc:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>; Justin Martin <[Justin.Martin@lcps.org](mailto:Justin.Martin@lcps.org)>; Linaloe Vazquez <[Linaloe.Vazquez@lcps.org](mailto:Linaloe.Vazquez@lcps.org)>  
**Subject:** Follow Up from Discipline Committee Meeting

Follow up from Discipline Committee Meeting:  
Chairman Morse would like policies discussed last night and future policies to go through Equity Committee, MSAAC, and SEAC for feedback.  
He requested responses on one document from each group and not a multitude of individual responses.

We have a document that Lottie created and Justin modified that we can send to the staff representative for each committee.  
We can collect responses and then present to committee for their review.

Currently, Draft Policy 8210 – Introduction to Student Discipline, will be ready to send out to the staff representatives next week.

The committee requested major changes to Draft Policy 8030, Harassment and Discrimination of Students. This new policy also has three regulations.



Doug

Douglas Fulton Ed.D  
Director of School Administration  
Loudoun County Public Schools  
Administration Building  
21000 Education Court  
Ashburn, VA 20148  
571-252-1000

**From:** Ashley Ellis  
**To:** Superintendent's Cabinet  
**Cc:** Neil Slevin; Lottie Spurlock  
**Subject:** Equity in the Center 2  
**Date:** Tuesday, February 23, 2021 11:17:32 AM

---

Good morning, Cabbies,

As a follow up to the Equity in the Center 2 topic I brought up yesterday, please email Neil the number of administrators on your team who need EIC 2 and if there is a regular standing meeting time you'd like to use or if you prefer to allow team members to sign up for the workshop in My Learning Plan.

Also, there is one already in MLP for March 2.

Thanks!

Ashley

P.S. Asia, I forwarded your numbers to Neil so no need to resend. Thank you!

Ashley F. Ellis, Ed.D.  
Assistant Superintendent for Instruction  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
(571) 252-1300  
@ashleyfellis

**From:** [Tony Howard](#)  
**To:** [Tony Howard](#)  
**Cc:** [Linda Coffey](#)  
**Subject:** [EXTERNAL] RE: February 24th Loudoun Chamber Board of Directors meeting  
**Date:** Tuesday, February 23, 2021 9:44:21 AM

---

Members of the Loudoun Chamber of Commerce Board of Directors: My apologies, but the link for tomorrow's Board meeting that was included in yesterday's message had to be updated to ensure a key security feature (prior registration).

Here is the updated meeting link: Please register in advance for this meeting:

[https://us02web.zoom.us/meeting/register/tZ0pduyvqDwsHNNVceijV3dxLd2i5h6vv4\\_w](https://us02web.zoom.us/meeting/register/tZ0pduyvqDwsHNNVceijV3dxLd2i5h6vv4_w)

After registering, you will receive a confirmation email containing information about joining the meeting.

Thank you!

**Tony Howard, CCE, IOM**

President & CEO

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

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

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



**From:** Tony Howard  
**Sent:** Monday, February 22, 2021 8:40 AM  
**To:** Tony Howard <[thoward@loudounchamber.org](mailto:thoward@loudounchamber.org)>  
**Cc:** Linda Coffey <[lcoffey@loudounchamber.org](mailto:lcoffey@loudounchamber.org)>  
**Subject:** February 24th Loudoun Chamber Board of Directors meeting

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

This meeting will be conducted on Zoom. Please register in advance for this meeting:

<https://us02web.zoom.us/j/89415767667>; Meeting ID: 894 1576 7667;

Call-in number: +1 301 715 8592 US (Washington D.C)

Attached are the following meeting documents for your review:

- February 24, 2021 Board of Directors meeting agenda
- January 2020 Board of Directors meeting minutes
- Draft January 2020 Finance Report
- Proposed Diversity & Inclusion Policies, Policy Committee (one document with two proposed policies, proposed committee)
- Draft January 2020 Membership Report
- January 2020 Public Policy Report
- Memo on Community Impact Chambers

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

**Tony Howard, CCE, IOM**

President & CEO

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

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

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





**From:** Scott Ziegler  
**Bcc:** [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Tuesday, February 23, 2021 3:42:14 PM

---

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:** [Mikaela Coffey](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Register for the March Hot Topic Conference  
**Date:** Tuesday, February 23, 2021 4:03:45 PM

---



**VSBA March Hot Topic Conference  
March 17, 2021  
Virtual Conference**

Registration is open for the 2021 VSBA March Hot Topic Conference.

Join us as we gather virtually for an informative and important conference. This conference will be focusing specifically on multiple hot topics in education. You will hear from three leaders in public education throughout the event speaking on the topics of Race and Equity, Communicating as a Team, and School Segregation within Virginia.

The day will kick off with a focus on how school boards can identify, understand, and manage the content, skills, and behavior needed to create diverse, equitable, and inclusive organizations and communities. The next session will discuss how to communicate as a team with your school board and superintendent, especially within this virtual world with online meetings and social media. The final session will cover the topic of rezoning and redistricting within Virginia and how to make sure that school board members recognize the power of how a school boundary can affect segregation. \*\*\*

We hope that you will join us for what is sure to be an informative conference!

This event earns 6 VSBA Academy Credit points. For more information on the VSBA Academy Credits and Awards please [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:** March 17, 2021

**Location:** Virtual Conference

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

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

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

\*\*\*Due to contractual agreements, Dr. Marks' session will not be recorded

**From:** Scott Ziegler  
**Bcc:** [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Tuesday, February 23, 2021 3:57:17 PM

---

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:** Scott Ziegler  
**Bcc:** [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Tuesday, February 23, 2021 3:32:31 PM

---

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:** Scott Ziegler  
**Bcc:** [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Tuesday, February 23, 2021 3:31:13 PM

---

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:** Ashley Ellis  
**To:** Ashley Ellis; Scott Ziegler  
**Subject:** Conversation with Ashley Ellis  
**Date:** Tuesday, February 23, 2021 6:18:56 PM

---

Scott Ziegler 1:00 PM:

Time for a call???

Ashley Ellis 1:00 PM:

Just starting my director meeting.

Scott Ziegler 1:01 PM:

Okay perhaps later

Ashley Ellis 1:14 PM:

Should be done around 3:30 or 4

Scott Ziegler 1:16 PM:

Just sent an invite for 4

Ashley Ellis 1:16 PM:

(y)

Ashley Ellis 6:00 PM:

you've probably thought of this, but just a note to recognize Vince at the meeting next week. Harris saying something in tech steering committee now

Scott Ziegler 6:08 PM:

Nope - didn't think of that. Thanks!

Ashley Ellis 12:13 PM:

Got a possible name for interim DDI. Haven't reached out to the person yet but can if you want to just gauge interest.

Scott Ziegler 12:20 PM:

Yes, please and thank you

Ashley Ellis 1:39 PM:

So they've actually tightened up the rec sports spectators, not relaxed. The 250 limit requires us to only allow 1 spectator per athlete rather than 2. I can explain on a call if you want, but I'll probably need to include something in the board update today since we have games on Monday.

Scott Ziegler 1:40 PM:

sure give me a call - i might have a 2; county is not responding to whether or not we're meeting

1:40 PM Connected to Ashley Ellis (aellis3@lcps.org).

Ashley Ellis 1:43 PM:

[https://www.governor.virginia.gov/media/governorvirginiagov/executive-actions/EO-72-SECOND-AMENDED-and-Order-of-Public-Health-Emergency-Nine-Commonsense-Surge-Restrictions-Due-to-Novel-Coronavirus-\(COVID-19\).pdf](https://www.governor.virginia.gov/media/governorvirginiagov/executive-actions/EO-72-SECOND-AMENDED-and-Order-of-Public-Health-Emergency-Nine-Commonsense-Surge-Restrictions-Due-to-Novel-Coronavirus-(COVID-19).pdf)

1:49 PM Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:08:27

Scott Ziegler 12:06 PM:

Let me know when you have a minute for a call

Ashley Ellis 12:50 PM:

I'm free until 1:00 and then anytime after 1:30.

Scott Ziegler 12:56 PM:

Ok - I'll get you after 130 - Skype didn't ring when you replied :-(

Ashley Ellis 12:56 PM:

oh, sorry about that! Sounds good

Ashley Ellis 1:59 PM:

I'm free whenever you are!

2:00 PM Connected to Ashley Ellis (aellis3@lcps.org).

2:47 PM Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:47:35

Ashley Ellis 8:42 AM:

Morning! Tina was wondering if you still needed her this afternoon.

**Scott Ziegler 8:42 AM:**

No, we moved that to start next Monday - I'll get with her this week. With the snow days, I didn't want to rush though

**Ashley Ellis 8:45 AM:**

Ok, I'll let her know. Thanks!

**Scott Ziegler 1:58 PM:**

let me know when you have a second for a call

**Ashley Ellis 1:58 PM:**

Ok, this meeting should end early before 2:30

**2:25 PM** Connected to Ashley Ellis (aellis3@lcps.org).

**2:30 PM** Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:04:27

**Ashley Ellis 9:05 AM:**

Morning! Let me know when you have time for a quick call

**9:07 AM** Connected to Ashley Ellis (aellis3@lcps.org).

**Scott Ziegler 9:15 AM:**

<https://loudounnow.com/2021/02/22/review-broad-runs-that-sinking-feeling-the-misfortunate-few/>

**9:32 AM** Call with Ashley Ellis (aellis3@lcps.org) has ended. Duration: 0:24:33

**Ashley Ellis 6:05 PM:**

Yikes - I didn't know the request from the governor was going to be a resolution tonight. Do I need to speak to it?

**Scott Ziegler 6:06 PM:**

No, Mark is speaking to it. As long as we're talking about equity week

**Ashley Ellis 6:06 PM:**

No, Item 9.02

**From:** [Bill Everingham](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Open schools  
**Date:** Wednesday, February 24, 2021 9:00:45 AM

---

Please focus on opening schools five days per week, nothing else should be on your agenda but that. My kids are suffering and you do t care. Drop the equity CRT stuff, it's racist and creates division. I know you must be smarter than that. Take a field trip to Texas or Florida and figure it out!



**From:** [Katie Bennett](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Preventing and Addressing Employee Leave Abuse  
**Date:** Wednesday, February 24, 2021 11:49:34 AM

---

Hi Scott,

Suppose one or more of your employees has taken a leave of absence, and your company or department is buckling under the added stress—and you suspect that one or more of those employees may be taking advantage and may not really be in need of family or medical leave – or may even not be entitled to it.

What if one or more of your employees asks for intermittent leave? Administration of continuous leave can be challenging enough. Intermittent leave presents its own administrative challenges. With the pandemic still raging, more employees are in need of or looking for time off from work. How do you keep track of everything and ensure that your employees are abusing their leave? You can curb employee leave abuse. But how do you do it? Don't despair!

This webinar will help you get a working knowledge of how you can minimize your company's exposure to employee abuse of family and medical leave – be it under the FMLA, ADA, or workers' comp or other applicable family and medical leave laws.

**Key Areas to be Covered During this Session:**

- Defining Leave Abuse
- Common Ways Employees Abuse Leave Time;
- Determining Eligibility
- Using eligibility criteria, Certifications, notice requirements and call-in procedures to manage leave;
- Documentation;
- Reasonable Accommodations under the ADA/ADAAA;
- Alternatives to leave as tools for curbing FMLA Abuse;
- Investigations of Suspected Leave Abuse.
- Intermittent leave;
- Leave and COVID concerns
- Legal Defenses.
- Other Tools for Curbing Leave Abuse

**Topic:** Preventing and Addressing Employee Leave Abuse under FMLA, ADA and Workers' Comp

**Date:** 25<sup>th</sup>-February-2021, Thursday | **Time:** 03:00 PM EST | **Duration:** 90 Minutes

Includes proprietary tools and helpful documentation!

**SAVE YOUR SEAT**

**Instructor profile:**

**Janette Levey Frisch** is an Employment/HR attorney with over 20 years' legal experience. Janette works with employers to craft solid Employment Practices Wellness Plans tailored to address your company's needs and concerns.

**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:** [aellis3@lcps.org](mailto:aellis3@lcps.org)  
**To:** [aellis3@lcps.org](mailto:aellis3@lcps.org); [sziegle2@lcps.org](mailto:sziegle2@lcps.org)  
**Subject:** Conversation between aellis3@lcps.org and sziegle2@lcps.org  
**Date:** Wednesday, February 24, 2021 4:22:13 AM

---

[aellis3@lcps.org](mailto:aellis3@lcps.org) [11:05 PM]:

Yikes - I didn't know the request from the governor was going to be a resolution tonight. Do I need to speak to it?

[sziegle2@lcps.org](mailto:sziegle2@lcps.org) [11:06 PM]:

No, Mark is speaking to it. As long as we're talking about equity week

[aellis3@lcps.org](mailto:aellis3@lcps.org) [11:06 PM]:

No, Item 9.02

**From:** [Sharon Willoughby](#)  
**To:** [Schoolboardemail](#)  
**Cc:** [Superintendent's Cabinet](#); [Kimberly Klees](#)  
**Subject:** Board of Supervisors Budget Q&A Packet  
**Date:** Wednesday, February 24, 2021 8:59:41 AM  
**Attachments:** [FY22 Board of Supervisors Q&A Packet 2-23-21.pdf](#)

---

Good morning,

Attached is the first packet of budget questions received from the County Board of Supervisors, along with our responses. These have been provided to the County for distribution and will be posted on our budget webpage.

We received additional questions this week and are working on answering them. When complete, a draft package will be shared with the School Board.

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:** Ashley Ellis  
**To:** Scott Ziegler  
**Subject:** FW: [EXTERNAL] LEF - Materials for Thursday's Trustees Meeting at 8AM over ZOOM  
**Date:** Thursday, February 25, 2021 8:42:08 AM  
**Attachments:** [Agenda Feb 2021 Trustee Meeting.docx](#)  
[DRAFT LEF Minutes - December 03, 2020.docx](#)  
[EXEC DIR Feb 25 Trustees Report.docx](#)  
[02.25.2021 Budget Report - February 25, 2021 \(Trustee Mtg\).xlsx](#)  
[02-25-2021 Amin Bhat Bio.docx](#)

---

FYI

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

**From:** Neil Slevin <Neil.Slevin@lcps.org>  
**Sent:** Thursday, February 25, 2021 7:58 AM  
**To:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Subject:** FW: [EXTERNAL] LEF - Materials for Thursday's Trustees Meeting at 8AM over ZOOM

**From:** Dawn Meyer <lef.meyer@gmail.com>  
**Sent:** Tuesday, February 23, 2021 3:19 PM  
**To:** Scott Miller <scott.miller@selmafarm.net>; Steven Frederickson <steven.frederickson@icloud.com>; Fitzsimmons, Tracy <tfitzsim@su.edu>; Jollon, Richard <Richard.Jollon@morganstanley.com>; Richard Jollon <rtjollon@gmail.com>; Omari Faulkner <omari\_faulkner@yahoo.com>; Rusty Foster <rustyfoster@bowtiestrategies.com>; Paul Lin <paulnhelen@bizebit.com>; Paul Lin <paul.lin@atsicorp.com>; Jeff Long <jlong@applefcu.org>; Joe May <jmay@eit.com>; Tom Northrup <tnorthrup@thehillsschool.org>; Becky Ottinger <beckyott64@gmail.com>; Perham, Michael <perhamm@janelia.hhmi.org>; Lynn Rubin <lynnmrubin@me.com>; Wade Tetsuka <wadetetsuka@ustranscorp.com>; Wilson, Sean E [US] (IS) <sean.e.wilson@ngc.com>; Jeff Morse <Jeff.Morse@lcps.org>; Evanko, Nancy <Nancy.Evanko@loudoun.gov>; Amin Bhat <amin.bhat@iquasar.com>; Neil Slevin <Neil.Slevin@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Rob Doolittle <Rob.Doolittle@lcps.org>; Linda Russ <lef.russ@gmail.com>; Danielle Nadler <Danielle.Nadler@lcps.org>; Kelley Wyatt <Kelley.Wyatt@lcps.org>  
**Subject:** [EXTERNAL] LEF - Materials for Thursday's Trustees Meeting at 8AM over ZOOM

To All,

Attached please find the Agenda, Draft Minutes, Executive Director Report/Communications Report, Budget and Bio of Amin Bhat for Thursday's (2/25) LEF Trustees Meeting which will be at 8AM over ZOOM.

Please contact me if you have any questions.

Dawn

--

Dawn Meyer

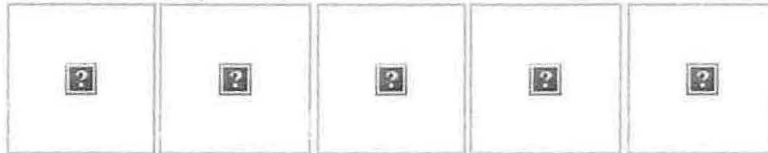
Executive Director

Loudoun Education Foundation

571-252-1102

[lef.meyer@gmail.com](mailto:lef.meyer@gmail.com)

[www.lef-va.com](http://www.lef-va.com)



**From:** Amanda Lynch  
**To:** Schoolboardemail; Scott Ziegler  
**Subject:** [EXTERNAL] Incident at my children's elementary school  
**Date:** Thursday, February 25, 2021 9:12:25 AM

---

To whom it may concern:

My name is Amanda Lynch, and I am a parent of three boys who attend Pinebrook Elementary School. I am writing because I want to make you aware of an incident that took place this past Monday, 2/22.

I was volunteering at the school in my capacity as PTA President. I, along with two of my fellow PTA board members, was standing on school property in front of the entrance to hand out staff appreciation gifts to the staff members. During the time I was there, Michele Leffler arrived. She had one of her daughters with her and was picking up her other daughter. As I have been instructed to do by multiple people at LCPS, I did not acknowledge Ms. Leffler, who has harassed and threatened me multiple times before. She walked up to the building, collected her other child, and then started to walk away. Then, she rounded on me and my two other volunteers, yelled at us for not acknowledging her, yelled at us for blocking her way in (when we did not) and then got into her car, and nearly hit my car on the way out while making an obscene gesture at us.

This is the second time Ms. Leffler has shown violent actions with her automobile to a PTA member. The first occurred in April of 2019.

I cannot sit idly by while her actions are ignored. While I have been told over and over again that no one takes her seriously, her appointment to the Equity Committee makes me question this. I have a book full of emails that she has sent to me that contain thinly veiled threats. She has accosted me on more than one occasion in person, but this time I do have two witnesses who saw everything. I believe she is a danger to our school. She has posted on social media about her access to firearms and over the past two years she has sent me emails telling me how this or that person or organization--including LCPS, MSAAC, and former superintendent Dr. Williams-- is coming for me, and witnessing her recklessness on Monday in front of her children--in front of a building where other children were present--really shook me.

I am bringing this to your attention because I feel very strongly this should not be ignored. I realize there may not be a lot that I can do, but I do feel at this point that what I have been doing (sitting and silently watching her escalate and escalate, while all the while continuing to attack and spread lies about me) is not something I can continue. I realize there are many ways your hands are tied as well, but at the same time I'm not going to pretend like this didn't happen.

I thank you for your time and consideration.

Best wishes,  
Amanda Lynch

--

I have the honor to be your obedient servant,  
A. Lynch



**From:** [crealfrench@yahoo.com](mailto:crealfrench@yahoo.com)  
**To:** [Harris Mahedavi](#); [Ian Serotkin](#); [Atoosa Reaser](#); [Brenda Sheridan](#); [Jeff Morse](#); [John Beatty](#); [Leslee King](#); [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Leesburg District Representative - Concerns about inappropriate on-line behavior  
**Date:** Wednesday, February 24, 2021 1:40:03 PM  
**Attachments:** [Beth Barts Leesburg Outreach Public Group 02.23.21 1 of 2.png](#)

---

Dear School Board Members and Dr. Ziegler,

I am writing to you once again regarding the unprofessional and inappropriate on-line behavior from the Leesburg District School Board representative.

I am a resident of the Leesburg District and am the parent of a child who attends a school represented by both the Leesburg District and Catoctin District representatives on the School Board.

Ms. Barts continues to patronize, insult, belittle, mock, intimidate, and attempt to manipulate Leesburg parents (and now her colleagues).

### **THIS. MUST. END.**

I've attached screen shots of her 2 most recent posts on her Beth Barts-Leesburg Outreach public group.

<!--[if !supportLists]-->• <!--[endif]-->In the first one dated 02/23/21 she doubles down on past inappropriate posts that she's already been called out on.

• <!--[endif]-->In the second one dated 02/24/21 she openly criticizes her colleague, Mr. Beatty because he has a different opinion from her. She also stops just short of criticizing Mr. Beatty and Mr. Morse regarding their advocacy for parents.

Perhaps Ms. Barts should learn the true definition of "Equity" and "Diversity" as it appears that she is not welcoming to diversity of thought (from her constituents or from her colleagues). Mr. Beatty is representing the people who elected him. The best run boards, commissions, and committees include diversity of thought. It's how people learn from each other and achieve solutions that are amenable. Her attempt to "bully" Mr. Beatty is unprofessional. I guarantee that Mr. Beatty never publicly speaks negatively about his colleagues who have a different opinion from him.

Sure, you'll look at Ms. Barts' posts and see that she stops just short of negative comments. We are not stupid. We recognize passive-aggressive behavior when we see it. If Ms. Barts is so "curious" about Mr. Beatty's position (or any board member who has a different opinion from her), then she should schedule a meeting with him and have a conversation with him about it, rather than posting passive aggressively on Facebook in an attempt to belittle Mr. Beatty and make herself feel better. I guarantee that if she had an open and honest conversation with Mr. Beatty, she'd learn more than she ever imagined. This is what adults do. We have conversations with people – we don't post our grievances on Facebook for all the world to see in order to make ourselves feel good. Her attention seeking behavior is beyond unprofessional - it is destructive and it is turning Loudoun County into a laughing stock.

Ms. Barts chairs the Pupil Services Committee and serves on the Equity Committee, Human Resources & Talent Development Committee and the Joint Committee with the Board of Supervisors and is the liaison to SEAC. I strongly request that Ms Barts is **removed from committee assignments**. A person who has such little regard for her constituents and peers; who has **demonstrated that she does not know how to treat people with dignity and respect - has no business serving on the Equity Committee or the Human Resources committee.**

I've lived in Leesburg for 20 years. There are some years where I probably couldn't tell you the name of our School Board representative – because there were no issues. There have been years where I've strongly agreed and strongly disagreed with our representative on various topics (the same person!) and that was okay too. But in 20 years, I've never once written to the school board with a complaint about a



school board member – until now – and this is my 3 email regarding the behavior of our representative.

I thank you in advance for addressing this. Leesburg deserves better. Much better. THIS MUST END NOW.


With regards,

Creal French

Leesburg District

Verizon LTE

11:59 AM

69% 

<  **Beth Barts- Leesburg Ou...** 🔍 ⋮



**Beth Barts**

11h · 🌐

⋮

Tonight during public comment my social media was referenced repeatedly by a group of residents. (At least 5 speakers) These old posts in particular were brought up. See below.

The first post - Mr. Michon did not appreciate me sharing his conversation with Mr. Youngkin who is running for Governor from my understanding based on his public comments tonight. I find this confusing because he retweeted it himself and all I did was share it and say who he was. 🙄

The second post- No one was singled out. Instead it was just a reminder that attacking emails are rarely productive. Most people would agree. 😊

So.... my social media outreach will continue. I do hope to move beyond the pandemic and start focusing on

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Also ... the recall effort against me is seeking volunteers to collect signatures and your money. That was also shared. 👍

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Also ... the recall effort against me is seeking volunteers to collect signatures and your money. That was also shared. 👍

Have a good night!

return to school plans and has since gained notoriety. Not an endorsement just sharing for transparency.

Beth Barts

Mhttps://twitter.com/glennyoungkin/status/1358981981720219648?s=21



TWITTER.COM  
Glenn Youngkin on Twitter

39

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Beth Barts- Leesburg Ou...



New Activity



Beth Barts

1h ·

Board update 2/23

MAIN UPDATE- Plan is for 5 days a week return in the



Fall.

✓ The board approved the Virginia School Boards resolution recognizing March as Equity In Education Month. All members except Mr. Beatty supported. He shared that his objection is Critical Race Theory. As you may remember Mr. Beatty came under fire for his remarks regarding masters and slaves a year ago. We share schools so I do want to understand his concerns

✓ Update on hybrid. Lots of frustration with the new CDC guidance as it appears to make it harder to bring back more students than prior guidance. The Interim Superintendent recommends no changes to our current modality at this time.

I shared that it is critical we let parents know what the

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Beth Barts- Leesburg Ou...



👉 I shared that it is critical we let parents know what the 5 day a week fall plan will look like BEFORE we survey them. I also clarified that we WILL be offering a DI



them. I also clarified that we WILL be offering a DE option by choice K-12 for those families who are not comfortable with that scenario (pending budget approval by BOS).

👉 I was clear that I understood a 5 day a week plan this would mean a lack of physical distancing. This is the elephant in the room and the sooner we address it, the better. I also said that we need to have a backup plan if we enter school 5 days a week in August and for some reason we see significant transmission. However we need to focus on preparing for 5 days in person for the majority of students this Fall.

✅ I moved for a suspension of the rules in order to send a board resolution to the Governor's office that would recognize our band, dance teams and cheerleaders as participants as well as expand the number of spectators who can be present in our large outside venues such as our stadiums. This motion was successful and approved by a vote of 9-0. Should be received by the Governor's office today. The current executive order expires Sunday.

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☒ policy 5045 was discussed at length. This was previous policy 5-7 "Selection and Review of Instructional Materials". There was some discussion about an "opt-out" for books on certain topics.

Ms. Reaser inquired about parents "opting out" of entire classroom libraries and requiring parents to provide their own reading materials. She withdrew this after staff shared that such a process would be a burden on teachers.

Mr. Morse and Mr. Beatty continued to advocate for parents to be able to opt-out of books on certain topics but in the end the majority of the board was not in favor of staff exploring this option.

I reminded the board that many books are also available on the students chrome books through e-books on MackinVia (large online library that all students have access to). Trying to prevent a student from accessing reading material in print or digital form on certain topics is not practical or enforceable at the school level. In addition some books may have a topic in them that a family finds objectionable but the entire book is not on that topic so that book would also slip by any banned list for that student.

**From:** Karen Dawson  
**To:** [Ashley Ellis](#); [Asia Jones](#); [Beth Robinson](#); [Clark Bowers](#); [Donna Smith](#); [Holland Yummit](#); [John Lody](#); [Kevin Lewis](#); [Kimberly Goodlin](#); [Lottie Spurlock](#); [Lucia Sebastian](#); [Mark Smith](#); [Patricia Nelson](#); [Scott Ziegler](#); [Sharon Willoughby](#); [Stephen DeVita](#); [Superintendent's Cabinet - Executive Assistants](#); [Vince Scheivert](#)  
**Subject:** FW: [EXTERNAL] VDOE News: Virginia Students Again Among Top 10 in Achievement on AP Exams  
**Date:** Wednesday, February 24, 2021 10:06:05 AM

---

Please distribute to your department staff as appropriate. Thank you!

Karen M. Dawson  
Executive Assistant  
Superintendent's Office  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, Virginia 20148  
571-252-1030

**From:** Virginia Department of Education <VDOE@public.govdelivery.com>  
**Sent:** Wednesday, February 24, 2021 10:02 AM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] VDOE News: Virginia Students Again Among Top 10 in Achievement on AP Exams

Having trouble viewing this email? [View it as a Web page.](#)

VDOE Office of Media Relations: News Release, Superintendent Dr. Lane, Contact Charles Pyle



For Immediate Release: February 24, 2021  
Contact: [Charles B. Pyle](#), Director of Media Relations (804) 640-2117



# Virginia Students Again Among Top 10 in Achievement on AP Exams

RICHMOND — Nearly three out of every 10 of Virginia's 2020 public high school graduates demonstrated college-level achievement on at least one Advanced Placement examination, according to data released today by the College Board, the nonprofit organization that manages the AP program.

The College Board reported today that 28.6% of the commonwealth's 2020 graduating seniors earned a score of three or higher on at least one AP test. This represented a slight decrease from 2019, when 28.8% of graduating seniors earned qualifying scores.

The commonwealth ranked 10th in the nation in AP performance. Nationwide, 24.4 percent of graduating seniors achieved scores of three or higher.

Percentage of 2020 Graduates Earning Qualifying Scores



"While Virginia continues to rank in the top 10 in AP participation and performance, there are still wide disparities in participation and outcomes when we compare data for different student groups," Superintendent of Public Instruction James Lane said. "As high schools recover from the coronavirus pandemic, equity — including expanding access to AP courses and identifying and encouraging more students with the potential to succeed — must be a priority."

Disaggregated by student group, the percentages of Virginia 2020 graduates who earned a qualifying score on at least one AP examination during high school are as follows:

- Asian students: 52.0%
- American Indian students: 12.7%
- Black students: 9.1%
- Hispanic students: 24.3%
- White students: 28.1%



Virginia students earned qualifying scores on 98,556 AP examinations in 2020. According to the College Board, this represents an estimated 295,698 college credits. At an average rate of \$462 per college credit hour, the College Board estimates the total potential cost savings for the commonwealth's students and families was \$136,612,476.

Although colleges and universities set their own policies for awarding credit, a score of three or higher on an AP test is generally accepted as indicative of college-level work.

The 10 most popular AP courses among Virginia's 2019 graduating seniors were — in descending order — English Language and Composition, U.S. History, U.S. Government and Politics, World History: Modern, Psychology, English Literature and Composition, Calculus AB, Biology, Environmental Science and Human Geography.

# # #

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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:** [Mark Smith](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] CDC recommendations  
**Date:** Thursday, February 25, 2021 3:56:45 PM  
**Attachments:** [image001.png](#)  
[Outlook-2qqqlr1h.png](#)

---

Cool. I need a little more info on sports...do you recall how they go started even though schools were still remote?

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:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Thursday, February 25, 2021 3:54 PM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
**Subject:** RE: [EXTERNAL] CDC recommendations

I suggest removing the highlighted section. Then go ahead and send to her – copying Jeff.

Scott Ziegler

**From:** Mark Smith  
**Sent:** Thursday, February 25, 2021 3:37 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Re: [EXTERNAL] CDC recommendations

Lovely! Was typing a bit a decided to just draft an email. Do with it what you desire. I did not complete the sports bullet because I am not certain how they actually got rolling.

Good afternoon Ms.


Mr. Morse forwarded your email to staff for a response. I appreciate you taking time to provide us feedback as we continue our plans to safely return students and staff to our schools. We have been following closely the CDC guidance and also have reviewed recommendations from the American Association of Pediatrics (AAP). We are currently awaiting additional guidance from the Virginia Department of Health (VDH) and Virginia Department of Education (VDOE) as they review this updated information.

Our goal is to provide transparent, on-going communication and I am happy to follow up if you need additional details. To respond to a few of your questions:

- Vaccines: while these are critical to returning to a sense of normalcy, they are not a requirement for returning students and educators to schools. We are excited that so many of our educators have voluntarily gotten the vaccine, but it is not required. We were very excited that the Governor placed educators in priority group 1b. This placement allowed educators around the Commonwealth to receive vaccines promptly to provide additional safeguards as schools seek to return students.
- Proctors: Currently we have many teachers who have mandated accommodations based on the Americans with Disabilities Act (ADA) which may prohibit them from working in-person. Typically, a substitute would cover this classroom and deliver instruction. In the proctor model, substitutes monitor the classroom while the assigned classroom teacher delivers instruction remotely. While not ideal, it does offer some consistency as the teacher will continue to lead classroom instruction. Proctors attend extensive training and will follow all establish protocols and mitigation procedures. Proctors may not be vaccinated but as I shared, vaccines are voluntary. There may be classroom teachers and other educators who have not elected to receive the vaccine.
- Sports: The Virginia High School League (VHSL) governs the Commonwealth and has provided guidance regarding athletics across the state. Tag - you're it - I do not recall how sports initially got started...

Thank you again for your email. Please let me know how I can be of further assistance.

MS

Mark J. Smith, Ed.D.  
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21000 Education Court  
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[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)  
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---

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, February 25, 2021 3:11 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** FW: [EXTERNAL] CDC recommendations

I love when Jeff promises a response from us – let me know your thoughts.

Scott Ziegler

**From:** Kelly Klotz <[kelly.klotz@gmail.com](mailto:kelly.klotz@gmail.com)>

**Sent:** Thursday, February 25, 2021 2:40 PM

**To:** Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>

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

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Thank you. I appreciate it. I have reached out to the school administration building and I did not receive any answers. I hope that the school and school board can develop a transparent united message justified by objective data combined with recommendations from the experts such as the CDC.

Vaccines were essential for our staff returning to the building and now we are saying it is okay for people from facebook with/without the vaccine to come into the school? It is confusing sends mixed messages to parents who have to make decisions for their children's safety and future.

Thank you!

On Thu, Feb 25, 2021 at 1:17 PM Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)> wrote:

Kelly- I am forwarding your questions to LCPS staff for their response.

Sincerely,  
Jeff

Sent from my iPhone

On Feb 25, 2021, at 10:52 AM, Kelly Kloz <[kelly.klosner@gmail.com](mailto:kelly.klosner@gmail.com)> wrote:

Good Morning!

I hope all is well.

I have been reviewing the CDC's guidelines for opening schools. As I know this is important to all of us to have a safe opening of the schools.

"School officials should make decisions about school opening and about staying open for in-person learning based on [CDC's Indicators for Dynamic Decision-making](#). The many benefits of in-person schooling should be weighed against the risks of spreading COVID-19 in the school and community. Working with States, Tribes, Localities, and Territories (STLT), schools can weigh levels of community transmission and their capacity to implement appropriate mitigation measures in schools to protect students, teachers, administrators, and other staff."



It must be a difficult place you all find yourself in but I encourage you to use common sense supported by recommendation from experts who have access to endless amounts of scientific data.

The CDC reports in its guidelines for opening schools:

"K-12 schools should be the last settings to close after all other mitigation measures in the community have been employed, and the first to reopen when they can do so safely. This implies that schools should be prioritized for reopening and remaining open for in-person instruction over nonessential businesses and activities."

Can someone on the board explain how sports and extracurricular activities have resumed prior to school opening? My understanding from previous meetings is the board was using measures recommended from the CDC. Is this correct? Are we still following them or just picking and choosing which ones to follow?

For example, we prioritize our school staff to become vaccinated. Rightfully so. I agree and believe they should be vaccinated. They are now vaccinated. Is it not safer now more than ever for them to return to full time? I would like an understanding as to why our teachers were prioritizing over my senior citizen patients who have not left their homes for over a year. They now have a sign up genius going around facebook looking for proctors for schools. Can someone please explain the vetting and safety process in hiring random people from facebook? Are these proctors vaccinated? If safety is truly your concern then I am assuming they too have been a priority vaccination group. How could we risk the staff that is back? How can we now all of a sudden expose our kids to non vaccinated staff?

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[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)  
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**Sent:** Thursday, February 25, 2021 2:40 PM  
**To:** Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>  
**Cc:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
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I look forward to your prompt response.

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**From:** Asia Jones  
**To:** Ashley Ellis  
**Cc:** Kevin Lewis; Scott Ziegler  
**Subject:** RE: In person testing challenges  
**Date:** Thursday, February 25, 2021 4:18:17 PM

---

Ashley,

John and Leigh were able to follow up with Bridget from TMS. I do not know if Bridget has received feedback from other principals. Listed below are recommendations/considerations from their meeting. Let me know when/if we need to meet, and of course we can discuss at cabinet.

- Starting on May 3<sup>rd</sup>, both instruction and testing would need to occur simultaneously through May 28<sup>th</sup>, the last day of the testing window. The last two weeks of school would then be for expedited retakes and instruction.
  - Expedited retakes: We need to determine whether or not LCPS wants to offer expedited retakes for grade level tests (ES & MS). John and Leigh have a meeting with ES and MS principals tomorrow to gather their feedback on this topic. It is my understanding that some region 4 schools are not doing grade level expedited retakes.
    - My wonder is if we do not offer expedited retakes, what are the implications related to our equity efforts.
  - Bridget proposed stopping all hybrid/DL instruction at some mid to late point in May so we do nothing else but test. This would allow us to compress the testing schedule, while testing later than usual. We won't have conflicts with instruction or major capacity issues with buses, space, and proctors.
- Consider a second bus run sometime Tu-F for DL students. Building/room capacity becomes a potential problem. For example, Trailside has 65% of their students in DL; however, during hybrid days, every classroom is used for instruction.

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

**From:** Asia Jones  
**Sent:** Wednesday, February 24, 2021 8:40 AM  
**To:** Kevin Lewis <Kevin.Lewis@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Ashley Ellis <Ashley.Ellis@lcps.org>  
**Cc:** Nancy Kramer <Nancy.Kramer@lcps.org>  
**Subject:** RE: In person testing challenges

I will follow up with John and Leigh. My impression is the perfect storm of balancing, scheduling, hybrid students, 100% DL students, transportation, and the testing window. We can check into the

testing window to ensure we have it extended to the extent possible.

I believe the opportunity to participate in expedited retakes extends into June, if DOI plans to offer expedited retakes. I do not recall the end-date of the testing window for non-writing assessments. However, they are to start sometime mid-April.

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:** Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>  
**Sent:** Wednesday, February 24, 2021 8:24 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)>  
**Cc:** Nancy Kramer <[Nancy.Kramer@lcps.org](mailto:Nancy.Kramer@lcps.org)>  
**Subject:** In person testing challenges

Folks,

I took a call from Scott Davies this morning regarding a meeting he had yesterday with your teams about transportation for in person testing. Scott reports that the problem extends to the school capacity with respect to physical distancing and testing proctors. I am hopeful your teams are reporting this to you as well and thought we may want to consider sharing with Atoosa after last evening SB discussion and her plan to carry our concerns to Richmond and DC. Let me know if you want to discuss in more detail. thanks

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

**From:** 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] Students need 5 days in-person learning  
**Date:** Thursday, February 25, 2021 1:20:39 PM

---

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:** Scott Ziegler  
**To:** Kevin Lewis  
**Subject:** RE: [EXTERNAL] Incident at my children's elementary school  
**Date:** Thursday, February 25, 2021 3:15:00 PM

---

Any recommendations from the team for follow-up action? I imagine we have a video if it occurred adjacent to the school.

Scott Ziegler

**From:** Kevin Lewis  
**Sent:** Thursday, February 25, 2021 10:50 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** FW: [EXTERNAL] Incident at my children's elementary school

fyi

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:** John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>  
**Sent:** Thursday, February 25, 2021 9:33 AM  
**To:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Cc:** Paul Thiessen <[Paul.Thiessen@lcps.org](mailto:Paul.Thiessen@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>  
**Subject:** Re: [EXTERNAL] Incident at my children's elementary school

Received. Thank you.

On Feb 25, 2021, at 9:26 AM, Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)> wrote:

Wanted to make you aware of this situation which sounds very volatile.

Beth Barts

Sent from my iPhone

Begin forwarded message:

**From:** Amanda Lynch <[amandalynch16@gmail.com](mailto:amandalynch16@gmail.com)>

**Date:** February 25, 2021 at 9:12:24 AM EST

**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>, Scott Ziegler

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

**Subject:** [EXTERNAL] Incident at my children's elementary school

To whom it may concern:

My name is Amanda Lynch, and I am a parent of three boys who attend Pinebrook Elementary School. I am writing because I want to make you aware of an incident that took place this past Monday, 2/22.

I was volunteering at the school in my capacity as PTA President. I, along with two of my fellow PTA board members, was standing on school property in front of the entrance to hand out staff appreciation gifts to the staff members. During the time I was there, Michele Leffler arrived. She had one of her daughters with her and was picking up her other daughter. As I have been instructed to do by multiple people at LCPS, I did not acknowledge Ms. Leffler, who has harassed and threatened me multiple times before. She walked up to the building, collected her other child, and then started to walk away. Then, she rounded on me and my two other volunteers, yelled at us for not acknowledging her, yelled at us for blocking her way in (when we did not) and then got into her car, and nearly hit my car on the way out while making an obscene gesture at us.

This is the second time Ms. Leffler has shown violent actions with her automobile to a PTA member. The first occurred in April of 2019.

I cannot sit idly by while her actions are ignored. While I have been told over and over again that no one takes her seriously, her appointment to the Equity Committee makes me question this. I have a book full of emails that she has sent to me that contain thinly veiled threats. She has accosted me on more than one occasion in person, but this time I do have two witnesses who saw everything. I believe she is a danger to our school. She has posted on social media about her access to firearms and over the past two years she has sent me emails telling me how this or that person or organization--including LCPS, MSAAC, and former superintendent Dr. Williams-- is coming for me, and witnessing her recklessness on Monday in front of her children--in front of a building where other children were present--really shook me.

I am bringing this to your attention because I feel very strongly this should not be ignored. I realize there may not be a lot that I can do, but I do feel at this point that what I have been doing (sitting and silently watching her escalate and escalate, while all the while continuing to attack and spread

lies about me) is not something I can continue. I realize there are many ways your hands are tied as well, but at the same time I'm not going to pretend like this didn't happen.

I thank you for your time and consideration.

Best wishes,  
Amanda Lynch

--

I have the honor to be your obedient servant,  
A. Lynch

**From:** Scott Ziegler  
**Bcc:** [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Thursday, February 25, 2021 10:09:54 AM

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The Loudoun Times-Mirror on the attorney general's opinion.

Interviewer – John Battiston

Questions:

Evening, Wayde! Here's a list of question I'll be asking Friday. Thanks again!

***Give me a basic rundown of the administration-level changes LCPS plans to make in the coming months regarding equity.***

***Does LCPS plan to implement changes on the student level when it comes to equity? Will there be an effort to facilitate peer-to-peer conversation about race, ethnicity, religion or other equity-related matters?***

***A number of LCPS students over the years have reported facing usage of racial slurs, and the School Board over the last few months has issued statements and measures related to such language. Please offer details on how LCPS plans to enforce measures against racial slurs or other derogatory speech and to respond when such measures are violated.***

***The probe into LCPS by the attorney general's office began with a request from the Loudoun branch of the NAACP. Do you plan to collaborate with the NAACP and/or other local organizations representing people of color and other minorities as you move forward?***

***Some members of the LCPS community reject the school system's recent pursuit of equity-enhancing practices because of its alleged basis in critical race theory, a controversial ideology. How would you respond to such criticism?***

***While educators certainly have an influence over their pupils when it comes to equity awareness, parents tend to be just as — if not more — influential on their children's attitudes. How do you plan to involve Loudoun parents in your plans for racial reform, including and especially those who may not agree with such intentions?***

John Battiston

Reporter



**From:** Kevin Lewis  
**To:** Scott Ziegler  
**Subject:** FW: [EXTERNAL] Incident at my children's elementary school  
**Date:** Thursday, February 25, 2021 10:50:12 AM

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fyi

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:** John Clark <John.Clark@lcps.org>  
**Sent:** Thursday, February 25, 2021 9:33 AM  
**To:** Beth Barts <Beth.Barts@lcps.org>  
**Cc:** Paul Thiessen <Paul.Thiessen@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>  
**Subject:** Re: [EXTERNAL] Incident at my children's elementary school

Received. Thank you.

On Feb 25, 2021, at 9:26 AM, Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)> wrote:

Wanted to make you aware of this situation which sounds very volatile.

Beth Barts

Sent from my iPhone

Begin forwarded message:

**From:** Amanda Lynch <[amandalynch16@gmail.com](mailto:amandalynch16@gmail.com)>  
**Date:** February 25, 2021 at 9:12:24 AM EST  
**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>, Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** [EXTERNAL] Incident at my children's elementary school

To whom it may concern:

My name is Amanda Lynch, and I am a parent of three boys who attend Pinebrook Elementary School. I am writing because I want to make you

aware of an incident that took place this past Monday, 2/22.

I was volunteering at the school in my capacity as PTA President. I, along with two of my fellow PTA board members, was standing on school property in front of the entrance to hand out staff appreciation gifts to the staff members. During the time I was there, Michele Leffler arrived. She had one of her daughters with her and was picking up her other daughter. As I have been instructed to do by multiple people at LCPS, I did not acknowledge Ms. Leffler, who has harassed and threatened me multiple times before. She walked up to the building, collected her other child, and then started to walk away. Then, she rounded on me and my two other volunteers, yelled at us for not acknowledging her, yelled at us for blocking her way in (when we did not) and then got into her car, and nearly hit my car on the way out while making an obscene gesture at us.

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I thank you for your time and consideration.

Best wishes,  
Amanda Lynch

--

I have the honor to be your obedient servant,

A. Lynch

**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, February 25, 2021 10:57:34 AM  
**Attachments:** FW: [EXTERNAL] Providing Public Space to Private Organizations - EP.pdf  
 Stakeholder Responses 2-18 to 24-21.pdf

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 March 23- 26**

School Board Member offices located on the second floor are being utilized for logistics in support of a hearing planned from March 23-26. 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.

**PRCS Childcare Site at Lovettsville ES**

To accommodate requests for full-day child care in western Loudoun County, Lovettsville Elementary School will become the 12th elementary school within LCPS to host the CASA Child Care Program sponsored by the Loudoun County Department of Parks, Recreation and Community Services. PRCS staffing is in progress and they may begin enrollment as early as next week.

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

On February 15, 2021, staff received correspondence from a community member regarding providing public space to private organizations. February 18 to 24, additional emails were received from members of the NAACP Loudoun as well as a response from Chair Randall's office to one of the emails. Please see attached.

**Construction Change Orders Report**

The following construction Change Orders have been executed for the construction projects noted:

Project	Change Order #	Original Contract Amount	Change Order Amount	Total Change Orders to date	Revised Contract Amount	Percent Change (All Change Orders)	Description
Goshen Post Elementary School	4	28,310,000	70,225	(24,233)	28,285,767	-0.1%	Project Close-out
Hovatter Elementary School (ES-29)	1	32,169,545	(644,966)	(644,966)	31,524,579	-2.0%	Closing out Site Allowances

**Transportation Concern Registry Update**

Of the 364 registered complaints, 346 or 95% of the total registered complaints, have been closed following review and response. Of the 198 registered bus stop related complaints, 188 or 95% of the total registered bus stop related complaints, have been closed following review and response.

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



**From:** Scott Ziegler  
**Bcc:** [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org); [Annette.Slattery@lcps.org](mailto:Annette.Slattery@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Thursday, February 25, 2021 10:09:54 AM

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The Loudoun Times-Mirror on the attorney general's opinion.

Interviewer — John Battiston

Questions:

Evening, Wayde! Here's a list of question I'll be asking Friday. Thanks again!

***Give me a basic rundown of the administration-level changes LCPS plans to make in the coming months regarding equity.***

***Does LCPS plan to implement changes on the student level when it comes to equity? Will there be an effort to facilitate peer-to-peer conversation about race, ethnicity, religion or other equity-related matters?***

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***The probe into LCPS by the attorney general's office began with a request from the Loudoun branch of the NAACP. Do you plan to collaborate with the NAACP and/or other local organizations representing people of color and other minorities as you move forward?***

***Some members of the LCPS community reject the school system's recent pursuit of equity-enhancing practices because of its alleged basis in critical race theory, a controversial ideology. How would you respond to such criticism?***

***While educators certainly have an influence over their pupils when it comes to equity awareness, parents tend to be just as — if not more — influential on their children's attitudes. How do you plan to involve Loudoun parents in your plans for racial reform, including and especially those who may not agree with such intentions?***

John Battiston

Reporter

*Loudoun Times-Mirror*

(828) 455-5621

**From:** Michelle Walker  
**To:** Scott Ziegler; Ashley Ellis  
**Subject:** ACTION: Questions: race reform  
**Date:** Thursday, February 25, 2021 8:44:16 AM

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Good Morning,  
Questions below are from The Loudoun Times-Mirror for your interview scheduled tomorrow (Friday) at 2pm, I will also copy and paste the questions in the outlook calendar appointment.  
Thanks,  
Michelle

Michelle R. Walker  
Executive Assistant  
Superintendent's Office  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Phone: 571-252-1020  
Michelle.Walker@lcps.org

**From:** Wayde Byard <Wayde.Byard@lcps.org>  
**Sent:** Wednesday, February 24, 2021 7:06 PM  
**To:** Michelle Walker <Michelle.Walker@lcps.org>  
**Subject:** FW: [EXTERNAL] Questions: race reform

Ms. Walker,  
Here are the questions for Friday's interview.  
- Wayde

Sent via the Samsung Galaxy S7, an AT&T 4G LTE smartphone

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

From: John Battiston <[jbattiston@loudountimes.com](mailto:jbattiston@loudountimes.com)>  
Date: 2/24/21 6:11 PM (GMT-05:00)  
To: Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
Subject: [EXTERNAL] Questions: race reform

Evening, Wayne! Here's a list of question I'll be asking Friday. Thanks again!

***Give me a basic rundown of the administration-level changes LCPS plans to make in the coming months regarding equity.***

***Does LCPS plan to implement changes on the student level when it comes to equity? Will there be an effort to facilitate peer-to-peer conversation about race, ethnicity, religion or other equity-related matters?***

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***While educators certainly have an influence over their pupils when it comes to equity awareness, parents tend to be just as — if not more — influential on their children's attitudes. How do you plan to involve Loudoun parents in your plans for racial reform, including and especially those who may not agree with such intentions?***

**John Battiston**

**Reporter**

**Loudoun Times-Mirror**

**(828) 455-5621**



**From:** Mikaela Coffey  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Registration is Now Open for the April Title IX Workshop  
**Date:** Thursday, February 25, 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:** [Mark Smith](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Re: [EXTERNAL] CDC recommendations  
**Date:** Thursday, February 25, 2021 3:37:25 PM  
**Attachments:** [Outlook-dbsxoztv.png](#)

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Lovely! Was typing a bit a decided to just draft an email. Do with it what you desire. I did not complete the sports bullet because I am not certain how they actually got rolling.

--

Good afternoon Ms.

Mr. Morse forwarded your email to staff for a response. I appreciate you taking time to provide us feedback as we continue our plans to safely return students and staff to our schools. We have been following closely the CDC guidance and also have reviewed recommendations from the American Association of Pediatrics (AAP). We are currently awaiting additional guidance from the Virginia Department of Health (VDH) and Virginia Department of Education (VDOE) as they review this updated information.

Our goal is to provide transparent, on-going communication and I am happy to follow up if you need additional details. To respond to a few of your questions:


- Vaccines: while these are critical to returning to a sense of normalcy, they are not a requirement for returning students and educators to schools. We are excited that so many of our educators have voluntarily gotten the vaccine, but it is not required. We were very excited that the Governor placed educators in priority group 1b. This placement allowed educators around the Commonwealth to receive vaccines promptly to provide additional safeguards as schools seek to return students.
- Proctors: Currently we have many teachers who have mandated accommodations based on the Americans with Disabilities Act (ADA) which may prohibit them from working in-person. Typically, a substitute would cover this classroom and deliver instruction. In the proctor model, substitutes monitor the classroom while the assigned classroom teacher delivers instruction remotely. While not ideal, it does offer some consistency as the teacher will continue to lead classroom instruction. Proctors attend extensive training and will follow all establish protocols and mitigation procedures. Proctors may not be vaccinated but as I shared, vaccines are voluntary. There may be classroom teachers and other educators who have not elected to receive the vaccine.
- Sports: The Virginia High School League (VHSL) governs the Commonwealth and has provided guidance regarding athletics across the state. Tag - you're it - I do not recall how sports initially got started...

Thank you again for your email. Please let me know how I can be of further assistance.

MS

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:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Thursday, February 25, 2021 3:11 PM  
**To:** Mark Smith <Mark.Smith@lcps.org>  
**Subject:** FW: [EXTERNAL] CDC recommendations

I love when Jeff promises a response from us – let me know you thoughts.

Scott Ziegler

**From:** Kelly Kloz <kelly.klosner@gmail.com>  
**Sent:** Thursday, February 25, 2021 2:40 PM  
**To:** Jeff Morse <Jeff.Morse@lcps.org>  
**Cc:** Ashley Ellis <Ashley.Ellis@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Re: [EXTERNAL] CDC recommendations

Thank you. I appreciate it. I have reached out to the school administration building and I did not receive any answers. I hope that the school and school board can develop a transparent united message justified by objective data combined with recommendations from the experts such as the CDC.

Vaccines were essential for our staff returning to the building and now we are saying it is okay for people from facebook with/without the vaccine to come into the school? It is confusing sends mixed messages to parents who have to make decisions for their children's safety and future.

Thank you!

On Thu, Feb 25, 2021 at 1:17 PM Jeff Morse <Jeff.Morse@lcps.org> wrote:

Kelly- I am forwarding your questions to LCPS staff for their response.

Sincerely,  
Jeff

Sent from my iPhone



On Feb 25, 2021, at 10:52 AM, Kelly Kloz <[kelly.klosner@gmail.com](mailto:kelly.klosner@gmail.com)> wrote:

Good Morning!

I hope all is well.

I have been reviewing the CDC's guidelines for opening schools. As I know this is important to all of us to have a safe opening of the schools.

"School officials should make decisions about school opening and about staying open for in-person learning based on CDC's Indicators for Dynamic Decision-making. The many benefits of in-person schooling should be weighed against the risks of spreading COVID-19 in the school and community. Working with States, Tribes, Localities, and Territories (STLT), schools can weigh levels of community transmission and their capacity to implement appropriate mitigation measures in schools to protect students, teachers, administrators, and other staff."

It must be a difficult place you all find yourself in but I encourage you to use common sense supported by recommendation from experts who have access to endless amounts of scientific data.

The CDC reports in its guidelines for opening schools:

"K-12 schools should be the last settings to close after all other mitigation measures in the community have been employed, and the first to reopen when they can do so safely. This implies that schools should be prioritized for reopening and remaining open for in-person instruction over nonessential businesses and activities."

Can someone on the board explain how sports and extracurricular activities have resumed prior to school opening? My understanding from previous meetings is the board was using measures recommended from the CDC. Is this correct? Are we still following them or just picking and choosing which ones to follow?

For example, we prioritize our school staff to become vaccinated. Rightfully so. I agree and believe they should be vaccinated. They are now vaccinated. Is it not safer now more than ever for them to return to full time? I would like an understanding as to why our teachers were prioritizing over my senior citizen patients who have not left their homes for over a year. They now have a sign up genius going around facebook looking for proctors for schools. Can someone please explain the vetting and safety process in hiring random people from facebook? Are these proctors vaccinated? If safety is truly your concern then I am assuming they too have been a priority vaccination group. How could we risk the staff that is back? How can we now all of a sudden expose our kids to non vaccinated staff?

I would like an explanation on the policy in regards to vaccines with proctors. IF someone can please respond to me I would appreciate it my child's safety is of utmost importance for me and according to Ms.King you all as well.

I look forward to your prompt response.

Thank you

**From:** Michelle Walker  
**To:** School Board Confidential  
**Cc:** Superintendent's Cabinet; Stephen DeVita  
**Subject:** On Behalf of Dr. Ziegler - School Board Update  
**Date:** Thursday, February 25, 2021 5:02:12 PM  
**Attachments:** School Board Update 02.25.21.pdf

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Good evening,

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

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

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Participated as a guest Judge for Smart's Mill Middle School talent show.
3. Met with Sharon Willoughby and Steve DeVita to discuss Legal Expenses.
4. Joined the Supt's call with Dr. James Lane, VDOE
5. Met with James Lane to discuss the cap on attendance at sporting events
6. Presentation of the FY22 Budget to The Chamber of Commerce
7. Joined conference call on VASS Legislative Updates

March 1:1 Meetings: If you wish to have a 1:1 phone call with the Interim Superintendent, please let Michelle ([Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)) know. Meetings will be scheduled during the first two weeks of March.

POD Vaccine Operation Correction: A date of Friday, March 4th for completing our LCPS vaccine distribution was given at the School Board meeting this past Tuesday, this date was not the correct information. The POD is open on Friday, March 4th and Monday, March 8th in which we have appointments scheduled for both days. After the SB discussion on Tuesday night, there was some social media panic that we were "shutting down" the POD and those scheduled after the 3<sup>rd</sup> were canceled. Brian Stocks and Kevin Brooks clarified on social media and the issue has been resolved.

**Department of Business and Finance**

1. Update from Sharon Willoughby regarding the County Reserve. (p. 1)
2. Information from Sharon Willoughby regarding Reserve Funds Allocation. (p. 2)
3. Information from Sharon Willoughby regarding Debt Service Fund. (p. 3)

**Department of Instruction**

1. DOI update from Ashley Ellis which includes: Literacy update, Distance Learning Bright Spot, Athletics Update, Known Schoology Issue, and Regional Science & Engineering Fair (RSEF). (pp. 4-5)



## **Department of Pupil Services**

1. Response from Asia Jones to Beth Barts in regards to: Changes to ESCE program this Fall. (pp. 6-7)
2. Information from Asia Jones regarding: United Way Campaign March 1 - March 31.(p. 8)

## **Department of Support Services**

1. Support Services update from Kevin Lewis which includes: School Board Member Offices (suite 215) Unavailable March 23-26, PRCS Childcare Site at Lovettsville ES, Responses Regarding Allocation of Space at Douglass High School, Construction Change Orders Report and Transportation Concern Registry Update. (pp. 9-20)
2. Information from Kevin Lewis regarding a request from Beth Barts to initiate an attendance zone change process for the Central Loudoun area secondary schools to specifically address enrollment and capacity concerns at Loudoun County High School. (pp. 21-32)

## **Optional Reading: Articles**

Stone Bridge wins first high school basketball championship, Loudoun Times-Mirror, February 25

Vanderloo finalist for state athlete of the year, February 25

Freedom wins state gymnastic title, Loudoun Times-Mirror, February 25

Five wrestlers take state titles, Loudoun Times-Mirror, February 25

School Board passes equity resolution, Loudoun Now, February 25

Amazon donation to Backpack Buddies, Loudoun Now, February 25

WJLA-TV story about the renaming of the Riverside High School football stadium, February 25

Loudoun Now article on Superintendent Search, February 24

WTOP report about Dr. Ziegler's comments on CDC guidance, February 24

Fox 5 report on parent concerns about standardized testing, February 23

Article on dismissal of lawsuit concerning Academies of Loudoun admissions, Loudoun Now, February 23

LCPS wrestlers do well in state tournament, Loudoun Times-Mirror, February 22

LCPS bus driver/boxing champion profiled by Inside NoVa, February 22



Associated Press story on LCPS resolution with the Attorney General, February 18

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

From: Scott Ziegler  
 To: Kevin Lewis  
 Subject: FW: [EXTERNAL] Leesburg District Representative - Concerns about inappropriate on-line behavior  
 Date: Thursday, February 25, 2021 3:23:00 PM  
 Attachments: Beth Barts Leesburg Outreach Public Group 02.23.21 1 of 2.png

FYI

Scott Ziegler

From: crealfrench@yahoo.com <crealfrench@yahoo.com>

Sent: Wednesday, February 24, 2021 1:40 PM

To: Harris Mahedavi <Harris.Mahedavi@lcps.org>; Ian Serotkin <Ian.Serotkin@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Jeff Morse <Jeff.Morse@lcps.org>; John Beatty <John.Beatty@lcps.org>; Leslee King <Leslee.King@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
 Subject: [EXTERNAL] Leesburg District Representative - Concerns about inappropriate on-line behavior

Dear School Board Members and Dr. Ziegler,

I am writing to you once again regarding the unprofessional and inappropriate on-line behavior from the Leesburg District School Board representative.

I am a resident of the Leesburg District and am the parent of a child who attends a school represented by both the Leesburg District and Catoclin District representatives on the School Board.

Ms. Barts continues to patronize, insult, belittle, mock, intimidate, and attempt to manipulate Leesburg parents (and now her colleagues).

**THIS. MUST. END.**

I've attached screen shots of her 2 most recent posts on her Beth Barts-Leesburg Outreach public group.

- In the first one dated 02/23/21 she doubles down on past inappropriate posts that she's already been called out on.
- In the second one dated 02/24/21 she openly criticizes her colleague, Mr. Beatty because he has a different opinion from her. She also stops just short of criticizing Mr. Beatty and Mr. Morse regarding their advocacy for parents.

Perhaps Ms. Barts should learn the true definition of "Equity" and "Diversity" as it appears that she is not welcoming to diversity of thought (from her constituents or from her colleagues). Mr. Beatty is representing the people who elected him. The best run boards, commissions, and committees include diversity of thought. It's how people learn from each other and achieve solutions that are amenable. Her attempt to "bully" Mr. Beatty is unprofessional. I guarantee that Mr. Beatty never publicly speaks negatively about his colleagues who have a different opinion from him.

Sure, you'll look at Ms. Barts' posts and see that she stops just short of negative comments. We are not stupid. We recognize passive-aggressive behavior when we see it. If Ms. Barts is so "curious" about Mr. Beatty's position (or any board member who has a different opinion from her), then she should schedule a meeting with him and have a conversation with him about it, rather than posting passive aggressively on Facebook in an attempt to belittle Mr. Beatty and make herself feel better. I guarantee that if she had an open and honest conversation with Mr. Beatty, she'd learn more than she ever imagined. This is what adults do. We have conversations with people - we don't post our grievances on Facebook for all the world to see in order to make ourselves feel good. Her attention seeking behavior is beyond unprofessional - it is destructive and it is turning Loudoun County into a laughing stock.

Ms. Barts chairs the Pupil Services Committee and serves on the Equity Committee, Human Resources & Talent Development Committee and the Joint Committee with the Board of Supervisors and is the liaison to SEAC. I strongly request that Ms Barts is removed from committee assignments. A person who has such little regard for her constituents and peers; who has demonstrated that she does not know how to treat people with dignity and respect - has no business serving on the Equity Committee or the Human Resources committee.

I've lived in Leesburg for 20 years. There are some years where I probably couldn't tell you the name of our School Board representative - because there were no issues. There have been years where I've strongly agreed and strongly disagreed with our representative on various topics (the same person!) and that was okay too. But in 20 years, I've never once written to the school board with a complaint about a school board member - until now - and this is my 3rd email regarding the behavior of our representative.

I thank you in advance for addressing this. Leesburg deserves better. Much better. **THIS MUST END NOW.**

With regards,

Creal French

Leesburg District

Verizon LTE

11:59 AM

69%



Beth Barts- Leesburg Ou...



Beth Barts

11h · 🌐

Tonight during public comment my social media was referenced repeatedly by a group of residents. (At least 5 speakers) These old posts in particular were brought up. See below.

The first post - Mr. Michon did not appreciate me

sharing his conversation with Mr. Youngkin who is running for Governor from my understanding based on his public comments tonight. I find this confusing because he retweeted it himself and all I did was share it and say who he was. 🙄

The second post- No one was singled out. Instead it was just a reminder that attacking emails are rarely productive. Most people would agree. 😊

So.... my social media outreach will continue. I do hope to move beyond the pandemic and start focusing on recovery services and other areas of interest such as literacy and our search for a Superintendent.

Also ... the recall effort against me is seeking volunteers to collect signatures and your money. That was also shared. 👍

Join Group



productive. Most people would agree. 😊

So.... my social media outreach will continue. I do hope to move beyond the pandemic and start focusing on recovery services and other areas of interest such as literacy and our search for a Superintendent.

Also ... the recall effort against me is seeking volunteers to collect signatures and your money. That was also shared. 👍

Have a good night!

return to school plans and has since gained notoriety. Not an endorsement just sharing for transparency.

Mhttps://twitter.com/glennyoungkin/status/1358981981720219648?s=21



TWITTER.COM  
Glenn Youngkin on Twitter

👍 🤔 😂 39

👍 Like

➦ Share

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News



Notifications



Menu

Beth Barts


Admin · Feb 12 · 🌐

riendly advice....attacking board  
ers for eating out, targeting groups  
er their time and energy with or ev  
s they make for their own kids, doe  
hey will all of a sudden see things  
Human nature doesn't work that w  
kes you generally unliked. I can c  
or myself of course. 😊👊



Verizon LTE

11:57 AM

69% 


Beth Barts- Leesburg Ou...



## New Activity



Beth Barts

1h · 

Board update 2/23

MAIN UPDATE- Plan is for 5 days a week return in the Fall.

✓ The board approved the Virginia School Boards resolution recognizing March as Equity In Education Month. All members except Mr. Beatty supported. He shared that his objection is Critical Race Theory. As you may remember Mr. Beatty came under fire for his remarks regarding masters and slaves a year ago. We share schools so I do want to understand his concerns

✓ Update on hybrid. Lots of frustration with the new CDC guidance as it appears to make it harder to bring back more students than prior guidance. The Interim Superintendent recommends no changes to our current modality at this time.

I shared that it is critical we let parents know what the

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Groups



News



Notifications



Menu

Verizon LTE

11:58 AM

69%



Beth Barts- Leesburg Ou...

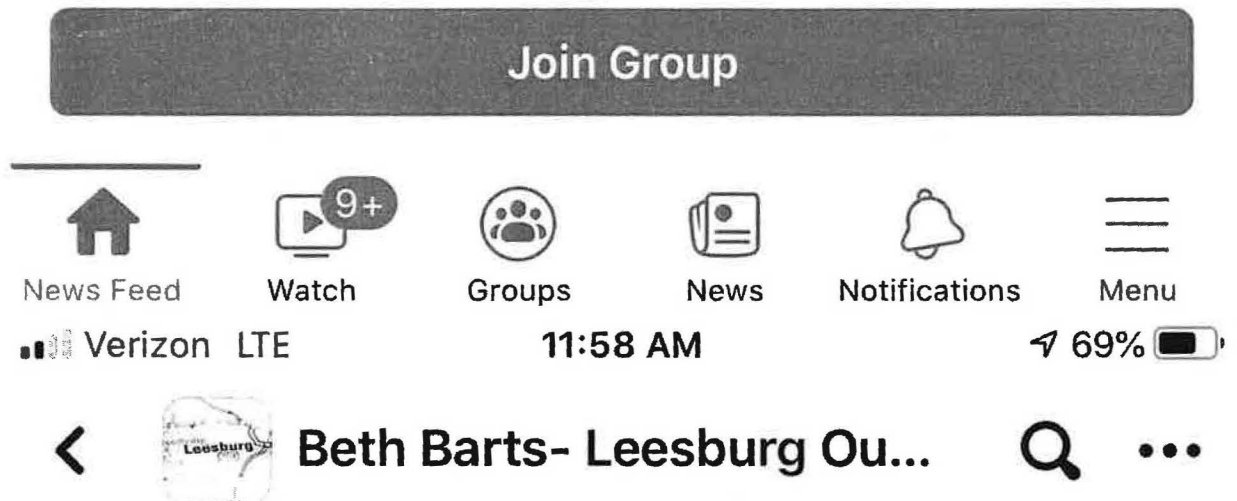


👉 I shared that it is critical we let parents know what the 5 day a week fall plan will look like BEFORE we survey them. I also clarified that we WILL be offering a DL option by choice K-12 for those families who are not comfortable with that scenario (pending budget approval by BOS).

👉 I was clear that I understood a 5 day a week plan this would mean a lack of physical distancing. This is the elephant in the room and the sooner we address it, the better. I also said that we need to have a backup plan if we enter school 5 days a week in August and for some reason we see significant transmission. However we need to focus on preparing for 5 days in person for the majority of students this Fall.

✅ I moved for a suspension of the rules in order to send a board resolution to the Governor's office that would recognize our band, dance teams and cheerleaders as

participants as well as expand the number of spectators who can be present in our large outside venues such as our stadiums. This motion was successful and approved by a vote of 9-0. Should be received by the Governor's office today. The current executive order expires Sunday.



✓ policy 5045 was discussed at length. This was previous policy 5-7 "Selection and Review of Instructional Materials". There was some discussion about an "opt-out" for books on certain topics.

Ms. Reaser inquired about parents "opting out" of entire classroom libraries and requiring parents to provide their own reading materials. She withdrew this after staff shared that such a proposal would be a burden on teachers.

Mr. Morse and Mr. Beatty continued to advocate for parents to be able to opt-out of books on certain topics



but in the end the majority of the board was not in favor of staff exploring this option.

I reminded the board that many books are also available on the students chrome books through e-books on MackinVia (large online library that all students have access to). Trying to prevent a student from accessing reading material in print or digital form on certain topics is not practical or enforceable at the school level. In addition some books may have a topic in them that a family finds objectionable but the entire book is not on that topic so that book would also slip by any banned list for that student.

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News



Notifications



Menu



**From:** [DDI-Security Team](#)  
**To:** [ALL LCPS STAFF](#)  
**Subject:** DDI Information Security Awareness – February 2021  
**Date:** Friday, February 26, 2021 11:18:11 AM  
**Attachments:** [image001.png](#)  
[image007.png](#)  
[image009.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.

### Chromebook Security – Did you know?

The Chromebooks provided to our students have staff use the principle of "defense in depth" to provide multiple layers of protection, so if any one layer is bypassed, others are still in effect. Accordingly, while it's still important to take precautions to protect our data, Chromebooks let us breathe just a little bit easier. Below are just a few of the security features our Chromebooks have built-in:

#### Sandboxing

On a Chromebook, each web page and application runs in a restricted environment called a "sandbox." If the Chromebook is directed to an infected page, it can't affect the other tabs or apps on the computer, or anything else on the machine. The threat is contained.

#### Verified Boot

Even if malware manages to escape the sandbox, the Chromebook is still protected. Every time the Chromebook starts up, it does a self-check called "Verified Boot." If it detects that the system has been tampered with or corrupted in any way, typically it will repair itself without any effort, taking the Chromebook back to an operating system that's as good as new.

#### Data Encryption

When using web apps on a Chromebook, all important data is stored safely in the cloud. Certain kinds of files, like downloads, cookies, and browser cache files, may still be present on the computer. The Chromebook encrypts this data using tamper-resistant hardware, making it very difficult for anyone to access those files.

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

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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

**DD**Information Security 

Securing Our Future

**From:** [Lisa Boland](#)  
**To:** [Lucia Sebastian](#); [Scott Ziegler](#)  
**Subject:** Professional and Administrative Salary Scale Review  
**Date:** Friday, February 26, 2021 12:28:50 PM  
**Attachments:** [ProfandAdminScaleCompReview DRAFT.docx](#)  
[Pro\\_Adm Scale\\_Proposed FY21\\_LB.xlsx](#)

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Hello!

I apologize; I thought these two documents were attached to the meeting invite; however, they do not seem to be. It was not my intention to spring them on you last minute.

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:** Scott Ziegler; Michelle Walker  
**Subject:** February- Head Start Shared Governance Packet  
**Date:** Friday, February 26, 2021 1:14:04 PM  
**Attachments:** Policy Council Meeting Packet - February 17, 2021.pdf

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Good afternoon, Scott,

Please see the attached Shared Governance Packet from Head Start for February 2021.

Please share this with the School Board.

Thank you,  
Ashley

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



**From:** Tom Smith  
**To:** Ben Kiser; Andy Stamp; Liza Scallet; Fornash, Laura Worley  
**Subject:** [EXTERNAL] VASS State Budget and Legislative Update February 26, 2021  
**Date:** Friday, February 26, 2021 3:05:43 PM  
**Attachments:** [GenEd2021Feb25.html](#)  
[GenEd2021bFeb26.html](#)  
[HB1800 Conference Report.pdf](#)  
[K12 Budget Conference Report Individual School Division Amounts.pdf](#)  
[House Conference Briefing 2-26-2021.pdf](#)  
[SB 1303 Final.pdf](#)

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Dear Superintendents,

Last night the General Assembly Conference Committee issued its report. I have attached a summary of the education related amendments, a presentation given today to the members of the House Appropriations Committee and individual school division amounts. The major components are as follow:

1. 5.0% Pay Increase, effective July 1, 2021 - Provides \$234.5 million GF in FY 2022 to provide state share of pay increase for SOQ-recognized instructional and support staff. To access funds, school divisions must provide at least a 2.0% salary increase over the biennium. Funding is prorated for school divisions providing increases between 2.0% and 5.0%. Note that this is different language from what was reported in the media.
2. Fully funds \$443.0 million in No Loss Payments
  - Protects school divisions from 3.5% decline in ADM forecast by ensuring no division loses state aid from amounts provided in Chapter 56, Special Session budget
  - Funded in-part with \$76.0 million in gray machine revenues
  - Cost to provide No Loss is \$70.6 million less than in Introduced budget, because Conference report provides an additional:
    - \$45.7 million from net impact of sales tax reforecast
    - \$30.0 million in additional Infrastructure & Operations Lottery Per Pupil payments
    - \$2.7 million for Governor's School & VPI participation rate adjustments
3. Additional School Counselors. Provides \$26.6 million GF in FY 2022 to provide one counselor per 325 students as provided in 2020 legislation
4. Additional Specialized Student Support Positions
  - Provides \$49.5 million GF in FY 2022 to fund three positions per 1,000 students as required by SB 1257
  - Positions include school nurses, school social workers, school psychologists, and behavioral analysts
5. Student Growth Assessments. Includes \$8.8 million NGF in FY 2022 from federal ESSER II funds to begin implementing a growth assessment system in fall 2021 as directed by HB 2027. Replaces grade 3-8 End-of-Year Standards of Learning assessment
6. Infrastructure & Operations Per Pupil Payments. Includes \$30.0 million GF to increase these payments to meet the House's goal to distribute 40% of lottery proceeds through these funds.
7. Learning Loss Supplemental Payments. Provides \$40.0 million GF in FY 2021 to support local efforts to address COVID-19 learning loss. May be used for extended school year, summer school, tutoring, remediation and recovery, counseling and student supports, certain facility modifications. Payments distributed based on state share of \$156.54 per free lunch eligible student. Permits school divisions to carryover funds from FY 2021 to FY 2022. No local match required
8. Remediation and Recovery Grants. Includes \$30 million NGF in FY 2022 from federal ESSER II state set-aside to support competitive grants to support innovative COVID-19 learning loss programs aligned with best practices

These changes should be acted upon by the General Assembly tomorrow. They will then be sent to the Governor for his consideration. I always recommend that Superintendents wait for the VDOE calculator before making any changes to their school budgets or recommended school budgets. In addition to the budget information, I thought that I would update you on General Assembly action regarding bills that we have been highlighting over the past week.



1. **SB 1303** - Dunnavant - Local school divisions; availability of virtual and in-person learning to all students. This bill has undergone major changes in the past week. It will require schools to open in person next Fall. There are other provisions that define how you can open and if you will have to provide virtual to families upon request. The bill provides a complicated framework for how schools should proceed. Thus, I have attached a copy of the bill as it passed both the House (88-Y,9-N) and the Senate (36-Y,3-N). These requirements will not change unless the Governor were to send down any amendments before the Reconvened Session in April. Let me know if you have any questions.
2. **HB 2027** \SB 1357 - Coyner \Dunnavant - **Standards of Learning assessments; reading and mathematics; grades three through eight; individual student growth.** 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. This bill passed both the House and Senate without opposition. It is also included in the Budget Conference report.
3. **SB 1257** - McClellan - SOQ; school board to provide at least three specialized student support positions. The bill modifies a school personnel requirement in Standard 2 of the Standards of Quality. It requires 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. This bill passed the House (63-Y,37-N) and should pass the Senate without opposition. It is included in the Budget Conference Report. The possibility of a fourth support position being funded was not included in the Budget Conference Report.
4. **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. This bill passed both the House and Senate without little to no opposition. There is no state funding provided and it is an unfunded mandate.
5. **HB 2019** - McQuinn - Public elementary and secondary schools; administration of undesignated stock albuterol inhalers. Requires each local school board to adopt and implement policies for the possession and administration of undesignated stock albuterol inhalers and valved holding chambers in every public school in the local school division, to be administered by any school nurse, employee of the school board, employee of a local governing body, or employee of a local health department who is authorized by the local health director and trained in the administration of albuterol inhalers and valved holding chambers for any student believed in good faith to be in need of such medication. The bill requires the Department of Health, in conjunction with the Department of Education, to develop and implement policies for the administration of stock albuterol in public schools. The bill had its final passage in the House (86-Y,12-N) and Senate (37-Y,2-N). There is \$120,000 included in the Budget Conference Report. However, that is far short of the actual implementation costs to school divisions. It also has a very short implementation schedule.

All of the bills passed during this Session now will go to the Governor's desk either to be signed or possibly sent back with changes to be addressed during the Reconvened Session in April. I will

be filing my final report in the next week once all bills have been updated. I have attached an updated listing as of today February 26, 2021. **There will be no conference call this Wednesday.** Please let me know if you have any questions or need any further assistance.

Thanks,

Tom



**Sent:** Thursday, February 25, 2021 9:33 AM

**To:** Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>

**Cc:** Paul Thiessen <[Paul.Thiessen@lcps.org](mailto:Paul.Thiessen@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Kevin Lewis <[Kevin.Lewis@lcps.org](mailto:Kevin.Lewis@lcps.org)>

**Subject:** Re: [EXTERNAL] Incident at my children's elementary school

Received. Thank you.

On Feb 25, 2021, at 9:26 AM, Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)> wrote:

Wanted to make you aware of this situation which sounds very volatile.

Beth Barts

Sent from my iPhone

Begin forwarded message:

**From:** Amanda Lynch <[amandalynch16@gmail.com](mailto:amandalynch16@gmail.com)>

**Date:** February 25, 2021 at 9:12:24 AM EST

**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>, Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Subject:** [EXTERNAL] Incident at my children's elementary school

To whom it may concern:

My name is Amanda Lynch, and I am a parent of three boys who attend Pinebrook Elementary School. I am writing because I want to make you aware of an incident that took place this past Monday, 2/22.

I was volunteering at the school in my capacity as PTA President. I, along with two of my fellow PTA board members, was standing on school property in front of the entrance to hand out staff appreciation gifts to the staff members. During the time I was there, Michele Leffler arrived. She had one of her daughters with her and was picking up her other daughter. As I have been instructed to do by multiple people at LCPS, I did not acknowledge Ms. Leffler, who has harassed and threatened me multiple times before. She walked up to the building, collected her other child, and then started to walk away. Then, she rounded on me and my two other volunteers, yelled at us for not acknowledging her, yelled at us for blocking her way in (when we did not) and then got into her car, and nearly hit my car on the way out while making an obscene gesture at us.

This is the second time Ms. Leffler has shown violent actions with her



automobile to a PTA member. The first occurred in April of 2019.

I cannot sit idly by while her actions are ignored. While I have been told over and over again that no one takes her seriously, her appointment to the Equity Committee makes me question this. I have a book full of emails that she has sent to me that contain thinly veiled threats. She has accosted me on more than one occasion in person, but this time I do have two witnesses who saw everything. I believe she is a danger to our school. She has posted on social media about her access to firearms and over the past two years she has sent me emails telling me how this or that person or organization--including LCPS, MSAAC, and former superintendent Dr. Williams-- is coming for me, and witnessing her recklessness on Monday in front of her children--in front of a building where other children were present--really shook me.

I am bringing this to your attention because I feel very strongly this should not be ignored. I realize there may not be a lot that I can do, but I do feel at this point that what I have been doing (sitting and silently watching her escalate and escalate, while all the while continuing to attack and spread lies about me) is not something I can continue. I realize there are many ways your hands are tied as well, but at the same time I'm not going to pretend like this didn't happen.

I thank you for your time and consideration.

Best wishes,  
Amanda Lynch

I have the honor to be your obedient servant,  
A. Lynch

**From:** Kevin Lewis  
**To:** Scott Ziegler  
**Subject:** RE: [EXTERNAL] Incident at my children's elementary school  
**Date:** Friday, February 26, 2021 3:24:57 PM

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I spoke with John Clark who has been in contact with Paul Theisen (Principal). Their assessment is there has been no actionable offense which is acknowledged in the email from the parent. John and his team are in regular communication with the school and very well aware and continue to keep up with the Principal. They have advised the parent that at this point her only action is to file a complaint with LCSO which has not yet been done.

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:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Sent:** Thursday, February 25, 2021 3:15 PM  
**To:** Kevin Lewis <Kevin.Lewis@lcps.org>  
**Subject:** RE: [EXTERNAL] Incident at my children's elementary school

Any recommendations from the team for follow-up action? I imagine we have a video if it occurred adjacent to the school.

Scott Ziegler

**From:** Kevin Lewis  
**Sent:** Thursday, February 25, 2021 10:50 AM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** FW: [EXTERNAL] Incident at my children's elementary school

fyi

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:** John Clark <[John.Clark@lcps.org](mailto:John.Clark@lcps.org)>

**From:** Mikaela Coffey  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Register for the VSBA Northeastern Spring Regional Forum  
**Date:** Friday, February 26, 2021 3:31:43 PM  
**Attachments:** Northeastern Region Spring Brochure.pdf

---

Good Afternoon,

Registration is 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 weekend,

Mikaela

**From:** Scott Ziegler  
**Bcc:** [Michelle.Walker@lcps.org](mailto:Michelle.Walker@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Friday, February 26, 2021 3:26:41 PM

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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:** [sziegle2@lcps.org](mailto:sziegle2@lcps.org)  
**To:** [msmith2@lcps.org](mailto:msmith2@lcps.org); [sziegle2@lcps.org](mailto:sziegle2@lcps.org)  
**Subject:** Conversation between sziegle2@lcps.org and msmith2@lcps.org  
**Date:** Friday, February 26, 2021 2:33:24 AM

---

[sziegle2@lcps.org](mailto:sziegle2@lcps.org) [9:09 PM]:

Did you tell Lucia that 7560 need to go to equity after tonight before it goes up to the full board?

[msmith2@lcps.org](mailto:msmith2@lcps.org) [9:16 PM]:

I did not. So equity and then back to the committee? Any other committees?

[sziegle2@lcps.org](mailto:sziegle2@lcps.org) [9:16 PM]:

No SEAC already provided feedback

[msmith2@lcps.org](mailto:msmith2@lcps.org) [9:17 PM]:

Dpn't want folks to feel slighted. :)

[msmith2@lcps.org](mailto:msmith2@lcps.org) [9:18 PM]:

I will let Lucia know so they don't make any motions to send to the full board.

**From:** Loudoun County Public Schools  
**To:** Loudoun County Public Schools Recipients  
**Subject:** Interim Superintendent's Message to Staff February 25  
**Date:** Thursday, February 25, 2021 5:11:06 PM

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LCPS Banner



February 25, 2021

Colleagues,

Thank you for your continued hard work and dedication to the students of Loudoun County. Despite two snow days (I guess flushing ice cubes really works!) we had a successful relaunch of hybrid instruction. As I visited schools and classrooms around the county, I saw students and teachers engaged in meaningful learning while following all mitigation measures. The energy around the division was palpable and the excitement was infectious.

Much of the information contained in this email repeats information sent to you on February 3, 2021, but there is some new and updated information as well. Please read the entire email carefully.

### **Student Return**

Students who selected hybrid instruction for the second semester will return to in-person instruction on the dates indicated in the Board motion. Stage 1 - 3 students returned to the buildings on February 16, 2021.

Stage 4 teachers and instructional staff began reporting to the building on February 23, 2021, to prepare for students to arrive on March 3, 2021. Friday, February 26, will be an asynchronous day for all students in grades 6 through 12 to allow secondary teachers to prepare their classrooms for hybrid instruction. Tuesday, March 2, 2021, will remain a county-wide professional learning day.

Stages 1 - 3 includes the following groups of students:

- Students whose parents chose hybrid learning for the second semester in grades preschool through fifth grade,
- Monroe Advanced Technical Academy students,
- Academy of Engineering and Technology seniors and Academy of Science seniors who chose hybrid learning,
- Grades K-12 English learners, proficiency levels 1.0 - 1.9, and
- Students with disabilities who receive instruction through the Aligned Standards of Learning (ASOL) and those receiving instruction through specialized self-contained programs. Early Childhood Special Education (ECSE), through returning graduates, are eligible to receive up to four days of in-person instruction as determined by their IEP team.

Stage 4 includes all other students in grades 6 through 12 who chose hybrid learning.

### **Staff Members**

Priority 1 (P1) teachers and elementary teachers assigned to distance learning are not required to report to the building and will continue to deliver instruction virtually.

**Friday, February 26, has been designated as an asynchronous day for students in grades 6 through 12 to allow secondary teachers to prepare their classrooms for hybrid instruction. This applies to all students and teachers in grades 6-12.**

**Tuesday, March 2, will be a County-Wide Staff Development Day. This is a holiday for all Loudoun County Public Schools (LCPS) students.**

Staff members not assigned to a school should check with their supervisor for directions regarding in-person work. Non-school locations will continue to operate in Stage 2 of the Return to Office Guidelines.

Instructional staff are reminded to review the [LCPS Instructional Guide for Return to Schools](#) for detailed information on distance learning, hybrid and concurrent instruction, and content-specific guidance.

### **LCPS Vaccine Clinic**

LCPS, in partnership with the Loudoun County Health Department (LCHD), remains committed to providing COVID-19 vaccinations to all LCPS employees who elect to receive them. Since opening, the LCPS clinic has vaccinated **over 13,000** staff members. The clinic began administering second doses to employees on February 12, 2021. I ask for your continued flexibility in scheduling your appointments and covering for your colleagues who need to leave work to visit the vaccine clinic.

**The vaccine clinic will remain open through March 8, 2021.**

### **Additional Leave Process**

The LCSB approved up to an additional ten days of sick leave for full-time employees who are unable to work due to experiencing symptoms that may indicate COVID-19, including those who responded 'yes' to the symptom-checker questions. To access this leave, employees **must** answer 'yes' to the COVID-19 symptom checker. To return to work, employees must submit a note from a healthcare provider or submit a negative COVID-19 test to the Leave and Disability Office. **Request for additional leave must be received in the leave and disability office within fourteen days of receiving the red X on the Qualtrics daily survey. An electronic form for submitting the request is available on the Leave and Disability Programs webpage, and the healthcare provider note or negative test should be sent to [lcpsleavedisability@lcps.org](mailto:lcpsleavedisability@lcps.org).**

### **Quarantine**

Vaccinated persons with exposure to someone with suspected or confirmed COVID-19 are not required to quarantine if they meet all of the following criteria:

- Are fully vaccinated (i.e.,  $\geq 2$  weeks following receipt of the second dose in a 2-dose series, or  $\geq 2$  weeks following receipt of one dose of a single-dose vaccine)
- Are within 3 months following receipt of the last dose in the series
- Have remained asymptomatic since the current COVID-19 exposure

Persons who do not meet all 3 of the above criteria should continue to follow current quarantine guidance after exposure to someone with suspected or confirmed COVID-19.

Persons who have tested positive for COVID-19 in the past 90 days are not required to quarantine if they meet all of the following criteria:

- Received their positive test results within the past 3 months from the date of the most recent exposure
- Have remained asymptomatic since the current COVID-19 exposure

### **Children of Staff**

Effective January 12, 2021, LCPS permits student-facing teachers to bring their school-age child(ren)\*\* (kindergarten through 8th grade) to their work location under the following conditions. These guidelines are subject to change based on available data and conditions.

- Teacher's children who are exhibiting signs or symptoms of COVID-19 or who have been identified as a close contact of a person with COVID are not permitted in the workspace.
- Teacher's children will adhere to all COVID-19 mitigation measures, including wearing a mask and maintaining appropriate physical distancing from other students. Staff children do not need to be physically distanced from one another or their parent.



The teacher will develop a workspace\*\*\* for their children as far as possible from other students and provide all necessary materials and equipment. LCPS makes available internet access via the guest WIFI network. Children of teachers working in the building must use personal equipment and utilize that network. Wi-Fi access on the Guest network is not guaranteed and LCPS students will receive prioritized access. Children will follow building guidelines regarding restroom use and lunch.

- The teacher's children are expected to work on schoolwork or engage in quiet activities while class is in session.
  - LCPS understands that the needs of their children may divert the attention of teachers away from their class. Efforts should be made to minimize the impact of these diversions on instructional time. Continued or significant disruptions to the classroom or student learning may result in the program being reconsidered for individual teachers. The building principal or their designee will determine what constitutes continued or significant disruption.

\*\* For the purposes of this program, the term child(ren) refers to the child(ren) who are the biological, adopted, or foster children of the teacher.

\*\*\* Alternatively, schools may utilize available resources to provide a supervised work-space for children of staff.

## **Mitigation Standards**

### **Daily Symptom Checker**

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

#### **Daily Symptom Screening Checklist**

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

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

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

#### **LCPS Symptom-Checker Alternative Processes**

##### **COVID Symptom Checker**



In the event the symptom-checker survey is not delivered by text or email, parents and staff members can complete the survey by visiting the [Qualtrics LCPS COVID-19 Symptom Checker Survey website](#).

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



## Face Coverings

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

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

## Physical Distancing

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

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

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

## Hand Washing and Sanitizing Stations

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

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

## Enhanced Building Cleaning

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

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

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

### **Health Mitigation Monitors**

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

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

### **Anonymous Mitigation Violation Reporting**

All employees have the ability to report violations of our COVID-19 mitigation measures by visiting [LCPS.org](https://lcps.org) > Quick links for > Staff > Anonymous Health Concern Registry. This will take you to the Staff Only Intranet to report a violation.

### **Meetings and Gatherings**

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

### **2021 - 2022 School Year**

As we look forward to the 2021 - 2022 school year, our operational assumption or plan is that the majority of LCPS students will attend school in-person, five days per week with some mitigation measures in place. LCPS will continue to offer options for virtual learning based on choice or need.

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**From:** [Scott Ziegler](#)  
**To:** [Mark Smith](#)  
**Subject:** RE: [EXTERNAL] CDC recommendations  
**Date:** Thursday, February 25, 2021 5:03:00 PM  
**Attachments:** [image001.png](#)

---


The short answer is we followed VDOE and VHSL guidelines for the reopening of sports. We could add that sports seasons were delayed due to COVID.

Derrek would have additional information.

Scott Ziegler

**From:** Mark Smith  
**Sent:** Thursday, February 25, 2021 3:57 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: [EXTERNAL] CDC recommendations

Cool. I need a little more info on sports...do you recall how they go started even though schools were still remote?

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:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, February 25, 2021 3:54 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** RE: [EXTERNAL] CDC recommendations

I suggest removing the highlighted section. Then go ahead and send to her – copying Jeff.

Scott Ziegler

**From:** Mark Smith  
**Sent:** Thursday, February 25, 2021 3:37 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>



**Subject:** Re: [EXTERNAL] CDC recommendations

Lovely! Was typing a bit a decided to just draft an email. Do with it what you desire. I did not complete the sports bullet because I am not certain how they actually got rolling.

--

Good afternoon Ms.

Mr. Morse forwarded your email to staff for a response. I appreciate you taking time to provide us feedback as we continue our plans to safely return students and staff to our schools. We have been following closely the CDC guidance and also have reviewed recommendations from the American Association of Pediatrics (AAP). We are currently awaiting additional guidance from the Virginia Department of Health (VDH) and Virginia Department of Education (VDOE) as they review this updated information.


Our goal is to provide transparent, on-going communication and I am happy to follow up if you need additional details. To respond to a few of your questions:

- Vaccines: while these are critical to returning to a sense of normalcy, they are not a requirement for returning students and educators to schools. We are excited that so many of our educators have voluntarily gotten the vaccine, but it is not required. We were very excited that the Governor placed educators in priority group 1b. This placement allowed educators around the Commonwealth to receive vaccines promptly to provide additional safeguards as schools seek to return students.
- Proctors: Currently we have many teachers who have mandated accommodations based on the Americans with Disabilities Act (ADA) which may prohibit them from working in-person. Typically, a substitute would cover this classroom and deliver instruction. In the proctor model, substitutes monitor the classroom while the assigned classroom teacher delivers instruction remotely. While not ideal, it does offer some consistency as the teacher will continue to lead classroom instruction. Proctors attend extensive training and will follow all establish protocols and mitigation procedures. Proctors may not be vaccinated but as I shared, vaccines are voluntary. There may be classroom teachers and other educators who have not elected to receive the vaccine.
- Sports: The Virginia High School League (VHSL) governs the Commonwealth and has provided guidance regarding athletics across the state. Tag - you're it - I do not recall how sports initially got started...

Thank you again for your email. Please let me know how I can be of further assistance.



MS

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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**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Thursday, February 25, 2021 3:11 PM  
**To:** Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** FW: [EXTERNAL] CDC recommendations

I love when Jeff promises a response from us – let me know you thoughts.

Scott Ziegler

**From:** Kelly Kloz <[kelly.klosner@gmail.com](mailto:kelly.klosner@gmail.com)>  
**Sent:** Thursday, February 25, 2021 2:40 PM  
**To:** Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>  
**Cc:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: [EXTERNAL] CDC recommendations

Thank you. I appreciate it. I have reached out to the school administration building and I did not receive any answers. I hope that the school and school board can develop a transparent united message justified by objective data combined with recommendations from the experts such as the CDC.

Vaccines were essential for our staff returning to the building and now we are saying it is okay for people from facebook with/without the vaccine to come into the school? It is confusing sends mixed messages to parents who have to make decisions for their children's safety and future.

Thank you!

On Thu, Feb 25, 2021 at 1:17 PM Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)> wrote:

Kelly- I am forwarding your questions to LCPS staff for their response.

Sincerely,  
Jeff

Sent from my iPhone

On Feb 25, 2021, at 10:52 AM, Kelly Kloz <[kelly.klosner@gmail.com](mailto:kelly.klosner@gmail.com)> wrote:

Good Morning!

I hope all is well.

I have been reviewing the CDC's guidelines for opening schools. As I know this is important to all of us to have a safe opening of the schools.

"School officials should make decisions about school opening and about staying open for in-person learning based on CDC's Indicators for Dynamic Decision-making. The many benefits of in-person schooling should be weighed against the risks of spreading COVID-19 in the school and community. Working with States, Tribes, Localities, and Territories (STLT), schools can weigh levels of community transmission and their capacity to implement appropriate mitigation measures in schools to protect students, teachers, administrators, and other staff."

It must be a difficult place you all find yourself in but I encourage you to use common sense supported by recommendation from experts who have access to endless amounts of scientific data.

The CDC reports in its guidelines for opening schools:

"K-12 schools should be the last settings to close after all other mitigation measures in the community have been employed, and the first to reopen when they can do so safely. This implies that schools should be prioritized for reopening and remaining open for in-person instruction over nonessential businesses and activities."

Can someone on the board explain how sports and extracurricular activities have resumed prior to school opening? My understanding from previous meetings is the board was using measures recommended from the CDC. Is this correct? Are we still following them or just picking and choosing which ones to follow?

For example, we prioritize our school staff to become vaccinated. Rightfully so. I agree and believe they should be vaccinated. They are now vaccinated. Is it not safer now more than ever for them to return to full time? I would like an understanding as to why our teachers were prioritizing over my senior citizen patients who have not left their homes for over a year. They now have a sign up genius going around facebook looking for proctors for schools. Can someone please explain the vetting and safety process in hiring random people from facebook? Are these proctors vaccinated? If safety is truly your concern then I am assuming they too have been a

priority vaccination group. How could we risk the staff that is back? How can we now all of a sudden expose our kids to non vaccinated staff?

I would like an explanation on the policy in regards to vaccines with proctors. IF someone can please respond to me I would appreciate it my child's safety is of utmost importance for me and according to Ms.King you all as well.

I look forward to your prompt response.

Thank you

**From:** Scott Ziegler  
**Bcc:** [Karen.Dawson@lcps.org](mailto:Karen.Dawson@lcps.org)  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Friday, February 26, 2021 12:11:19 PM

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Link to Join : <https://virginiatech.zoom.us/j/84295674208>

The Loudoun Times-Mirror on the attorney general's opinion.

Interviewer – John Battiston

Questions:

Evening, Wayde! Here's a list of question I'll be asking Friday. Thanks again!

***Give me a basic rundown of the administration-level changes LCPS plans to make in the coming months regarding equity.***

***Does LCPS plan to implement changes on the student level when it comes to equity? Will there be an effort to facilitate peer-to-peer conversation about race, ethnicity, religion or other equity-related matters?***

***A number of LCPS students over the years have reported facing usage of racial slurs, and the School Board over the last few months has issued statements and measures related to such language. Please offer details on how LCPS plans to enforce measures against racial slurs or other derogatory speech and to respond when such measures are violated.***

***The probe into LCPS by the attorney general's office began with a request from the Loudoun branch of the NAACP. Do you plan to collaborate with the NAACP and/or other local organizations representing people of color and other minorities as you move forward?***

***Some members of the LCPS community reject the school system's recent pursuit of equity-enhancing practices because of its alleged basis in critical race theory, a controversial ideology. How would you respond to such criticism?***

***While educators certainly have an influence over their pupils when it comes to equity awareness, parents tend to be just as — if not more — influential on their children's attitudes. How do you plan to involve Loudoun parents in your plans for racial reform, including and especially those who may not agree with such intentions?***

John Battiston



**Reporter**

***Loudoun Times-Mirror***

**(828) 455-5621**

**From:** [Ashley Ellis](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Mark Smith](#)  
**Subject:** FW: [EXTERNAL] Dr. Seuss  
**Date:** Friday, February 26, 2021 3:59:57 PM

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Scott,

See below for my email exchange with Harris. Also, here's [The Daily Wire](#) article Wayde forwarded.

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

**From:** Ashley Ellis  
**Sent:** Friday, February 26, 2021 9:14 AM  
**To:** Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>  
**Cc:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** RE: [EXTERNAL] Dr. Seuss

Good morning, Harris,

Dr. Seuss books have not been banned in LCPS. I believe that rumor started because March 2 is "Read Across America" day, and schools have historically connected Read Across America Day with Dr. Seuss' birthday. Research in recent years has revealed strong racial undertones in many books written/drawn by Dr. Seuss. Given this research and LCPS focus on equity and culturally responsive instruction, LCPS will not be connecting Read Across America Day with Dr. Seuss.

Here is an interesting article on the topic: <https://www.learningforjustice.org/magazine/its-time-to-talk-about-dr-seuss>

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

**From:** Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>  
**Sent:** Thursday, February 25, 2021 6:15 PM  
**To:** Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>  
**Subject:** Fwd: [EXTERNAL] Dr. Seuss

Hi Ashley,

Can you please clarify this question.

Thanks

**From:** Pesentheiner <[pesenthein@aol.com](mailto:pesenthein@aol.com)>

**Sent:** Thursday, February 25, 2021, 2:41 PM

**To:** Harris Mahedavi

**Subject:** [EXTERNAL] Dr. Seuss

Dear Mr. Mahedavi,

I am hearing in the community that Dr. Seuss books have been banned from Loudoun County public schools.

Can you please confirm whether or not this is true?

Thank you,

Tammy Pesentheiner

**From:** Elizabeth Ewing  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] February 2021 VSBA Policy Update  
**Date:** Friday, February 26, 2021 3:59:16 PM

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Dear Policy Contacts and Policy Superintendents,

The February 2021 VSBA Policy Update has been posted on the VSBA website. You can access the revised policies by going to the VSBA website (vsba.org), selecting "Services", then selecting "VSBA Policy Manual Updates", then selecting "February 2021 Updates".

The policies are provided in both "red-lined" and final formats. In the red-lined format, new language is indicated by underlining and deleted language is shown with a strike-through.

In addition to the revised policies, an Explanation of Revisions, which lists all the Policies included in the Update and provides a very brief description of the changes, has also been posted.

A list of policies which were reviewed by not revised is also posted.

We have also posted a document which contains all the red-lined policies.

I have scheduled several conference calls to discuss the policies and answer any questions you may have about them. The schedule for those calls is as follows:

March 8	9:30 am
March 10	9:30 am
March 12	9:30 am
March 16	9:30 am
March 17	9:30 am

To participate in a call, please dial 773-897-3014. The access code is 332572478. When asked for a PIN number, please press #.

The planned content of each call will be the same; there is no need to attend more than one of the calls.

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

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Register today for the VSBA Hot Topic Conference March 17, 2021

Staying Connected During Crisis: Visit Our COVID-19 Resources Page

**From:** [Gina G. Patterson](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] March is VSBA Equity in Education Month!  
**Date:** Monday, March 1, 2021 8:02:52 AM  
**Attachments:** [Virginia School Boards Association Equity in Education Month - March 2021.pdf](#)  
[2021 Equity in Education Webinars \(2\).pdf](#)

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Good Morning,

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. When inequity in education persists, there is a cost to all involved including missed opportunities for economic development, greater dependence on government supports, and fewer Americans ready to serve and lead.

VSBA President Janet Turner- Giles issued a PSA to prepare for VSBA Equity in Education Month, that PSA can be found here: [http://www.vsba.org/news/public\\_service\\_announcements/](http://www.vsba.org/news/public_service_announcements/)

Governor Ralph Northam signed a proclamation to support March as VSBA Equity in Education Month. That proclamation can be found attached to this email.

Don't forget to register for our webinar series focused on excellence through equity, equitable funding, and equity becoming habit. We will be kicking off with our first webinar, [Cultivating a Culture of Love, Liberation, and Belonging](#), today. For more information on the series visit the [link here](#) or see the schedule attached. Also attached to this email is the Reimagining School Board Leadership: Actions for Equity. For more resources visit the VSBA website [here](#).

VSBA is here to serve you throughout the year as your association, and we truly appreciate your work today and every day. Thank you again for all that you do as school board members across Virginia to advance student achievement and make decisions based on what is best for all students.

Equity in Education month is sponsored by Sodexo.

Gina G. Patterson, Executive Director  
Virginia School Boards Association  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911  
800-446-8722 or 434-295-8722 Office  
434-295-8785 Fax  
[gina@vsba.org](mailto:gina@vsba.org), [www.vsba.org](http://www.vsba.org)

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

**From:** Michele Leffler  
**To:** [Schoolboardemail; bos@loudoun.gov](mailto:bos@loudoun.gov)  
**Cc:** [Wayde Byard](#); [Scott Ziegler](#); [Mark Smith](#); [Stephen DeVita](#); [Paul Thiessen](#); [Asia Jones](#); [Ashley Ellis](#); [Jennifer Wall](#); [Lottie Spurlock](#); [Clark Bowers](#); [John Lody](#); [Jenna Alexander- VP of Advocacy](#); [Teresa Vignaroli](#)  
**Subject:** [EXTERNAL] Fwd: March Edition: English Learner Newsletter  
**Date:** Monday, March 1, 2021 8:00:54 AM  
**Attachments:** [Policy and Practice Brief 4 The Obligation of Schools to Provide.pdf](#)  
[Policy and Practice Brief 3 Dual Language Programs Are Growing A.pdf](#)  
[Policy and Practice Brief 2 English Learners Are a Priority Duri.pdf](#)  
[Policy and Practice Brief 1 Virginia Is Not an English-Only Inst.pdf](#)  
[Policy and Practice Brief 5 English Learners and High School Gra.pdf](#)

---

Good morning,

I was going through some emails and just received this. I looked through the articles and training, they are very interesting.

I would love to have a discussion about this as a Joint Equity Initiative. Particularly about this: Virginia is not an English-only state for PreK-12 instruction. Although English is the official language of Virginia (as stated in the Code of Virginia), no state or federal policies require English as the only language for PreK-12 public education. Having English designated as the official language of Virginia does not prohibit the use of other languages in instruction. This policy brief provides further details and resources related to this topic.

I will not begin to understand how things got so toxically competitive in Loudoun, but I will share that Race Wars help nobody and we need to get that out in the open to discuss the targets on the backs of upstanders. Especially when these upstanders (such as myself) are military veterans. It would be nice to have a safe place to talk about ALL races, especially those that don't speak English.

I am including the Board of Supervisors on this email because of the stellar job the BOS and County staff did on Saturday's Budget Public Hearing. The extra time to respect the speaker who speaks fluently in their native language during their time and the time for the translator to speak was harmonious, respectful, and something I hope to see practiced at the School Board meetings. I was in awe of the level of respect being shown towards the community that I stayed for the duration. I learned so much more about what the nonprofits and immigrants are going through during this pandemic. Some have kids, some don't. That was the most humbling experience I have had in quite some time. To truly understand how vital a workforce is in Loudoun and the price we pay when our workforce is exploited due to language barriers. To be evicted during a pandemic feels criminal. To not have someone to go to and share it is happening, besides your church, must be absolutely overwhelming.

Please remember the workforce in Loudoun. They are the real heroes. The ones that never gave up. Because they want their children to have a quality education in LCPS/Loudoun. That is what I remember from Saturday and why I am sharing this with you now. We have a LOT of growing and healing today in an attack-centric environment. We need communications improvements immediately. Please. And a safe place to raise our children. Emotionally and mentally safe are as important as physically safe. And slander helps nobody grow.

:-) Michele Leffler

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



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

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

From: **Virginia Department of Education** <[VDOE@public.govdelivery.com](mailto:VDOE@public.govdelivery.com)>

Date: Mon, Mar 1, 2021 at 7:01 AM

Subject: March Edition: English Learner Newsletter

To: <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)>

[View this message online](#)

English Learner Instruction





# March Edition: English Learner Newsletter

## News and Updates

This section includes news and updates relevant to EL Instruction.

### Policy and Practice Brief Series on Topics that Impact ELs

Metropolitan Educational Research Consortium's (MERC) English Learner Research and Evaluation Team (ELRET) has released a series of policy and practice briefs that provide background on topics that impact our English learners. These briefs are meant to encourage conversations related to the needs of our ELs and their multilingual families. Topics include:

- *Virginia Is Not an English-Only Instruction State*
- *English Learners Are a Priority During COVID-19*
- *Dual Language Program Are Growing Across Virginia*
- *The Obligation of Schools to Provide Information to Multilingual Families in a Language They Can Understand, and English Learners and High School Graduation: Beyond the Four Year Pathway*

### WIDA Updates

- **New virtual learning options available:**
  - Micro-offerings added to the free series titled *Supporting Multilingual Learners during COVID-19*. The additions include:
    - Educational Equity for Multilingual Learners during COVID-19
    - Connecting Educators to Tools for Oral Language Development
  - Self-paced eWorkshops:
    - School Improvement Planning for Multilingual Learners
    - The WIDA ELD Standards Framework: A Collaborative Approach (2020 Edition)

Learn how to sign up for a free WIDA Secure Portal Account [here](#) to access the self-paced eWorkshop.

- **New Statement: Understanding ACCESS for ELLs 2021 scores-** In this February 2021 statement, WIDA shares information about the impact and implication of the COVID-19 on ACCESS for ELL scores. For questions about

ACCESS for ELLs assessment administration in Virginia, please contact VDOE's ELP Assessment Specialist.

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## Professional Learning Opportunities

### VDOE EL Instruction

- **Voice and Choice in EL Literacy Instruction-** March 8, 2020; 4-5 p.m.
- **Honoring Home Language to Support Academic Language in the Classroom-** March 15, 2021; 4-5 p.m.
- **Science for ELs-** March 22, 2021; 4-5 p.m.

### #EdEquityVA

- **Culturally Relevant Teaching (CRT) Part One: An Overview-** March 9, 2021; 3-4 p.m.

### WIDA

- **Putting it all together: Next Steps for Utilizing the WIDA ELD Standards Framework, 2020 Edition-** March 9, 2021; 4 -5 p.m.

### EXTERNAL

- **2021 Virtual Family Engagement Symposium-** March 6, 2021; 9 a.m.
  - A recorded version of the Symposium will be available to registrants from March 8 – March 22, 2021
- **VATESOL Seal of Biliteracy Panel-** March 9, 2021; 5-6 p.m.
- **Synchronous Instruction: Research and Explore Learning Menus-** March 10, 2021; 4 p.m.
- **The Golden Ticket: Accessing Financial Aid for Refugee Youth and Adults-** March 11, 2021; 2:00- 3:30
- **Hybrid/Concurrent Instruction: Improving Student Engagement-** March 19, 2021; 10 a.m.
- **Synchronous Instruction: Real-Time Feedback-** March 29, 2021; 4 p.m.

**Assessment of English Learners in the New Digital Landscape-** *March 30, 2021; 4 p.m.*

- **Asynchronous Instruction: Reflect and Document Learning–** *April 14, 2021; 4 p.m.*
- **Hybrid/Concurrent Instruction: Effective Individual and Small-Group Instruction–** *April 23, 2021; 10 a.m.*

**AVAILABLE ANYTIME**

- [Examining the Evidence: Supporting Immigrant-Origin Students and English Learners](#) (EdWeek panel featuring VDOE EL Instructional Specialist)
- [English Learner Instruction Webinar Series](#) (VDOE, EL Instruction Department)
- [Self-paced eLearning modules](#)(WIDA)
- [Webinars to Support Multilingual and English Learner Students \(West Ed\)](#)

**Promising Practices Resources and Articles of Interest**

This section contains links to resources that support quality EL instruction and engagement.

- [Arts and Culture Google site-](#) Interactive experiences with places, museums, and artwork
- [Digital Storytelling in EL Classrooms-](#) Create opportunities for students to explore, engage creativity, incorporate background knowledge, and express themselves without heavy reliance on English proficiency or writing production.
- [Three Cross-Curricular Techniques that Expand Thinking & Develop Language for English Learners-](#) Strategies differentiated for Face-to-Face and Virtual/Hybrid/Online settings
- [Six Scaffolds to Support ELs in a Virtual Classroom-](#) Ideas for scaffolds compiled from tweets
- [Culturally Responsive Teaching for Multilingual Learners in a Virtual or Hybrid Setting-](#) Three guiding principles with two practical considerations to apply the principle to a virtual or hybrid learning setting

Reference within the articles or resources to any specific commercial or non-commercial product, process, or service by trade name, trademark, manufacturer or otherwise does not constitute or imply an endorsement, recommendation, or favoring by the Virginia Department of Education.

## Content Connections

This section contains items advertised in newsletters provided by individual content areas and/or [Teacher Direct](#).

### Mathematics

The Virginia Mathematics Pathways Initiative is hosting a [series of informational webinars](#) for families and community members. Please help us get the word out in your division.



**From:** J.T. Kessler  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Federal Advocacy Update: February 27, 2021  
**Date:** Saturday, February 27, 2021 8:48:59 AM

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Good Saturday Morning. Early today, the United States House of Representatives passed the American Rescue Plan Act of 2021. A summary of this legislation can be found in the February 27, 2021 Federal Advocacy & Public Policy Update. This legislation will now move to the United States Senate for further debate and consideration.

In addition to this federal report, we are anticipating the 2021 session of the Virginia General Assembly to adjourn Sine Die on Monday. 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**  
February 27, 2021

### **Congressional Update**

#### **House Moves Forward with Pandemic Relief**

On Monday, February 22, the House Budget Committee passed the [American Rescue Plan Act of 2021](#)—legislation modeled off of President Biden’s recent \$1.9 trillion [proposal](#) to respond to the ongoing pandemic. The committee advanced the bill along party lines (19-14) as part of the “budget reconciliation” process which allows lawmakers to pass legislation with simple majorities in both legislative chambers. If passed, the American Rescue Plan Act would provide nearly \$130 billion in additional pandemic relief for the K-12 community via the Elementary and Secondary School Emergency Relief (ESSER) fund, \$7.6 billion in funding to connect students to home broadband and devices, and nearly \$350 billion in aid for State, Local, and Tribal governments.

Having cleared the House Budget Committee, the bill will now be considered by the full House Chamber where it passed early Saturday morning. Concurrent to this effort in the House, the Senate parliamentarian is currently examining various provisions contained in the legislation to ensure they meet the requirements of the budget

reconciliation process in that chamber. While the K-12, broadband, and state and local governmental funding noted above is expected to be included in final legislation considered by the Senate sometime next week, provisions such as a proposed federal minimum wage increase contained in the bill will likely be stripped out of the final legislative package based on a ruling by the parliamentarian prior to Senators voting on the American Rescue Plan Act. This action would likely lower the overall cost of the plan.

### **House Republicans Request Information from CCSSO**

On Thursday, February 25, the Ranking Member of the House Education and Labor Committee Rep. Virginia Foxx (R-NC), along with Rep. Burgess Owens (R-UT), sent a letter to the Council of Chief State School Officers (CCSSO) requesting several pieces of information related to the reopening of K-12 schools. The letter encourages the organization to convene education chiefs to further collaborate and identify common challenges as states seek to re-open schools. As part of this effort, the letter requests information about school re-openings to date, how states have been working to reopen schools and communicating these plans, and how states are monitoring the use of pandemic relief funds as part of these efforts.

### **FCC Approves Emergency Broadband Benefit Program**

On Thursday, the Federal Communications Commission (FCC) adopted rules for implementing the Emergency Broadband Benefit Program (EBBP). Congress created the EBBP in December. The initiative will offer eligible low-income households with discounts of up to \$50 per month for broadband service and up to \$75 per month if the household is on Tribal lands. The program also includes a one-time discount of up to \$100 on a computer or tablet for eligible households. Although the funding does not flow through school districts, district leaders may want to consider notifying families and their students that they may be eligible for these discounts.

### **Administration Update**

#### **USED Issues New ESSA Guidance**

On Monday, February 22, the U.S. Department of Education (USED) sent a letter to Chief State School Officers regarding assessment, accountability, and reporting requirements as part of the Every Student Succeeds Act (ESSA). The letter indicates that the department will waive several ESSA accountability requirements for the current 2020-21 school year. At the same time, USED's letter emphasizes that the department will not grant "blanket waivers" of ESSA's assessment requirements. Instead, USED encourages states to explore and apply for additional flexibilities regarding the upcoming spring administration of ESSA-mandated assessments. Specifically, the letter suggests states consider offering shorter exams, using remote administration, or extending testing windows to the greatest extent possible to ensure a statewide assessment administration takes place this spring. USED will make a waiver application template available shortly which will provide states with a clear path forward for how to apply for these (and potentially additional) flexibilities in the coming weeks and months ahead.



## **Cardona Inches Closer to Confirmation**

On Thursday, February 25, the Senate agreed to limit further debate about Miguel Cardona's nomination as Education Secretary, clearing a path for his likely confirmation. Senators voted 66-32 in favor of moving Cardona's nomination forward with sixteen Republican Senators supporting this important procedural step. Cardona is expected to win final approval in the Senate by similar margins early next week.

### **New Legislation**

S.396 A bill to promote registered apprenticeships, including registered apprenticeships within in-demand industry sectors, through the support of workforce intermediaries, and for other purposes. Sponsor: Sen. Coons, Christopher A. [D-DE]

S.385 A bill to improve the full-service community school program, and for other purposes. Sponsor: Sen. Brown, Sherrod [D-OH]

S.383 A bill to amend the Higher Education Act of 1965 regarding proprietary institutions of higher education in order to protect students and taxpayers. Sponsor: Sen. Durbin, Richard J. [D-IL]

S.342 A bill to advance STEM education, provide for improved worker training, retention, and advancement, and for other purposes. Sponsor: Sen. Cortez Masto, Catherine [D-NV]

H.R.1213 To require elementary schools and secondary schools to provide an option for safe, in-person attendance during school years 2020-2021 and 2021-2022. Sponsor: Rep. Allen, Rick W. [R-GA-12]

H.R.1139 To reimburse meals and supplements provided to individuals who have not attained the age of 25 under certain meal programs authorized under the Richard B. Russell National School Lunch Act, and for other purposes. Sponsor: Rep. Jayapal, Pramila [D-WA-7]

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:** Scott Ziegler  
**Bcc:** Karen.Dawson@lcps.org  
**Subject:** 886979a5-dc61-4080-943d-08ecfbc8affc  
**Date:** Friday, February 26, 2021 4:59:50 PM

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Link to Join : <https://virginiatech.zoom.us/j/84295674208>

The Loudoun Times-Mirror on the attorney general's opinion.

Interviewer – John Battiston

Questions:

Evening, Wayde! Here's a list of question I'll be asking Friday. Thanks again!

***Give me a basic rundown of the administration-level changes LCPS plans to make in the coming months regarding equity.***

***Does LCPS plan to implement changes on the student level when it comes to equity? Will there be an effort to facilitate peer-to-peer conversation about race, ethnicity, religion or other equity-related matters?***

***A number of LCPS students over the years have reported facing usage of racial slurs, and the School Board over the last few months has issued statements and measures related to such language. Please offer details on how LCPS plans to enforce measures against racial slurs or other derogatory speech and to respond when such measures are violated.***

***The probe into LCPS by the attorney general's office began with a request from the Loudoun branch of the NAACP. Do you plan to collaborate with the NAACP and/or other local organizations representing people of color and other minorities as you move forward?***

***Some members of the LCPS community reject the school system's recent pursuit of equity-enhancing practices because of its alleged basis in critical race theory, a controversial ideology. How would you respond to such criticism?***

***While educators certainly have an influence over their pupils when it comes to equity awareness, parents tend to be just as — if not more — influential on their children's attitudes. How do you plan to involve Loudoun parents in your plans for racial reform, including and especially those who may not agree with such intentions?***

John Battiston



**Reporter**

***Loudoun Times-Mirror***

**(828) 455-5621**

**From:** Shari Byrne  
**To:** Stephen DeVita; Karen Dawson  
**Cc:** Scott Ziegler; Mark Smith; Michelle Walker; Brenda Sheridan  
**Subject:** RE: Closed Meeting March 4  
**Date:** Monday, March 1, 2021 8:38:25 AM  
**Attachments:** Motion for Closed Session March 4, 2021.docx

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The motion for the closed session is attached.

Shari

**From:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Sent:** Monday, March 1, 2021 8:29 AM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Shari Byrne <Shari.Byrne@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Subject:** RE: Closed Meeting March 4

Karen

Here you go:

### **MOTION TO CONVENE CLOSED MEETING**

I move that the Loudoun County School Board recess this public meeting and enter into a closed meeting, pursuant to §2.2-3712 of the Code of Virginia, for the following purpose(s):

- Discussion or consideration of the performance and disciplining of a specific public officer (a board member) as authorized by 2.2-3711(A)(1) of the Code of Virginia.

Steve

**From:** Karen Dawson <Karen.Dawson@lcps.org>  
**Sent:** Monday, March 1, 2021 8:25 AM  
**To:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Shari Byrne <Shari.Byrne@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>  
**Subject:** Closed Meeting  
**Importance:** High

Steve:

Can you send the motion for the closed meeting to Shari and myself at your earliest convenience?

Also, will there **only** be "written public comment" for this meeting?

Do you want to include the topic on the web calendar entry? As of now, we have it as **Special School Board Meeting - Closed Session Only (Virtual Meeting)** starting at 7:30 which is after the Equity Committee meeting.

Thanks,  
Karen

**From:** Lottie Spurlock  
**To:** Administrative Leadership Team  
**Subject:** Equity in Education Month  
**Date:** Monday, March 1, 2021 8:39:43 AM  
**Attachments:** LCPSEquity in Education PROCLAMATION.pdf  
2021 Equity in Education Webinars (2) (002).pdf

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Good morning, Leaders:

This is the second year in which the Virginia School Boards Association (VSBA) has designated **March as Equity in Education Month**.

Please see the attached documents which reaffirm the LCPS commitment to equity (via last week's school board approved proclamation) and a list of **free webinars** sponsored by the VSBA.

The **first webinar will occur at noon today**; perhaps you are able to tune in to watch for a few minutes.

Thank you all for your ongoing commitment in strengthening our intentionality to better serve every student here in LCPS. Just as in December, for the VDOE's celebration of #EdEquity Week, **please encourage staff and leaders in your department and schools to highlight the important efforts on Twitter using the hashtag #LCPSEquityImprint**.

We look forward to sharing our commitment to stakeholders within our LCPS community (and beyond) by keeping them abreast of our collective commitment to equity.

Together on this journey,  
Lottie

**Lottie M. Spurlock**  
Director of Equity  
Office of the Superintendent  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571.252.1210  
Twitter: @LottieSpurlock

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



**From:** Stephen DeVita  
**To:** Karen Dawson  
**Cc:** Scott Ziegler; Mark Smith; Shari Byrne; Michelle Walker; Brenda Sheridan  
**Subject:** RE: Closed Meeting March 4  
**Date:** Monday, March 1, 2021 8:29:20 AM

---

Karen

Here you go:

**MOTION TO CONVENE CLOSED MEETING**

I move that the Loudoun County School Board recess this public meeting and enter into a closed meeting, pursuant to §2.2-3712 of the Code of Virginia, for the following purpose(s):

- Discussion or consideration of the performance and disciplining of a specific public officer (a board member) as authorized by 2.2-3711(A)(1) of the Code of Virginia.

Steve

**From:** Karen Dawson <Karen.Dawson@lcps.org>  
**Sent:** Monday, March 1, 2021 8:25 AM  
**To:** Stephen DeVita <Stephen.DeVita@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Shari Byrne <Shari.Byrne@lcps.org>; Michelle Walker <Michelle.Walker@lcps.org>  
**Subject:** Closed Meeting  
**Importance:** High

Steve:

Can you send the motion for the closed meeting to Shari and myself at your earliest convenience?

Also, will there **only** be "written public comment" for this meeting?

Do you want to include the topic on the web calendar entry? As of now, we have it as **Special School Board Meeting - Closed Session Only (Virtual Meeting)** starting at 7:30 which is after the Equity Committee meeting.

Thanks,  
Karen

**From:** Karen Dawson  
**To:** Stephen DeVita  
**Cc:** Scott Ziegler; Mark Smith; Shari Byrne; Michelle Walker  
**Subject:** Closed Meeting  
**Date:** Monday, March 1, 2021 8:24:47 AM

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Steve:

Can you send the motion for the closed meeting to Shari and myself at your earliest convenience?

Also, will there **only** be "written public comment" for this meeting?

Do you want to include the topic on the web calendar entry? As of now, we have it as **Special School Board Meeting - Closed Session Only (Virtual Meeting)** starting at 7:30 which is after the Equity Committee meeting.

Thanks,  
Karen

**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith; Wayde Byard; Stephen DeVita; [bos@loudoun.gov](mailto:bos@loudoun.gov); Schoolboardemail; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock; Clark Bowers; John Lody  
**Subject:** [EXTERNAL] Re: Why were proctors not mentioned at last night's school board meeting?  
**Date:** Monday, March 1, 2021 10:19:20 AM

Follow up. Here is the list of schools with vacancies throughout LCPS. You will see that many of them are in specific areas of Loudoun that are high minority/low income families. I would love to learn how these vulnerable populations of students and staff will be supported by LCPS during the Covid crisis to help families feel safe to return again. This information is based on the SubCentral listing of today. I can break it down in a little bit by district/region.

If you would like to see how struggling families are coping in the area inequitably, please notice WHERE these vacancies are and what happens to the students there that don't have a teacher or adult to educate them in person this school year, or even this week. I would say this is an emergency and that our children in Loudoun are losing ground, they are most certainly in need of immediate assistance. And thank you again to the BOS for PRCS staff that have been in the LCPS buildings from the very beginning. They are our shining lights in a VERY toxic atmosphere. They deserve raises. This deserves a Joint Equity investigation on how many students are being left behind this school year. And why. Don't punish the kids. They don't deserve that. They deserve to be empowered, not abandoned. I don't understand how more money at LCPS can change this breach of faith with the public and our children.

Available Slot	Vacant or filled
DCS - Douglass School - Earth Science	Vacancy
DCS - Douglass School - English	Vacancy
DMH - Dominion High - EL	Vacancy
DMH - Dominion High - SPED Cast	Vacancy
DMH - Dominion High - SPED MD (5/10/2021 - 6/15/2021 ONLY)	Vacancy
ERM - Eagle Ridge Middle - Music	Vacancy
FHS - Freedom High - SPED Cross Cat	Vacancy
HPM - Harper Park Middle - Social Science	Vacancy
IHS - Independence High - Biology	Vacancy
IHS - Independence High - SPED Cross Cat	Vacancy
IHS - Independence High - SPED ED	Vacancy
JLS - J.L. Simpson Middle - Social Science	Vacancy
JML - J.M. Lunsford - Math	Vacancy
LCH - Loudoun County High - English	Vacancy
LCH - Loudoun County High - Latin	Vacancy
LCH - Loudoun County High - Social Science	Vacancy
LCH - Loudoun County High - SPED Cross Cat (3)	Vacancy
LVH - Loudoun Valley High - ASL	Vacancy
LVH - Loudoun Valley High - Business	Vacancy
LVH - Loudoun Valley High - Latin	Vacancy
LVH - Loudoun Valley High - Science	Vacancy



PFH - Potomac Falls High - Earth Science	Vacancy
PFH - Potomac Falls High - English	Vacancy
PFH - Potomac Falls High - SPED Cross Cat (2)	Vacancy
PVH - Park View High - Art	Vacancy
PVH - Park View High - Earth Science (5/10/2021 - 6/15/2021 ONLY)	Vacancy
PVH - Park View High - Earth Science- (1/12/2021 through 3/5/2021 ONLY)	Vacancy
PVH - Park View High - FACs	Vacancy
PVH - Park View High - Latin	Vacancy
PVH - Park View High - Spanish	Vacancy
PVH - Park View High - SPED	Vacancy
RVH - Riverside High - Music	Vacancy
RVH - Riverside High - PE (2)	Vacancy
RVH - Riverside High - Science (1/12/2021-3/5/2021 ONLY)	Vacancy
RVH - Riverside High - Social Science	Vacancy
RVH - Riverside High - SPED	Vacancy
RVH - Riverside High - SPED ED	Vacancy
SBH - Stone Bridge High - French	Vacancy
SBH - Stone Bridge High - SPED Cross Cat (2)	Vacancy
SRM - Seneca Ridge Middle - EL (2)	Vacancy
SRM - Seneca Ridge Middle - FACs	Vacancy
SRM - Seneca Ridge Middle - SPED Cross Cat	Vacancy
STM - Sterling Middle - EL (3)	Vacancy
STM - Sterling Middle - English	Vacancy
STM - Sterling Middle - FACs	Vacancy
STM - Sterling Middle - Math	Vacancy
STM - Sterling Middle - Music	Vacancy
STM - Sterling Middle - PE	Vacancy
THS - Tuscarora High - FACs	Vacancy
THS - Tuscarora High - French	Vacancy
THS - Tuscarora High - SPED Cross Cat	Vacancy
TMS - Trailside Middle - German	Vacancy
WHS - Woodgrove High - Math	Vacancy
WHS - Woodgrove High - Social Science	Vacancy
WMS - Willard Middle - PE	Vacancy

Here are the partially full vacancies:

Available Slot	Vacant or filled
BRM - Blue Ridge Middle - English (2)	1 of 2 slots filled
DMH - Dominion High - English (4)	3 of 4 slots filled
DMH - Dominion High - Reading (2)	1 of 2 slots filled
FHS - Freedom High - Social Science (2)	1 of 2 slots filled
JLS - J.L. Simpson Middle - Music (2)	1 of 2 slots filled
JLS - J.L. Simpson Middle - SPED Cross Cat (2)	1 of 2 slots filled
JML - J.M. Lunsford Middle - SPED Cross Cat (2)	1 of 2 slots filled
LVH - Loudoun Valley High - English (3)	1 of 3 slots filled
LVH - Loudoun Valley High - Social Science (2)	1 of 2 slots filled
MMS - Mercer Middle - Science (2)	1 of 2 slots filled
PVH - Park View High - EL (3)	1 of 3 slots filled
PVH - Park View High - English (2)	1 of 2 slots filled
PVH - Park View High - Social Science (2)	1 of 2 slots filled
RBM - River Bend Middle - Math (3)	2 of 3 slots filled
RRH - Rock Ridge High - Social Science (2)	1 of 2 slots filled
RVH - Riverside High - SPED Cross Cat (3)	1 of 3 slots filled
SBH - Stone Bridge High - English (3)	2 of 3 slots filled
SBH - Stone Bridge High - SPED ED (3)	2 of 3 slots filled
SRM - Seneca Ridge Middle - Science (3)	2 of 3 slots filled
STM - Sterling Middle - SPED Cross Cat (2)	1 of 2 slots filled
THS - Tuscarora High - Biology (2)	1 of 2 slots filled
THS - Tuscarora High - EL (2)	1 of 2 slots filled
THS - Tuscarora High - Social Science (3)	1 of 3 slots filled
TMS - Trailside Middle - Spanish (2)	1 of 2 slots filled
WHS - Woodgrove High - SPED Cross Cat (2)	1 of 2 slots filled

Here are the filled positions:

Available Slot	Vacant or filled
BAM - Brambleton Middle - English	Already filled
BAM - Brambleton Middle - Science (2)	Already filled
BAM - Brambleton Middle - Spanish	Already filled
BAM - Brambleton Middle - Tech Ed	Already filled
BEM - Belmont Ridge Middle - Math (3)	Already filled
BEM - Belmont Ridge Middle - Science	Already filled

<b>BEM - Belmont Ridge Middle - Science (1/11/2021 - 3/5/2021 ONLY)</b>	Already filled
<b>BEM - Belmont Ridge Middle - Science (3/8/2021 - 6/15/2021 ONLY)</b>	Already filled
<b>BEM - Belmont Ridge Middle - Social Science</b>	Already filled
<b>BEM - Belmont Ridge Middle - Spanish</b>	Already filled
<b>BEM - Belmont Ridge Middle - SPED Cross Cat</b>	Already filled
<b>BRH - Broad Run High - Biology</b>	Already filled
<b>BRH - Broad Run High - Marketing (2)</b>	Already filled
<b>BRH - Broad Run High - Science</b>	Already filled
<b>BRH - Broad Run High - Social Science</b>	Already filled
<b>BRH - Broad Run High - SPED Cross Cat</b>	Already filled
<b>BRM - Blue Ridge Middle - Math</b>	Already filled
<b>BRM - Blue Ridge Middle - Spanish</b>	Already filled
<b>BWH - Briar Woods High - Biology (2)</b>	Already filled
<b>BWH - Briar Woods High - Chemistry</b>	Already filled
<b>BWH - Briar Woods High - EL</b>	Already filled
<b>BWH - Briar Woods High - English (3)</b>	Already filled
<b>BWH - Briar Woods High - Reading</b>	Already filled
<b>BWH - Briar Woods High - Social Science (2)</b>	Already filled
<b>BWH - Briar Woods High - Spanish</b>	Already filled
<b>BWH - Briar Woods High - World Languages</b>	Already filled
<b>DCS - Douglass School - SPED</b>	Already filled
<b>DMH - Dominion High - Biology (2)</b>	Already filled
<b>DMH - Dominion High - Social Science</b>	Already filled
<b>DMH - Dominion High - SPED Cross Cat</b>	Already filled
<b>DMH - Dominion High - SPED MD (1/12/2021 - 3/11/2021 ONLY)</b>	Already filled
<b>DMH - Dominion High - SPED MD (3/15/2021 - 5/7/2021 ONLY)</b>	Already filled
<b>ERM - Eagle Ridge Middle - English (2)</b>	Already filled
<b>ERM - Eagle Ridge Middle - Math (2)</b>	Already filled
<b>ERM - Eagle Ridge Middle - Science</b>	Already filled
<b>ERM - Eagle Ridge Middle - Science (3/8/2021-6/15/2021 ONLY)</b>	Already filled
<b>ERM - Eagle Ridge Middle - Social Science (3)</b>	Already filled
<b>ERM - Eagle Ridge Middle - SPED Cross Cat (3)</b>	Already filled
<b>ERM - Eagle Ridge Middle - SPED MD</b>	Already filled
<b>FHS - Freedom High - Business</b>	Already filled
<b>FHS - Freedom High - English</b>	Already filled
<b>FHS - Freedom High - Marketing</b>	Already filled



<b>FHS - Freedom High - Math (3)</b>	Already filled
<b>FWS - Farmwell Station Middle - Family Life</b>	Already filled
<b>FWS - Farmwell Station Middle - Science</b>	Already filled
<b>FWS - Farmwell Station Middle - Social Science</b>	Already filled
<b>HPM - Harper Park Middle - EL</b>	Already filled
<b>HPM - Harper Park Middle - Science (2)</b>	Already filled
<b>HPM - Harper Park Middle - SPED Cross Cat</b>	Already filled
<b>HPM - Harper Park Middle - SPED ED</b>	Already filled
<b>HRM - Harmony Middle - English</b>	Already filled
<b>HRM - Harmony Middle - SPED ED</b>	Already filled
<b>HTH - Heritage High - Chemistry</b>	Already filled
<b>HTH - Heritage High - EL</b>	Already filled
<b>HTH - Heritage High - English (4)</b>	Already filled
<b>HTH - Heritage High - German</b>	Already filled
<b>HTH - Heritage High - Math</b>	Already filled
<b>HTH - Heritage High - Science (Tuesdays and Thursdays ONLY)</b>	Already filled
<b>HTH - Heritage High - Spanish</b>	Already filled
<b>IHS - Independence High - Earth Science</b>	Already filled
<b>IHS - Independence High - FACs</b>	Already filled
<b>IHS - Independence High - Social Science (2)</b>	Already filled
<b>JCH - John Champe High - Business</b>	Already filled
<b>JCH - John Champe High - Earth Science</b>	Already filled
<b>JCH - John Champe High - English</b>	Already filled
<b>JCH - John Champe High - Spanish</b>	Already filled
<b>JLS - J.L. Simpson Middle - FACs</b>	Already filled
<b>JLS - J.L. Simpson Middle - Math</b>	Already filled
<b>JLS - J.L. Simpson Middle - Reading</b>	Already filled
<b>JLS - J.L. Simpson Middle - Science</b>	Already filled
<b>JML - J.M. Lunsford Middle - Biology</b>	Already filled
<b>JML - J.M. Lunsford Middle - English (2)</b>	Already filled
<b>JML - J.M. Lunsford Middle - Science (2)</b>	Already filled
<b>JML - J.M. Lunsford Middle - Social Science</b>	Already filled
<b>LCH - Loudoun County High - ASL</b>	Already filled
<b>LCH - Loudoun County High - Math</b>	Already filled
<b>LCH - Loudoun County High - PE</b>	Already filled
<b>LCH - Loudoun County High - Tech Ed</b>	Already filled
<b>LRH - Lightridge High - English</b>	Already filled
<b>LRH - Lightridge High - Spanish</b>	Already filled



<b>LVH - Loudoun Valley High - Marketing</b>	Already filled
<b>LVH - Loudoun Valley High - Reading</b>	Already filled
<b>LVH - Loudoun Valley High - SPED Cross Cat</b>	Already filled
<b>MMS - Mercer Middle - EL</b>	Already filled
<b>MMS - Mercer Middle - English</b>	Already filled
<b>MMS - Mercer Middle - Gifted</b>	Already filled
<b>MMS - Mercer Middle - PE (2)</b>	Already filled
<b>PFH - Potomac Falls High - ASL</b>	Already filled
<b>PFH - Potomac Falls High - German</b>	Already filled
<b>PVH - Park View High - Earth Science (3/8/2021 - 5/5/2021 ONLY)</b>	Already filled
<b>PVH - Park View High - Math</b>	Already filled
<b>PVH - Park View High - SPED Cross Cat (2)</b>	Already filled
<b>RBM - River Bend Middle - Business</b>	Already filled
<b>RBM - River Bend Middle - English</b>	Already filled
<b>RBM - River Bend Middle - FACs (2)</b>	Already filled
<b>RBM - River Bend Middle - French</b>	Already filled
<b>RBM - River Bend Middle - Language Arts</b>	Already filled
<b>RBM - River Bend Middle - Reading</b>	Already filled
<b>RBM - River Bend Middle - SPED Cross Cat (2)</b>	Already filled
<b>RRH - Rock Ridge High - Drama</b>	Already filled
<b>RRH - Rock Ridge High - SPED Cross Cat</b>	Already filled
<b>RVH - Riverside High - Art</b>	Already filled
<b>RVH - Riverside High - FACS</b>	Already filled
<b>RVH - Riverside High - Math (4)</b>	Already filled
<b>RVH - Riverside High - Reading</b>	Already filled
<b>RVH - Riverside High - Science (3/8/2021 - 5/5/2021 ONLY)</b>	Already filled
<b>RVH - Riverside High - Science (5/10/2021-6/15/2021 ONLY)</b>	Already filled
<b>SBH - Stone Bridge High - Art</b>	Already filled
<b>SBH - Stone Bridge High - Latin</b>	Already filled
<b>SBH - Stone Bridge High - PE</b>	Already filled
<b>SBH - Stone Bridge High - Science</b>	Already filled
<b>SHM - Stone Hill Middle - Art</b>	Already filled
<b>SHM - Stone Hill Middle - Math</b>	Already filled
<b>SHM - Stone Hill Middle - Social Science (3)</b>	Already filled
<b>SMM - Smart's Mill Middle - FACs</b>	Already filled
<b>SMM - Smart's Mill Middle - Reading</b>	Already filled
<b>SMM - Smart's Mill Middle - Spanish</b>	Already filled

SMM - Smart's Mill Middle - SPED Cross Cat	Already filled
SMM - Smart's Mill Middle - SPED ED	Already filled
SRM - Seneca Ridge Middle - English	Already filled
SRM - Seneca Ridge Middle - FACs	Already filled
SRM - Seneca Ridge Middle - Gifted	Already filled
SRM - Seneca Ridge Middle - Social Science	Already filled
STM - Sterling Middle - Science	Already filled
STM - Sterling Middle - Social Science	Already filled
THS - Tuscarora High - English	Already filled
THS - Tuscarora High - Math	Already filled
THS - Tuscarora High - Spanish	Already filled
TMS - Trailside Middle - English	Already filled
TMS - Trailside Middle - Music	Already filled
TMS - Trailside Middle - Science	Already filled
TMS - Trailside Middle - Social Science	Already filled
TMS - Trailside Middle - SPED Cross Cat	Already filled
TMS - Trailside Middle - Tech Ed	Already filled
WHS - Woodgrove High - Biology	Already filled
WHS - Woodgrove High - Earth Science	Already filled
WHS - Woodgrove High - English (2)	Already filled
WHS - Woodgrove High - SPED ED	Already filled
WMS - Willard Middle School - Social Science	Already filled

:-) 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 Wed, Feb 24, 2021 at 11:00 AM Michele Leffler <mherseyleffler@gmail.com> wrote:

Good morning,

I showed up to do a public comment yesterday and will do one Saturday for the BOS. It was largely dependent on what I saw discussed last night. In reviewing the discussion, the most passionate topic was about sports. Why are children that play sports more important than the kids that chose to be taught in person and whose teacher chose not to return? What damage is being caused by that and why is that topic being avoided? Does the school board simply not care? The priorities and good faith towards the public input is disconcerting.

There is a HUGE avoidance of discussing the teachers not returning despite being vaccinated. This needs to be addressed. Immediately. It is a double standard students and parents can see through.

**SB 1303 is a bill I also was involved in that specifically states,**

*"Be it enacted by the General Assembly of Virginia: 1. § 1. As used in this act:*

*"In-person instruction" means any form of instructional interaction between teachers and students that occurs in person and in real time.*

*"In-person instruction" does not include the act of proctoring remote online learning in a classroom.*

That is why I went to the school board meeting yesterday and shared this:

I remember better days. When we could all be in the same room together and we weren't so divided. Right now what I see is this:

Intentional barriers for self protection addressing unknown territory, unknown casualties, unknown strategies that are still happening on new and foreign terrain on familiar ground.

Change is terrifying, often we resist it instead of embracing it because we are scared of our doubts.

Operational readiness comes with practice, consistency, and clear communications from leadership who trusts their troops and their troops trust them. (I wasn't able to share all that)

**My concerns that I hope are addressed tonight:**

- **Length of time for proctors (temps)**
- **What happens when schools do not have enough proctors?**
- **Are teachers returning now that they are vaccinated?**
- **How have ADA claims increased this year?**
- **How are school admin contact tracing?**

These are pivotal operational readiness standards that need to be addressed for RIGHT NOW. The list that circulated of the many vacant proctor positions in Sterling should alarm EVERYONE. Some schools are filled with temps, some are being abandoned by temps. Special education teacher assistants are going unfilled still.

That should be a matter of emergency, not avoidance. SB 1303 is moving forward with bipartisan support for the good of our children. Stop leaving out the needs of the hybrid students because many teachers are not returning. How will proctors be normalized this school year when next school year that is not considered, "in person learning"?

Please stop with the shortcuts and honor the promises to our children. The funds are there, avoidance is there also. Doors need to be open at the school board meetings and parents/public need to be able to stay to feel included. It feels so distorted right now when parents show up to comment and then are dismissed, no longer welcome within LCPS. I think that is something that must be addressed immediately. We pay everyone's salary in LCPS and we deserve to STAY during the school board meetings. And proctors are not educators.

<https://www.signupgenius.com/go/5080d48adac2eaf58-inperson>

As a reminder, the role of LCPS is to encourage teachers to return, not discourage them to return. That is the biggest obstacle you are facing with a breach of trust. How can a proctor be acceptable in 3rd grade for the rest of the school year? Nobody has answered that question. Why not?

If the public can stay, we will trust you. If we can't stay, we won't trust you. It is that simple and not very complicated. We are all traumatized and terrorized by Covid, but avoiding the public is NOT how to run a school system.

:-) Michele Leffler

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

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



**From:** Asia Jones  
**To:** Loree Winslow; Kelly Briner; Andrea Philyaw  
**Cc:** Patricia Nelson; Sharon Willoughby; Donna Smith; Scott Ziegler; Rachel Johnson  
**Subject:** FW: [EXTERNAL] RE: PCG AGREEMENT  
**Date:** Tuesday, March 2, 2021 8:22:06 AM  
**Attachments:** 21-1 PCG LCPS Master Agreement Add On VDOE IEP v.3.pdf  
LOUDOUN COUNTY VA Add-On Services- Agreement - Cohort V - 2021 February - v3.pdf  
21-3 PCG Virginia School Data Privacy Agreement (DPA) FINAL 7-2-20 v3.pdf

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Good morning Andrea and Kelly,  
We appreciate your work and time on ensuring the LCPS DPA was sufficiently completed by PCG.  
I've copied Loree so that she may secure my signature and return to all copied on this email.

Loree, please also include the MOA from yesterday (LCPS and VDOE). Pat can then send them to the VDOE. Thank you.

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

**From:** Andrea Philyaw <Andrea.Philyaw@lcps.org>  
**Sent:** Monday, March 1, 2021 9:29 PM  
**To:** Asia Jones <Asia.Jones@lcps.org>; Loree Winslow <Loree.Winslow@lcps.org>  
**Cc:** Patricia Nelson <Patricia.D.Nelson@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>; Kelly Briner <Kelly.Briner@lcps.org>  
**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Good Morning,

I have signed the DPA. The Master Agreement and Add-On Services agreement are ready for Dr. Jones signature. Upon signature, these three documents along with the MOA may be sent to VDOE. Please ensure Procurement receives a copy of all countersigned documents. Thank you.

Andrea Philyaw, CPPO, CPPB, PMP  
Director, Procurement and Risk Management  
Loudoun County Public Schools  
Procurement and Risk Management Services  
21000 Education Court  
Ashburn, VA 20148  
P) 571-252-1270  
F) 571-252-1431



**From:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>

**Sent:** Monday, March 1, 2021 1:30 PM

**To:** Loree Winslow <[Loree.Winslow@lcps.org](mailto:Loree.Winslow@lcps.org)>

**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>

**Subject:** FW: [EXTERNAL] RE: PCG AGREEMENT

**Importance:** High

Loree,

Please affix my signature and return. I believe we are waiting for the PCG MOA and DPA before we send it to the VDOE. Thank you.

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

**From:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>

**Sent:** Monday, March 1, 2021 1:00 PM

**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**Importance:** High

Yes, Kelly did send on 2/23/21, but I have attached an updated document for Dr. Jones' signature. Thank you.

Andrea Philyaw, CPPO, CPPB, PMP  
Director, Procurement and Risk Management  
Loudoun County Public Schools  
Procurement and Risk Management Services  
21000 Education Court  
Ashburn, VA 20148  
P) 571-252-1270  
F) 571-252-1431

**From:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Sent:** Monday, March 1, 2021 10:33 AM

**To:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson

<Rachel.Johnson@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**Importance:** High

Do I have the signed MOA to move forward to Virginias?

Dr. Patricia D. Nelson  
Director of Special Education, Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Tele: 571 252-1067

**From:** Andrea Philyaw <Andrea.Philyaw@lcps.org>

**Sent:** Saturday, February 27, 2021 4:10 PM

**To:** Patricia Nelson <Patricia.D.Nelson@lcps.org>; Kelly Briner <Kelly.Briner@lcps.org>

**Cc:** Donna Smith <Donna.Smith@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Rachel Johnson <Rachel.Johnson@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Pat,

Thank you for the clarification. The MOA is effective with the signing of the agreement, and the PCG agreement is active from the go-live date of July 1, 2021. You may move forward with Asia signing the MOA. As mentioned previously, the PCG agreement will be signed once funding is secured. Thank you.

Andrea Philyaw, CPPO, CPPB, PMP  
Director, Procurement and Risk Management  
Loudoun County Public Schools  
Procurement and Risk Management Services  
21000 Education Court  
Ashburn, VA 20148  
P) 571-252-1270  
F) 571-252-1431

**From:** Patricia Nelson <Patricia.D.Nelson@lcps.org>

**Sent:** Friday, February 26, 2021 3:16 PM

**To:** Andrea Philyaw <Andrea.Philyaw@lcps.org>; Kelly Briner <Kelly.Briner@lcps.org>

**Cc:** Donna Smith <Donna.Smith@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Rachel Johnson <Rachel.Johnson@lcps.org>; Sharon Willoughby <Sharon.Willoughby@lcps.org>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

The GO LIVE date is July 1, 2021 however, the behind the scenes work and the training that needs to

be done will start when the contracts are signed.

Dr. Patricia D. Nelson  
Director of Special Education, Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Tele: 571 252-1067

**From:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>

**Sent:** Friday, February 26, 2021 1:37 PM

**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>; Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**Importance:** High

Asia and Pat,

One additional question before any agreements are signed, both agreements state effective 7/1/21. Isn't work scheduled to begin before 7/1/21? If not, we will be unable to use FY21 funds for the purchase. Also, we cannot sign the PCG agreement until approval of using FY21 funds, but we are able to proceed with MOA for free services. Thank you.

Andrea Philyaw, CPPO, CPPB, PMP  
Director, Procurement and Risk Management  
Loudoun County Public Schools  
Procurement and Risk Management Services  
21000 Education Court  
Ashburn, VA 20148  
P) 571-252-1270  
F) 571-252-1431

**From:** Andrea Philyaw

**Sent:** Friday, February 26, 2021 12:59 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Brooke,

Thank you. We will get the documents signed and returned to you today or Monday.



Andrea Philyaw, CPPO, CPPB, PMP  
Director, Procurement and Risk Management  
Loudoun County Public Schools  
Procurement and Risk Management Services  
21000 Education Court  
Ashburn, VA 20148  
P) 571-252-1270  
F) 571-252-1431

**From:** Bell, Brooke <BBell@pcgus.com>

**Sent:** Friday, February 26, 2021 12:56 PM

**To:** Andrea Philyaw <Andrea.Philyaw@lcps.org>; Kelly Briner <Kelly.Briner@lcps.org>

**Cc:** Patricia Nelson <Patricia.D.Nelson@lcps.org>; Donna Smith <Donna.Smith@lcps.org>; Asia Jones <Asia.Jones@lcps.org>; Rachel Johnson <Rachel.Johnson@lcps.org>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Hi Andrea,

It's highlighted in the attached and in the illustration below:

#### **VIRGINIA SCHOOL DATA PRIVACY AGREEMENT**

services, or applications, as any other member of the public or party would be able to use de-identified data pursuant to 34 CFR 99.31(b). Provider and Division agree that Provider cannot successfully de-identify information if there are fewer than ten (10) students in the samples of a particular field or category of information collected, i.e., ten students in a particular grade, ten students of a particular race, or ten students with a particular disability. Provider agrees not to attempt to re-identify de-identified Division Data and not to transfer de-identified Division Data to any party unless (a) that party agrees in writing not to attempt re-identification, and (b) prior written notice has been given to Division who has provided prior written consent for such transfer.

**Disposition of Data.** Upon written request and in accordance with the applicable terms in subsections below, provider shall dispose of or delete all Division Data obtained under this Agreement when it is no longer needed for the purposes for which it was obtained. Disposition will include (1) the shredding of any hard copies of any Division Data, (2) erasing, or (3) otherwise modifying the personal information in those records to make it unreadable or indecipherable by human or digital means. Nothing in the service agreement authorizes provider to maintain Division Data obtained under the service agreement beyond the time reasonably needed to complete the disposition. Provider shall provide written notification when the Division Data has been disposed. The duty to dispose of Division Data shall not extend to data that has been de-identified or placed in a separate student account, pursuant to the terms of the agreement. The Division may employ a request for return or deletion of Division Data form, a copy of which is attached hereto as **Exhibit "D" Directive for Provider Disposition of Division Data**. Upon receipt of a request from Division, Provider shall immediately provide Division with any specified portion of Division Data within ten (10) calendar days of the receipt of said request.

- a) **Partial Disposal During the Term of Service Agreement.** Throughout the term of the service agreement, Division may request partial disposal of Division Data obtained under the service agreement that is no longer needed following PCG's change request process, which may include an additional cost to the division. Timeline to be determined upon PCG assessment of specific request. Partial disposal of data shall be subject to Division's request to transfer data to a separate account, pursuant to Article II: Data Ownership and Authorized Access, Section 3. Separate Account above.

Regards,  
Brooke



**From:** Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>

**Sent:** Friday, February 26, 2021 12:53 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Hi Brooke,

Would you mind highlighting for me the revisions to the DPA? Thank you.

Andrea Philyaw, CPPO, CPPB, PMP  
Director, Procurement and Risk Management  
Loudoun County Public Schools  
Procurement and Risk Management Services  
21000 Education Court  
Ashburn, VA 20148  
P) 571-252-1270  
F) 571-252-1431

**From:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>

**Sent:** Friday, February 26, 2021 12:13 PM

**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>

**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

My apologies – we also updated PCG's address on the Master Agreement.

Thank you.

Brooke

**From:** Bell, Brooke

**Sent:** Friday, February 26, 2021 12:11 PM

**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>

**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Good afternoon,

Please see the signed and updated contract pieces from PCG. The only updates to note include the information we completed in the DPA as well as Article IV, number 5.

We appreciate your patience as our PCG team took a thorough review to your contract package. I will be on alert for any questions or concerns you may have.

Regards,  
Brooke



**Brooke Bell**

804-665-2168 desk  
804-513-2736 cell  
[publicconsultinggroup.com](http://publicconsultinggroup.com)

**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Sent:** Friday, February 26, 2021 11:09 AM  
**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>  
**Cc:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>  
**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT  
**Importance:** High

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Hi, Brooke-

I'm supposed to be on leave today, but I know this is an urgent matter. I've copied Andrea Philyaw in case she will be managing this in my absence. Either way, please include me. Thanks so much!!

Kelly

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

**From:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>

**Sent:** Friday, February 26, 2021 10:59 AM

**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Hi,

I appreciate your patience. My goal is to return the documents to you shortly after noon today.

Thanks,

Brooke

**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Sent:** Thursday, February 25, 2021 7:33 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**Importance:** High

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Hi, Brooke-

Thanks for getting back with us. We are fine with accepting, as described below, your suggested reasonable revisions to Article IV number 5 of the DPA. Please make the changes and return with any other revisions to the Master Agreement for our review. We look forward to finalizing the contract package as soon as possible.

Please let us know of any further questions in the meantime. Best! Kelly

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

**From:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>

**Sent:** Thursday, February 25, 2021 5:09 PM

**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT



Hi Kelly,

It is still being reviewed by several people on our team and they haven't completed the review. Here are a few questions that have been passed along:

- Article IV, number 5: We understand the ten calendar days refer to providing a specified portion of Division Data, but does it also include a) partial disposal? PCG would need more than ten days to complete that partial disposal process. And to that point,
- Article IV, number 5, a: We have been asked to add the following phrase: "...following PCG's change request process, which may include an additional cost to the division." We will provide a copy of our change request process as an exhibit to our contract.

We hope to have this back to you tomorrow.

Thank you.

Brooke

**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Sent:** Thursday, February 25, 2021 3:18 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**Importance:** High

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Hi, Brooke-

Just following up on the DPA questions you may have. Can you send those asap so we can be reviewing your concerns. Thanks so much for your help! Kelly

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

**From:** Kelly Briner

**Sent:** Wednesday, February 24, 2021 4:52 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Rachel Johnson <[Rachel.Johnson@lcps.org](mailto:Rachel.Johnson@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT



Hi, Brooke-

You can address the DPA questions with us, on this email. Thank you! Kelly

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

**From:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>  
**Sent:** Wednesday, February 24, 2021 4:36 PM  
**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>  
**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Good afternoon LCPS Team...

As an update, our contracts team is almost finished reviewing the components of the contract package. There are a few clarifications they are requesting concerning the DPA. Should I address those questions to this distribution list?

Regards and thank you,  
Brooke



**Brooke Bell**

804-665-2168 desk  
804-513-2736 cell  
[publicconsultinggroup.com](http://publicconsultinggroup.com)

Public Consulting Group (PCG) is a leading provider of consulting services to the public sector. PCG is a member of the Public Consulting Group Inc. (PCGI) family of companies. PCGI is a publicly traded company on the New York Stock Exchange (NYSE:PCG). PCGI is a leading provider of consulting services to the public sector. PCGI is a member of the Public Consulting Group Inc. (PCGI) family of companies. PCGI is a publicly traded company on the New York Stock Exchange (NYSE:PCG).

**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Sent:** Sunday, February 21, 2021 9:47 PM  
**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>  
**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Hi, Brooke-

The PCG document has an effective date of July 1, 2021 at the end of the 1<sup>st</sup> paragraph.

There are no changes to your PCG document, but the first document, "LCPS Master Agreement" document, is an overlay addendum to your PCG agreement. All four documents will form a contract package.

Please let me know any other questions as you review. Thanks so much! Kelly

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

**From:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>

**Sent:** Sunday, February 21, 2021 4:45 PM

**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Thank you. Our team will review. Quick question – I didn't notice any specific updates to our agreement. Before I look too closely, are there any changes to that PDF that we should specifically review?

Regards,  
Brooke

**From:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Sent:** Sunday, February 21, 2021 2:50 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>; Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>

**Subject:** FW: [EXTERNAL] RE: PCG AGREEMENT

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Hi Brooke,

I have attached four documents for your review....please provide feedback and if you have any questions feel free to contact us.

Thanks,  
Pat

Dr. Patricia D. Nelson  
Director of Special Education, Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Tele: 571 252-1067

**From:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>  
**Sent:** Thursday, February 18, 2021 4:39 PM  
**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>  
**Cc:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Subject:** RE: [EXTERNAL] RE: PCG AGREEMENT

Hi, Pat and Donna,  
Please see the attached 4 separate documents that would be combined to form the PCG Add-on contract package. Please review and let me know if you have any questions or revisions. If there are no revisions, please send these documents to PCG for their review.

Please confirm that this agreement with PCG would be effective July 1, 2021.

Thanks so much! Kelly

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

**From:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Sent:** Thursday, February 18, 2021 11:11 AM  
**To:** Kelly Briner <[Kelly.Briner@lcps.org](mailto:Kelly.Briner@lcps.org)>; Andrea Philyaw <[Andrea.Philyaw@lcps.org](mailto:Andrea.Philyaw@lcps.org)>; Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>  
**Cc:** Asia Jones <[Asia.Jones@lcps.org](mailto:Asia.Jones@lcps.org)>  
**Subject:** FW: [EXTERNAL] RE:

Hi Kelly,

I have attached the updated PCG Agreement....thanks,  
Pat

Dr. Patricia D. Nelson  
Director of Special Education, Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Tele: 571 252-1067

**From:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>  
**Sent:** Thursday, February 18, 2021 10:44 AM  
**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Farley, Calin <[cfarley@pcgus.com](mailto:cfarley@pcgus.com)>; Haverty, Victoria <[vhaverty@pcgus.com](mailto:vhaverty@pcgus.com)>  
**Subject:** [EXTERNAL] RE:

Hi,

Please see the attached updated agreement. We have added an Exhibit B with broader descriptions of the add-ons. Please let me know if you have any questions.

We look forward to seeing your updates and the Data Privacy Agreement document.

Regards,  
Brooke



**Brooke Bell**

804-665-2168 desk

804-513-2736 cell

[publicconsultinggroup.com](http://publicconsultinggroup.com)

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**From:** Bell, Brooke  
**Sent:** Thursday, February 18, 2021 9:18 AM  
**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>  
**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Farley, Calin <[cfarley@pcgus.com](mailto:cfarley@pcgus.com)>; Haverty, Victoria <[vhaverty@pcgus.com](mailto:vhaverty@pcgus.com)>  
**Subject:** RE:



Good morning – Our executive lead, Paul Mancini, is still approving the changes to the contract, but will complete the review this morning.

Regards,  
Brooke

**From:** Bell, Brooke

**Sent:** Wednesday, February 17, 2021 5:57 PM

**To:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>; Farley, Calin <[cfarley@pcgus.com](mailto:cfarley@pcgus.com)>; Haverty, Victoria <[vhaverty@pcgus.com](mailto:vhaverty@pcgus.com)>

**Subject:** RE:

Hi Dr. Nelson,

Thank you for meeting with us today. Our legal team is reviewing the updates we made to the contract agreement based on our conversation today. We added the add-on trainings to that more descriptive language.

I want to offer additional information about trainings post implementation. For add-ons, PCG offers virtual training annually for all division users. These opportunities are communicated later in the year once scheduled. We reference these annual trainings in the contract.

For trainings related to Virginia IEP, which includes Advanced Reporting training, PCG and VDOE provide the following resources:

- The home page contains a library of user guides and webinar trainings (including all historical webinars).
- PCG and VDOE host quarterly webinars for informational and training topics for all divisions.
- PCG and VDOE host targeted trainings on certain topics as requested or as needed, such as the Advanced Reporting training series.

Because Advanced Reporting training is part of the VDOE provided system, it wouldn't be appropriate to include in the add-on agreement.

Also, we would like to see the School Data Privacy Agreement so that we can share that with our legal team and InfoSec team.

Best regards,  
Brooke



**Brooke Bell**

804-665-2168 desk

804-513-2736 cell

[publicconsultinggroup.com](http://publicconsultinggroup.com)

**From:** Patricia Nelson <[Patricia.D.Nelson@lcps.org](mailto:Patricia.D.Nelson@lcps.org)>

**Sent:** Wednesday, February 17, 2021 3:21 PM

**To:** Bell, Brooke <[BBell@pcgus.com](mailto:BBell@pcgus.com)>; Farley, Calin <[cfarley@pcgus.com](mailto:cfarley@pcgus.com)>

**Cc:** Donna Smith <[Donna.Smith@lcps.org](mailto:Donna.Smith@lcps.org)>

**Subject:**

**[EXTERNAL EMAIL]** Be cautious when clicking links or opening attachments.

Please spell out in the PCG Contract exactly what trainings are part of the package for the add-ons, including a training on the advanced reporting feature.

Thanks,  
Pat

Dr. Patricia D. Nelson  
Director of Special Education, Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
Tele: 571 252-1067

**From:** [Brenda Sheridan](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Fw: False statement  
**Date:** Monday, March 1, 2021 7:38:51 PM  
**Attachments:** [Video.mov](#)

---

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.*

---

**From:** Beth Barts <Beth.Barts@lcps.org>  
**Sent:** Monday, March 1, 2021 7:25 PM  
**To:** Brenda Sheridan <Brenda.Sheridan@lcps.org>  
**Subject:** False statement

Good evening,

I understand there is a closed session about me this week. I have been told it is about my social media. I don't have Twitter so I assume FB.

My thoughts and a heads up on my recent social media posts-

As a member of the Equity Committee, I cannot stand by as statements are made that are false. The equity resolution is not based on Critical Race Theory as a board member stated from the Dias and whose statement was shared in the Loudoun Now. This has perpetuated the myth among the community that we are teaching CRT.

In addition, I refuse to do nothing while former board members share "alleged" information about me in public comment and reference "alleged" conversations I had with OUR OWN Counsel. See video. (I have not posted about this yet.... but I plan to if necessary)

Like it or not, I share information. That won't stop. When Brandon Michon (the figure it out guy) walked around Catoctin elementary doing an ad for a Candidate for Governor, I shared it. That is it, shared it for Outreach and made no judgment. This was considered "shaming" according to him in public comment. He shared it as well all over Twitter. But apparently my post was "shaming".

I have no problem calling out people who wish for us to die, attack our kids, mention our private business or call us hateful names for appearing to be asleep, looking at our phones or simply having a bad hair day. I never post their name but have shared their comments once or twice. I won't be bullied. You guys may ignore it. In our house we stand up to false facts and hate.

Think about this -

If I said from the Dias I would not be supporting our immunization policy because it makes students get the Covid vaccine, that would be a falsehood. I would expect you to call me out on it.

The hypocrisy is real.

Please be on the lookout this week for a letter from Mr. King, my attorney. This will be made out to the Chair, but is for the whole board to read.

For the record, I found out about this meeting being about me AFTER it was posted. So much for what we said we were going to do— let the board member know prior to the public. No calls from DeVita at all today. Radio silence. Brenda had to tell me this evening.

<https://loudounnow.com/2021/02/25/school-board-joins-equity-in-education-month/>

Have a good meeting.

Beth

Sent from my iPhone



**From:** Karen Dawson  
**To:** Ashley Ellis; Asia Jones; Beth Robinson; Clark Bowers; Donna Smith; Holland Yummit; John Lody; Kevin Lewis; Kimberly Goodlin; Lottie Spurlock; Lucia Sebastian; Mark Smith; Patricia Nelson; Scott Ziegler; Sharon Willoughby; Stephen DeVita; Superintendent's Cabinet - Executive Assistants  
**Subject:** FW: [EXTERNAL] SUPT'S EMAILS: March 1, 2021  
**Date:** Monday, March 1, 2021 4:52:46 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:** Monday, March 1, 2021 4:31 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] SUPT'S EMAILS: March 1, 2021

john banner



Below you will find a short synopsis of four Superintendent's Emails for Monday, March 1st with the separate files attached below.

**1. Reminder for the 2021 Virginia School Survey of Climate and Working**

**Conditions:** The Virginia Department of Education (VDOE) and the Virginia Department of Criminal Justice (DCJS) recently launched the 2021 Virginia School Survey of Climate and Working Conditions, per [Superintendent's Memo 242-20](#). While we face the ongoing challenge of maintaining operations during COVID-19, data from these surveys are critical to monitor and ensure all members of our educational community learn, work, interact and grow in healthy and positive environments. Please continue to support your school principals in their efforts to administer this survey.

**2. Support Program for New Special Education Teachers:** The VDOE's Department of Special Education and Student Services is pleased to announce the continuation of its support to new special education teachers in Virginia. This program supports first year special education teachers

by providing training, resources and networking opportunities in partnership with the Council for Exceptional Children. To participate in this program, please register no later than March 19, 2021.

**3. Required CARES Act CRF Quarterly Reporting Due March 26, 2021:** School divisions and state agencies serving as local education agencies (state agency LEA) that received a Coronavirus Relief Fund payment last fall from the VDOE are required to report obligations and expenditures of CARES Act Coronavirus Relief Fund (CRF) on a quarterly basis. This email includes a link to the data collection form to be used for the required CRF quarterly reporting for the period of January 1, 2021, through March 31, 2021.

**4. CARES Act GEER Funds Expenditure Transfers:** The VDOE announced the availability of federal Coronavirus Aid, Relief, and Economic Security (CARES) Act Governor's Emergency Education Relief Fund (GEERF) allocations to Virginia higher education institutions via Superintendent's Memorandum on October 15, 2020. Now that public higher education institutions have received their appropriation from the Department of Budget and Planning, future reimbursement requests shall be fulfilled via a cash transfer from VDOE rather than an expenditure transaction processed through OMEGA.

- [03-01-21 CARES Act GEER Funds Expenditure Transfers.pdf](#)
- [03-01-21 Required CARES Act CRF Quarterly Reporting Due March 26, 2021.pdf](#)
- [03-01-21 Reminder for the 2021 Virginia School Survey of Climate and Working Conditions.pdf](#)
- [03-01-21 Support Program for New Special Education Teachers.pdf](#)

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This service is provided to you at no charge by the [Virginia Department of Education](#).

**From:** Wayde Byard  
**To:** Ashley Ellis; Harris Mahedavi; Scott Ziegler; Mark Smith  
**Subject:** RE: Dr. Suess  
**Date:** Monday, March 1, 2021 10:01:58 AM

---

Mr. Mahedavi,  
Here is the link to [The Washington Post story](#).  
Below is our statement:

### Media Rumors Concerning LCPS and Dr. Seuss

During the past 24 hours, a media rumor is circulating that Loudoun County Public Schools (LCPS) has banned books written by Theodor Seuss Geisel (Dr. Seuss).

Dr. Seuss books have not been banned in Loudoun County Public Schools (LCPS). LCPS believes this rumor started because March 2 is "Read Across America Day." Schools in LCPS, and across the country, have historically connected Read Across America Day with Dr. Seuss' birthday. Research in recent years has revealed strong racial undertones in many books written/illustrated by Dr. Seuss. Examples include anti-Japanese American political cartoons and cartoons depicting African Americans for sale captioned with offensive language. Given this research, and LCPS' focus on equity and culturally responsive instruction, LCPS provided this guidance to schools during the past couple of years to not connect Read Across America Day exclusively with Dr. Seuss' birthday. We continue to encourage our young readers to read all types of books that are inclusive, diverse and reflective of our student community, not simply celebrate Dr. Seuss. Dr. Seuss books have not been banned and are available to students in our libraries and classrooms, however, Dr. Seuss and his books are no longer the emphasis of Read Across America Day in Loudoun County Public Schools.

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

**From:** Ashley Ellis <Ashley.Ellis@lcps.org>  
**Sent:** Monday, March 1, 2021 9:58 AM  
**To:** Harris Mahedavi <Harris.Mahedavi@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>  
**Subject:** RE: Dr. Suess



Good morning, Harris,

We put out a statement on Saturday in response to some inquiries we had received. Wayde, would you mind forwarding that statement as well as the Post article just for Harris' awareness?

Thanks!

Ashley

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

**From:** Harris Mahedavi <[Harris.Mahedavi@lcps.org](mailto:Harris.Mahedavi@lcps.org)>

**Sent:** Monday, March 1, 2021 9:55 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Ashley Ellis <[Ashley.Ellis@lcps.org](mailto:Ashley.Ellis@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>

**Subject:** Dr. Suess

Hi Wade,

Can you please share a official response from LCPS on Dr. Suess issue, based on the response, I would like to use that respond to the emails I am getting on this subject.

Thanks

Harris



**From:** Christopher Simmons  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Virginia Athletics and Title IX  
**Date:** Wednesday, February 17, 2021 9:02:42 AM

---

Good morning Scott ,

***Following ICS presentation at the Virginia Association of School Personnel in December, we've had attendees request we reach out to inform you of our virtual athletic Title IX training next week. ICS is offering a 2 hour Title IX virtual training on February 24th from 11:00 AM to 1:00 PM MT. ICS is offering partner pricing for this event of \$250.***

Often incidents of alleged sexual harassment arise in the athletics environment - be it in the locker room, on a bus to or from a game, or before or after practice, to name a few. To ensure your school district meets its Title IX obligations and the safety of its student-athletes it is imperative that coaches and staff are trained on the new Title IX regulations. This training should include:

1. Definition of Title IX sexual harassment and when it falls under your program or activity;
2. How and when an employee can become on notice of sexual harassment;
3. Reporting obligations once on notice, including the interplay between reporting obligations under Title IX and mandatory reporting obligations pursuant to state law; and
4. A school district's Title IX compliance obligations in responding to an allegation of Title IX sexual harassment, and how athletics plays a key role in these obligations.

Complying with Title IX, however, is more than responding to incidents of sexual harassment. A large component of Title IX compliance also includes gender equity in athletics, pregnancy discrimination, and sex-based or gender-based discrimination. Athletics staff should have a full understanding of the breadth of Title IX compliance as it relates to unique issues that arise in athletics.

Athletic directors and coaches should attend ICS' Title IX for Athletics Virtual Certified Training where all of this and more will be covered. This virtual training is live and interactive, and participants have the opportunity to ask questions of the presenters to seek clarity. In addition, training will include hypos to help put concepts into practice. If you're interested in more information or to register let me know.

--

**Christopher Simmons, Ph. D.**

Director of Business Development at ICS

**A** 711 Signal Mountain Rd., #108 Chattanooga, TN 37405

**M** 561-413-4697 **E** christopher@icslawyer.com

**W** www.icslawyer.com

From: Beth Beatty  
To: Scott Ziegler  
Cc: School Board Confidential  
Subject: CRT  
Date: Monday, March 1, 2021 10:18:01 PM  
Attachments: image2.png

We have a growing group of community members who believe that our equity resolutions foundation is CRT. Wonder why?

See attached.

Message:

I'm sorry but, if you folks can not figure out Dr. Seuss, why are we trusting you with one of the biggest budgets in the nation and the education of any child? Seriously? What a clown show. Your priority is the proper well rounded education of children. Not indoctrination in to CRT or gender studies, or One Fish, Two Fish, Red Fish, Blue Fish. Drop the silliness, focus on one single priority and do only that. By not providing a quality education for this past year and not providing all of the other services, I think about all of the money you have saved through cost avoidance during the past year. Now you can start applying your efforts to quality education! Figure it out! Richard Corns

Hi

 Permalink

Thank you, Mr. Beatty, my Catoctin school board member. He alone has the courage to tell the truth.

★ Like

Log in to Reply

10:06



loudounnow.com



John Beatty is absolutely right: Critical Race Theory does underpin this resolution, evidenced by use of the term "anti-racist" and lack of the term "equality."

No longer will students and staff be treated based on merit regardless of race. Instead, people will be racially categorized and then treated based on what the categories mean according to Critical Race Theory (oppressor vs oppressed, privileged vs victim, etc.) The goal is for racial groups to have "equitable" outcomes. Inevitably, Asian applicants to the Academies of Loudoun and Thomas Jefferson in Fairfax will be discriminated against in order to reduce their current overrepresentation at those schools.

Children categorized as white will be taught



children categorized as white will be taught that they have inherent racial privilege and power and that they must work to undo that privilege and give up that power. Children categorized as other races will be taught that they are oppressed, powerless, and less capable of success without white people "doing the work" to fix things. It truly is neurotic and cringe-worthy stuff.

Get the book \*Cynical Theories: How Activist  
Scholarship Made Everything About Race

11:13



**Sharon Supp**

Friday

To: Sharon Cc: Schoolboardemail >

**[EXTERNAL] Thank you, Mr. Beatty.**

Mr. Beatty,

I wanted to send a personal note of thanks and encouragement for the wisdom, discernment and courage you recently displayed in being the lone voice of reason in opposition to LCPS' attempt to continue to divide and categorize students according to the color of their skin and other identifiers.

I agree that we are ONE race. HUMAN! And by



I agree that we are ONE RACE...HUMAN! AND, by God's glorious design, we humans are covered with different skins which are all equally unique and equally beautiful. And they are all an expression of God's majesty and creativity. The Proclamation which recently passed will indeed ensure that our students will remain divided and categorized by identities, rather than united and aligned with a common goal of making this world a better place for ALL humans.

You are being ridiculed and scorned for standing for what is true and just, and for exercising your right to freely express your personal convictions and beliefs. Please know



Sent from my iPhone

**From:** Beth Barts  
**To:** School Board Confidential; Scott Ziegler  
**Subject:** Fwd: [EXTERNAL] Enough!  
**Date:** Monday, March 1, 2021 10:10:32 PM

---

Good grief. Can we please issue a statement that the resolution is not filled with CRT? Madness.

Sent from my iPhone

Begin forwarded message:

**From:** Patricia Henricks <pattihenricks@hotmail.com>  
**Date:** March 1, 2021 at 9:49:10 PM EST  
**To:** Schoolboardemail <lcsb@lcps.org>  
**Subject:** [EXTERNAL] Enough!

All,

LCPS has become one disappointment after another this past year. Tell me how you can be so focused on issues that are not helping to address getting our students who need help back on track, and addressing the mental health of students as we just experienced another student suicide in our community.

What do you choose to address instead, calling Dr. Seuss a racist for work he produced during WWII (mind you our Governor dressed in blackface when he was younger and apologized and all was forgiven). And now you are pushing CRT and hiding it under the title of Equity on Education Month. Call it what you will but CRT is racism and many minority groups do not back it. They want equality not equity. If you spent the time to research this and read through things in great detail you will understand what that means.

My children will not participate in any lessons or assignments having to do with CRT hidden under your title of Equity. Can you please advise me how I can opt them out of these lessons?

Thank you,  
Patti Henricks

Sent from my iPhone

**From:** Leslee King <Leslee.King@lcps.org>

**Sent:** Wednesday, February 17, 2021 9:47 PM

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

**Cc:** Alexis James <Alexis.James@lcps.org>; Kimberly Van Acker <Kimberly.VanAcker@lcps.org>; Michael Kruczkowski <Michael.Kruczkowski@lcps.org>; Wezi Thindwa <Wezi.Thindwa@lcps.org>; Sophia Ra <Sophia.Ra@lcps.org>; Krishawna Goins <Krishawna.Goins@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Subject:** Brilliant having equity leads speak!

Lottie,

It was so good hearing from some of our equity leads. Having them answer questions was very smart and they did such a great job.

You have worked so hard on establishing an equity teacher group and having more equity in the classroom. "They did you proud!"

Their passion is so great Their speaking made it so very personal and meaningful! Equity came to life These teachers are another example of how great our LCPS teachers are.

I can't say enough about how fantastic this was I saw Dr. Ziegler was in the meeting and I'm sure he is proud of how well this went also.

I have cc'd them on this also. Thank you and to them also for all they do!

Leslee

P.S. Is it a requirement that Equity Leads be animated and use a lot of hand gestures! LOL



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:** [Leslee King](#)  
**To:** [Lottie Spurlock](#)  
**Cc:** [Alexis James](#); [Kimberly Van Acker](#); [Michael Kruczkowski](#); [Wezi Thindwa](#); [Sophia Ra](#); [Krishawna Goins](#); [Scott Ziegler](#)  
**Subject:** Brilliant having equity leads speak!  
**Date:** Wednesday, February 17, 2021 9:47:00 PM

---

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Leslee

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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:** [Lottie Spurlock](#)  
**To:** [Scott Ziegler](#)  
**Subject:** RE: MSAAC Meeting  
**Date:** Wednesday, February 17, 2021 9:24:51 PM

---

Agreed. Usually the ending time is promptly 9:00. The policy part was a last minute insertion between the chair and office of school administration. I will definitely include this in my reflective debrief with them.

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Wednesday, February 17, 2021 9:18 PM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>  
**Subject:** RE: MSAAC Meeting

No problem.

This is excellent information; I wonder if there is a way we can help them develop a more manageable agenda? We need to be respectful of the time commitment we make with members and participants.

Scott Ziegler

**From:** Lottie Spurlock  
**Sent:** Wednesday, February 17, 2021 7:46 PM  
**To:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** MSAAC Meeting

Good evening, Scott.

Just sending THANKS your way for attending these monthly meetings and supporting this important work.

Oh and the SNOW DAY is a bonus, too! I'll likely only work half a day!

With gratitude,  
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:** [Education Week](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] [Webinar] Recruiting & Retaining a More Diverse Teaching Workforce  
**Date:** Wednesday, February 17, 2021 4:33:37 PM

---

Get insights on teachers' attitudes around diversity in the classroom - [View This Email Online](#)



We know that recruiting and retaining teachers is hard and can be *even more challenging* when it comes to maintaining a diverse workforce.

Join us as we dive into one of the most important topics confronting today's K-12 educational landscape: **hiring and retaining educators that reflect the diversity of the students they teach.**

During the webinar, we will:

- Uncover exclusive data from the Education Week Research Center on teachers' attitudes and behaviors around diversity in the classroom
- Share exclusive data on the extent to which K-12 districts prioritize an increasingly diverse educator workforce
- Reveal the disconnect in many K-12 classrooms between the racial makeup of students and teachers, and why it matters
- Host a Q&A with expert panelists who will share insights on what it's like to be a teacher and a principal of color

**Thursday, February 25, 2021, 12:00-1:00 p.m. ET**

**Register today** and walk away with effective strategies for recruiting and retaining a more diverse workforce.



Can't attend? Register so you can view the **on-demand webinar** at a later date.

This webinar's content is provided by **EdWeek Top School Jobs**

This message was intended for [scott.ziegler@lcps.org]. If you would like to opt-out of future Education Week emails, please [click here](#).

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6935 Arlington Road, Suite 100, Bethesda, MD 20814

**From:** [Virginia Department of Education](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] SUPT'S EMAILS: February 17, 2021  
**Date:** Wednesday, February 17, 2021 4:32:30 PM

john banner



Below you will find a short synopsis of three Superintendent's Emails for Wednesday, February 17<sup>th</sup> with the separate files attached below.

**1. Governor Northam Updates Executive Order 72:** Today Governor Northam updated Executive Order 72, an Order of Public Health Emergency with Commonsense Surge Restrictions and the Extension of Certain Temporary Restrictions to Novel Coronavirus (COVID-19). The amended Executive Order updates Section II, Paragraph A, subparagraph 13 on Recreational Sports (p.11). This amended provision goes into effect at 12:00 am on February 22, 2021. The EO remains in effect until 11:59 pm on February 28, 2021.

**2. University of Virginia's Survey on Elementary Reading Curricula Used in Virginia Schools:** The purpose of this email is to notify school divisions of a research effort between the Virginia Board of Education and researchers at the University of Virginia to study reading instruction in Virginia. To inform this work, we ask that a representative from your division familiar with reading curricula complete a survey on curricula used in your school division.

**3. Opportunity for Team Training in Traumatic Brain Injury (TBI):** The VDOE is seeking applications from school divisions for an eleventh cohort of teams to receive intensive professional development in TBI the summer of 2021, and ongoing support from state specialists. Eight selected teams will receive support that will focus on improving the division's/region's ability to provide high quality, research-based programming and support services for students with TBI. Completed applications are due to VDOE by April 16, 2021.

- [02-17-21 Governor Northam Updates Executive Order 72.pdf](#)
- [02-17-21 Opportunity for Team Training in Traumatic Brain Injury \(TBI\).pdf](#)
- [02-17-21 University of Virginia's Survey on Elementary Reading Curricula Used in Virginia Schools.pdf](#)

This service is provided to you at no charge by the [Virginia Department of Education](#).





**From:** Lucia Sebastian  
**To:** Scott Ziegler; Michelle Walker  
**Subject:** Superintendent Update -HRTD  
**Date:** Wednesday, February 17, 2021 4:27:51 PM

---

Good afternoon, Scott:

Thank you in advance for including the following HRTD Recruiting efforts in the Superintendent Update.

**HRTD Recruiting Update:**

Loudoun County Public Schools (LCPS) hosted its second interview fair on Saturday February 20, 2021, the Diversity Recruitment Fair, for licensed candidates in underrepresented racial / ethnic backgrounds with K-5 and critical needs middle school endorsements. First-round interview panels met with 57 candidates over the past month. Panel members recommended candidates to move forward for second-round interviews, and 45 candidates are interviewing in the second round. Successful candidates will be offered early contracts for employment with LPCS for the 2021-22 school year.

LCPS HRTD, in collaboration with the Department of Special Education, is supporting the work to hire Extended School Year (ESY) and Covid Recovery positions for summer 2021. As of February 17, 2021, there were 64 postings created and published for ESY. HRTD is working with the Department of Special Education to host a job fair in March targeting these programs.

Sincerely,  
Lucia

Lucia Villa Sebastian, Ed.D.  
Interim Assistant Superintendent  
Human Resources & Talent Development (HRTD)  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
(571) 252-1317

**From:** Lottie Spurlock  
**To:** Scott Ziegler  
**Subject:** MSAAC Meeting  
**Date:** Wednesday, February 17, 2021 7:46:08 PM

---

Good evening, Scott.

Just sending THANKS your way for attending these monthly meetings and supporting this important work.

Oh and the SNOW DAY is a bonus, too! I'll likely only work half a day!

With gratitude,  
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*

**Subject:** FW: Assistant Director of DDI Job Description  
**Date:** Wednesday, February 17, 2021 8:50:37 PM  
**Attachments:** Assistant Superintendent, Digital Innovation May 2017.docx

---

Scott Ziegler

**From:** Lisa Boland  
**Sent:** Wednesday, February 10, 2021 12:42 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Assistant Director of DDI Job Description

Good afternoon,

I have attached the most recent job description on file for the Assistant Director of DDI. Please let me know if you have any edits. We will update accordingly and prepare for posting in May.

Thank you.

*Lisa Boland*

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

**From:** Scott Ziegler  
**To:** Lottie Spurlock  
**Subject:** RE: MSAAC Meeting  
**Date:** Wednesday, February 17, 2021 9:18:00 PM

---

No problem.

This is excellent information; I wonder if there is a way we can help them develop a more manageable agenda? We need to be respectful of the time commitment we make with members and participants.

Scott Ziegler

**From:** Lottie Spurlock  
**Sent:** Wednesday, February 17, 2021 7:46 PM  
**To:** Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** MSAAC Meeting

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**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:** Michele Leffler  
**To:** Schoolboardemail; [bos@loudoun.gov](mailto:bos@loudoun.gov)  
**Cc:** Wayde Byard; Scott Ziegler; Mark Smith; Stephen DeVita; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock  
**Subject:** [EXTERNAL] Fwd: Arlington Offers Spanish Language Emergency Response Training to Build More Equitable Emergency Response  
**Date:** Wednesday, February 17, 2021 4:52:52 PM

---

FYI -- this is interesting. Does Loudoun or LCPS do this?

:-) 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:** Arlington County News <[arlingtonva@public.govdelivery.com](mailto:arlingtonva@public.govdelivery.com)>  
**Date:** Wed, Feb 17, 2021 at 3:47 PM  
**Subject:** Arlington Offers Spanish Language Emergency Response Training to Build More Equitable Emergency Response  
**To:** <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)>

## Arlington Offers Spanish Language Emergency Response Training to Build More Equitable Emergency Response

To ensure a more equitable, culturally competent response to the COVID-19 pandemic and other emergencies, the Department of Public Safety Communications and Emergency Management and Arlington CERT are launching their first-ever Spanish-language Community Emergency Response Team (CERT) volunteer training. [Read this news release in Spanish.](#)

The free, virtual seven-week course will be conducted entirely in Spanish to best engage members of the Latino community in emergency preparedness and response. The cohort will attend once-a-week evening classes led by professional responders to learn how to care for themselves and others before, during and after an emergency. Graduates will be able to volunteer to assist the County in emergency response, including staffing pandemic response events like COVID-19 testing and vaccination clinics.

In Arlington, people who identify as Latino comprise 15% of the population but make up 36.2% of COVID-19 cases and 19.1% of COVID-19 deaths. The County hopes CERT volunteers can help design and deliver targeted COVID-19 information and resources to Spanish-speaking residents to reduce the disproportionate impact of the pandemic on this community.

"COVID-19 has emphasized the fact that people of color are more likely to be negatively impacted by disasters and emergencies," said Dr. Aaron Miller, Director of the Department of Public Safety Communications and Emergency Management. "This is often exacerbated because emergency responders and policymakers do not typically come from these communities. Those perspectives, those voices: they matter. They're essential to building community resilience. Programs like Spanish language CERT are important first steps in making those voices heard and in providing culturally accessible, appropriate information and resources to all of our residents."

[Registration for the program is now open.](#) Classes are held entirely in Spanish and are open to

**From:** [Karen Dawson](#)  
**To:** [Ashley Ellis](#); [Asia Jones](#); [Beth Robinson](#); [Clark Bowers](#); [Donna Smith](#); [Holland Yummit](#); [John Lody](#); [Kevin Lewis](#); [Kimberly Goodlin](#); [Lottie Spurlock](#); [Lucia Sebastian](#); [Mark Smith](#); [Patricia Nelson](#); [Scott Ziegler](#); [Sharon Willoughby](#); [Stephen DeVita](#); [Superintendent's Cabinet - Executive Assistants](#); [Vince Scheivert](#)  
**Subject:** FW: [EXTERNAL] SUPT'S EMAILS: February 17, 2021  
**Date:** Wednesday, February 17, 2021 4:36:36 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:** Wednesday, February 17, 2021 4:31 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] SUPT'S EMAILS: February 17, 2021

john banner



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- [02-17-21 University of Virginia's Survey on Elementary Reading Curricula Used in Virginia Schools.pdf](#)

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This service is provided to you at no charge by the [Virginia Department of Education](#).

---

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:** Andy Stamp  
**Subject:** [EXTERNAL] VASS Board Decision on 2021 Annual Spring Conference  
**Date:** Wednesday, February 17, 2021 9:05:14 AM  
**Attachments:** VASS Spring Conference Leadership Series.docx

---

## Virginia Association of School Superintendents

**TO: VASS Members**

**FR: Ben Kiser, VASS Executive Director**

**RE: VASS Board Decision on 2021 Annual Spring Conference**

The members of the VASS Board of Directors met yesterday and voted unanimously to hold the 2021 VASS Spring Conference virtually. In lieu of holding one long eight-hour virtual conference, the Board decided to create a series of three, 2-hour events focused on different aspects of leadership. The VASS Leadership Series will be held from **9:00 to 11:00 am on April 26, May 3, and May 10** (consecutive Mondays). I have attached the programs for your information. More information about the series and registration will be forthcoming.



**From:** LCPS-PER-JOB POSTINGS  
**To:** ALL LCPS STAFF  
**Subject:** LCPS Part Time Hourly Vacancy  
**Date:** Tuesday, February 16, 2021 4:30:09 PM

---

The Part Time Hourly Vacancy below are currently advertised.

**A message to internal applicants:** LCPS employees who wish to apply to a current vacancy must use the internal job board to submit an application. To access the internal job board, click [here](#) and log in to your Oracle employee account. Click on the "LCPS IRC Employee Candidate" link, then click on "Employee Candidate" option to access the Recruitment home page.

**Cafeteria Monitor**  
**Hillside Elementary School**  
IRC29290

**Teachers-in-Training 2021-2022**  
**Loudoun County Public Schools**  
IRC29159

**Cafeteria Monitor**  
**Arcola Elementary School**  
IRC29308

Loudoun County Public Schools  
Human Resources and Talent Development  
21000 Education Court  
Ashburn, VA 20148  
Tel: (571) 252-1557 | Fax: (571) 252-1663  
[www.lcps.org](http://www.lcps.org)

**From:** Wayde Byard  
**To:** Wayde Byard; Scott Ziegler  
**Subject:** Conversation with Wayde Byard  
**Date:** Friday, February 19, 2021 10:23:55 AM

---

Wayde Byard 9:39 AM:

Dr. Ziegler, I left a reminder from the Loudoun County Chamber of Commerce for you in Google Docs. When you affirm your participation, I will confirm with Tony Howard of the Chamber.

Scott Ziegler 12:21 PM:

Yes, okay to confirm

Wayde Byard 1:48 PM:

Dr. Ziegler, I have left a request from WMAL in a Google Doc for you.

Scott Ziegler 1:55 PM:

Do you know what he is referring to?

Wayde Byard 1:56 PM:

I do not. I can ask for a clarification.

Scott Ziegler 1:56 PM:

Please - the term 'equal opportunity education policy changes' is not one I'm familiar with.

Wayde Byard 2:09 PM:

It was about the Attorney General's opinion. I have updated the Google Doc with their clarification.

Scott Ziegler 2:43 PM:

Has our release gone out yet?

Wayde Byard 2:44 PM:

Yes. It is on the website and social media.

Scott Ziegler 2:56 PM:

Do you have a recommendation on this? Looking at Larry O'Connor's socials it doesn't seem that he would be friendly to equity issues

Wayde Byard 2:56 PM:

That also is my opinion. My advice is that we respectfully decline this offer.

Scott Ziegler 3:01 PM:

I agree - please decline.

Scott Ziegler 10:10 AM:

Probably too late but the response to WTTG is good

Wayde Byard 10:11 AM:

Dr. Smith approved last night. No problem. They were just probing, as usual.

**From:** Michele Leffler  
**To:** [bos@loudoun.gov](mailto:bos@loudoun.gov); [Schoolboardemail](mailto:Schoolboardemail)  
**Cc:** [Wayde Byard](#); [Scott Ziegler](#); [Mark Smith](#); [Stephen DeVita](#); [Paul Thiessen](#); [Asia Jones](#); [Ashley Ellis](#); [Jennifer Wall](#); [Lottie Spurlock](#)  
**Subject:** [EXTERNAL] Re: Disabled American Veteran (DAV) Equity and Mental Health Initiatives for 2021  
**Date:** Friday, February 19, 2021 9:46:46 AM

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Second Initiative I am working on

*Fun fact -- Ironically after I left LCPS, I reconnected with a former Chief of Naval Personnel co-worker who was my friend's boss while he worked in Legislation -- small world, he is now the National Legislative Officer of DAV and still very well connected, he looks out for me and I appreciate that sincerely. He still is hysterically funny and charming - he would let me be part of the CNP office coffee club, because I hated bad coffee. That's how I met the admiral that was the CNP, lol. I was having some of his coffee in his office. Funny how we all make friends, isn't it?*

*My first supervisor had hired me again -- she was the Yeoman Chief that looked out for the CNP. We are still in contact too, she loves my parents and said they were the nicest people she ever met when we worked together on the ship, USS PUGET SOUND. I guess it is who you know out here and the military seems to be a small world sometimes. We look out for each other, especially when we want to do good by helping others. Our hearts matter too.*

### **Improve Mental Health Services and Suicide Prevention Efforts to Reduce Veterans Suicide**

Veterans' need for mental health care and readjustment services has grown substantially in the last two decades in the wake of continued deployments to Afghanistan and Iraq and an increasing number of veterans seeking Department of Veterans Affairs health care. In fiscal year 2019, the VA Veterans Health Administration (VHA) provided mental health care services to 1.76 million veterans (about 29% of the VA's enrolled patients). For FY 2022, the VA requested more than \$10 billion to support its mental health programs, which includes care in inpatient, residential, outpatient and telehealth settings in addition to its community-based Vet Centers. In recent years, the VA has developed supportive programs to address interpersonal violence, anger management, parenting and relationship counseling, and eating disorders in addition to its programming for readjustment counseling, substance use disorders, serious mental illness, homelessness and post-traumatic stress disorder.

Compared to their civilian counterparts, veterans have a higher burden of trauma exposure and postdeployment readjustment challenges that place them at higher risk for mental health conditions. Veterans are also at an elevated risk of suicide—with male veterans 1.5 times more and women veterans 2.2 times more likely to commit suicide—than nonveteran adult peers. Veterans from recent deployments who enroll for VA care are more likely to seek mental health and substance use disorder services and use them more often than veterans from earlier conflicts. Still, even after VHA established suicide prevention as its top clinical priority; expanded access to care; and developed mental health programs, clinical guidelines and research initiatives, the rate of suicides among veterans has remained relatively constant.

The VA MISSION Act of 2018 (Public Law 115-182) required the VA to establish a Veterans Community Care Network (VCCN) of providers and expanded veterans' access to care in the community. While this increases veterans' access to mental health services, VCCN providers



are not required to meet the same mental health clinical care standards or training requirements for evidenced-based mental health treatments as VA mental health care providers. The VA has developed and trained about 15,000 VA providers in evidence-based practices to address post-traumatic stress (PTS) and depression. It has also, with the military, developed clinical practice guidelines for addressing veterans at risk of suicide, substance use disorders, use of opioids in management of chronic pain, traumatic brain injury (TBI), PTSD and bipolar disorder.

DAV believes that mandating training in evidence-based treatments will ensure community partners develop core competencies for addressing veterans' unique mental health care needs—specifically for conditions frequently associated with military service such as PTS and depression (related to combat and/or sexual trauma) and TBI. Community partners can benefit from the VA's vast and collective expertise in treating these conditions and demonstrate a commitment to delivering high-quality, evidence-based mental health treatments to veteran patients.

The VA's integration of primary and behavioral health care serves as a model for the health care industry. The VA requires at least one suicide prevention coordinator to serve in each VA medical center and its Veterans Crisis Line receives hundreds of thousands of calls, texts and chats annually. The VA also developed guidance for its emergency departments—known as Safety Planning for Emergency Department, or SPED—to ensure that veterans who present in mental health crisis receive safety planning prior to discharge and receive follow-up contact after discharge to encourage them to seek outpatient treatment associated with their suicidal ideation. As a targeted effort to reduce veteran suicide, we want to be sure that this policy has been implemented with fidelity throughout VHA. All VA emergency room clinicians and VCCN providers should adopt this best practice, which is associated with a significant reduction in suicidal behavior and increased engagement in outpatient behavioral health care after discharge, to ensure at-risk veterans receive appropriate and timely follow-up care.

In its efforts to reduce veteran suicide, the VA has also initiated a safe storage of lethal means initiative to improve providers' skills for counseling at-risk veterans about safe storage practices for prescription medication and firearms. According to the VA's 2019 annual report on veteran suicide, firearms were the method of self-harm selected most frequently by veterans who died from suicide in 2017. Veterans used firearms in 69.4% of completed suicides compared to 48.1% of deaths by suicide in the nonveteran adult population. Rates of suicide by firearm among male veterans was 70.7%, compared to male nonveterans at 53.5%. The rate was 43.2% for female veterans, compared to female nonveterans at 31.3%. Given these findings, counseling veterans on the safe storage of firearms and other lethal means is a critical component of suicide prevention that should be a part of any comprehensive public health strategy.

**† Congress should require mandatory suicide prevention training for all VA clinical staff and its community care partners to ensure veterans in mental health crisis receive proper screening, crisis interventions (for lethal means safety and substance use disorders) and mental health treatment.**

**† The VA should require that protocols included in the VA's SPED program are mandatory for every veteran in mental health crisis who seeks emergency or urgent care services from the VA or a VCCN provider.**

**† The VA must consistently update, disseminate and train staff and community partners on established mental health clinical practice guidelines and evidence-based treatments**



**for commonly experienced conditions among veterans, including PTSD (related to combat and/or military sexual trauma), substance use disorders, depression, anxiety, TBI and suicidal ideation.**

:-) Michele Leffler

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

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

On Fri, Feb 19, 2021 at 9:29 AM Michele Leffler <mherseyleffler@gmail.com> wrote:  
Good morning,

If you want to know what I am doing beyond education, this is what I do to honor my uncle that I lost too soon and help address equity and gender barriers veterans have experienced. If you would like to speak with anyone or have inquiries regarding these initiatives, I can direct you to the subject matter experts who also advise and present the US Senators and Congress. I hope I made my family proud by being involved with these vital services for many vulnerable populations.

**Ensure Equitable Benefits and Services for Women and Minority Veterans** While the Department of Veterans Affairs (VA) Veterans Health Administration (VHA) has evolved over time to meet the needs of its increasingly diverse patient population, gaps remain in access, usage rates and health outcomes among women and other minority veteran populations. This includes racial, ethnic, sexual orientation and gender identity groups—underscoring the need for continued focus on the causes of such disparate rates and implementation of practices and policies to improve them.

Though the total veteran population is projected to decrease from 18.6 million in 2016 to 12.9 million in 2040, the percentage of minority veterans is expected to rise from 23% to 34% over that same period. According to the VA's 2017 Minority Veterans Report, service-disabled Black veterans had the highest rate of health care use among VA patients (77.4%), followed by disabled Hispanic veterans (71.5%). Yet, despite such large minority patient populations, the VA's own systematic review found it has not been completely successful in eliminating racial and ethnic disparities in veterans' health outcomes. Additionally, few studies examine the variances in health outcomes among other minority groups, such as American Indian and Asian veterans. VA research also shows lower health care provider trust among minority veterans, which can lead to poor health outcomes, as well as disparities in mental health care diagnoses. For example, clinicians tend to more frequently diagnose Black veterans with serious mental health conditions, such as schizophrenia, versus diagnosed mental health conditions such as bipolar disorder or depression in white veterans.

Following the repeal of "Don't Ask, Don't Tell" in 2011, the VA adopted new policies and

programs to address health issues related to LGBT veterans and established the VHA's Office of Health Equity and the LGBT Health Program. However, a Government Accountability Office report (GAO-21-69) notes the VA still lacks a standardized method of collecting sexual orientation and self-identified gender identity data among veterans. As such, VA health officials may miss opportunities to properly screen, identify and address specific health disparities within this population or provide the comprehensive care necessary to address them. For example, VA researchers found that LGBT veterans may experience higher rates of depression and more frequent thoughts of suicide, but without data collection on sexual orientation or self-identified gender identity (89% of veterans' records lack such information) providers can't properly analyze these findings and overall health of these veterans. Studies have also shown many LGBT veterans are hesitant to disclose their gender identity with VA health care providers for fear of bias and mistreatment. For example, some LGBT veterans report instances of discrimination within the VA, to include refusal of treatment, lack of provider knowledge on issues specific to sexual orientation or gender identity, and harassment.

The VA must redouble its efforts to diversify its staff to better reflect the veteran patient population it serves. Peer support specialists could help to create a more welcoming and personalized health care experience for new patients and veterans struggling with mental health challenges. These specialists can help veterans navigate the system and promote engagement in treatment and recovery. Peer support specialists have often overcome similar challenges and should represent subpopulations within medical centers' patient demographics, including Black, Hispanic, women, sexual minorities or others who may need a more personalized and culturally sensitive approach to seeking recovery.

**Studies show women who have served often do not identify as veterans**, which makes it critical for the VA to engage them in an effective manner to ensure they are aware about their earned benefits and health care services. Of the women veterans who use the VA health care system, 60% have a service-connected disability rating of 50% or higher. These veterans often have complex medical needs and are best served by the VA's comprehensive whole health model of care that includes specialized programs and supportive social services. However, because women Rev. 2/21 Page 9 Critical Policy Goal | 117th Congress makes up just a fraction (500,000) of the VA's 7 million patient population, they are often sent into the community for care because the VA is not able to provide the gender-specific services they require. For women veterans, this can result in fragmented care and, in some cases, lead to poorer health outcomes.

While stranger or sexual harassment is not specific to any one group of veterans, it continues to be a notable problem within the VA. Despite considerable pressure over the past several years to eliminate sexual assault and harassment at VA facilities as well as numerous campaigns to achieve that end, the VA still struggles with employing a comprehensive, leadership-driven and departmentwide strategy to truly address the issue. By the VA's own account, 1 in 4 women veterans report having experienced some form of harassment or assault when trying to access care within its health facilities. This behavior is a barrier to VA care and deters many women and other minority veterans from seeking the medical care and specialized services they need. †

**The VA must take action to ensure all enrolled veterans have equitable access to health care and services and improve health outcomes across its patient population, to include growing women and minority veteran populations. To achieve these goals, DAV calls**



on the VA to:

- **Prioritize data collection and analysis to identify health trends, access issues, disparity in health outcomes and differences in patient experience among women and minority veteran populations.**
- **Review the programs and methods used to deliver services to underrepresented and underserved veteran populations to ensure they are adequately meeting their unique needs.**
- **Investigate cultural differences that create barriers for veteran subpopulations and develop ways to improve outreach to minority, at-risk and underserved groups.**
- **Develop a comprehensive plan to change VA culture and create a safe, harassment-free environment that is welcoming to all veterans.**

† **Congress should introduce legislation for new VA peer support programs and integrative health treatment options that better reflect the demographics of its medical centers and needs of women veterans and racial, ethnic and sexual minority veteran populations.**

:-) 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:** [Sharon Willoughby](#)  
**To:** [Ashley Ellis](#); [Asia Jones](#); [Kevin Lewis](#); [Lucia Sebastian](#); [Mark Smith](#); [Scott Ziegler](#); [Vince Scheivert](#)  
**Cc:** [Kimberly Klees](#)  
**Subject:** FW: BOS Budget Questions  
**Date:** Friday, February 19, 2021 11:08:18 AM  
**Attachments:** [image001.png](#)

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For Monday's Cabinet  
Notes below regarding BOS Q&A.

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

**From:** Ian Serotkin <Ian.Serotkin@lcps.org>  
**Sent:** Friday, February 19, 2021 10:34 AM  
**To:** Sharon Willoughby <Sharon.Willoughby@lcps.org>  
**Cc:** Scott Ziegler <Scott.Ziegler@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Kimberly Klees <Kimberly.Klees@lcps.org>  
**Subject:** Re: BOS Budget Questions

Sharon,

Here are my comments/notes:

2 - My read of the question is that it's asking for ALL resources in the budget for equity and/or equity training, but the response only lists the new/additional expenses.

3 - There's a more complete answer to this in question 11 that I would recommend be included here as well, as "COVID money" could refer to several funds and not just the CARES funding. Also would be more direct in answering the question by saying "All of the \$12M of CARES Act funding has been spent and none will be sent back to the county."

6 - I recommend just responding with the 2nd paragraph.

8 - A part missing from this answer is that VV only has 200 seats statewide for full-time enrollment in its Full Time Program - aside from those 200 seats, it doesn't do what the new branch of VL is intended to do.

10 - Additional detail regarding the SB enrollment motion:



In adopting the FY22 operating budget on February 2, 2021, the School Board approved a 2% reduction (overall 1,752 less projected students) from the FY22 CIP projected enrollment. This resulted in a revised projected enrollment of 85,867, removing 65.8 positions, and saving \$6,384,758.

Methodology:

Projected FY21 enrollment: 85,755 students

Actual FY21 enrollment: 81,504 students - 4,251 less than projected

Superintendent's proposed FY22 enrollment: 87,619

School Board approved FY22 enrollment: 85,867 (2% reduction from Superintendent's Proposed Budget)

There are two enrollment growth vectors in FY22:

(1) Some percentage of the 4,251 "lost" students will return to LCPS. These students break out into three cohorts of roughly equal size - Kindergarten, Grades 1-5 plus PreK, and Secondary.

(2) Some percentage of the "organic growth" based on population increase of 1,864 students (FY22 CIP projected of 87,619 minus FY21 CIP projected of 85,755) will enroll in LCPS.

The School Board estimated that for FY22, 70-80% of each of those growth vectors will occur - 80% for the kindergarten cohort returning and for the organic growth vector, and 70% for the other two lost cohorts returning. This methodology results in effectively flat enrollment compared to FY21 projected. That equates to a 2% decrease from the 87,619 enrollment number, which is the decrease the School Board approved.

Additionally, the School Board considered the enrollment projections from the nine nearby school districts that had published their FY22 enrollment projections as of February 2nd. After the 2% cut, our projected enrollment was in line with what our closest comparators, Fairfax and Prince William Counties, were estimating for FY22 enrollment.

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32 - Consider changing to, "No, unless mandated by the state or federal government."

33 - Consider changing answer to, "The School Board has a statutory obligation to submit a needs-based budget to the Board of Supervisors: 'It shall be the duty of each division

superintendent to prepare, with the approval of the school board, and submit to the governing body or bodies appropriating funds for the school division, by the date specified in §15.2-2503, the estimate of the amount of money deemed to be needed during the next fiscal year for the support of the public schools of the school division.' We do not utilize a priority or ranking system, as they are all needs based on the judgment of the Superintendent and School Board. Should the Board of Supervisors provide less or additional funding, the School Board will make the necessary adjustments to the FY22 budget."

35 - Add estimated completion date for 2nd dose round.

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"There are some Virginia school divisions, typically in rural areas, where most or all of the funding is provided by the state - in those localities, teacher pay is directly and in some cases solely tied to the state authorizing and funding a raise.

In LCPS, more than two-thirds of funding is received locally from Loudoun County. The FY22 School Board Adopted Budget is balanced and supported by revenues received from Loudoun County, the State, and other charges/fees. The State revenue stream includes compensation funding and this partially supports the pay increases programmed in the FY22 School Board Adopted Budget."

Thanks,



**Ian Serotkin | Loudoun County School Board**

**Blue Ridge District Representative**

**Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)

**mobile:** (571) 420-1628

he/him/his

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---

**From:** Sharon Willoughby <[Sharon.Willoughby@lcps.org](mailto:Sharon.Willoughby@lcps.org)>

**Sent:** Thursday, February 18, 2021 4:45 PM

**To:** Schoolboardemail <[lcsb@lcps.org](mailto:lcsb@lcps.org)>

**Cc:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Kimberly Klees <[Kimberly.Klees@lcps.org](mailto:Kimberly.Klees@lcps.org)>

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Please let me know by **noon on Monday, February 22**, if there are any concerns. County staff needs our packet by February 24 for inclusion in their materials to the BOS.

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:** [Ian Serotkin](#)  
**To:** [Sharon Willoughby](#)  
**Cc:** [Scott Ziegler](#); [Mark Smith](#); [Kimberly Klees](#)  
**Subject:** Re: BOS Budget Questions  
**Date:** Friday, February 19, 2021 10:34:22 AM  
**Attachments:** [Outlook-4m4wgfv.png](#)

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Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)

**mobile:** (571) 420-1628

he/him/his

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**Sharon Willoughby**

Assistant Superintendent of Business and Financial Services

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

Telephone: 571-252-1400



**From:** [Ashley Sloss](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] 2021 EEOC Issues Guidance for Employers  
**Date:** Thursday, February 18, 2021 11:01:50 AM

---

Hi Scott,

As the COVID-19 vaccination is being distributed across the nation, many businesses are asking whether they can or should require their workforces to get the vaccine. In response to such questions, the Equal Employment Opportunity Commission (EEOC) recently issued guidance on vaccination-related issues in the workplace.

Such issues implicate the Americans with Disabilities Act ("ADA") and Title VII of the Civil Rights Act of 1964 ("Title VII"), among other laws. Employers who are considering implementing vaccination programs should adhere to the EEOC guidance.

However, Employers should understand what the requirements are under the EEOC guidance and what factors can impact them if they are not followed. Moreover, proper communication of policies should ensure proper compliance. Employees will have many questions and the Employer needs to have the answers to ensure the employees have confidence.

Employers also have to ensure there are accommodations made for those employees who are not ready for mandatory vaccinations because of religious or disability concerns. The bottom line is that there should be some accommodations made that do not impose an undue hardship to offer those employees in these specific scenarios.

**Course outline:**

- What is part of the EEOC Guidance that Employers need to include in their employee handbook and stand alone policies
- What vaccination guidelines need to be included in the employee handbook and which need to be excluded
- What vaccination process needs to be established to be compliant with EEOC requirements
- What are the religious protections implications about vaccines
- Pros and cons of mandatory vaccines
- What if the employees can't access the vaccine
- What are the job-related and consistent with business necessity when it comes to mandatory vaccination
- What are some states focused on when it comes to mandated vaccines
- What happens if employees refuse to be vaccinated
- Are there consequences if Employers do not mandate vaccination
- How can Employers maximize the new Center for Disease Control and Protection (CDC) guidance and future goals
- What should be included in a workplace vaccine policy



- What are the best practices when it comes to vaccine policies
- How is the new administration handling COVID-19 in the workplace

**Topic: 2021 EEOC Issues Guidance for Employers: Mandating COVID**

**Vaccines at Work**

**Date:** 22<sup>nd</sup> - February - 2021, Monday

**Time:** 3 PM EST

**Duration:** 90 minutes

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

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**INSTRUCTOR PROFILE:**

**Margie Faulk, PHR, SHRM-CP-** is a senior level human resources professional with over 14 years of HR management and compliance experience. She has worked as an HR and Compliance advisor for major corporations and small businesses. She is also a member of the Society\_of Corporate Compliance & Ethics (SCCE).

Keep learning and evolving!

**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:** [Delynn at Safety 101](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Bye Bye Spreadsheets...Hello Safety 101  
**Date:** Thursday, February 18, 2021 10:11:21 AM

---

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## Safety 101 Pricing

**From:** [Kelly Freiheit](#)  
**Cc:** [ACramp@mcpsva.org](#); [Ashley Ellis](#); [brian.stockton@apsva.us](#); [bridget.loft@apsva.us](#); [McDade, Bruce](#); [Carrie.Dorsey@fairfaxva.gov](#); [ciarocam@pwcs.edu](#); [cintia.johnson@apsva.us](#); [Lynmara Colon](#); [Wilson, Diego](#); [Elizabeth Hoover](#); [Eric Williams](#); [francisco.duran@apsva.us](#); [Rita E. Goss](#); [Gregory C. Hutchings Jr.](#); [jcriles@acps.k12.va.us](#); [Allen, Jeannette](#); [Jennifer.braswell@mpark.net](#); [jennifer.kiernan@mpark.net](#); [Platenberg, Jeffrey](#); [Julia A. Burgos](#); [Kevin Lewis](#); [KKeegan@mcpsva.org](#); [kmichael@fccps.org](#); [KNewman@mcpsva.org](#); [Saunders, Melissa](#); [Neil Slevin](#); [patricia.waldron@acps.k12.va.us](#); [Pajardo, Phyllis](#); [Peter Noonan](#); [Baenig, Rebecca G](#); [Rebecca Sharp](#); [sandra.hardeman@acps.k12.va.us](#); [Scott Ziegler](#); [Presidio, Sloan](#); [Brabrand, Scott S](#); [Stephen M. Wilkins](#); [Terri Mozingo](#); [WALTSSL@pwcs.edu](#); [wbates@fccps.org](#); [Anthony Kim](#); [Megan Huneck](#); [Natalie Hall](#); [Ben Politzer](#); [Natalie Woods](#); [King, Nardos E](#); [Katie Rediger](#)  
**Subject:** [EXTERNAL] Reminder: Northern Virginia Collaborative today!  
**Date:** Thursday, February 18, 2021 7:03:04 AM  
**Attachments:** [Screen Shot 2021-01-22 at 7.32.12 PM.png](#)  
[Screen Shot 2021-02-17 at 8.48.51 PM.png](#)

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Good morning Northern Virginia leaders,

Our team is looking forward to the discussion later today during our Northern Virginia Collaborative time starting at 4:00 PM. In conversations with districts over the last week, we're noticing a trend of leaders discussing how to consider reimagining what a data culture can look like within their district. We wanted to share a few trends we're seeing nationally and allow this to be a space where we can share practices. In addition, we'd love to leave the space open to any other discussion points you and your team would like to bring to the table.

**Resources for today:**

- [Agenda](#) (where we will take notes)
- [Slides](#)
- [Zoom link](#)

We look forward to seeing you at 4:00 PM. If you are unable to attend but want to send someone in your place, just let us know. As always, join if you can, and we will send a follow up sharing what we discussed.

P.S. We wanted to share this week's edition of Natalie's baby girl, Amelia, who is all dressed up for Valentine's Day.

**From:** [Leslee King](#)  
**To:** [Lottie Spurlock](#)  
**Cc:** [Alexis James](#); [Kimberly Van Acker](#); [Michael Kruczkowski](#); [Wezi Thindwa](#); [Sophia Ra](#); [Krishawna Goins](#); [Scott Ziegler](#); [Traci Townsend](#)  
**Subject:** RE: Brilliant having equity leads speak!  
**Date:** Thursday, February 18, 2021 2:00:38 PM

---

Lottie,

Yes, I'm glad we voted for a Supervisor of Equity and I remember saying in budget hearing that it was important when you launch a big project to have a manager/supervisor for this—to me common sense. Welcome Dr. Townsend!

Leslee

**From:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>  
**Sent:** Wednesday, February 17, 2021 10:03 PM  
**To:** Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>  
**Cc:** Alexis James <[Alexis.James@lcps.org](mailto:Alexis.James@lcps.org)>; Kimberly Van Acker <[Kimberly.VanAcker@lcps.org](mailto:Kimberly.VanAcker@lcps.org)>; Michael Kruczkowski <[Michael.Kruczkowski@lcps.org](mailto:Michael.Kruczkowski@lcps.org)>; Wezi Thindwa <[Wezi.Thindwa@lcps.org](mailto:Wezi.Thindwa@lcps.org)>; Sophia Ra <[Sophia.Ra@lcps.org](mailto:Sophia.Ra@lcps.org)>; Krishawna Goins <[Krishawna.Goins@lcps.org](mailto:Krishawna.Goins@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Traci Townsend <[Traci.Townsend@lcps.org](mailto:Traci.Townsend@lcps.org)>  
**Subject:** RE: Brilliant having equity leads speak!

Thank you, so very much, Ms. King. Your words of affirmation and support are greatly appreciated.

Yes, tonight's panel discussion was phenomenal, indeed. Our Equity leads did LCPS proud! I am personally grateful for each person's authentic and passionate sharing tonight. Excellent work!!

Additionally, it is wonderful to witness the impact of both the Equity Leads at every school *and* the addition of the Office of Equity by hiring a Supervisor of Equity this year (Dr. Townsend has been added in this email ) within the office, to oversee the launch of the Equity Leads Network.

This journey of excellence in equity may not be the easiest, yet with such reflective and action-oriented teacher leaders as Equity Leads, LCPS is ready for both the obstacles and the opportunities which lie ahead.

Thank you all!

Grateful,

**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:** Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>  
**Sent:** Wednesday, February 17, 2021 9:47 PM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>  
**Cc:** Alexis James <[Alexis.James@lcps.org](mailto:Alexis.James@lcps.org)>; Kimberly Van Acker <[Kimberly.VanAcker@lcps.org](mailto:Kimberly.VanAcker@lcps.org)>; Michael Kruczkowski <[Michael.Kruczkowski@lcps.org](mailto:Michael.Kruczkowski@lcps.org)>; Wezi Thindwa <[Wezi.Thindwa@lcps.org](mailto:Wezi.Thindwa@lcps.org)>; Sophia Ra <[Sophia.Ra@lcps.org](mailto:Sophia.Ra@lcps.org)>; Krishawna Goins <[Krishawna.Goins@lcps.org](mailto:Krishawna.Goins@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Brilliant having equity leads speak!

Lottie,

It was so good hearing from some of our equity leads. Having them answer questions was very smart and they did such a great job.

You have worked so hard on establishing an equity teacher group and having more equity in the classroom. “They did you proud!”

Their passion is so great Their speaking made it so very personal and meaningful! Equity came to life These teachers are another example of how great our LCPS teachers are.

I can’t say enough about how fantastic this was I saw Dr. Ziegler was in the meeting and I’m sure he is proud of how well this went also.

I have cc’d them on this also. Thank you and to them also for all they do!

Leslee

P.S. Is it a requirement that Equity Leads be animated and use a lot of hand gestures! LOL

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:** Smith, Buck  
**To:** McDonald, Sean  
**Cc:** Wyckoff, Mary; Redding, Dan; Chloe Edwards; Kristen Campbell; Rick Catlett; Michelle Metzgar; Amy Hall, Director; Devita Godette-Eason; [jjdownes@fcps1.org](mailto:jjdownes@fcps1.org); Jennifer Rydholm; Christopher Bennett; Alix Smith; Mark Smith; Lisa Boland; Steve Walter; Scott Ziegler; Cathy Jones; Wingfield, Billie Kay; Neff, Eric; Tia Halstead; Dawson, Yvonne; Moran, Lance; Bell, Michael; Donna L. Eagle; Joseph Makolandra; Michele R. Salzano; Carol Johnson; Linda C. Hodges; Patrick Byrnett; Doug Joyner; Shernick, Sandy; Sharon Bean; Robert Phillips; Patricia Sheril Waldron; Sandra Hardeman; [timothy.carson@acps.k12.va.us](mailto:timothy.carson@acps.k12.va.us)  
**Subject:** Re: [External] Referral Bonuses  
**Date:** Thursday, February 18, 2021 2:33:29 PM

---

Warren offers \$100 referral bonus once candidate completes 30 days

On Thu, Feb 18, 2021 at 2:13 PM McDonald, Sean <[spmcdonald1@fcps.edu](mailto:spmcdonald1@fcps.edu)> wrote:

Good afternoon. We currently offer a referral bonus for bus drivers. The current Bus Driver referral bonus is \$1,000.00, which is paid after the candidate has successfully completed training and serves a contracted bus driver for 90 days.

Sean McDonald

Interim Assistant Superintendent, HR

Fairfax County Public Schools

(571)423-3164

**From:** Wyckoff, Mary <[Mary.Wyckoff@fauquiercounty.gov](mailto:Mary.Wyckoff@fauquiercounty.gov)>  
**Sent:** Friday, February 12, 2021 3:44 PM  
**To:** Redding, Dan <[dan.redding@apsva.us](mailto:dan.redding@apsva.us)>; Chloe Edwards <[ce9146@culpeperschools.org](mailto:ce9146@culpeperschools.org)>; Kristen Campbell <[campbekr@fcpsk12.net](mailto:campbekr@fcpsk12.net)>; Rick Catlett <[catletr@clarke.k12.va.us](mailto:catletr@clarke.k12.va.us)>; Michelle Metzgar <[mmetzgar@culpeperschools.org](mailto:mmetzgar@culpeperschools.org)>; McDonald, Sean <[spmcdonald1@fcps.edu](mailto:spmcdonald1@fcps.edu)>; Amy Hall, Director <[halla1@fccps.org](mailto:halla1@fccps.org)>; Devita Godette-Eason <[godette-easond@fccps.org](mailto:godette-easond@fccps.org)>; [jjdownes@fcps1.org](mailto:jjdownes@fcps1.org); Jennifer Rydholm <[Rydholmj@fcpsk12.net](mailto:Rydholmj@fcpsk12.net)>; Christopher Bennett <[Christopher.Bennett@lcps.org](mailto:Christopher.Bennett@lcps.org)>; Alix Smith <[Alix.Smith@lcps.org](mailto:Alix.Smith@lcps.org)>; Mark Smith <[Mark.Smith@lcps.org](mailto:Mark.Smith@lcps.org)>; Lisa Boland <[Lisa.Boland@lcps.org](mailto:Lisa.Boland@lcps.org)>; Steve Walter <[Steve.Walter@lcps.org](mailto:Steve.Walter@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>; Cathy Jones <[cjones@madisonschools.k12.va.us](mailto:cjones@madisonschools.k12.va.us)>; Wingfield, Billie Kay <[bwingfield@mcpsva.org](mailto:bwingfield@mcpsva.org)>; Neff, Eric <[Eric.Neff@mpark.net](mailto:Eric.Neff@mpark.net)>; Tia Halstead <[tia.halstead@mpark.net](mailto:tia.halstead@mpark.net)>; Dawson, Yvonne <[ydawson@ocss-va.org](mailto:ydawson@ocss-va.org)>; Moran, Lance <[lmoran@pagecounty.k12.va.us](mailto:lmoran@pagecounty.k12.va.us)>; Bell, Michael <[mbell@pagecounty.k12.va.us](mailto:mbell@pagecounty.k12.va.us)>; Donna L. Eagle <[eagled@pwcs.edu](mailto:eagled@pwcs.edu)>; Joseph Makolandra <[MakolaJ@pwcs.edu](mailto:MakolaJ@pwcs.edu)>; Michele R. Salzano <[SALZANMA@pwcs.edu](mailto:SALZANMA@pwcs.edu)>; Carol Johnson <[C.Johnson@rappahannockschoools.us](mailto:C.Johnson@rappahannockschoools.us)>; Linda C. Hodges <[lhodges@shenandoah.k12.va.us](mailto:lhodges@shenandoah.k12.va.us)>; Patrick Byrnett <[byrnettpj@staffordschools.net](mailto:byrnettpj@staffordschools.net)>; Buck Smith <[bsmith@wcps.k12.va.us](mailto:bsmith@wcps.k12.va.us)>; Doug Joyner <[joyner.doug@wps.k12.va.us](mailto:joyner.doug@wps.k12.va.us)>; Shernick, Sandy <[shernick@wps.k12.va.us](mailto:shernick@wps.k12.va.us)>; Sharon Bean <[Sharon.Bean@lcps.org](mailto:Sharon.Bean@lcps.org)>; Bob Phillips <[Robert.Phillips@lcps.org](mailto:Robert.Phillips@lcps.org)>; Patricia Sheril Waldron <[patricia.waldron@acps.k12.va.us](mailto:patricia.waldron@acps.k12.va.us)>; Sandra Hardeman

<[sandra.hardeman@acps.k12.va.us](mailto:sandra.hardeman@acps.k12.va.us)>; [timothy.carson@acps.k12.va.us](mailto:timothy.carson@acps.k12.va.us)

**Subject:** [External] Referral Bonuses

Good afternoon,

Do you offer referral bonuses for any of your positions? If yes, can you please provide the details such as which position(s) and bonus details?

Thank you,

*Mary Wyckoff*, IPMA-SCP

Assistant Director of Human Resources

Fauquier County Government and Public Schools

Department of Human Resources

320 Hospital Drive, Suite 34

Warrenton, VA 20186

Main: 540-422-8300 Direct: 540-422-8302 Fax: 540-422-8315

***Signature Strengths: Belief, Relator, Achiever, Maximizer, Adaptability***



--

**Buck Smith**  
**Director of Personnel**  
**Warren County Public Schools**  
**540-635-2171 (Office)**  
**540-635-2814 (Fax)**

The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information.

**From:** McDonald, Sean  
**To:** Wyckoff, Mary; Redding, Dan; Chloe Edwards; Kristen Campbell; Rick Catlett; Michelle Metzgar; Amy Hall, Director; Devita Godette-Eason; jdownes@fcps1.org; Jennifer Rydholm; Christopher Bennett; Alix Smith; Mark Smith; Lisa Boland; Steve Walter; Scott Ziegler; Cathy Jones; Wingfield, Billie Kay; Neff, Eric; Tia Halstead; Dawson, Yvonne; Moran, Lance; Bell, Michael; Donna L. Eagle; Joseph Makolandra; Michele R. Salzano; Carol Johnson; Linda C. Hodges; Patrick Byrnett; Buck Smith; Doug Joyner; Shernick, Sandy; Sharon Bean; Robert Phillips; Patricia Sheril Waldron; Sandra Hardeman; timothy.carson@acps.k12.va.us  
**Subject:** RE: [External] Referral Bonuses  
**Date:** Thursday, February 18, 2021 2:13:32 PM

---

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Sean McDonald  
Interim Assistant Superintendent, HR  
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**Sent:** Friday, February 12, 2021 3:44 PM  
**To:** Redding, Dan <dan.redding@apsva.us>; Chloe Edwards <ce9146@culpeperschools.org>; Kristen Campbell <campbetr@fcpsk12.net>; Rick Catlett <catlettr@clarke.k12.va.us>; Michelle Metzgar <mmetzgar@culpeperschools.org>; McDonald, Sean <spmcdonald1@fcps.edu>; Amy Hall, Director <halla1@fccps.org>; Devita Godette-Eason <godette-easond@fccps.org>; jdownes@fcps1.org; Jennifer Rydholm <Rydholmj@fcpsk12.net>; Christopher Bennett <Christopher.Bennett@lcps.org>; Alix Smith <Alix.Smith@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; Lisa Boland <Lisa.Boland@lcps.org>; Steve Walter <Steve.Walter@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Cathy Jones <cjones@madisonschools.k12.va.us>; Wingfield, Billie Kay <bwingfield@mcpsva.org>; Neff, Eric <Eric.Neff@mpark.net>; Tia Halstead <tia.halstead@mpark.net>; Dawson, Yvonne <ydawson@ocss-va.org>; Moran, Lance <lmoran@pagecounty.k12.va.us>; Bell, Michael <mbell@pagecounty.k12.va.us>; Donna L. Eagle <eagled@pwcs.edu>; Joseph Makolandra <MakolaJ@pwcs.edu>; Michele R. Salzano <SALZANMA@pwcs.edu>; Carol Johnson <CJohnson@rappahannockschoools.us>; Linda C. Hodges <lchodges@shenandoah.k12.va.us>; Patrick Byrnett <byrnettpj@staffordschools.net>; Buck Smith <bsmith@wcps.k12.va.us>; Doug Joyner <joyner.doug@wps.k12.va.us>; Shernick, Sandy <shernick@wps.k12.va.us>; Sharon Bean <Sharon.Bean@lcps.org>; Bob Phillips <Robert.Phillips@lcps.org>; Patricia Sheril Waldron <patricia.waldron@acps.k12.va.us>; Sandra Hardeman <sandra.hardeman@acps.k12.va.us>; timothy.carson@acps.k12.va.us  
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Warrenton, VA 20186

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***Signature Strengths: Belief, Relator, Achiever, Maximizer, Adaptability***

Kelly Freiheit | Partner  
Education Elements, Inc.  
[kelly@edelements.com](mailto:kelly@edelements.com) | 703.963.8112



Register for the series by [clicking here!](#)

On Thu, Jan 7, 2021 at 1:55 PM Natalie Woods <[natalie@edelements.com](mailto:natalie@edelements.com)> wrote:  
Good Afternoon NOVA Collab,

We have been thinking of you all today as we are navigating the recent events at the Capitol. We are still going to hold our collaborative chat this afternoon and we will start off with asking you all what you need most today. We thought we could share how our team responded both internally and externally, give you all space to share and then move onto our topic of communicating with stakeholders, if that feels right. If you have not seen this resource yet, our team compiled resources that may be helpful for leaders and teachers in your district: [bit.ly/EducatorCrisisResources](https://bit.ly/EducatorCrisisResources). Feel free to share with anyone you believe would benefit.

**Resources for today:**

- [Agenda](#) - where we will capture notes
- [Slides](#)
- [Zoom Link](#)

We look forward to seeing you at 4:00 PM. If you are unable to attend but want to send someone in your place, just let us know. As always, join if you can, and we will send a follow up sharing what we discussed.

Natalie and Kelly

Natalie Woods | Associate Partner  
Education Elements, Inc.  
[natalie@edelements.com](mailto:natalie@edelements.com) | [@NatalieWoodsEE](#) | 314.494.2811





- Agenda (where we will take notes)
- Slides
- Zoom link

Talk soon,  
Kelly, Megan, and Natalie (... in spirit on maternity leave)

Kelly Freiheit | Partner  
Education Elements, Inc.  
[kelly@edelements.com](mailto:kelly@edelements.com) | 703.963.8112



Register for the series by [clicking here!](#)

On Fri, Jan 8, 2021 at 7:53 AM Kelly Freiheit <[kelly@edelements.com](mailto:kelly@edelements.com)> wrote:

Good morning Northern Virginia Collaborative,

Our team continues to think about each of you after this week's events in DC. Natalie shared a bank of resources in the email yesterday that we'd encourage you to check out: [bit.ly/EducatorCrisisResources](https://bit.ly/EducatorCrisisResources).

Thank you for your resilience and for showing up for your community each and every day! Natalie, Megan, and I believe we made the right choice in keeping the collaborative chat yesterday based on the reactions from those that were able to attend. We hope to continue to create a space where you can show up as your whole self and provide insight and seek support/guidance from others. If you weren't able to join the conversation yesterday, we'd encourage you to check out the [slides](#). Those leaders who were able to attend shared in the check out question that they'd be bringing back the idea of:

- Leveraging a check-in question to address how people are showing up to a meeting right now and then at the end of the meeting checking back in
- Co-facilitating focus groups alongside of School Board members, community members so that they could build a stronger understanding of what's going on + the perception of being partners in the work
- Importance of loud voices being "healthy voices" to the conversation

Lastly, our team wanted to share an upcoming opportunity that will be taking place at the end of the month. We will be hosting a free, virtual [Strategic Planning Mini Conference](#) which is not your traditional all day virtual conference. During this learning experience, leaders will have a series of short, focused learning opportunities to explore the different stages of Strategic Planning. Most importantly, the leaders who sign-up will be able to choose a pathway based on their needs and interests. Sign-up!

We will be coming back together next on January 21st at 4:00 PM.

Take care of yourself and have a restful weekend,

Kelly, Natalie, Megan and the EE Team

Kelly Freiheit | Partner  
Education Elements, Inc.  
[kelly@edelements.com](mailto:kelly@edelements.com) | 703.963.8112



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Natalie and Kelly

Natalie Woods | Associate Partner  
Education Elements, Inc.  
[natalie@edelements.com](mailto:natalie@edelements.com) | [@NatalieWoodsEE](#) | 314.494.2811



**From:** Loudoun County Public Schools  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] SafeSchools Online Training  
**Date:** Wednesday, February 17, 2021 10:55:08 PM  
**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:** Leslee King  
**Cc:** Alexis James; Kimberly Van Acker; Michael Kruczkowski; Wezi Thindwa; Sophia Ra; Krishawna Goins; Scott Ziegler; Traci Townsend  
**Subject:** RE: Brilliant having equity leads speak!  
**Date:** Wednesday, February 17, 2021 10:02:47 PM

---

Thank you, so very much, Ms. King. Your words of affirmation and support are greatly appreciated.

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Additionally, it is wonderful to witness the impact of both the Equity Leads at every school *and* the addition of the Office of Equity by hiring a Supervisor of Equity this year (Dr. Townsend has been added in this email ) within the office, to oversee the launch of the Equity Leads Network.

This journey of excellence in equity may not be the easiest, yet with such reflective and action-oriented teacher leaders as Equity Leads, LCPS is ready for both the obstacles and the opportunities which lie ahead.

Thank you all!

Grateful,

**Lottie M. Spurlock**  
Director of Equity  
Office of the Superintendent  
Loudoun County Public Schools  
21000 Education Court  
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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:** [Leslee King](#)  
**To:** [Stephen DeVita](#); [Scott Ziegler](#)  
**Subject:** FW: [EXTERNAL] School closures for religious holidays  
**Date:** Thursday, February 18, 2021 5:41:24 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[2021-2-18 Ashburn, VA Religious holiday closures.pdf](#)

---

FYI

**From:** Ian Smith <[ismith@au.org](mailto:ismith@au.org)>  
**Sent:** Thursday, February 18, 2021 2:34 PM  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@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)>; Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>; John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Subject:** [EXTERNAL] School closures for religious holidays

Dear members of the School Board:

Attached please find a copy of our letter regarding the Board's recent vote to close the Loudoun County Schools for three religious holidays. I have also sent a copy of this letter to each of you via the U.S. Postal Service.

Sincerely,

Ian Smith



---



**Ian Smith**

Staff Attorney

Americans United for Separation of Church and State

1310 L Street NW, Suite 200 - Washington DC - 20005

202-466-3234 ext 243 | fax: 202-466-3353 | [ismith@au.org](mailto:ismith@au.org)

[www.au.org](http://www.au.org) |  

<https://www.au.org/get-involved/donate/form>

Our consultation with you about your legal inquiry, and any letter(s) we write in an effort to resolve your concern, does not create an attorney-client relationship. Any formal attorney-client relationship, including any agreement to represent you in litigation, must arise from a written retainer agreement. Nonetheless, we consider your communications with us to be confidential because they are made in the course of requesting legal representation. See, e.g., *In re Auclair*, 961 F.2d 65, 69-70 (5th Cir. 1992).

**From:** Kevin Lewis  
**To:** Scott Ziegler  
**Cc:** Nancy Kramer; Mark Smith  
**Subject:** Law Enforcement MOU  
**Date:** Thursday, February 18, 2021 5:15:27 PM  
**Attachments:** MOU 9-4-20.pdf

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Scott,

You asked for a copy of the most recent version of the MOU with law enforcement. 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:** Sharon Willoughby  
**To:** Schoolboardemail  
**Cc:** Scott Ziegler; Mark Smith; Kimberly Klees  
**Subject:** BOS Budget Questions  
**Date:** Thursday, February 18, 2021 4:47:21 PM  
**Attachments:** FY22 Board of Supervisors Q&A Packet 2-23-21.pdf

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Good afternoon,

Attached are the budget questions we have received from the Board of Supervisors, along with our responses. It has been requested that School Board members have an opportunity to review the packet before it is sent to the County for awareness of the types of questions being asked and our answers.

I would ask Mr. Serotkin to review question 10 regarding enrollment specifically. As the maker of the motion that reduced the enrollment by 2%, additional information could be provided for the 2<sup>nd</sup> paragraph supporting why this reduction was made.

Please let me know by **noon on Monday, February 22**, if there are any concerns. County staff needs our packet by February 24 for inclusion in their materials to the BOS.

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:** [Michelle Walker](#)  
**To:** [School Board Confidential](#)  
**Cc:** [Superintendent's Cabinet](#); [Stephen DeVita](#)  
**Subject:** On Behalf of Dr. Ziegler - School Board Update  
**Date:** Thursday, February 18, 2021 4:37:26 PM  
**Attachments:** [School Board Update 2.18.21.pdf](#)

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Good evening,

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

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

1. Met with Cabinet to collaborate on COVID-19 and other matters.
2. Clinic Visit at Brambleton Middle School
3. School Visit: Lovettsville ES, Lowes Island ES, Academies of Loudoun
4. Interviews with Fox5 DC and WDVM-TV regarding opening of schools for in person learning - Hybrid Stages 1-3.
5. Region IV Superintendents' Meeting
6. Joined the VASS Legislative Weekly Conference call.
7. Joined the MSAAC meeting as a panelist
8. Met with Tim Hemstreet also in attendance Sharon Willoughby, Kevin Lewis, Mark Smith, Lisa Bailey, and Erin McLellan.
9. Phone Meeting with Denise Corbo.

**Department of Business and Finance**

1. Response to Denise Corbo from Sharon Willoughby in regards to the School Board Budget amendment to reduce enrollment by 2% does impact staffing at the schools. (pp. 1-5)
2. FY22 Budget Update from Sharon Willoughby (p. 6)
3. Monthly Financial Report (pp.7-8)
4. Information from Sharon Willoughby regarding the LCPS Retirement Dinner. (p. 9)

**Department of Instruction**

1. DOI Weekly update from Ashley Ellis which includes: Athletics Update: Spectators and Amendment to Executive Order 72, 2021 Spelling Bee Update, African American History Course for 2021-2022, Next Session of The Family Room and EL Program Review Survey. (pp.10-13)

**Department of Pupil Services**

1. Information from Asia Jones regarding Special Permission Data 2020-21 and 2019-20. (pp.14-18))

**Department of Human Resources and Talent Development**

1. Information from Lucia Sebastian regarding HRTD Recruiting Update. (p.19)

**Department of Support Services**

1. Support Services update from Kevin Lewis which includes: February 10, 2021 Board of Supervisors Meeting/Public Hearing - Goose Creek Overlook, Transportation Director Assignment to Navy Reserve Duty in Support of FEMA and Transportation Concern Registry Update. (pp. 20-25)

**Optional Reading: Articles**

Loudoun Now article on Attorney General's opinion, February 18

Loudoun Times-Mirror report on LCPS return to hybrid learning, February 17

WTTG-TV report on LCPS return to hybrid learning, February 16

WUSA-TV report on LCPS return to hybrid learning, February 16

WDVM-TV report on Fairfax and LCPS returning to hybrid learning, February 16

WJLA-TV report on LCPS return to hybrid learning, February 16

Loudoun Now article on the return to hybrid learning, February 16

WJLA-TV story on LCPS return to hybrid learning, February 14

WTOP story on LCPS students returning on February 16, February 12

Loudoun Now story on the purchase of two more electric school buses, February 12

WJLA-TV story on LCPS Vaccination POD, February 12

WDVM article on LCPS summer classes, February 11

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

**From:** [sziegle2@lcps.org](mailto:sziegle2@lcps.org)  
**To:** [wbyard@lcps.org](mailto:wbyard@lcps.org); [sziegle2@lcps.org](mailto:sziegle2@lcps.org)  
**Subject:** Conversation between sziegle2@lcps.org and wbyard@lcps.org  
**Date:** Friday, February 19, 2021 1:16:19 AM

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[sziegle2@lcps.org](mailto:sziegle2@lcps.org) [7:56 PM]:

Do you have a recommendation on this? Looking at Larry O'Connor's socials it doesn't seem that he would be friendly to equity issues

[wbyard@lcps.org](mailto:wbyard@lcps.org) [7:56 PM]:

That also is my opinion. My advice is that we respectfully decline this offer.

[sziegle2@lcps.org](mailto:sziegle2@lcps.org) [8:01 PM]:

I agree - please decline.



**From:** Michele Leffler  
**To:** [bos@loudoun.gov](mailto:bos@loudoun.gov); [Schoolboardemail](mailto:Schoolboardemail)  
**Cc:** [Wayde Byard](#); [Scott Ziegler](#); [Mark Smith](#); [Stephen DeVita](#); [Paul Thiessen](#); [Asia Jones](#); [Ashley Ellis](#); [Jennifer Wall](#); [Lottie Spurlock](#)  
**Subject:** [EXTERNAL] Disabled American Veteran (DAV) Equity and Mental Health Initiatives for 2021  
**Date:** Friday, February 19, 2021 9:31:02 AM  
**Attachments:** [2021 DAV Initiatives.pdf](#)  
[Improve Mental Health Services and Suicide Prevention Efforts to Reduce Veterans Suicide.pdf](#)  
[Ensure Equitable Benefits and Services for Women and Minority Veterans.pdf](#)  
[DAV - 2021 CriticalPolicyGoals Full.pdf](#)

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Good morning,

If you want to know what I am doing beyond education, this is what I do to honor my uncle that I lost too soon and help address equity and gender barriers veterans have experienced. If you would like to speak with anyone or have inquiries regarding these initiatives, I can direct you to the subject matter experts who also advise and present the US Senators and Congress. I hope I made my family proud by being involved with these vital services for many vulnerable populations.

**Ensure Equitable Benefits and Services for Women and Minority Veterans** While the Department of Veterans Affairs (VA) Veterans Health Administration (VHA) has evolved over time to meet the needs of its increasingly diverse patient population, gaps remain in access, usage rates and health outcomes among women and other minority veteran populations. This includes racial, ethnic, sexual orientation and gender identity groups—underscoring the need for continued focus on the causes of such disparate rates and implementation of practices and policies to improve them.

Though the total veteran population is projected to decrease from 18.6 million in 2016 to 12.9 million in 2040, the percentage of minority veterans is expected to rise from 23% to 34% over that same period. According to the VA's 2017 Minority Veterans Report, service-disabled Black veterans had the highest rate of health care use among VA patients (77.4%), followed by disabled Hispanic veterans (71.5%). Yet, despite such large minority patient populations, the VA's own systematic review found it has not been completely successful in eliminating racial and ethnic disparities in veterans' health outcomes. Additionally, few studies examine the variances in health outcomes among other minority groups, such as American Indian and Asian veterans. VA research also shows lower health care provider trust among minority veterans, which can lead to poor health outcomes, as well as disparities in mental health care diagnoses. For example, clinicians tend to more frequently diagnose Black veterans with serious mental health conditions, such as schizophrenia, versus diagnosed mental health conditions such as bipolar disorder or depression in white veterans.

Following the repeal of "Don't Ask, Don't Tell" in 2011, the VA adopted new policies and programs to address health issues related to LGBT veterans and established the VHA's Office of Health Equity and the LGBT Health Program. However, a Government Accountability Office report (GAO-21-69) notes the VA still lacks a standardized method of collecting sexual orientation and self-identified gender identity data among veterans. As such, VA health officials may miss opportunities to properly screen, identify and address specific health disparities within this population or provide the comprehensive care necessary to address them. For example, VA researchers found that LGBT veterans may experience higher rates of depression and more frequent thoughts of suicide, but without data collection on sexual orientation or self-identified gender identity (89% of veterans' records lack such information)



providers can't properly analyze these findings and overall health of these veterans. Studies have also shown many LGBT veterans are hesitant to disclose their gender identity with VA health care providers for fear of bias and mistreatment. For example, some LGBT veterans report instances of discrimination within the VA, to include refusal of treatment, lack of provider knowledge on issues specific to sexual orientation or gender identity, and harassment.

The VA must redouble its efforts to diversify its staff to better reflect the veteran patient population it serves. Peer support specialists could help to create a more welcoming and personalized health care experience for new patients and veterans struggling with mental health challenges. These specialists can help veterans navigate the system and promote engagement in treatment and recovery. Peer support specialists have often overcome similar challenges and should represent subpopulations within medical centers' patient demographics, including Black, Hispanic, women, sexual minorities or others who may need a more personalized and culturally sensitive approach to seeking recovery.

**Studies show women who have served often do not identify as veterans**, which makes it critical for the VA to engage them in an effective manner to ensure they are aware about their earned benefits and health care services. Of the women veterans who use the VA health care system, 60% have a service-connected disability rating of 50% or higher. These veterans often have complex medical needs and are best served by the VA's comprehensive whole health model of care that includes specialized programs and supportive social services. However, because women Rev. 2/21 Page 9 Critical Policy Goal | 117th Congress makes up just a fraction (500,000) of the VA's 7 million patient population, they are often sent into the community for care because the VA is not able to provide the gender-specific services they require. For women veterans, this can result in fragmented care and, in some cases, lead to poorer health outcomes.

While stranger or sexual harassment is not specific to any one group of veterans, it continues to be a notable problem within the VA. Despite considerable pressure over the past several years to eliminate sexual assault and harassment at VA facilities as well as numerous campaigns to achieve that end, the VA still struggles with employing a comprehensive, leadership-driven and departmentwide strategy to truly address the issue. By the VA's own account, 1 in 4 women veterans report having experienced some form of harassment or assault when trying to access care within its health facilities. This behavior is a barrier to VA care and deters many women and other minority veterans from seeking the medical care and specialized services they need. †

**The VA must take action to ensure all enrolled veterans have equitable access to health care and services and improve health outcomes across its patient population, to include growing women and minority veteran populations. To achieve these goals, DAV calls on the VA to:**

- **Prioritize data collection and analysis to identify health trends, access issues, disparity in health outcomes and differences in patient experience among women and minority veteran populations.**
- **Review the programs and methods used to deliver services to underrepresented and underserved veteran populations to ensure they are adequately meeting their unique needs.**
- **Investigate cultural differences that create barriers for veteran subpopulations and develop ways to improve outreach to minority, at-risk and underserved groups.**

- **Develop a comprehensive plan to change VA culture and create a safe, harassment-free environment that is welcoming to all veterans.**

† **Congress should introduce legislation for new VA peer support programs and integrative health treatment options that better reflect the demographics of its medical centers and needs of women veterans and racial, ethnic and sexual minority veteran populations.**

:-) 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:** Jonno White  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Interview on Leadership  
**Date:** Saturday, February 20, 2021 11:08:28 AM

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Hi Scott,

Thanks so much for being involved in this interview about leading a large enterprise. Once I turn your answers into a blog, it will be posted on the [CEOs and Executives of Large Enterprises LinkedIn group](#). Please feel free to join if you haven't already done so.

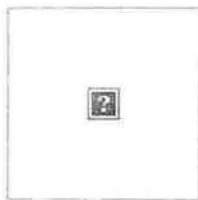
Here's an example of what the interview will look like - [Nzinga Shaw, Global Chief Inclusion & Diversity Officer at Starbucks Coffee Company in Seattle](#).

[Here's the link to the 7 questions](#) for you to fill out.

Feel free to let me know if you have any questions!

Cheers,

Jonno



**Jonno White**  
Founder and Principal Consultant  
+61481 829 906



Building leadership capacity in large enterprises

**Safe space | Deep work | Transformation**

- *Leadership coaching*
- *Offsites for boards and executive teams*
- *Keynotes and workshops for conferences and staff teams*
- *Employee wellbeing and customer satisfaction surveys*





**From:** J.T. Kessler  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Federal Advocacy Update: February 20, 2021  
**Date:** Saturday, February 20, 2021 9:26:04 AM

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Good Saturday Morning. At the conclusion of this message is the Federal Advocacy and Public Policy Update for the week ending February 20, 2021.

In addition to this federal report, 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** February 20, 2021

### **Congressional Update**

#### **House Moves Forward with Pandemic Relief/NSBA Sends Letter to Budget Committee**

Late last week, several House committees finalized their respective pieces of a \$1.9 trillion pandemic relief package modeled on President Biden's [American Rescue Plan](#). These efforts are part of a wider "budget reconciliation" process that allows lawmakers to advance legislation with simple majorities in both legislative chambers. As part of this effort and in addition to the \$130 billion in proposed [emergency aid](#) for the K-12 community finalized last week, the House Energy and Commerce Committee approved a [measure](#) that would provide \$7.6 billion in funding to the E-rate program. The bill also would direct the Federal Communications Commission (FCC) to develop rules allowing schools and libraries to use a portion of these funds to purchase connectivity equipment. Late Friday, February 12, the House Oversight Committee approved their [component](#) of the forthcoming reconciliation package which aims to provide nearly \$350 billion in aid for State, Local, and Tribal governments—a proposal that, if passed, would likely positively impact state K-12 education budgets as well.

In total, House committees of jurisdiction have now cleared nine separate legislative



components that constitute President Biden's American Rescue Plan. Having now assembled them into a single package, the House Budget Committee will hold a virtual markup on Monday, February 22, to formally consider this legislation. The measure is expected to pass and advance for consideration on the House floor following this markup and related vote next week. The House Education and Labor Committee released a preliminary estimate of a state-by-state breakdown of the education funding in the proposed bill.

Today, in anticipation of the markup of the legislation on Monday, NSBA sent a letter to the U.S. House Budget Committee in support of several measures that will help students, schools, and their communities in the COVID-19 recovery package. Specifically, NSBA noted the legislation would provide targeted assistance for secure, healthy learning environments, including resources to help mitigate loss of learning, services for social and emotional needs, and broadband connectivity for students impacted by the digital divide as well as provide supports for school districts and other public sector employers for COVID-related emergency employee leave and additional supports for our most vulnerable students to address equity in education.

### **Senate Appropriations Roster Announced**

On Friday, February 12, Senate Appropriations Committee Chair Leahy (D-VT) and Vice Chair Shelby (R-AL) announced the rosters, including the respective chairs and ranking members, for each of the subcommittees that oversee various components of the federal budget, including education. Of note, Senator Murray (D-WA) will serve as Chairwoman, once again, for the Senate Labor-HHS-Education Appropriations Subcommittee—the panel overseeing all education spending in the Senate. Senator Blunt (R-MO) will serve as Ranking Member. More information can be found here.

### **Administration Update**

#### **CDC and USED Issue Updated School Reopening Guidance**

As referenced in last week's update, on Friday, February 12, the Centers for Disease Control and Prevention (CDC) released new guidance to help states, districts, and schools reopen safely for in-person instruction. Dubbed an "operational strategy," the CDC argues that "Evidence suggests that many K-12 schools that have strictly implemented mitigation strategies have been able to safely open for in-person instruction and remain open." The new guidelines provide a series of recommendations organized around several "essential elements" including:

- Consistent implementation of layered mitigation strategies to reduce transmission of SARS-CoV-2 in schools
- Indicators of community transmission to reflect level of community risk
- Phased mitigation and learning modes based on levels of community transmission
- Testing to identify individuals with SARS-CoV-2 infection to limit transmission and outbreaks
- Vaccination for teachers and school staff, and in communities, as soon as supply allows

In addition, the U.S. Department of Education (USED) also released a handbook detailing strategies for safely reopening K-12 schools. The document emphasizes safe practices for in-person learning and considerations for extracurricular activities and transportation, among other elements, in determining how best to reopen a school. While both guidance documents underscore the need to prioritize vaccinations for K-12 school professionals and staff, the administration has stopped short of calling for widespread vaccinations prior to reopening schools—a position echoed by Dr. Anthony Fauci this week.

### **FCC Comment Deadline Approaching**

Final input from the public is due February 23 in response to a recent public notice from the Federal Communications Commission (FCC) regarding the E-rate program. The notice is seeking input on potential changes to the E-rate program that would broaden the allowable uses of E-rate funding to better support remote learning during the pandemic. At present, E-rate funds cannot be used to support activities aimed at increasing broadband access unless they are directly on a school or library campus. Earlier this month, NSBA and several other organizations filed a petition calling on the agency to allow E-rate funds to be used “off campus” to more effectively support remote learning during the ongoing pandemic. This petition led to the current request by the FCC for public comments. If granted, this temporary rule change could help an estimated 16 million students who lack internet connectivity at home connect to the internet and close the homework gap.

### **New Legislation**

H.R.1054 To require the Secretary of Education to provide assistance to the immediate family of elementary or secondary school staff members killed in an act of violence while performing school duties. Sponsor: Rep. Hastings, Alcee L. [D-FL-20]

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:** Mikaela Coffey  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Join us for a Live Webinar: FOIA Basics: Motions and related procedures for closed sessions  
**Date:** Friday, February 19, 2021 2:03:03 PM

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**FOIA Basics: Motions and related procedures for closed sessions**

**Join Us for a Live Webinar on Wednesday, April 7<sup>th</sup>, 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:** Tony Howard  
**To:** Tony Howard  
**Cc:** Linda Coffey  
**Subject:** [EXTERNAL] February 24th Loudoun Chamber Board of Directors meeting  
**Date:** Monday, February 22, 2021 8:40:53 AM  
**Attachments:** 21.2.17 Exec Board Public Policy Report.docx  
Diversity & Inclusion Policies, Committee proposed.docx  
Community Impact proposal.docx  
01.27.21 BOD Minutes Draft.docx  
Finance 0121 - Board.pdf  
LCCC Membership Report 2021 Jan 2021.pdf  
2.21 LCCC BOD Agenda.docx

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

This meeting will be conducted on Zoom. Please register in advance for this meeting:  
<https://us02web.zoom.us/j/89415767667>; Meeting ID: 894 1576 7667;

Call-in number: +1 301 715 8592 US (Washington D.C)

Attached are the following meeting documents for your review:

- February 24, 2021 Board of Directors meeting agenda
- January 2020 Board of Directors meeting minutes
- Draft January 2020 Finance Report
- Proposed Diversity & Inclusion Policies, Policy Committee (one document with two proposed policies, proposed committee)
- Draft January 2020 Membership Report
- January 2020 Public Policy Report
- Memo on Community Impact Chambers

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

**Tony Howard, CCE, IOM**

President & CEO

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

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

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





**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith  
**Cc:** Wayde Byard; Stephen DeVita; [bos@loudoun.gov](mailto:bos@loudoun.gov); Schoolboardemail; Paul Thiessen; Asia Jones; Ashley Ellis; Jennifer Wall; Lottie Spurlock; Jenna Alexander- VP of Advocacy; John Lody; Clark Bowers  
**Subject:** [EXTERNAL] Return to Learn in 2021 (based on initiatives and Resolution in 2018 with Jenna Alexander and former LEAP)  
**Date:** Monday, February 22, 2021 8:08:27 AM  
**Attachments:** [Return to Learn Training ppt.pdf](#)  
[LCPS RTL Brochure.pdf](#)  
[Module Excerpt Professional Learning - Return to Learn.pdf](#)  
[Additional Leave SB Jan 12 presentation.pdf](#)  
[Student Safety SA Update 4 24 2018 final.pdf](#)  
[Virtual Loudoun Cost Analysis.pdf](#)  
[Virtual Loudoun Update November 28 Slide Deck.pdf](#)

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Good morning,

A few years back there was a resolution the Virginia PTA was involved in creating and a former parent group called Loudoun Alliance of Parents were involved with. It created a safe transition back to school after extended absences due to mental health issues.

LCPS made a resolution and it was heard in the Student Services Committee, now called Pupil Services. You can see it here. <http://go.boarddocs.com/vsba/loudoun/Board.nsf/goto?open&id=AVLT966F1652>

This is the LCPS Work Session about "Return to School"  
<http://go.boarddocs.com/vsba/loudoun/Board.nsf/goto?open&id=BQAQC8689B4F>

I was on the executive board of LEAP and involved in LCPS conferences to discuss the need for empathetic language to help personalize the message to the students and staff. I also did many edits to include trauma, but unfortunately that was not submitted due to LEAP leadership. The local papers covered the Return to Learn and I wanted to include Jenna Alexander, then Hunt District Director, for her instrumental advocacy to bring this to light and the papers should have put her name in it, LEAP got credit for it, but Jenna did the hard work and I truly respect her for that. I confess I am having a hard time finding the resolution but have the draft I worked on in Google Docs that wasn't submitted.

I highly suggest reimplementing Return to Learn (Covid Style) and implement many of the core beliefs that were shared. Jenna, could you please include the Virginia PTA Resolution? If we are to Return to Learn safely, we MUST address that trauma has become a barrier. This resolution helps set the tone that sensitivity is needed. I am uncertain if proctors have that level of sensitivity and it really does concern me that so many teachers are refusing to Return to Teach in School. That needs to address.

From my military advocacy standpoint, I would like to propose some amendments:

- Proctors should only be used for a limited time, please define limitations.
- Vaccinated teachers must return to teach and receive counseling if their trauma is affecting their teaching abilities.
- Trauma care is VITAL for returning to learn, teachers need trauma counseling and a safe outlet to air grievances. They also need to prioritize the children's choices if a student chooses hybrid.
- Create transition teams for staff and for students

I would happily be part of a return to learn focus group to help make the transition back to an in school person learning a success. Perhaps this can be a joint board initiative and I hope it will be discussed at tomorrow night's school board meeting. EVERYONE needs to feel safe first in order to Return to Learn and transitions are notoriously challenging navigating the unknown. Let's navigate this new terrain together and also include it at the SEAC, MSAAC, and Equity Committee meetings to create a holistic approach of alliance for the kids AND the teachers. Because EVERYONE deserves to feel safe at school. Without exception. And ALL hearts matter in Loudoun.

Thank you kindly for looking out for the hearts of the residents and children in Loudoun and who work in Loudoun.

:-) 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:** [Parker Collins](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Re: Does your District have SEL?  
**Date:** Saturday, February 20, 2021 4:40:52 PM

---

Just wanted to follow up here and see if you received my previous email. Would you be against joining us for our conference next week?

Best,

On Tue, Feb 9, 2021 at 9:35 AM Parker Collins <[pcollins@characterstrong.com](mailto:pcollins@characterstrong.com)> wrote:  
Dr. Ziegler,

I wanted to reach out as we work with thousands of schools across the country to help infuse Social Emotional Learning and Character Development into their schools through professional development and curriculum.

We have a training coming up in February and would love to invite you. Would you be interested in attending or learning more?

Best,

--

Parker Collins | Team Member  
CharacterStrong  
[characterstrong.com](http://characterstrong.com)

What CharacterStrong Offers:

- Advisory Curriculum [Grades 6-8 & 9-12](#)
- [Leadership Curriculum](#)
- [Elementary SEL & Character Toolkit K-5](#)
- [Professional Development](#)
- [CharacterStrong Conferences](#)

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Parker Collins | Team Member  
CharacterStrong  
[characterstrong.com](http://characterstrong.com)

What CharacterStrong Offers:

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- [Elementary SEL & Character Toolkit K-5](#)
- [Professional Development](#)
- [CharacterStrong Conferences](#)

**From:** [Brenda Sheridan](#)  
**To:** [Stephen DeVita](#)  
**Cc:** [Scott Ziegler](#); [Mark Smith](#)  
**Subject:** Fw: [EXTERNAL] School closures for religious holidays  
**Date:** Saturday, February 20, 2021 4:40:11 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[2021-2-18 Ashburn, VA Religious holiday closures.pdf](#)

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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.*

---

**From:** Ian Smith <[ismith@au.org](mailto:ismith@au.org)>  
**Sent:** Thursday, February 18, 2021 2:34 PM  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@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)>; Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>; John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
**Subject:** [EXTERNAL] School closures for religious holidays

Dear members of the School Board:

Attached please find a copy of our letter regarding the Board's recent vote to close the Loudoun County Schools for three religious holidays. I have also sent a copy of this letter to each of you via the U.S. Postal Service.

Sincerely,

Ian Smith





**Ian Smith**

Staff Attorney

Americans United for Separation of Church and State

1310 L Street NW, Suite 200 - Washington DC - 20005

202-466-3234 ext 243 | fax: 202-466-3353 | [ismith@au.org](mailto:ismith@au.org)

[www.au.org](http://www.au.org) |  

Our consultation with you about your legal inquiry, and any letter(s) we write in an effort to resolve your concern, does not create an attorney-client relationship. Any formal attorney-client



relationship, including any agreement to represent you in litigation, must arise from a written retainer agreement. Nonetheless, we consider your communications with us to be confidential because they are made in the course of requesting legal representation. See, e.g., *In re Auclair*, 961 F.2d 65, 69-70 (5th Cir. 1992).

**From:** [Tom Smith](#)  
**To:** [Ben Kiser](#); [Andy Stamp](#); [Liza Scallet](#); [Fornash, Laura Worley](#)  
**Subject:** [EXTERNAL] February 20, 2021 VASS Legislative Update  
**Date:** Saturday, February 20, 2021 3:45:23 PM  
**Attachments:** [GenEd2021bFeb20.html](#)  
[GenEd2021Feb20.html](#)  
[K12 HAC Report Distributions.pdf](#)  
[No1\\_2021\\_SFAC\\_K12\\_Subcommittee\\_Report.pdf](#)  
[House Bill 1800 Approved Amendments.pdf](#)  
[Senate Bill 1100 Approved Amendments.pdf](#)

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Dear Superintendents,

There is not much time remaining in this Special Session of the General Assembly. As a result, both policy committees (House Education and Senate Education and Health) acted on significant bills that we have been following since the beginning in January. These included:

1. **HB 1736** - [Adams, D.M.](#) - School nurses; nursing services in a public elementary or secondary school. Prohibits any individual who provides nursing services in a public elementary or secondary school as a school board employee or through a contract with the local health department from using the title of school nurse unless such individual is a registered nurse who possesses an active license to practice in the Commonwealth. While this bill started off requiring a registered nurse in each school, it was amended in the House to only indicate that those with the title of School Nurse must be a registered nurse. The bill passed the House with moderate opposition, but failed in the Senate Education and Health Committee on a vote of 6-Y,8-N.
2. **HB 2013** - [Roem](#) - School boards; board policy for students unable to pay for a meal at school. Requires each school board to adopt a policy that prohibits the board from filing a lawsuit against a student or the student's parent because the student cannot pay for a meal at school or owes a school meal debt. This is a bill that I have highlighted for a number of weeks and one for which we have strongly opposed. Unfortunately, the bill passed in the Senate Education and Health Committee on a vote of 14-Y,1-N. It is now on the floor of the Senate and will most likely pass with little opposition.
3. **HB 2019** - [McQuinn](#) - Public elementary and secondary schools; administration of undesignated stock albuterol inhalers. Requires each local school board to adopt and implement policies for the possession and administration of undesignated stock albuterol inhalers and valved holding chambers in every public school in the local school division, to be administered by any school nurse, employee of the school board, employee of a local governing body, or employee of a local health department who is authorized by the local health director and trained in the administration of albuterol inhalers and valved holding chambers for any student believed in good faith to be in need of such medication. The bill requires the Department of Health, in conjunction with the Department of Education, to develop and implement policies for the administration of stock albuterol in public schools. Again, this is a bill we have worked on since the beginning of the Session. We have opposed it in terms of both the difficulty of its implementation and the long term cost to school divisions. It passed out of the Senate Education and Health Committee on a vote of 13-Y,1-N and is on the floor of the Senate.
4. **SB 1303** - [Dunnavant](#) - Local school divisions; availability of virtual and in-person learning to all students. Requires each local school division to make virtual and in-person learning available

to all students by choice of the student's parent or guardian. I have highlighted this bill since it was introduced. VASS has stood in opposition since the beginning. This week, in the House Education Committee, a substitute was introduced which somewhat moderated the impact. The language was changed to mandate that school divisions provide in-person or a combination of in-person and virtual instruction rather than the original requirements. It also provided some limited parameters by which a school division could move to full virtual instruction. In addition, it mandates that in coordination with the Virginia Department of Health all teachers and school staff must be offered the COVID-19 vaccinations prior to the 2021-2022 school year. The final provision states that the bill is set to expire on August 1, 2022. In consultation with the VASS Executive Board and the VASS Legislative Committee, it was decided that we would continue to oppose this bill. While the substitute is an improvement, it still ties the hands of superintendents in dealing with some very difficult situations. My understanding is that the bill is still being modified and will be heard in the House Education Committee Monday morning.

5. **SB 1357** \HB 2027 - Dunnavant \Coyner - Through-year growth assessment system; Board of Education shall establish. Both of these bills require the Board of Education to establish a student growth assessment process. In the beginning they took different paths. However, in the House Education Committee, the Senate version was amended to reflect the House version with a couple of additions. New wording: *In lieu of a one-time end-of-year assessment, the Board shall establish, 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. Such through-year growth assessment system shall 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, but 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 Department shall 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.* There are now three assessments instead of two as the House version had listed. In addition, the new assessment process shall be fully implemented in each local school division in the Commonwealth no later than the 2022–2023 school year. In the 2021-2022 school year, the through-year growth assessment system shall include one beginning-of-year and one end-of-year assessment but shall not include any mid-year assessment. The bill was passed out of the House Appropriations Committee without opposition and is now on the floor of the House.
6. **SB 1401** - Pillion - Standards of Learning; reduces total number & type of required assessments to minimum requirements. 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 requires 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 requires that such amount be included in the total for Direct Aid to



Public Education in any general appropriation act. This bill did not make it out of the SOA\SOQ Subcommittee of House Education on a 4-Y,4-N vote. In the full House Education, it was brought up and asked that it be heard. The Chair, Delegate Tyler, indicated she would consider it but so far it has not been placed on the agenda for Monday. The House version of this bill died in the same manner.

In addition to these bills, there are several others that have finished or are close to finishing that I thought I would mention.

1. **HB 1776** - Ward - Education, Board of; temporary extension of certain teachers' licenses. Requires the Board of Education to grant a two-year extension of the license of any individual licensed by the Board whose license expires on June 30, 2021, in order to provide the individual with sufficient additional time to complete the requirements for licensure. This bill was amended to include all personnel licensed by the Board of Education. VASS has supported this bill from the beginning. It has passed both the House and Senate without opposition.
2. **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. This bill faced very little opposition in the House and is now on the floor of the Senate. While it is an unfunded mandate, it will pass.
3. **SB 1132** HB 1790 - Suetterlein McNamara - 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 that are consistent with guidelines established by the Department of Education to ensure the equitable provision of such services. The bill provides that school divisions may not claim more than 10 unscheduled remote learning days in a school year unless the Superintendent of Public Instruction grants an extension. These bills are identical and have passed both the Senate and the House of Delegates.
4. **SB 1257** - McClellan - SOQ; school board to provide at least three specialized student support positions. The bill modifies a school personnel requirement in Standard 2 of the Standards of Quality. It requires 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. The provisions of the bill are contingent on funding in a general appropriation act. This is the modified version of the bill requiring that all of the State Board of Education's SOQ changes be adopted. It passed out of the Senate and is on the floor of the House. It is also included in the Senate version of the amendments to the Governor's introduced budget.

#### State Budget:

Both houses of the General Assembly have or are going to reject Monday each other's budget amendments and have established a Committee of Conference. The conferees are listed below. They will begin meeting Monday. If you have specific items for which you wish to advocate now is the time to contact these conferees. In discussions with the money committee staffs, I have continued to advocate for flexibility in the structure and amount of teacher salary increases that local school



divisions are required to fund. Attached are a listing of the budget amendments being considered and the individual school division distributions. Remember, the amendments are just additions or changes to the Governor's introduced budget. If an item in the Governor's budget is not in one or both sets of amendments then it remains as it was introduced.

**Senate Budget Conferees**

Janet D. Howell (D-District 32)  
Thomas K. Norment, Jr. (R-District 3)  
Emmett W. Hanger, Jr. (R-District 24)  
L. Louise Lucas (D-District 18)  
George L. Barker (D-District 39)  
R. Creigh Deeds (D-District 25)  
Mamie E. Locke (D-District 2)  
Richard L. Saslaw (D-District 35) (Advisor)  
Stephen D. Newman (R-District 23)  
(Advisor)

**House Budget Conferees**

Luke E. Torian (D-Prince William)  
Mark D. Sickles (D-Arlington)  
Betsy B. Carr (D-Richmond)  
Roslyn C. Tyler (D-Sussex)  
David L. Bulova (D- Fairfax)  
Barry D. Knight (R-Virginia Beach)  
Terry L. Austin (R - Alleghany)

I have attached an updated listing of bills and am planning to hold our weekly conference call on Wednesday afternoon at 3:00 pm. The call-in info is 712-770-4835 Pin 484781. It should be a short call.

Please let me know if you have any questions or need any assistance.

Thanks,

Tom

**From:** Wayde Byard  
**To:** Wayde Byard; Scott Ziegler  
**Subject:** Conversation with Wayde Byard  
**Date:** Thursday, February 18, 2021 3:11:23 PM

---

Wayde Byard 9:39 AM:

Dr. Ziegler, I left a reminder from the Loudoun County Chamber of Commerce for you in Google Docs. When you affirm your participation, I will confirm with Tony Howard of the Chamber.

Scott Ziegler 12:21 PM:

Yes, okay to confirm

Wayde Byard 1:48 PM:

Dr. Ziegler, I have left a request from WMAL in a Google Doc for you.

Scott Ziegler 1:55 PM:

Do you know what he is referring to?

Wayde Byard 1:56 PM:

I do not. I can ask for a clarification.

Scott Ziegler 1:56 PM:

Please - the term 'equal opportunity education policy changes' is not one I'm familiar with.

Wayde Byard 2:09 PM:

It was about the Attorney General's opinion. I have updated the Google Doc with their clarification.

Scott Ziegler 2:43 PM:

Has our release gone out yet?

Wayde Byard 2:44 PM:

Yes. It is on the website and social media.

Scott Ziegler 2:56 PM:

Do you have a recommendation on this? Looking at Larry O'Connor's socials it doesn't seem that he would be friendly to equity issues

Wayde Byard 2:56 PM:

That also is my opinion. My advice is that we respectfully decline this offer.

Scott Ziegler 3:01 PM:

I agree - please decline.

**From:** [Stephen DeVita](#)  
**To:** [Scott Ziegler](#)  
**Subject:** FW: [EXTERNAL] School closures for religious holidays  
**Date:** Thursday, February 18, 2021 2:46:02 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[2021-2-18 Ashburn, VA Religious holiday closures.pdf](#)  
[image004.png](#)

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FYI.

**From:** Ian Serotkin <[Ian.Serotkin@lcps.org](mailto:Ian.Serotkin@lcps.org)>  
**Sent:** Thursday, February 18, 2021 2:39 PM  
**To:** Stephen DeVita <[Stephen.DeVita@lcps.org](mailto:Stephen.DeVita@lcps.org)>  
**Subject:** Fw: [EXTERNAL] School closures for religious holidays



**Ian Serotkin | Loudoun County School Board**

**Blue Ridge District Representative**

**Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)

**mobile:** (571) 420-1628

he/him/his

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

---

**From:** Ian Smith <[ismith@au.org](mailto:ismith@au.org)>  
**Sent:** Thursday, February 18, 2021 2:34 PM  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@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)>; Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>; John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>; Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>; Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
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Attached please find a copy of our letter regarding the Board's recent vote to close the Loudoun County Schools for three religious holidays. I have also sent a copy of this letter to each of you via the U.S. Postal Service.

Sincerely,

Ian Smith



---

**Ian Smith**

Staff Attorney

Americans United for Separation of Church and State

1310 L Street NW, Suite 200 - Washington DC - 20005

202-466-3234 ext 243 | fax: 202-466-3353 | [ismith@au.org](mailto:ismith@au.org)

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<https://www.au.org/get-involved/donate/form>

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**From:** [Beth Barts](#)  
**To:** [Scott Ziegler](#); [Stephen DeVita](#)  
**Subject:** Fwd: [EXTERNAL] School closures for religious holidays  
**Date:** Thursday, February 18, 2021 2:45:11 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[2021-2-18 Ashburn, VA Religious holiday closures.pdf](#)

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FYI. I am not responding. I personally would go to court as the community has been very appreciative of our calendar. I assume you want to know about these things.

Sent from my iPhone

Begin forwarded message:

**From:** Ian Smith <[ismith@au.org](mailto:ismith@au.org)>  
**Date:** February 18, 2021 at 2:36:21 PM EST  
**To:** Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>, Atoosa Reaser <[Atoosa.Reaser@lcps.org](mailto:Atoosa.Reaser@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)>, Leslee King <[Leslee.King@lcps.org](mailto:Leslee.King@lcps.org)>, John Beatty <[John.Beatty@lcps.org](mailto:John.Beatty@lcps.org)>, Jeff Morse <[Jeff.Morse@lcps.org](mailto:Jeff.Morse@lcps.org)>, Beth Barts <[Beth.Barts@lcps.org](mailto:Beth.Barts@lcps.org)>  
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**Ian Smith**

Staff Attorney

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**From:** creal french  
**To:** Scott Ziegler; Ian Serotkin; Atoosa Reaser; Brenda Sheridan; Harris Mahedavi; Jeff Morse; John Beatty; Leslee King  
**Subject:** [EXTERNAL] Recent News  
**Date:** Friday, March 19, 2021 4:03:33 PM

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Dr. Ziegler and School Board Members,

Thank you for your recent announcement to open school 4 days per week starting on April 20th! In just 2 short weeks, my son's engagement from being in school even 2 days has increased immensely. He's getting to know his teachers and made a friend! Please continue to move forward and leverage the best practices from the school administrators who are successfully welcoming students back in school and plan to open 5-days-per-week, traditional school model (not concurrent teaching) at the start of the 2021-2022 school year.

On a different note, it has come to my attention that a group of people in a private Facebook group are making lists and targeting their neighbors who disagree with them. The Leesburg District School Board representative is an active member of this group.

From what I have heard, the list of parents this group is targeting expands beyond those who disagree about CRT, but also includes parents who have been vocal about opening schools or have been critical of Ms. Barts' performance.

I've written to you before to express my concerns about the online behavior from Ms. Barts. I've stated that I do not feel comfortable writing to her because she mocks and belittles parents and tries to intimidate people so that they won't speak up. This most recent news takes it to a whole new level - one that is beyond comprehension. How can she possibly think that targeting people is acceptable? I cannot even wrap my head around it. She is hiding behind her self-proclaimed "Equity Advocate" title and calls everything said that she disagrees with "misinformation" or "misrepresentation." She is no advocate for any of us here in Leesburg.

I was raised right here in Loudoun County. In Loudoun County we treat everyone with dignity and respect. We believe in equal opportunity for all. We have conversations with our neighbors. We welcome diversity of thought. We don't call other people's opinions "misinformation". We don't divide people up in little buckets and decide who is worthy and who is not. We don't elevate some people's voices over others. We don't call people racists because we disagree with them. We don't target people who disagree with us. We don't plot against people who are different from us and try to silence them. We just don't. But Beth Barts does.

There is enough going on in the world for families to worry about without living in fear that they are on some "list" or that their school board representative is going to dox them.

Remove her from the school board. She is trying to silence anyone who disagrees with her. It's unconscionable. Members of our community are allowed to exercise their First Amendment right to question the local government. This recent development isn't totally about CRT, or equity, or opening schools. This is about a school board member who is unfit to serve.

Regards,

Creal French  
Leesburg

**From:** Rhonda Fournier  
**To:** Scott Ziegler  
**Cc:** John Beatty  
**Subject:** [EXTERNAL] Re: A Message from the Interim Superintendent  
**Date:** Friday, March 19, 2021 3:58:18 PM

---

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

Rhonda Fournier  
Catoctin District

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

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

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

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

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

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

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

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

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** [Mark D. McKinley](#)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Re: A Message from the Interim Superintendent  
**Date:** Friday, March 19, 2021 3:44:57 PM

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Dr. Ziegler:

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

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

-Mark McKinley

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

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

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** Beth Barts  
**To:** Scott Ziegler  
**Subject:** Collective Bargaining  
**Date:** Friday, March 19, 2021 3:40:48 PM

---

Scott,

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

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

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

Rationales-

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

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

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

Thank you.

Beth

Board Blind Copied.

Sent from my iPhone

**From:** Mikaela Coffey  
**To:** Scott Ziegler  
**Subject:** [EXTERNAL] Join us for a Live Webinar: FOIA Basics: Motions and related procedures for closed sessions  
**Date:** Friday, March 19, 2021 3:33:03 PM

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**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:** 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: Board of Education Approves New Early Childhood Learning and Development Standards  
**Date:** Friday, March 19, 2021 3:27:09 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:** Friday, March 19, 2021 3:16 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] VDOE News: Board of Education Approves New Early Childhood Learning and Development Standards

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 19, 2021  
Contact: Charles B. Pyle, Director of Media Relations (804) 640-2117



## **Board of Education Approves New Early Childhood Learning and Development Standards**

RICHMOND — The Virginia Board of Education 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 key milestone in the implementation of Governor Ralph Northam's plan to consolidate oversight and administration of state early childhood programs, regulations and standards under the Board of Education and the Virginia Department of Education.

Virginia's Birth-to-Five Early Learning and Development Standards replace the state education board's 2013 Foundation Blocks for Learning and the Virginia Department of Social Services' Virginia Milestones of Early Childhood Development.

"With our action today, we move closer to realizing Governor Northam and the General Assembly's vision of creating a unified system of early childhood education designed to eliminate the wide inequities in school readiness that exist today among children in the commonwealth," Board of Education President Dan Gecker said. "These new standards will promote consistency and quality for children, educators and care givers in all of the settings where our youngest learners are preparing for kindergarten, including child care centers, family day homes and preschools."

House Bill 1012 and Senate Bill 578 — approved by the 2020 General Assembly — transferred the authority to license and regulate child care programs from the state Board of Social Services and Department of Social Services to the Board of Education and VDOE, effective July 1, 2021.

Early childhood programs will begin using Virginia's Birth-to-Five Early Learning and Development Standards during the 2021-2022 academic year. VDOE's Office of Early Childhood will develop tools and resources to support early childhood caregivers, educators, program leaders and families with implementation, with an emphasis on supports for those serving Virginia's underserved populations of children.

"At the core of these standards is the belief that all children in Virginia have tremendous potential, and deserve to start school ready to learn," Virginia Chief School Readiness Officer Jenna Conway said. "Related to that conviction is the belief that early childhood educators and caregivers need access to clear, actionable guidance that supports their understanding of how infants, toddlers and preschoolers develop, what skills they will need, and how adults can help children thrive."

The new standards provide expectations for early learning and development in five areas, as follows:

- Approaches to play and learning;
- Social and emotional development;
- Communication, language and literacy development;
- Health and physical development, and
- Cognitive development, including science, social science, mathematics and fine arts.

**From:** Helen Chang  
**To:** Scott Ziegler  
**Subject:** Fw: A Message from the Interim Superintendent  
**Date:** Friday, March 19, 2021 3:19:58 PM

---

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

Thank you.

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

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

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

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

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

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

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

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

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

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

**From:** [Beth Barts](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [School Board Confidential; Superintendent's Cabinet](#)  
**Subject:** Re: Important Community Messages  
**Date:** Friday, March 19, 2021 3:15:37 PM

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Thank you Scott.

I noticed the words "white supremacy" were removed in referencing the Equity Statement in your email.

Will they also be removed from the website as well?

I appreciate the clarification.

Beth

Sent from my iPhone

On Mar 19, 2021, at 2:27 PM, Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)> wrote:

School Board Members,

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

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

<A Message from the Superintendent.pdf>

<Superintendent's Update\_Rumors Concerning LCPS Equity Work.pdf>

**From:** [Joan Sahlgren](#)  
**To:** [Scott Ziegler](#)  
**Cc:** [Michelle Walker](#)  
**Subject:** Adjusted title PDF of Equity Work  
**Date:** Friday, March 19, 2021 3:08:27 PM  
**Attachments:** [Interim Superintendent's Update Rumors Concerning LCPS Equity Work.pdf](#)

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Here is a version that uses the phrase "Interim Superintendent" rather than Superintendent. We have adjusted that title/phrase in the docs.

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:** Loudoun County Public Schools  
**To:** Loudoun County Public Schools Recipients  
**Subject:** A Message from the Interim Superintendent  
**Date:** Friday, March 19, 2021 3:02:55 PM

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LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

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

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

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

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

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

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

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** [Scott Ziegler](#)  
**To:** [Jill Rodeffer](#)  
**Subject:** RE: Denouncement of Anti-Asian Hate Speech and Violence  
**Date:** Friday, March 19, 2021 2:58:00 PM  
**Attachments:** [A Message from the Superintendent.pdf](#)

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Good afternoon,

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

Thank you for all you do,

Scott Ziegler

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

Good Morning,

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

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

My hands are shaking as I type this email. Although I am a 5th generation American, I still am influenced by my Japanese heritage. I'm influenced by the cultural concept of *gaman*, "to endure the seemingly unbearable with patience and dignity", which gave strength to my relatives as they endured the hardships of the internment camps during World War II and courage to my grandfather who fought with the highly decorated 442nd Battalion. While we

may have held strong beliefs, we were told not to "make waves".

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

Sincerely,  
Jill Rodeffer

*Jill Rodeffer*

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

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

**From:** d-greene@comcast.net  
**To:** Scott Ziegler; superintendent@lcps.org  
**Subject:** [EXTERNAL] Thank you for raising the bar higher!  
**Date:** Friday, March 19, 2021 5:36:15 PM

---

Dear Mr. Ziegler,

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

Diane Greene

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

LCPS Banner



March 19, 2021

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

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With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** [Loudoun County Public Schools](#)  
**To:** [Loudoun County Public Schools Recipients](#)  
**Subject:** Interim Superintendent's Update on Equity Work  
**Date:** Friday, March 19, 2021 4:46:46 PM

---

LCPS Banner



March 19, 2021

Dear LCPS Community,

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

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

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

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

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

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

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

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

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

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a welcoming, affirming environment and developing cultural competence through culturally responsive instruction,

deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and Virginia Department of Education.

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

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

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

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

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**From:** [Pamela Croft](#)  
**To:** [Scott Ziegler](#)  
**Subject:** FW: Interim Superintendent's Update on Equity Work  
**Date:** Friday, March 19, 2021 4:38:35 PM  
**Attachments:** [4F2D094ED6D7468083A5531108DA936E.png](#)

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Courageous! Bravo!

Sent from [Mail](#) for Windows 10

**From:** [Loudoun County Public Schools](#)  
**Sent:** Friday, March 19, 2021 4:21 PM  
**To:** [Loudoun County Public Schools Recipients](#)  
**Subject:** Interim Superintendent's Update on Equity Work

LCPS Banner



March 19, 2021

Colleagues,

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

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Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent



**From:** [stephanie.shea@virtualva.org](mailto:stephanie.shea@virtualva.org)  
**To:** [Scott Ziegler](#)  
**Subject:** [EXTERNAL] Virtual Virginia | March Regional LMS Meeting Highlights  
**Date:** Friday, March 19, 2021 4:32:20 PM

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Good afternoon,

Thank you to those who were able to participate in the Virtual Virginia March Regional LMS Meetings this week, and a BIG thanks to the eight amazing divisions who presented and shared their LMS innovations over the last year.

The Regional LMS Meetings are designed to establish professional connections in your region, to share effective strategies from divisions, and for VVA and Canvas to provide continued support for your division leadership and LMS team. As you navigate Spring 2021 and prepare for the 2021–2022 academic year, we look forward to hearing about your experiences at the April Regional LMS Meeting. The April meeting invitation will be shared in the coming days. Please feel free to share it with those in your division who will benefit from this group.

Please contact me at any time if you have needs related to VVA, the LMS, or to discuss your division's professional learning needs as you prepare for summer 2021 and the 2021–2022 school year.

Have a great weekend!

Stephanie

Highlights from the March LMS Regional Monthly Meeting:

- Divisions are looking to expand use of the LMS in 2021–2022
- Divisions have identified Canvas leaders to lead the way in training staff in their schools
- Divisions will use the LMS for online, face-to-face, and blended learning in 2021–2022
- Divisions are embracing parent/guardian engagement, and using LMS tools to facilitate parent/guardian support
- Divisions are developing additional professional learning opportunities for teachers

during summer 2021, and developing additional Canvas resources to onboard their staff with Canvas in 2021–2022

- Divisions have created remote learning teams for each school
- Divisions are exploring how to leverage the LMS to support non-instructional needs (administrator/ITRT hubs, professional learning, student clubs, faculty resources, etc)
- Divisions are focusing on how online learning can provide easily accessible data to inform decisions, support instructional needs, and maximize outcomes for students
- Divisions are standardizing and streamlining course content to deliver a consistent experience for teachers and students.

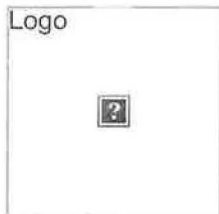
Upcoming (no-cost) support webinars:

- KC Testerman's *Using Google and Canvas* Leadership Workshop
- *The Fast and the Curious* webinar series
- *Blending Learning: Mixing Up Your Digital Pedagogy* conference, May 1

This Google Map highlights divisions in attendance for regions 1–8. Feel free to pin yourself if you were unable to do so during the meeting.

---

Stephanie Shea  
School Support Coordinator  
855-679-4748



**Virtual Virginia | Virginia Department of Education**

**a:** PO Box 2120 | Richmond, VA 23218  
**w:** [virtualvirginia.org](http://virtualvirginia.org)  
**p:** 866-650-0025



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**From:** [Alan Halac](#)  
**To:** [Lenny Compton](#)  
**Cc:** [Scott Ziegler](#); [Jennifer Evans](#)  
**Subject:** [EXTERNAL] (x2) LCPS parent update on Meal Delivery, Gender Classification Options and Parent Seminar  
**Date:** Friday, March 19, 2021 4:25:39 PM

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

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

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

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

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

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

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

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

Sincerely,  
Abbey's Dad (Alan)

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

Hi Principal Luttrell,

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

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

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

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

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

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

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



again.

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

Sincerely,  
Maddy Halac's Dad (Alan)

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

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

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

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

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

LCPS Banner



March 19, 2021

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

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

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

### **Gender Classification Option Available**

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

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

If you wish to update this information, you may use this [link](#) to access the "Non-Binary" Gender Marker Change Request Form and submit your request. LCPS will review and update the gender marker request accordingly.



The link to the "Non-Binary" Gender Marker Change Request Form can also be found on the ["Families"](#) and ["Students"](#) tabs that are located on the [LCPS website](#).

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

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

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

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

**Pre-registration is not required.**

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**From:** Michele Leffler  
**To:** Scott Ziegler; Mark Smith; Lottie Spurlock  
**Subject:** [EXTERNAL] Re: Asian Hate Crimes and "Hit lists" of residents  
**Date:** Friday, March 19, 2021 4:23:54 PM  
**Attachments:** [image.png](#)  
[image.png](#)  
[image.png](#)

---

Thank you for the public comment.

I should also let you know that I am getting private messages by LCPS employees very upset at how I am being treated on Facebook. They encourage me to look out for myself and that they have lost faith in the area. I thought I should share that with you all also.

Good luck, everyone seems to be against everyone right now. I was simply grateful for my children to go to school 4 days a week. Didn't realize I would be a target for that.

Enjoy your weekend. I hope there is less animosity next week. Barts seems to feel that you are supporting her cause, so chances are she will double down again.

I really hope this vicious cycle of antagonism in the area stops. It definitely isn't helping the children, but it is encouraging uprisings. Is that the intent?

:-) Michele Leffler

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

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

On Fri, Mar 19, 2021 at 1:30 PM Michele Leffler <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)> wrote:

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

Durham, who posted under the name Jen Morse, works outside of education, for the American Society of Ophthalmic Administrators. But it was a former teacher, Hilary Hultman-Lee, who executed on the idea most prolifically.

"Regarding the anti-CRT movement, we'd like to compile a

document of all known actors and supporters. Please comment below with legal names of these individuals, area of residence and or school board Rep known, known accounts on social media, and any other info that you feel is relevant,” wrote Hultman-Lee, who at one point taught Latin at Potomac Falls High School and who is listed as doing business with the school district as an education consultant.

They erred on the side of accusing the innocent. In response to one name Hultman-Lee added, another member asked, “Why is she on this list? I haven’t seen her support anti-CRT?”

Hultman-Lee responded, “I put a question mark next to her bc I’m curious about some of her comments re the Dr. Seuss nonsense and racial equity generally. Happy to remove if I’m off the mark.”

“No no, I wouldn’t go so far as to take her off. However, from what I’ve seen she is very carefully neutral,” the parent replied.

It was Loudoun County that first put Dr. Seuss in the news for deemphasizing him because of “strong racial undertones.” Hultman-Lee added a man whose evidence of guilt was a screenshot in which he said he had reviewed a Dr. Seuss book and “ask anyone to show me what is racist.”

Barts cheered them on. “Thank you for the response to my posting this morning,” she wrote. “Thank you for stepping up. Silence is complicity.”

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

I am very offended that she put me on that list. I was just notified. This seems to also explain the behavior that our PTA president has taken towards me and makes me deeply uncomfortable with how parents are being targeted by people intimately involved in LCPS.

How can there be an "Inclusive, Welcoming, and Affirming" environment when there is a hate list. That LCPS employees are involved in. This is more proof of retaliation. Why does this keep happening? I help EL families and am a military advocate. This is off the charts offensive. I am told there is a class action in the works of those LCPS parents that are on the list. Facebook is getting REALLY ugly about it.

At one point I thought kindness was a virtue. Here in Loudoun, kindness is seen as a weakness to exploit. Please show me anywhere I have been "anti-CRT" when in fact I have been actively supporting Culturally Responsive Instruction and trying to help identify where the misinformation is coming from. There is WAY too much hate in LCPS. And I am tired of being a scapegoat.



James Lindsay, expert at bei...  
@ConceptualJames

Wokies running scared in Loudoun County. Pushing back works. Don't give up. Courage begets courage! ✕



Beth Barts · Anti-Racist Parents of Loudoun County

Jan 13 · This is my representative I live in the town of Leesburg. I had to read this false tale 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

Jan 13 ·

\*\*\*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 stopcrits 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)
- Initiate (create fake online profiles and join these groups to collect and communicate information, hackers who can either shut down these websites or redirect them to pro-CRT/anti-racist informational webpages)
- Spread information (expose these people publicly, create online petitions, create counter-messaging)
- 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 🙏



1 Comment





Hilary HL

March 12 at 11:22 AM

...

Regarding the anti-CRT movement, we'd like to compile a document of all known actors and supporters.

Please comment below with legal names of these individuals, area of residence and or school board rep, known accounts on social media, and any other info that you feel is relevant.

It may also be useful to compile a list of allies who are not in this group.



Hilary HL

Are we including Michele Lefler?

Like · Reply · 1d

3



Jackie Schworm

Hilary HL - My vote is yes

Like · Reply · 1d

2



Hilary HL

Jackie Schworm Ok, IDK her details.

She's in Ashburn? Who is her SB rep?

Like · Reply · 1d



Jackie Schworm

Hilary HL - I'll see what I can find out. She blocked me a while ago...

Like · Reply · 1d

1



Jackie Schworm

Hilary HL - Her SB Rep is Jeff Morse.

Like · Reply · 1d

2



Cortney Brooke

Hilary HL - she's Aldie. Morse.

Like · Reply · 1d

2

Is this how LCPS does "Equity" now? I hope not. But this needs to be addressed, people are getting death threats right now.

:-) Michele Leffler

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

*- The Book of Joy by the Dalai Lama and Desmond Tutu*

*(a Tibetan saying)*

On Fri, Mar 19, 2021 at 11:39 AM Michele Leffler <mherseyleffler@gmail.com> wrote:  
Good morning,

I am seeing a LOT of discord in the area and a lot of cries for help. Facebook is off the charts right now. Will there be a public statement in support of the Asian Community in LCPS? We are getting at least one (or two) letters requesting this. And one member responded from our group. It would be nice to show him support.

There is also a lot of press happening with regards to the "hit list" of residents deemed as racist. Some of these names are being added by LCPS employees. Many don't know why they are being added to this list. Someone in LCPS goes by the nickname of "Hilary HL" is adding people to the list. At one point she told me she works for LCPS. I think you might want to investigate that. People are getting threatened and harrassed as part of the anti-racist group and part of the anti-CRT group. I am part of neither. But it alarms me how intertwined LCPS employees are with this endeavor of doxxing parents in the community. It would be helpful to find common ground, not common hate, to help this area evolve into a more harmonious location. People are being manipulated into vengeful purposes and people are too frazzled right now to be able to cope. 4 days a week is a relief, but right now people in Loudoun are being terrorized. I had to leave Facebook myself.

Can you please let me know how to respond? There seems to be much more anti work than positive work happening in the community. Can you please help them feel less excluded? And open the doors to school board meetings for all to attend? And show the welcoming, inclusive, and affirming environment you want to see practiced in the classrooms? Right now LCPS feels like an impenetrable fortress that so many are trying to attack. We need something kinder to withstand this animosity and bigotry.

Thank you.

:-) Michele Leffler

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

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

**From:** [Loudoun County Public Schools](#)  
**To:** [Loudoun County Public Schools Recipients](#)  
**Subject:** Interim Superintendent's Update on Equity Work  
**Date:** Friday, March 19, 2021 4:21:13 PM

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LCPS Banner



March 19, 2021

Colleagues,

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

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

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

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

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

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

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

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

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

It should be noted that students do not receive equity training. LCPS has not adopted a uniform equity curriculum, but does have a [Culturally Responsive Framework](#). This framework speaks to providing a



welcoming, affirming environment and developing cultural competence through culturally responsive instruction, deeper learning, equitable classroom practices and social-emotional needs for a focus on the whole child. Individual schools incorporate these best practices to meet the needs of their school community. This framework is in-line with emerging guidance from the Commonwealth of Virginia and Virginia Department of Education.

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

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

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

Best wishes,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

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**From:** [Lottie Spurlock \(Google Docs\)](#)  
**To:** [Scott Ziegler](#)  
**Subject:** AAPI Statement - In response to the board member's inq...  
**Date:** Friday, March 19, 2021 4:14:29 PM

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Lottie Spurlock mentioned you in a comment in the following document

 AAPI Statement

LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of white supremacy, systemic racism, and hateful language and actions based on race, religion, country of origin, gender identity, sexual orientation, and/or ability

 Lottie Spurlock

In response to the board member's inquiry, WS was removed from this community message intentionally. Our Equity Statement is specific to our LCPS context and the interrupting of a white supremacy culture (as described in the blue image to the left) is what is necessary as we become more intentional and strategic in the development policies and practices.

 Lottie Spurlock

The reference to our Equity Statement today was just that a reference to an excerpt of the message and we included racism and hateful language on those factors listed in the statement, realizing it is speaking to the RACIST actions allegedly connected to the Atlanta crimes, a different context that LCPS. We cannot definitively state that the crime was linked to WS culture behavior or way of thinking.

 Lottie Spurlock

Going forward, white supremacy will remain in the statement as is reflected on the equity webpage, again, as it challenges us to keep this factor on the radar as areas in which we need to reflect continuously in our deepened work in equity.

 Lottie Spurlock **New**

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

The notes above relate to the image in blue as well as highlighted

sections. This is in response to the board member's inquiry. Also of special note, another important factor - white supremacy (culture) is not an automatic substitute to white nationalists, etc. so it was also removed to dissociate the terms and not cloud the important messaging against racism which was the goal of this message.

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USA

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**From:** [Pamela Croft](#)  
**To:** [Scott Ziegler](#)  
**Subject:** FW: A Message from the Interim Superintendent  
**Date:** Friday, March 19, 2021 4:03:46 PM  
**Attachments:** [B87FA8D81AE74DE58D61801A2E7920C0.png](#)

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Well done, Scott!

Sent from [Mail](#) for Windows 10

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

LCPS Banner



March 19, 2021

Dear Members of the LCPS Community:

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

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

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

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

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

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

With respect and caring,

Scott A. Ziegler, Ed.D.  
Interim Superintendent

**From:** [Lottie Spurlock](#)  
**To:** [Ashley Ellis](#); [Joan Sahlgren](#)  
**Cc:** [Michelle Walker](#); [Scott Ziegler](#)  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Date:** Friday, March 19, 2021 12:25:53 PM  
**Attachments:** [image002.png](#)

---

Thank you for the update.

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


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


Thanks!

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

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

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

  
[Equity Messages 3-19-21](#)

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

Open in

[Open in Docs](#)



**From:** [Troxell, Kraig](#)  
**To:** [minmaui2002@icloud.com](mailto:minmaui2002@icloud.com)  
**Cc:** [Chapman, Mike](#); [Schoolboardemail](#); [Scott Ziegler](#); [Scott Ziegler](#)  
**Subject:** Official Complaint Against LCPS and Others  
**Date:** Friday, March 19, 2021 12:24:36 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image006.png](#)

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

**Kraig Troxell**

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

Mail to:  
P.O. Box 7200, Leesburg, Virginia | 20177-7200



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

Good Evening Sheriff Chapman,

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

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

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:** [Ashley Ellis](#)  
**To:** [Joan Sahlgren](#)  
**Cc:** [Lottie Spurlock](#); [Michelle Walker](#); [Scott Ziegler](#)  
**Subject:** RE: Equity Messages 3-19-21 - Invitation to edit  
**Date:** Friday, March 19, 2021 12:23:05 PM  
**Attachments:** [image002.png](#)

---


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


Thanks!

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

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

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

  
[Equity Messages 3-19-21](#)

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

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

Google Docs.



There is also a lot of press happening with regards to the "hit list" of residents deemed as racist. Some of these names are being added by LCPS employees. Many don't know why they are being added to this list. Someone in LCPS goes by the nickname of "Hilary HL" is adding people to the list. At one point she told me she works for LCPS. I think you might want to investigate that. People are getting threatened and harrassed as part of the anti-racist group and part of the anti-CRT group. I am part of neither. But it alarms me how intertwined LCPS employees are with this endeavor of doxxing parents in the community. It would be helpful to find common ground, not common hate, to help this area evolve into a more harmonious location. People are being manipulated into vengeful purposes and people are too frazzled right now to be able to cope. 4 days a week is a relief, but right now people in Loudoun are being terrorized. I had to leave Facebook myself.

Can you please let me know how to respond? There seems to be much more anti work than positive work happening in the community. Can you please help them feel less excluded? And open the doors to school board meetings for all to attend? And show the welcoming, inclusive, and affirming environment you want to see practiced in the classrooms? Right now LCPS feels like an impenetrable fortress that so many are trying to attack. We need something kinder to withstand this animosity and bigotry.

Thank you.

:-) Michele Leffler

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

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



**From:** [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: CDC Updates K12 Schools Physical Distancing Guidance - Allows for 3 Feet in Certain Circumstances  
**Date:** Friday, March 19, 2021 1:14:41 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:** Friday, March 19, 2021 1:09 PM  
**To:** Karen Dawson <Karen.Dawson@lcps.org>  
**Subject:** [EXTERNAL] SUPT'S EMAIL: CDC Updates K12 Schools Physical Distancing Guidance - Allows for 3 Feet in Certain Circumstances

john banner



Today the U.S. Centers for Disease Control and Prevention (CDC) updated their [Operational Strategy for K-12 Schools through Phased Mitigation](#) to permit for 3 feet of physical distancing in certain school circumstances, with universal mask use. The [CDC Guidance](#) now recommends the following with regard to physical distancing:

- Between students in classrooms
  - In elementary schools, students should be at least 3 feet apart.
  - In middle schools and high schools, students should be at least 3 feet apart in areas of low, moderate, or substantial community transmission. In areas of high community transmission, middle and high school students should be 6 feet apart if cohorting is not possible.
- Maintain 6 feet of distance in the following settings:
  - Between adults (teachers and staff), and between adults and students, at all times in the school building. Several studies have found that transmission between staff is more

- common than transmission between students and staff, and among students, in schools.
- When masks cannot be worn, such as when eating.
- During activities when increased exhalation occurs, such as singing, shouting, band, or sports and exercise. Move these activities outdoors or to large, well-ventilated space, when possible.
- In common areas such as school lobbies and auditoriums.

Virginia most recently updated its [Revised Interim Guidance for PreK-12 School Reopening](#) on March 9, 2021; this guidance does permit 3 feet of distancing in certain circumstances. The CDC's update will be taken into consideration and any further changes to the Virginia [Revised Interim Guidance](#) will be communicated in subsequent emails.

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

- [03-19-21 CDC Updates Physical Distancing Guidance.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: CDC Updates K12 Schools Physical Distancing Guidance - Allows for 3 Feet in Certain Circumstances  
**Date:** Friday, March 19, 2021 1:10:00 PM

john banner



Today the U.S. Centers for Disease Control and Prevention (CDC) updated their [Operational Strategy for K-12 Schools through Phased Mitigation](#) to permit for 3 feet of physical distancing in certain school circumstances, with universal mask use. The [CDC Guidance](#) now recommends the following with regard to physical distancing:

- Between students in classrooms
  - In elementary schools, students should be at least 3 feet apart.
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- Maintain 6 feet of distance in the following settings:
  - Between adults (teachers and staff), and between adults and students, at all times in the school building. Several studies have found that transmission between staff is more common than transmission between students and staff, and among students, in schools.
  - When masks cannot be worn, such as when eating.
  - During activities when increased exhalation occurs, such as singing, shouting, band, or sports and exercise. Move these activities outdoors or to large, well-ventilated space, when possible.
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For more information, please contact Holly Coy, Assistant Superintendent of Policy, Equity and Communications at 804-225-2092 or [Holly.Coy@doe.virginia.gov](mailto:Holly.Coy@doe.virginia.gov).

- [03-19-21 CDC Updates Physical Distancing Guidance.pdf](#)

Stay Connected with the Virginia Department of Education



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





**From:** [Peter Livingston](#)  
**To:** [Neil Slevin](#)  
**Cc:** [Scott Ziegler](#); [Leslee King](#)  
**Subject:** [EXTERNAL] Re: Dismantling white supremacy  
**Date:** Friday, March 19, 2021 2:06:41 PM

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

Peter Livingston

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

>

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

>

> What does it mean when you say dismantling white supremacy in 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; Mark Smith; Lottie Spurlock  
**Subject:** [EXTERNAL] Re: Asian Hate Crimes and "Hit lists" of residents  
**Date:** Friday, March 19, 2021 1:31:34 PM  
**Attachments:** [image.png](#)  
[image.png](#)  
[image.png](#)

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

Durham, who posted under the name Jen Morse, works outside of education, for the American Society of Ophthalmic Administrators. But it was a former teacher, Hilary Hultman-Lee, who executed on the idea most prolifically.

"Regarding the anti-CRT movement, we'd like to compile a document of all known actors and supporters. Please comment below with legal names of these individuals, area of residence and or school board Rep known, known accounts on social media, and any other info that you feel is relevant," wrote Hultman-Lee, who at one point taught Latin at Potomac Falls High School and who is listed as doing business with the school district as an education consultant.

They erred on the side of accusing the innocent. In response to one name Hultman-Lee added, another member asked, "Why is she on this list? I haven't seen her support anti-CRT?"

Hultman-Lee responded, "I put a question mark next to her bc I'm curious about some of her comments re the Dr. Seuss nonsense and racial equity generally. Happy to remove if I'm off the mark."

"No no, I wouldn't go so far as to take her off. However, from what I've seen she is very carefully neutral," the parent replied.

It was Loudoun County that first put Dr. Seuss in the news for

deemphasizing him because of "strong racial undertones." Hultman-Lee added a man whose evidence of guilt was a screenshot in which he said he had reviewed a Dr. Seuss book and "ask anyone to show me what is racist."

Barts cheered them on. "Thank you for the response to my posting this morning," she wrote. "Thank you for stepping up. Silence is complicity."

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

I am very offended that she put me on that list. I was just notified. This seems to also explain the behavior that our PTA president has taken towards me and makes me deeply uncomfortable with how parents are being targeted by people intimately involved in LCPS. How can there be an "Inclusive, Welcoming, and Affirming" environment when there is a hate list. That LCPS employees are involved in. This is more proof of retaliation. Why does this keep happening? I help EL families and am a military advocate. This is off the charts offensive. I am told there is a class action in the works of those LCPS parents that are on the list. Facebook is getting REALLY ugly about it.

At one point I thought kindness was a virtue. Here in Loudoun, kindness is seen as a weakness to exploit. Please show me anywhere I have been "anti-CRT" when in fact I have been actively supporting Culturally Responsive Instruction and trying to help identify where the misinformation is coming from. There is WAY too much hate in LCPS. And I am tired of being a scapegoat.





**James Lindsay, expert at bei...** ✓  
@ConceptualJames

Wokies running scared in Loudoun County. Pushing back works. Don't give up. Courage begets courage! ✕



**Hilary HL**

March 12 at 11:22 AM · 🌐

Regarding the anti-CRT movement, we'd like to compile a document of all known actors and supporters.

Please comment below with legal names of these individuals, area of residence and or school board rep, known accounts on social media, and any other info that you feel is relevant.

It may also be useful to compile a list of allies who are not in this group.





Hilary HL 🖐️

Are we including Michele Lefler?

Like · Reply · 1d



3



Jackie Schworm

Hilary HL - My vote is yes

Like · Reply · 1d



2



Hilary HL 🖐️

Jackie Schworm Ok, IDK her details.  
She's in Ashburn? Who is her SB rep?

Like · Reply · 1d



Jackie Schworm

Hilary HL - I'll see what I can find out. She blocked  
me a while ago...

Like · Reply · 1d



1



Jackie Schworm

Hilary HL - Her SB Rep is Jeff Morse. ...

Like · Reply · 1d



2



Courtney Brooke

Hilary HL - she's Aldie. Morse.

Like · Reply · 1d



2

Is this how LCPS does "Equity" now? I hope not. But this needs to be addressed, people are getting death threats right now.

:-) Michele Lefler

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

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

On Fri, Mar 19, 2021 at 11:39 AM Michele Lefler <[mherseyleffler@gmail.com](mailto:mherseyleffler@gmail.com)> wrote:  
Good morning,

I am seeing a LOT of discord in the area and a lot of cries for help. Facebook is off the charts right now. Will there be a public statement in support of the Asian Community in LCPS? We are getting at least one (or two) letters requesting this. And one member responded from our group. It would be nice to show him support.

**From:** [Ian Serotkin](#)  
**To:** [Scott Ziegler](#)  
**Subject:** Re: Important Community Messages  
**Date:** Friday, March 19, 2021 2:57:52 PM  
**Attachments:** [Outlook-ojvhwjr.png](#)

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I think both of these are great. Thanks!



**Ian Serotkin | Loudoun County School Board  
Blue Ridge District Representative  
Chair, Curriculum & Instruction Committee**

**email:** [ian.serotkin@lcps.org](mailto:ian.serotkin@lcps.org)  
**mobile:** (571) 420-1628  
he/him/his

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

---

**From:** Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Sent:** Friday, March 19, 2021 2:27 PM  
**To:** School Board Confidential <[SchoolBoardConfidential@lcps.org](mailto:SchoolBoardConfidential@lcps.org)>  
**Cc:** Superintendent's Cabinet <[SuperintendentsCabinet@lcps.org](mailto:SuperintendentsCabinet@lcps.org)>  
**Subject:** Important Community Messages

School Board Members,

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

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

**To:** [Jill Rodeffer](#)  
**Subject:** RE: Denouncement of Anti-Asian Hate Speech and Violence  
**Date:** Friday, March 19, 2021 2:56:06 PM  
**Attachments:** [A Message from the Superintendent.pdf](#)

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Good afternoon,

Thank you for sharing your story. I can share that an LCPS message condemning violence against Asian-Americans is forthcoming and will be released this afternoon.

Scott Ziegler

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

Good Morning,

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

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

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

As the spokesperson for our school system, I hope that you will issue a statement quickly that

unequivocally denounces anti-Asian sentiment and expresses support for our AAPI students, staff, and community.

Sincerely,  
Jill Rodeffer

*Jill Rodeffer*

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

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



**From:** Scott Ziegler  
**To:** Stephen DeVita  
**Cc:** Mark Smith  
**Subject:** FW: Official Complaint Against LCPS and Others  
**Date:** Friday, March 19, 2021 2:49:00 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image006.png](#)

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FYI

Scott Ziegler

**From:** Troxell, Kraig <Kraig.Troxell@loudoun.gov>  
**Sent:** Friday, March 19, 2021 12:22 PM  
**To:** minmaui2002@icloud.com  
**Cc:** Chapman, Mike <Mike.Chapman@loudoun.gov>; Schoolboardemail <lcsb@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Subject:** Official Complaint Against LCPS and Others

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

**Kraig Troxell**

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

Mail to:  
P.O. Box 7200, Leesburg, Virginia |20177-7200



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

Good Evening Sheriff Chapman,

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