

From: [Katrechia Nolen](#)
To: [Karen Dawson](#)
Cc: [Atoosa Reaser](#); [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#); [Aaron Smith](#)
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD
Date: Thursday, March 25, 2021 6:17:58 PM
Attachments: [image001.png](#)
[image002.png](#)

Hi Ms. Dawson,

Thank you for pointing me in the right direction. I have found the messenger email from Mr. Smith and will connect using that link.

Sincerely,

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

On Thu, Mar 25, 2021 at 5:33 PM Karen Dawson <Karen.Dawson@lcps.org> wrote:

Hi Ms. Nolen – The email would have actually come from Aaron Smith and not me. I asked him to use the email address above. If you did not receive it, let me know and I will ask him to resend.

Thanks!

Karen Dawson

Executive Assistant

Superintendent's Office

Loudoun County Public Schools

21000 Education Court

Ashburn, Virginia 20148

571-252-1030

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Thursday, March 25, 2021 5:28 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good Evening Ms. Reaser,

Thank you for your email. I did not receive an email from Ms. Dawson, but found the meeting listed on the calendar and have since signed up for public comment tonight.

Thank you,

Katrecia "Katrece" Nolen

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

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

On Tue, Mar 23, 2021 at 10:00 AM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good morning,

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

Thank you,

Atoosa Reaser



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

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

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

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

Ms. Reaser,

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

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

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

Regards,

Katrecia Nolen

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

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

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

Good afternoon,

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

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

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

Thank you,

Atoosa Reaser



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

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

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

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

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

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

Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis

<Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen

Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark

Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC

Chair <SEACChair@lcps.org>

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

Vice-Chair Reaser,

I appreciate the consideration.

Sincerely,

Katrecia "Katrece" Nolen

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

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

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

Good afternoon,

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

Thank you,

Atoosa Reaser

Vice Chair and

Algonkian District Member,

Loudoun County School Board

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

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

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Wednesday, February 17, 2021 11:33:46 AM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Ms. Reaser,

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

Ms. Jennings,

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

Sincerely,

Katrece Nolen

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

Good afternoon,

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

I will include an agenda item at one of our upcoming L&P Committee meeting to include a conversation with our Division Counsel on your question of whether a policy is needed to implement a review before signature, as well as periodic reviews and updating of MOUs, before the board signs/enters into one. At this point, I believe it will be the March one, and I will ask Ms. Dawson to let you know once that is confirmed.

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

Thank you,

Atoosa Reaser

From: Kevin Lewis <Kevin.Lewis@lcps.org>
Sent: Friday, December 18, 2020 2:59 PM
To: Katrecia.Nolen@kapaxsolutions.com <Katrecia.Nolen@kapaxsolutions.com>
Cc: Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov <gbrown@leesburgva.gov>; kim.simon@dcjs.virginia.gov <kim.simon@dcjs.virginia.gov>; Jaime Sanford <JSanford@leesburgva.gov>; emailkellee@gmail.com <emailkellee@gmail.com>; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; Kirsten Shabanowitz

<huntdd@vapta.org>; MSAAC Chair <MSAACChair@lcps.org>

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

Ms. Nolen

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

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

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

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

To: Kirsten Shabanowitz <huntdd@vapta.org>

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

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

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

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

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

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

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

1. Addition of policy for the MOU to bylaws in the LCPS Policies and Regulations, to include school board approval to authorize a signature, provisions for review, and frequency of update.
2. Transparency and Accountability
 - SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
 - Documented LCPS SRO Complaint resolution process
3. Investigation and Questioning
 - Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
 - Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
 - SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
 - Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Sincerely,

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

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

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

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

My best
Kirsten

Kirsten Shabanowitz | Director
Hunt District PTA | 570.801.0345
www.huntdistrictpta.org

PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.
#PTYAY #ptaproud #ptastrong #vapta #huntdistrictpta #membershipmatters

Reflections Student Art Contest 2020/21 Theme
"I Matter Because..."

Citizenship Essay Contest 2020/21 Theme
"How Do We Stand Together When We Are So Far Apart?"

From: Biberaj, Buta <Buta.Biberaj@loudoun.gov>
Sent: Wednesday, December 9, 2020 10:14 PM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Thank you Ms. Spurlock and everyone involved for a great conversation. I appreciate you and your investment in our kids. Have a great holiday season.

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

(703) 777-0242 Main office
(703) 777-0160 Facsimile

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

CONFIDENTIALITY NOTICE - This communication may contain information that is confidential and is for the sole use of the intended recipient(s). If you are not the intended recipient, or the employee or agent responsible for delivering the information to the intended recipient, you must not, directly or indirectly, use, disclose, distribute, print, or copy any part of this transmission, nor take any action in reliance on the contents hereof. If you received this transmission in error, please notify the sender, immediately delete the transmission and all copies of it from your system, and destroy any hard copies of the transmission. Please note that no confidentiality or privilege is waived or lost by any mistransmission.

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From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Wednesday, December 9, 2020 3:08 PM
To: SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: [EXTERNAL] RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good afternoon, All:

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

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

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

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

Best,
Lottie Spurlock

Lottie M. Spurlock

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

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

From: Lottie Spurlock

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

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

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

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

Lottie M. Spurlock

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

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

From: SEAC Chair <SEACChair@lcps.org>
Sent: Tuesday, December 8, 2020 9:06 PM
To: Lottie Spurlock <Lottie.Spurlock@lcps.org>;
Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz
<huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford
<JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com;
Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>;
Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark
<John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Walker,
Leah <leah.walker@doe.virginia.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett
<Nyah.Hamlett@lcps.org>
Subject: Re: Equity Community Conversation Regarding the MOU Between
LCPS and LCSO & LPD

Good Evening Ms. Spurlock,

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

Sharon

Sharon Tropf, Chair
LCPS Special Education Advisory Committee (SEAC)

Follow Us on Facebook: LCPS Special Education Advisory Committee

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

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Monday, December 7, 2020 4:16 PM
To: Easton.mcdonald@loudoun.gov <Easton.mcdonald@loudoun.gov>;
gbrown@leesburgva.gov <gbrown@leesburgva.gov>; Kirsten Shabanowitz
<huntdd@vapta.org>; kim.simon@dcjs.virginia.gov
<kim.simon@dcjs.virginia.gov>; Jaime Sanford
<JSanford@LEESBURGVA.GOV>; SEAC Chair <SEACChair@lcps.org>;
emailkellee@gmail.com <emailkellee@gmail.com>;
Katrecia.Nolen@kapaxsolutions.com <Katrecia.Nolen@kapaxsolutions.com>;

Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson
<Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj,
Buta <Buta.Biberaj@loudoun.gov>; Walker, Leah
<leah.walker@doe.virginia.gov>

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

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

Good afternoon Panelists,

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

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

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

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

Best,

Lottie M. Spurlock

Director of Equity
Office of the Superintendent
Loudoun County Public Schools
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: [Karen Dawson](#)
To: Katrece.Nolen@kapaxsolutions.com; [Atoosa Reaser](#)
Cc: [Lottie Spurlock](#); [Kevin Lewis](#); [Brenda Sheridan](#); [Cori Sanzano](#); [Mark Smith](#); [MSAAC Chair](#); [SEAC Chair](#); [Aaron Smith](#)
Subject: RE: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD
Date: Thursday, March 25, 2021 5:33:11 PM
Attachments: [image001.png](#)
[image002.png](#)

Hi Ms. Nolen – The email would have actually come from Aaron Smith and not me. I asked him to use the email address above. If you did not receive it, let me know and I will ask him to resend.

Thanks!

Karen Dawson
Executive Assistant
Superintendent's Office
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
571-252-1030

From: Katrece Nolen <Katrece.Nolen@kapaxsolutions.com>
Sent: Thursday, March 25, 2021 5:28 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Good Evening Ms. Reaser,

Thank you for your email. I did not receive an email from Ms. Dawson, but found the meeting listed on the calendar and have since signed up for public comment tonight.

Thank you,

Katrece "Katrece" Nolen
President, KAPAX Solutions LLC | SBA Certified 8(a) | WOSB
knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

On Tue, Mar 23, 2021 at 10:00 AM Atoosa Reaser <Atoosa.Reaser@lcps.org> wrote:

Good morning,

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

Thank you,
Atoosa Reaser



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

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

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

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

Sent: Friday, February 19, 2021 3:19 PM

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

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

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

Ms. Reaser,

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

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

Fairfax County Public Schools and FCPD.

- **Transparency and Accountability**

- SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
- Documented LCPS SRO Complaint resolution process

- **Investigation and Questioning** (several references to SROs in the latest Search and Seizure policy were recently removed)

- Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
- Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
- SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
- Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Regards,

Katrecia Nolen

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

knolen@kapaxsolutions.com

571-239-0653(M)

[My LinkedIn Profile](#)

www.kapaxsolutions.com

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

Good afternoon,

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

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

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

Thank you,
Atoosa Reaser



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

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

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

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Wednesday, February 17, 2021 1:33 PM
To: Atoosa Reaser <Atoosa.Reaser@lcps.org>
Cc: Lottie Spurlock <Lottie.Spurlock@lcps.org>; Kevin Lewis <Kevin.Lewis@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Karen Dawson <Karen.Dawson@lcps.org>; Cori Sanzano <Cori.Sanzano@lcps.org>; Mark Smith <Mark.Smith@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>; SEAC Chair <SEACChair@lcps.org>
Subject: Re: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

Vice-Chair Reaser,

I appreciate the consideration.

Sincerely,

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

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

Good afternoon,

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

Thank you,

Atoosa Reaser

Vice Chair and
Algonkian District Member,
Loudoun County School Board

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

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

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

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

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

Ms. Reaser,

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

Ms. Jennings,

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

Sincerely,

Katrece Nolen

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

Good afternoon,

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

I will include an agenda item at one of our upcoming L&P Committee meeting to include a conversation with our Division Counsel on your question of whether a policy is needed to implement a review before signature, as well as periodic reviews and updating of MOUs, before the board signs/enters into one. At this point, I believe it will be the March one, and I will ask Ms. Dawson to let you know once that is confirmed.

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

Thank you,
Atoosa Reaser

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

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

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

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

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

Ms. Nolen

I will add my thanks appreciate to the entire group for the great conversation with the promise of many more to come. In response to your question regarding access to the

questions submitted by the public, I have provided two documents. Panelist should recognize the first document as that which was sent in preparation of the meeting where we made suggestions for the moderator to address each question to insure everyone that took their time to be on the panel would have an opportunity for their voice to be heard. The second document contains the raw responses to the request for questions from the community. Some edits were made to the raw data as the goal was to keep the original content and capture the essence of the inquiries. We chose not include references to individuals. Let me know if you have any questions or concerns. thanks

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

From: Katrecia Nolen <Katrecia.Nolen@kapaxsolutions.com>
Sent: Friday, December 11, 2020 2:22 PM
To: Kirsten Shabanowitz <huntdd@vapta.org>
Cc: Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@leesburgva.gov>; emailkellee@gmail.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>; Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>; MSAAC Chair <MSAACChair@lcps.org>
Subject: [EXTERNAL] Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

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

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

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

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

during public comments, direct conversations and presentations to school board representatives, district representatives and various school board committees.

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

1. Addition of policy for the MOU to bylaws in the LCPS Policies and Regulations, to include school board approval to authorize a signature, provisions for review, and frequency of update.
2. Transparency and Accountability
 - SRO Annual Program Review (See sample FCPS [SRO Annual Program Review](#))
 - Documented LCPS SRO Complaint resolution process
3. Investigation and Questioning
 - Seeking consent authorization of the legal guardian before conducting any interview of the student (current provision within FCPS MOU with FCPD)
 - Informing both the student and legal guardian of the entitlement of Miranda warnings before any questioning takes place
 - SRO consulting legal guardian to determine if the student has cognitive ability to submit to questioning
 - Consideration of student disability diagnosis listed in an IEP, outlining the capacity for the student to knowingly, intelligently, and voluntarily waive their legal rights. IEP updates may be required to address interventions that should/should not be carried out by an SRO.

Sincerely,

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

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

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

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

My best
Kirsten

Kirsten Shabanowitz | Director
Hunt District PTA | 570.801.0345
www.huntdistrictpta.org

- **PTAs of Loudoun, Clarke, Warren, Frederick and Winchester.**
#PTYAY #ptaproud #ptastrong #vapta #huntedistrictpta #membershipmatters

- **Reflections Student Art Contest 2020/21 Theme**

"I Matter Because..."

- **Citizenship Essay Contest 2020/21 Theme**

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

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

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

To: Lottie Spurlock <Lottie.Spurlock@lcps.org>; SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com;

Katrechia Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>

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

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

- Thank you Ms. Spurlock and everyone involved for a great conversation.
I appreciate you and your investment in our kids.
Have a great holiday season.

- **Buta Biberaj**

Loudoun County Commonwealth's Attorney

20 East Market Street

Leesburg, Virginia 20176

(571) 291-1202 Cell

(703) 777-0683 Direct

(703) 777-0242 Main office

(703) 777-0160 Facsimile

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

- **CONFIDENTIALITY NOTICE** - This communication may contain information that is confidential and is for the sole use of the intended recipient(s). If you are not the intended recipient, or the employee or agent responsible for delivering the information to the intended recipient, you must not, directly or indirectly, use, disclose, distribute, print, or copy any part of this transmission, nor take any action in reliance on the contents hereof. If you received this transmission in error, please notify the sender, immediately delete the transmission and all copies of it from your system, and destroy any hard copies of the transmission. Please note that no confidentiality or privilege is waived or lost by

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From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Wednesday, December 9, 2020 3:08 PM
To: SEAC Chair <SEACChair@lcps.org>; McDonald, Easton <Easton.McDonald@loudoun.gov>; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov; Jaime Sanford <JSanford@LEESBURGVA.GOV>; emailkellee@gmail.com; Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Atoosa Reaser <Atoosa.Reaser@lcps.org>; Tricarico, Robert <Robert.Tricarico@loudoun.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: [EXTERNAL] RE: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

-
-
Good afternoon, All:

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

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

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

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

-
Best,
Lottie Spurlock

-
-
Lottie M. Spurlock
Director of Equity
Office of the Superintendent
Loudoun County Public Schools
21000 Education Court
Ashburn, VA 20148
571.252.1210
Twitter: @LottieSpurlock

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

-
-
From: Lottie Spurlock

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

To: SEAC Chair <SEACChair@lcps.org>; Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz <huntdd@vapta.org>;

kim.simon@dcjs.virginia.gov; Jaime Sanford

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

Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>;

Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark

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

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

<Nyah.Hamlett@lcps.org>

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

-
Thank you for asking, Ms. Tropf. That was certainly our plan.

The questions will be forwarded tomorrow, along with updated information.

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

-
-
Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools

21000 Education Court

Ashburn, VA 20148

571.252.1210

Twitter: @LottieSpurlock

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

-
-
From: SEAC Chair <SEACChair@lcps.org>

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

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

Easton.mcdonald@loudoun.gov; gbrown@leesburgva.gov; Kirsten Shabanowitz

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

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

Katrecia.Nolen@kapaxsolutions.com; Kevin Tyson <Kevin.Tyson@lcps.org>;

Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Walker, Leah <leah.walker@doe.virginia.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Re: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

-
Good Evening Ms. Spurlock,

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

-
Sharon

-
Sharon Tropf, Chair
LCPS Special Education Advisory Committee (SEAC)

-
Follow Us on Facebook: LCPS Special Education Advisory Committee

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

-

From: Lottie Spurlock <Lottie.Spurlock@lcps.org>
Sent: Monday, December 7, 2020 4:16 PM
To: Easton.mcdonald@loudoun.gov <Easton.mcdonald@loudoun.gov>; gbrown@leesburgva.gov <gbrown@leesburgva.gov>; Kirsten Shabanowitz <huntdd@vapta.org>; kim.simon@dcjs.virginia.gov <kim.simon@dcjs.virginia.gov>; Jaime Sanford <JSanford@LEESBURGVA.GOV>; SEAC Chair <SEACChair@lcps.org>; emailkellee@gmail.com <emailkellee@gmail.com>; Katrecia.Nolen@kapaxsolutions.com <Katrecia.Nolen@kapaxsolutions.com>; Kevin Tyson <Kevin.Tyson@lcps.org>; Virginia C. Patterson <Virginia.Patterson@lcps.org>; John Clark <John.Clark@lcps.org>; Biberaj, Buta <Buta.Biberaj@loudoun.gov>; Walker, Leah <leah.walker@doe.virginia.gov>
Cc: Kevin Lewis <Kevin.Lewis@lcps.org>; Nyah Hamlett <Nyah.Hamlett@lcps.org>
Subject: Equity Community Conversation Regarding the MOU Between LCPS and LCSO & LPD

-
Good afternoon Panelists,

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

- Representatives from our local law enforcement agencies (Loudoun County

Sheriff's Office and Leesburg Police Department) will engage as panelists.

- The list of questions (denoting assigned questions) for the panel discussion will be provided to you tomorrow afternoon, December 8th.
- Additional guidelines on rules of engagement for the community conversation will be shared with you as well.

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

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

-
Best,

Lottie M. Spurlock

Director of Equity

Office of the Superintendent

Loudoun County Public Schools

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