LOUDOUN COUNTY PUBLIC SCHOOLS

21000 Education Court
Ashburn, Virginia 20148
telephone: (571) 252-1259
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Stephen.DeVita@lcps.org

Stephen L. DeVita, Esquire
Division Counsel

November 26, 2019

The Honorable Mona Siddiqui
Assistant Attorney General
Office of the Attorney General
202 North Ninth Street
Richmond, Virginia 23219

Dear Ms. Siddiqui: Mona

The purpose of this letter is a follow up to our telephone call on November 7, 2019. During that call you requested additional information that was not included in your original request and asked if we could provide you a response with the additional information prior to the December 11, 2019 extension. We have been diligently gathering the information you requested and this letter provides responses to your requests during our November 7th telephone call.

One of your November 7th requests was to provide you information regarding February 2019 recommendations of the Minority Student Achievement Advisory Committee ("MSAAC"). These recommendations were communicated in a February 25, 2019 letter to the School Board from Wendy Caudle Hodge, Chair of the MSAAC, on behalf of the MSAAC. This letter is attached as Attachment A. In this letter, the Chair stated that the MSAAC "recommends the Board take action tomorrow night on three issues." The MSAAC's first recommendation was that the "board move the formation of the Equity Ad Hoc Committee to an action item and to vote to approve the committee at the School Board meeting" on February 26, 2019. The second recommendation was that the "board support Dr. Williams to ensure that the successful and swift implementation" of mandatory implicit bias training for all Loudoun County Public Schools employees. The third recommendation was that the School Board adopt the revisions to the precursor to policy 1040 – the Equal Opportunity for Equitable Safe and Inclusive Environment.

With regards to the first recommendation, the Board had additional discussion regarding the formation of the Ad Hoc Committee on Equity at its February 26, 2019 Board meeting, and as requested by the MSAAC, moved the creation of the Ad Hoc Committee on Equity to an action item at the February 26th meeting. The Board discussion of the Ad Hoc Committee on Equity was in follow up to a discussion by the Board at its previous February 12, 2019 meeting regarding the creation of an ad hoc committee to "research current LCPS practices and policies related to the equity across the Division" and to "report back to the board any recommendations for enhancing equity." See February 26, 2019 School Board Minutes at pages 21-22 as Attachment B.

At the February 26, 2019 meeting, the Board discussed a draft document entitled "Charter for Ad Hoc Committee for Equity," see Attachment C, and considered a recommendation to:

> bring this item back as an action item at the March 12, 2019 meeting with the following recommendation: That the Loudoun County School Board does hereby create an Ad Hoc Committee on Equity to review appropriate practices and policies associated with enhancing equity across the Division, and that the document "Charter for Ad Hoc Committee on Equity" defines the parameters of that group's structure and mission.

Following the discussion of the draft and the recommendation, as requested by the MSAAC, the Board took the unusual step to suspend its regular rules to "take Action on the formation of the Ad Hoc Committee on Equity." The Board passed this motion 7-2. The Board then voted 9-0 to approve the draft Charter with the addition of two additional members.

At its March 12, 2019 Board meeting, the Board took additional action regarding the Ad Hoc Committee on Equity. See March 12, 2019 School Board Minutes at pages 12-14 as Attachment D. According to the March 12th Board meeting minutes, there was discussion at the February 26th Board meeting regarding a "suggest[ion] that a member of the Hindu community be added to the resolution" and that "the Hunt District PTA be added to the resolution as a group that can nominate a member of the Committee. The March 12th minutes note that "[t]hese members have been added to the Charter at the School Board direction." In addition, the minutes indicate that there had been suggestions that the NAACP be added as a group that can nominate a member to the Committee and that "a member of the Latinx community be added to the list of members." The Board "voted to approve the addition of the suggested two new members of the Committee, and [directed staff [to] make changes to the Charter" and to take action at its March 26th meeting on the complete list of the members of the Committee. Attachment E, pages 10-11.

According to the March 26, 2019 School Board Minutes at pages 10-11 as Attachment E, as directed by the Board, staff brought to the March 26th meeting a complete list of members of the Ad Hoc Committee on Equity. In addition, staff also provided the School Board with a revised "Charter for Ad Hoc Committee on Equity final draft." See Attachment F.

With regard to the second recommendation – the Board has supported Dr. Williams "to ensure . . . successful and swift implementation" of mandatory training for all LCPS staff – the Board has provided support to Dr. Williams to ensure "swift" and "successful" implementation of this mandatory training. For example, at its September 24, 2019 meeting, the School Board approved a resolution that had been proposed to the Ad Hoc Committee on Equity regarding equity and equitable practices throughout LCPS. See September 24, 2019 School Board Minutes at pages 13-14 as Attachment G. The Resolution includes six important "resolves." See Attachment H. One of the "resolves" states that the "School Board and its division superintendent publicly declare condemnation of White supremacy, hate speech, hate crimes, and other hate-based acts of violence, and any instances of hate, discrimination, violence based on race, religion, national origin, gender identity, sexual orientation, ability appearance, and socio-economic status." Another resolve states that the LCPS "is committed to proactive action ensuring the school division is respectful and culturally responsive when teaching all students

and serving (interacting with) families." Still another "resolve" emphasizes support for "the themes identified and recommendations set forth in the equity assessment and other reporting, as well as our own commitment to doing what is right for our students, our administrators, teachers, school board, staff, students and parents [to] engage in dialogue and training on mitigating the impact of implicit bias and racism and devising next steps in creating a more culturally responsive learning environment for every student."

The School Board also has supported Equity in the Center professional learning currently being implemented in LCPS. See Attachment I. The Equity in the Center training is mandatory and includes "a multisession journey of learning for school staff aimed at addressing issues of race, bias, and cultural insensitivity." In the first session, "participants explore their personal Why related to equity work and the data that informs that this work needs to be intentional." In the second session, "participants . . . explore how their own individual experiences determine the lens through which they see Equity." In the third session, "participants . . . explore ways that they have created a safe and inclusive space for ALL students to thrive and succeed."

The Equity in the Center training began in February 26, 2019 and will continue beyond the 2019-2020 school year. See Attachment J. Significantly, to date, the training has included the School Board and Superintendent's Cabinet. In addition, training has included a broad range of other employees in the Division, including the Department of Instruction, high school principals and assistant principals, middle school principals and assistance principals, elementary principals and elementary assistant principals, the Administrative Leadership Team, and the Ad Hoc Committee on Equity. The Division plans training for additional staff during the remainder of this school year so that all school teams will have received initial training by March 2020.

In addition, based on the recommendation of the Superintendent and support of the School Board, the Human Resource Talent Development ("HRTD") Department began a multiyear plan to present and train LCPS personnel regarding implicit bias training and equity in hiring, starting in the 2017-18 school year and continuing to date. The four-part training includes:

- Part I -- "Recognizing Unconscious Bias," which was presented by Montage Diversity Consultants during the 2017-18 school year, included an introduction to unconscious bias training as well as introducing diversity and inclusion terms, microaggression and social identifiers. There were 522 employees who participated in this training and participants included principals, assistant principals, and non-school based staff with supervisory responsibilities;

- Part II -- "Recruiting/HR Best Practices for Hiring Managers," which was also presented by Montage Diversity Consultants, took place during the 2018-19. included building on the unconscious bias training and how it relates to hiring as well as best practices, review of terms presented in Part I (i.e. using panels, diversifying interview panels, resume review tips and hiring with equity). Part II training included 243 participants and was comprised of principals, assistant principals, and central office director-level employees;

- Part III -- "Unconscious Bias: Equity in Hiring," which was presented by IBIS Consulting Group during the 2018-19 school year. This training included 277 teachers who sit on interview panels in the schools and covered unconscious bias, the different types of biases. The training used scenarios in a live theater format to demonstrate how bias can come out in interviews. It also included resume review tips and discussion regarding Mitigating Unconscious Bias with Equity in Hiring; and

- Part IV -- Train-the-Trainer Module of "Unconscious Bias: Equity in Hiring," which also was presented by IBIS Consulting Group. This training is taking place in the 2019-20 school year and was for administrators in the schools so that principals can train their staff as they invite more teachers to sit on panels or as they hire new staff. The training includes Mitigating Unconscious Bias with Equity in Hiring and utilizes a training-the-trainer model.

HRTD is working with IBIS to develop further training in the interview process, specifically around behavioral based interviewing, to address implicit bias and equity in hiring. In addition, the HRTD is developing new teacher job descriptions that include competencies for the development of interview questions. The goal is to continue to streamline the interview process with a continuous focus on ensuring equity in hiring. The initial phase of this training, "Hiring with Equity: Behavioral Based Interviewing," is scheduled to be delivered to principals and assistant principals in December 2019 and January 2020. HRTD is also reviewing a possible expansion to unconscious bias training to extend to strategies to develop and promote cultural awareness and inclusive and respectful workplaces.

With regards to the third recommendation – adoption of revisions to policy 1040 – the Board, as requested by MSAAC, adopted the revisions to the revised policy at its February 26, 2019 meeting. See February 26, 2019 School Board Minutes at pages 16-19 as Attachment B. The revised policy adopted by the Board added "sexual orientation" and "gender identity" so that the policy now says that "[t]he Loudoun County School Board affirms a commitment to this principle for all persons regardless of race, color, national origin, religion, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity, marital status, disability, age, or genetic information." See Attachment K.

During our November 7, 2019 telephone conversation you stated that you were unable to find a comprehensive equity plan on the LCPS website. There is no comprehensive equity plan on the Division's website because the Superintendent and his leadership team is in the process of developing this plan. In developing the plan, the Superintendent and his team, will include action steps to address the recommendations in the report of the Equity Collaborative. The Superintendent and his leadership team also will seek input from key groups in the Division, including the MSAAC and the Ad Hoc Committee on Equity. The Division expects that the plan will be completed by April 1, 2020.

You also requested during our November 7, 2019 telephone conversation that the Division provide in its December 11, 2019 response a narrative regarding the Academies that includes a discussion of the selection process for last year's and this year's process for the Academies and

steps that the Division has taken to address demographic disparities of students admitted to in the Academy of Engineering Technology and the Academy of Science, compared to the demographics of students enrolled in the Division. The Division will provide you the narrative that you requested in its December 11th response.

Finally, we appreciate your kind cooperation as we dialogue together to work for the common good of the Division's students. Rest assured, we are in the midst of making improvements for the current school year and we simultaneously continue to work on your many and important questions for our upcoming response. In the meantime, do not hesitate to call regarding any concerns.

Sincerely,

Stephen L. DeVita
Division Counsel

SLD/kmd
Attachments

cc: Eric Williams, Division Superintendent

ATTACHMENT A

MSAAC Minority Student Achievement Advisory Committee

February 25, 2019

Loudoun County School Board
LCPS Administration Building
21000 Education Court
Ashburn, Virginia 20148

Dear Loudoun County School Board,

With input from our executive board and on behalf of our 200 plus members, The Minority Student Achievement Advisory Committee recommends the Board take action tomorrow night on three issues:

First, the cultural and social incompetence demonstrated at Madison's Trust elementary school is only the most recent evidence that the Board must make equity and cultural competence its top priority. MSAAC recommends the school board move the formation of the Equity Ad Hoc Committee to an action item and vote to approve the committee at the School Board meeting tomorrow night.

Second, MSAAC has long advocated for mandatory implicit bias training. On Friday, Dr. Williams committed to making implicit bias training mandatory for all LCPS employees. This is an excellent move toward equity and inclusion. We recommend the school board support Dr. Williams to ensure the successful and swift implementation of this requirement. In addition, we recommend LCPS provides a timeline for the completion of the mandatory training requirement.

Finally, as MSAAC advocates for cultural competence, equity and inclusion we recommend the school board adopt revised policy 1040.

To sum up, MSAAC urges the board to:
1. Vote to approve the formation of the Equity Ad Hoc committee tomorrow night.
2. Provide a timeline by which all LCPS employees will complete implicit bias training.
3. Adopt Revised Policy 1040.

Sincerely,
Wendy Caudle Hodge, Chair
Minority Student Achievement Advisory Committee

A

ATTACHMENT B

February 26, 2019
4th Tuesday School Board Meeting
5:00 p.m. & 6:30 p.m.
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
(571) 252-1020

1. Call to Order - 5:00 p.m.
2. Approval of Consent Agenda
2.01 Minutes of the January 22, 2019, 4th Tuesday School Board Meeting

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the January 22, 2019, 4th Tuesday School Board Meeting.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the January 22, 2019, 4th Tuesday School Board Meeting.

File Attachments
Regular School Board Meeting January 22, 2019 Signed #2.pdf (614 KB)

2.02 Minutes of the January 24, 2019, School Board Public Hearing & Work Session on the FY 2020 Budget

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the January 24, 2019, School Board Public Hearing & Work Session on the FY 2020 Budget.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the January 24, 2019, School Board Public Hearing & Work Session on the FY 2020 Budget.

B

File Attachments
School Board Public Hearing - Work Session on the FY 2020 Budget 1-24-19.pdf (220 KB)

2.03 Minutes of the January 31, 2019, School Board Work Session on the FY 2020 Budget.

Recommended Action:

That Loudoun County Public Schools adopt the Minutes of the January 31, 2019, School Board Work Session on the FY 2020 Budget.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

Minutes of the January 31, 2019, School Board Work Session on the FY 2020 Budget

File Attachments
School Board Work Session FY2020 Budget 1-31-19.pdf (288 KB)

2.04 Minutes of the February 11, 2019, School Board & Board of Supervisors Joint Work Session on the FY 2020 Budget

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the February 11, 2019, School Board & Board of Supervisors Joint Work Session on the FY 2020 Budget.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the February 11, 2019, School Board & Board of Supervisors Joint Work Session on the FY 2020 Budget.

File Attachments
School Board & Board of Supervisors Jt. Work Session FY 2020 Budget 2-11-19.pdf (41 KB)

2.05 Minutes of the February 12, 2019, 2nd Tuesday School Board Meeting

Recommended Action:

That the Loudoun County School Board adopted the Minutes of the February 12, 2019, 2nd Tuesday School Board Meeting.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECCOMMENDATION:

That the Loudoun County School Board adopted the Minutes of the February 12, 2019, 2nd Tuesday School Board Meeting.

File Attachments
Regular School Board Meeting February 12, 2019.pdf (167 KB)

2.06 Licensed Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Licensed Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Licensed Personnel Employed for the 2018-2019 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Licensed Board List 2.26.19.pdf (100 KB)
Licensed Addendum 2.26.19.pdf (112 KB)

2.07 Classified Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Classified Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Classified Personnel Employed for the 2018-2019 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Classified Board List 2.26.19.pdf (102 KB)
Classified Addendum 2.26.19.pdf (157 KB)

2.08 Finance and Facilities Committee: Lightridge High School (HS-9) Site – Land Development Approvals – CORRECTION to Previously Approved Board Action

Recommended Action:

That the Loudoun County School Board (LCSB) correct the dates from the Lightridge High School (HS-9) Site - Land Development Approvals item approved on September 12, 2017, which read "In the FY2018 School Board Adopted Capital Improvement Program (CIP), both the Loudoun County School Board, and the Loudoun County Board of Supervisors, approved the acceleration of the opening of Lightridge High School (HS-9) from the fall of 2020 to the fall of 2019." The corrected version is "In the FY2018 School Board Adopted Capital Improvement Program (CIP), both the Loudoun County School Board, and the Loudoun County Board of Supervisors, approved the acceleration of the opening of Lightridge High School (HS-9) from the fall of 2021 to the fall of 2020."
Further, that the School Board authorize the Chairman to sign all documents required to be executed by the School Board for the delivery of the Lightridge High School (HS-9) site when such documents have been approved as to form by Counsel.

SUMMARY:

At the September 12. 2017 LCSB meeting, the LCSB approved by consent the recommended action above, however, it was recently noticed by staff the dates listed for opening of the school were incorrect. The summary of the originally approved item read as follows:

"In the FY2018 School Board Adopted Capital Improvement Program (CIP), both the Loudoun County School Board, and the Loudoun County Board of Supervisors, approved the acceleration of the opening of Lightridge High School (HS-9) from the fall of 2020 to the fall of 2019."

The item should be corrected for the record to read "...the opening of Lightridge High School (HS-9) from the fall of 2021 to the fall of 2020."

Staff recommends that the LCSB correct the resolution for the record.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Staff Reference: Gary Van Alstyne
Telephone: 571-252-1161

File Attachments
Lightridge_HS-9_Action_from_9-12-17.pdf (164 KB)

2.09 Finance and Facilities Committee: IFB #I19218, Secondary Music Instruments and Furniture for New School and Ongoing Needs

Recommended Action:

That the Loudoun County School Board award IFB #I19218, Secondary Music Instruments and Furniture for New School and Ongoing Needs, per the attached recommendation, from March 1, 2019, to February 29, 2020.

SUMMARY:

In order to provide secondary musical Instruments and furniture for the new school (Independence High School) and the ongoing needs of the school system, the Procurement Office solicited bids from over 90 vendors. Nine responses were received, however, two responses were deemed non-responsive. Staff is recommending award to the vendor who submitted the low bid on the specified item or an acceptable substitute. A tie bid on item #15 was decided by drawing lots. Item #51 was not awarded. The budget for this award will come from the new school's Capital Improvement Project funds. Purchases for ongoing needs will come from Music's Appropriated Budget. The total cost of the award is estimated to be $408,396.21 for the new high school and $340,786.60 for ongoing needs.

This recommendation will be considered by the Finance and Facilities Committee prior to the Board Meeting.

Staff Reference: Dr. Ashley Ellis
Telephone: 571-252-1300

Staff Reference: James Dallas
Telephone: 571-252-1320

Staff Reference: Michael Pierson
Telephone: 571-252-1420

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

File Attachments
IFB I19218 - Secondary Music Instruments_Furniture for New School and OGN - BID AWARD.pdf (209 KB)

2.10 Finance and Facilities Committee: RFP #R19202, Lit or Dark Fiber Wide Area Network Services

Recommended Action:

That the Loudoun County School Board approve the award of RFP #R19202, Lit or Dark Fiber Wide Area Network Services effective from the date of award through March 31, 2029, to Lumos Networks, Inc., upon mutual agreement of the solicitation's provisions.

SUMMARY:

In order to provide a Wide Area Network (WAN) solution for all campuses and facilities for Loudoun County Public Schools, Procurement Services solicited offers from 20 vendors and five responses were received.

The proposals were independently read and rated by the members of the Proposal Analysis Group based on criteria and points identified in the RFP. The four firms with the highest rankings were selected for negotiation. One firm with the highest ranking was selected.

After successful rate negotiations, staff is recommending award to Lumos Networks, Inc., in the amount of $12,178,800 in accordance with procedures described in RFP #R19202 during the 10-year contract period.

Funding for this project is to be provided through the Department of Digital Innovation appropriated budget. This award will be considered by the Finance and Facilities Committee at its meeting prior to the board meeting.

Staff Reference: Vince Scheivert
Telephone: 571-252-2135

Staff Reference: Aaron Smith
Telephone: 571-252-1230

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

2.11 Pupil Services: Exemption from School Attendance for Religious Reasons

Recommended Action:

That the Loudoun County School Board excuse from attendance at school those students deemed by the Administration to be in compliance with the requirements of Section §22.1-254 (B)(1) of the Code of Virginia.

SUMMARY:

The Code of Virginia §22.1-254(B)(1) states that "A school board shall excuse from attendance at school: Any pupil who, together with his parents, by reason of bona fide religious training or belief is conscientiously opposed to attendance at school. For purposes of this subdivision, 'bona fide religious training or belief' does not include essentially political, sociological or philosophical views or a merely personal moral code."

Staff Reference: Dr. Asia R. Jones
Telephone: 571-252-1022

File Attachments
Action Item Memo - 022619.pdf (120 KB)

Motion to Approve the Consent Agenda by Ms. Sheridan
Seconded by Ms. Croll

Motion Passes 4-4-1 with Mr. Hornberger, Ms. Maloney, Ms. Rose, and Ms. Turgeon absent. Mr. Marshall abstaining.

3. Closed Meeting
3.01 Motion to Convene Closed Meeting

Recommended Action:

That the Loudoun County School Board Convene Closed Meeting.

I move that the Loudoun County School Board recess this public meeting and enter into a closed meeting, pursuant to Section 2.2-3712 of the Code of Virginia, for the following purpose(s):

- Discussion and consideration of the performance of the Division Superintendent in compliance with the mid-year conference referenced in the School Board's adopted evaluation procedures and as authorized by § 2.2-3711(A)(1) and §2.2-3712 of the Code of Virginia.

Motion to Convene Closed Meeting by Ms. Sheridan
Seconded by Ms. Huck

Motion Passes 5-0-4 with Mr. Hornberger, Ms. Maloney, Ms. Rose, and Ms. Turgeon absent.

File Attachments
Superintendent Evaluation Booklet Sept 10 2014 (1).pdf (639 KB)

3.02 Motion to Adjourn Closed Meeting

Recommended Action:

That the Loudoun County School Board Adjourn Closed Meeting.

I move that the closed meeting be adjourned, that the Loudoun County School Board reconvene its public meeting, and that the minutes of the public meeting reflect that no formal action was taken in the closed meeting.

Motion to Adjourn Closed Meeting by Ms. Sheridan
Seconded by Mr. Marshall

Motion Passes 9-0

3.03 Motion to Certify Closed Meeting

Recommended Action:

That the Loudoun County School Board Certify Closed Meeting.

I move that the following Resolution certifying the closed meeting be adopted and reflected in the minutes of this public meeting.

RESOLUTION #12-18/19

WHEREAS, the Loudoun County School Board has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by the School Board that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Loudoun County School Board hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Loudoun County School Board.

Motion to Certify Closed Meeting by Ms. Sheridan
Seconded by Mr. Marshall

Motion Passes 9-0

3.04 Motion Required by Closed Meeting - No motion required.

4. Evening Session 6:30 p.m.
5. Pledge of Allegiance
6. Student/Staff Recognitions
6.01 Department of Instruction: Learning Expo, Heritage High School, Agenda Setters at Heritage High School

SUMMARY:

Heritage High School (HHS) Seniors have had the opportunity over the past six weeks to solve problems that exist in their own community. These projects are not simply research projects, but are projects of action and are intended to help our Seniors learn how to interact with local government and school or community resources with the goal being that they will utilize key success skills (critical thinking, creating, communicating, collaborating, contributing) throughout their lives to be involved citizens.

This project began with a day of group work and collaborative learning at Morven Park and focused on the civic activity of Governor Westmoreland Davis. This activity helped students begin to see how they could use his example to bring about change themselves. Since then, students have conducted research on their chosen issues and have communicated with professionals, not just within the walls of HHS or Loudoun County Public Schools (LCPS), but within the larger Loudoun community. Through this collaboration, students have also found real solutions to the problems they are seeing. This opportunity has allowed them to not just look to others for solutions, but to learn how to contribute to the world they live in.

Staff Reference: James Dallas
Staff Telephone: 571-252-1320

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments

February SB Learning Expo Presentation 022619.pdf (1,359 KB)

7. Public Comment
7.01 Procedures for Public Comment

Sign-Up. Contact the Superintendent's Office at 571-252-1020 or via email at clerk@lcps.org prior to 5:00 p.m. the day of the School Board meeting. You will be asked to provide your name, address and telephone number, subject matter, and organization represented, if applicable. The Public Information Officer or designee will accept walk-in registrations in the media box at the back of the Board room up to five (5) minutes prior to the posted start time of the Board meeting.

Distribution of Materials to School Board Members. Copies of materials for Board members should be given to the Public Information Officer or designee in the media box at the back of the Board room prior to the start of the meeting for distribution to Board members. Please provide 12 copies of materials. Under no circumstances will a speaker approach the dais.

Time Allotment. Speakers must limit comments to the time allotted by the Chair and announced prior to the public comment period. The Chair determines the time based on the number of speakers and the agenda, but not to exceed five (5) minutes.

Assistance. Those who need translation/interpretation assistance or a reasonable accommodation for any type of disability in order to be able to participate meaningfully in School Board meetings or public hearings should contact the Superintendent's Office at least three days prior to the meeting. The speaking time will be doubled for speakers requiring translation/interpretation assistance when requested.

Other Communications to School Board Members. The School Board also is open to receiving comments outside of school board meetings as an alternative means of public participation. To e-mail all members of the School Board, please use lcsb@lcps.org.

Please see Policy 2520 for full details.

Speakers were allowed one minute to speak.

1. Amber Beichler
2. Charlotte McConnell
3. Maggie Tirona
4. Rachel Bracken
5. Melissa Cooper
6. Robert Rigby
7. Bryan Scrafford
8. Natassia Grover
9. Willow Woycke
10. Connie Rice
11. Catherine Tulloch
12. Amanda Chesley
13. Andrea Weiskopf
14. Brooke Cooper
15. Grant Mansfield
16. Scott Chesley
17. James Parrish
18. Cathy Ruse
19. Celeste Watkins
20. Jolene Grover
21. Lee Heyburn
22. Atoosa Reaser
23. Ayala Sherbow
24. Fritz Auguste
25. Kay Kale
26. Beth Mock
27. Natalie Pien
28. Mark Sell
29. Kenya Savage
30. Hannah Hurt
31. Pastor Michelle Thomas – Chair Randall

32. Susan Stefano
33. Donna Russell
34. Wally Bunyea - cancelled
35. Ram Venkatachalam
36. Allison Kellner
37. Sherelle Gordon
38. Connie Potter
39. Ryan Hornbaker
40. Jeanne Murck
41. Courtney Merhaut
42. Heather Symons
43. Zerell Welch
44. Kara Burgan
45. Maureen Whalen
46. Matt Zolbe
47. Chris Anders- no show
48. Meg Kilgannon
49. Deana Griffiths – no show
50. Gray Bradstock
51. Forest Hayes - no show
52. Jonathan Keller
53. Pamela Lewis
54. Michael Murray – now show
55. Sean Maguire
56. Mary Hayes – no show
57. Natalia Beardslee
58. Ron Campbell – Pastor Michelle Thomas
59. Lynn Davis
60. Emily Courtney
61. Skylar Homgrain
62. Donna Bohanon
63. David Larock
64. Dr. Linda Deans
65. Phillip Thompson
66. Heather West
67. Dan Johnson
68. Bret Lansdell
69. Denise Lansdell
70. Patrick Veltri
71. Alice King
72. Catherine Tulloch - cancelled
73. Robin Burke
74. Adriene Simms
75. Andrew Hoyler
76. Niecre – no show
77. Faith Cha
78. Dewayne Leslie – no show
79. Chris Phillips
80. Patricia Phillips

8. Superintendent's Report
9. Student School Board Representatives' Comments
9.01 Student School Board Representatives

Student School Board Representatives
2018-2019

Meeting Dates	Student Name	School	Election District
September 11 & 25, 2018	Noelle Foster	Stone Bridge High School	Ashburn
October 9 & 23, 2018	Patricia Grace Asher Freese	Rock Ridge High School Loudoun County High School	Dulles Leesburg
November 13 & 27, 2018	Alexandra Batchvarova Noah Burke	Potomac Falls High School Freedom High School	Algonkian Dulles
November 27 & December 11, 2018	Carolin Fabian	Heritage High School	Catoctin
January 8 & 22, 2019	Helene Nguyen Joshua Baird	Park View High School Loudoun Valley High School	Sterling Blue Ridge
February 12 & 26, 2019	Skye Meyer Madison Ferris	Riverside High School Dominion High School	Ashburn Sterling
March 12 & 26, 2019	Brian Schultz	Briar Woods High School	Blue Ridge
April 9 & 23, 2019	Grace Kostal Spencer Anderson	Woodgrove High School Tuscarora High School	Blue Ridge Catoctin
May 14 & 28, 2019	Hodan Mohamed Sohan Daniel	Broad Run High School John Champe High School	Broad Run Blue Ridge

10. Action Items
10.01 Pupil Services: National Professional Social Work Month and National School Social Work Week Proclamation

Recommended Action:

That the Loudoun County School Board adopts the proclamation recognizing March 2019 as National Professional Social Work Month and March 3-9, 2019 as National School Social Work Week.

SUMMARY:

The attached proclamation highlights many of the responsibilities of the school social workers in Loudoun County Public Schools. Over 82,400 students from pre-kindergarten through twelfth grade in both general and special education are served by 50 school social workers and 6 social work interns in 92 schools and centers. School social workers contribute directly to the academic success of our students by assisting school personnel and families in identifying and supporting students experiencing academic, social-emotional, and/or behavioral difficulties. Social workers provide support and case management to students and families involved in Homebound, McKinney-Vento and Foster Care Services. They are responsible for implementing research-based services, using a strength-based delivery model, designed to help students cope in times of crisis, gain emotional and social competencies, develop skills in resiliency and access appropriate resources. As coaches, under the *Positive Behavioral Interventions and Supports* framework, school social workers provide support to enhance school climate and identify appropriate areas for tiered interventions. School social workers are further involved in supporting positive school climate through their work with several programs which include the *PEER (Positive Experiences in Educational Relationships) Leader Program, Restorative Practices,* and *Student Services Support Groups for anxiety, social skills, resiliency, self-esteem, mindfulness and healthy relationships.* They are an integral part of the unified mental health team and elementary school based teams. School social workers provide individual and group counseling, consultation and case management services and support at-risk students

experiencing difficulties that challenge their academic success. School social workers also intervene in classroom settings through their prevention and education activities in the areas of substance use, signs of suicide and mental health. Their participation in the special education process, through their direct interaction with parents when completing socio-cultural assessments, is a key component in determining a student's special education eligibility. Students in special education programs also benefit from school social workers through interventions in student groups, consultation with classroom teachers and coordination of community resources.

The proclamation is being presented to recognize the contributions of school social workers to the academic mission through their efforts to strengthen home, school and community partnerships and promote students' academic, social and emotional growth.

Staff Reference: Dr. Asia R. Jones
Telephone: 571-252-1022

Motion by Ms. Sheridan that the Loudoun County School Board adopts the proclamation recognizing March 2019 as National Professional Social Work Month and March 3-9, 2019 as National School Social Work Week.
Seconded by Ms. Huck

Motion Passes unanimously.

File Attachments
2019 Social Work Proclamation.pdf (37 KB)

10.02 Support Services: Rising Grade Five Students Affected by the Opening of Waxpool Elementary School

Recommended Action:

That the Loudoun County School Board approve the grandfathering of the rising grade five students currently attending Creighton's Corner, Hillside, Madison's Trust, Mill Run, Moorefield Station, or Rosa Lee Carter Elementary Schools whose families have requested that their child remain at the elementary school he/she is currently attending (2018-2019 academic year) for the 2019-2020 academic year. It will

be the responsibility of the respective families to provide transportation to and from school for the grandfathered students; Loudoun County Public Schools bus transportation will not be provided.

SUMMARY:

Waxpool Elementary School, located at 42560 Black Angus Drive in Ashburn, will open fall 2019. On December 11, 2018, an attendance zone was adopted for Waxpool Elementary School that will result in changes to the current Creighton's Corner, Hillside, Legacy, Madison's Trust, Mill Run, Moorefield Station, and Rosa Lee Carter Elementary School attendance areas. The elementary school attendance zone changes will take effect in fall 2019 (2019-2020 academic year).

Addressing School Board Policy 8160, "*Exceptions to School Assignment Due to Attendance Zone Change*," an online survey was designed for certain Creighton's Corner, Hillside, Madison's Trust, Mill Run, Moorefield Station, and Rosa Lee Carter Elementary School families with rising grade five students impacted by the Waxpool Elementary School attendance zone change.

On January 31, 2019, both an email and letter (via U.S. Postal Service) were sent to identified families with rising grade five students who, based on the opening of Waxpool Elementary School, will reside in a different elementary school attendance zone next fall. The communiqué outlined the survey process and asked the identified families if they would prefer their current grade four student remain at his/her current elementary school for grade five rather than transfer to the elementary school which will serve their residence beginning next fall (2019-2020 academic year).

Families were requested to complete an online survey by February 18, 2019, on behalf of their rising grade five student; a survey response was not required if the family planned for their student to proceed to their zoned 2019-2020 elementary school in the fall. If a family did not have internet access to complete the survey, they were asked to contact the Division of Planning Services for assistance.

Parents/guardians were made aware that a decision to allow (or grandfather) requesting students to remain at their current elementary school for grade five would be made by the School Board based upon the responses received and the ability of the respective school to accommodate the requesting students. Staffing and space availability would be the preeminent considerations in the School Board's decision process.

Families were also made aware that should they prefer their student remain at his/her current elementary school, and the School Board subsequently granted their request, it would be the responsibility of the parent/guardian to provide transportation to and from said elementary school for the 2019-2020 school year. As stated by policy, grandfathered students may not be offered LCPS bus transportation.

In addition to the initial email and letter notification, reminders were sent on February 8 and February 14 to those who had not yet completed the survey.

The following chart details the number of requests for certain grade four students to remain at their current elementary school for grade five (2019-2020 academic year).

2018-2019 Academic Year - Elementary School Attendance Zone	2019-2020 Academic Year -Elementary School Attendance Zone	# Students/ Families Surveyed	# Rising Grade 5 Students/ Families Requesting 'Grandfathering' to Remain at Current Elementary School, for 2019-2020 Academic Year
Creighton's Corner ES	Rosa Lee Carter ES	64	5
Hillside ES	Waxpool ES	29	5
Madison's Trust ES	Creighton's Corner ES	41	5
Madison's Trust ES	Legacy ES	1	0
Mill Run ES	Waxpool ES	34	10
Moorefield Station ES	Mill Run ES	12	2
Moorefield Station E	Waxpool ES	68	12
Rosa Lee Carter ES	Moorefield Station ES	67	9
Total Surveyed, Current Grade 4 Students		**316**	**48**
Survey Participation Response Rate		**29.1% (92 of 316 Surveys Completed)**	

Staff Reference: Kevin L. Lewis

Telephone: 571-252-1385

Staff Reference: Ashley F. Ellis, Ed.D.
Telephone: 571-252-1300

Staff Reference: Beverly I. Tate
Telephone: 571-252-1050

Motion by Ms. Maloney that the Loudoun County School Board approve the grandfathering of the rising grade five students currently attending Creighton's Corner, Hillside, Madison's Trust, Mill Run, Moorefield Station, or Rosa Lee Carter Elementary Schools whose families have requested that their child remain at the elementary school he/she is currently attending (2018-2019 academic year) for the 2019-2020 academic year. It will be the responsibility of the respective families to provide transportation to and from school for the grandfathered students; Loudoun County Public Schools bus transportation will not be provided.
Seconded by Mr. Marshall

Motion Passes unanimously.

10.03 Support Services: Rising Grade Eight Students Affected by a Middle School Attendance Zone Change

Recommended Action:

That the Loudoun County School Board approve the grandfathering of current grade seven students whose families requested that their child remain at Stone Hill Middle School for the 2019-2020 academic year. It will be the responsibility of the respective families to provide transportation to and from Stone Hill Middle School for the grandfathered students; Loudoun County Public Schools bus transportation will not be provided.

SUMMARY:

On January 22, 2019, the Loudoun County School Board adopted changes to the current Eagle Ridge Middle School and Stone Hill Middle School attendance zones. The middle school attendance zone changes will be implemented fall 2019, with the start of the 2019-2020 academic year.

Based on School Board Policy 8160, "*Exceptions to School Assignment Due to Attendance Zone Change*," a survey process was developed for certain Stone Hill Middle School families with rising grade eight students impacted by the adopted middle school attendance zone change.

On January 31, 2019, a letter and survey were mailed to identified families with rising grade eight students who, based on the adopted attendance zone changes, will reside in the Eagle Ridge Middle School attendance zone next fall. The written communication outlined the survey process and asked the identified families if they would prefer their current grade seven student remain at Stone Hill Middle School for grade eight rather than transfer to Eagle Ridge Middle School - the middle school which will serve their residence beginning next fall (2019-2020 academic year).

Families were requested to complete a survey by February 15, 2019, on behalf of their rising grade eight student; a survey response was not required if the family planned for their student to proceed to Eagle Ridge Middle School in the fall.

Parents/Guardians were made aware that a decision to allow (or 'grandfather') requesting rising grade eight students to remain at Stone Hill Middle School for the 2019-2020 academic year would be made by the School Board based upon the responses received and the ability of Stone Hill Middle School to

accommodate the requesting students. Staffing and space availability would be the preeminent considerations in the School Board's decision process.

Families were also made aware that should they prefer their student remain at his/her current middle school, and the School Board subsequently granted their request, it would be the responsibility of the parent/guardian to provide transportation to and from Stone Hill Middle School for the 2019-2020 school year. As stated by policy, grandfathered students may not be offered LCPS bus transportation.

The following chart details the number of requests for certain grade seven students to remain at Stone Hill Middle School for grade eight (2019-2020 academic year).

2018-2019 Academic Year - Middle School Attendance Zone	2019-2020 Academic Year - Middle School Attendance Zone	# Students/ Families Surveyed	# Rising Grade 8 Students/ Families Requesting 'Grandfathering' to Remain at Stone Hill MS, for 2019-2020 Academic Year
Stone Hill MS	Eagle Ridge MS	22	10
Current Grade 7 Stone Hill MS Students		**22**	**10**
Survey Participation Response Rate		**59.1% (13 of 22 Surveys Completed)**	

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Staff Reference: Ashley F. Ellis, Ed.D.
Telephone: 571-252-1300

Staff Reference: Beverly I. Tate
Telephone: 571-252-1050

Motion by Ms. Maloney that the Loudoun County School Board approve the grandfathering of current grade seven students whose families requested that their child remain at Stone Hill Middle School for the 2019-2020 academic year. It will be the responsibility of the respective families to provide transportation to and from Stone Hill Middle School for the grandfathered students; Loudoun County Public Schools bus transportation will not be provided.
Seconded by Mr. Hornberger

Motion Passes unanimously.

10.04 Support Services: Current High School Students Affected by Attendance Zone Changes

Recommended Action:

That the Loudoun County School Board approve the grandfathering of current grade nine (rising grade ten) and current grade ten (rising junior) students whose families requested that their child remain at Rock Ridge High School for the remainder of his/her high school years. It will be the responsibility of the respective families to provide transportation to and from Rock Ridge High School for the grandfathered students. While LCPS bus transportation will be provided for identified grandfathered seniors, other approved students may only be offered transportation for the 2019-2020 academic year, and only on a space available basis.

SUMMARY:

On January 22, 2019, the Loudoun County School Board adopted changes to the current Briar Woods High School and Rock Ridge High School attendance zones. The high school attendance zone changes will be implemented fall 2019, with the start of the 2019-2020 academic year.

Based on School Board Policy 8160, *"Exceptions to School Assignment Due to Attendance Zone Change,"* current grade eleven (rising senior) students rezoned to Briar Woods High School for the 2019-2020 academic year will remain at and graduate from Rock Ridge High School.

School Board Policy 8160 also includes provisions which may allow current high school siblings of the identified rising seniors and/or current grade ten (rising junior) students to also remain at their current 2018-2019 zoned high school for the duration of their high school career.

A survey process was developed for certain Rock Ridge High School families from the aforementioned student groups, as outlined by policy, impacted by the adopted high school attendance zone change. Further, with the School Board's action on January 22, staff was also directed to survey Rock Ridge High School families with current grade nine students also impacted by the adopted high school attendance zone change.

On January 31, 2019, a letter and survey were mailed to identified families who, based on the adopted attendance zone changes, will reside in the Briar Woods High School attendance zone next fall. The written communication outlined the survey process and asked the identified families if they would prefer their current high school student remain at and graduate from Rock Ridge High School - rather than transfer to Briar Woods High School.

Families were requested to complete a survey by February 15, 2019, on behalf of their high school student; a survey response was not required if the family planned for their student to proceed to Briar Woods High School in the fall.

Parents/Guardians were made aware that a decision to allow (or 'grandfather') requesting students to remain at Rock Ridge High School for their remaining years of school would be made by the School Board based upon the responses received and the ability of Rock Ridge High School to accommodate the requesting students. Staffing and space availability would be the preeminent considerations in the School Board's decision process.

Families were also made aware that should their student prefer to remain at Rock Ridge High School, and the School Board grant the request, it would be the responsibility of the parent/guardian to provide transportation to and from Rock Ridge High School for the student's remaining years of high school. While Loudoun County Public Schools (LCPS) bus transportation will be provided for identified rising seniors not transferring to Briar Woods High School, other grandfathered students (including underclassman siblings) may only be offered transportation for the 2019-2020 academic year and only on a space available basis.

The following charts detail the current grade nine (rising grade ten) and current grade ten (rising junior) requests for certain students to remain at Rock Ridge High School for the remainder of their high school years.

2018-2019 Academic Year - High School Attendance Zone	2019-2020 Academic Year – High School Attendance Zone	# Current Grade 9 Students/ Families Surveyed	# Current Grade 9 Students Requesting to Remain at Rock Ridge HS, for 2019-2020, 2020-2021, and 2021-2022 Academic Years

Rock Ridge HS	Briar Woods HS	21	7
Total Surveyed, Current Grade 9 Students		**21**	**7**
Survey Participation Response Rate		**57.1% (12 of 21 Surveys Completed)**	

2018-2019 Academic Year - High School Attendance Zone	2019-2020 Academic Year – High School Attendance Zone	# Current Grade 10 Students/ Families Surveyed	# Current Grade 10 Students Requesting to Remain at Rock Ridge HS, for 2019-2020 and 2020-2021 Academic Years
Rock Ridge HS	Independence HS	13	9
Total Surveyed, Current Grade 10 Students		**13**	**9**
Survey Participation Response Rate		**76.9% (10 of 13 Surveys Completed)**	

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Staff Reference: Ashley F. Ellis, Ed.D.
Telephone: 571-252-1300

Staff Reference: Beverly I. Tate
Telephone: 571-252-1050

Motion by Ms. Maloney that the Loudoun County School Board approve the grandfathering of current grade nine (rising grade ten) and current grade ten (rising junior) students whose families requested that their child remain at Rock Ridge High School for the remainder of his/her high school years. It will be the responsibility of the respective families to provide transportation to and from Rock Ridge High School for the grandfathered students. While LCPS bus transportation will be provided for identified grandfathered seniors, other approved students may only be offered transportation for the 2019-2020 academic year, and only on a space available basis.
Seconded by Mr. Hornberger

Motion Passes unanimously.

10.05 Legislative & Policy Committee: Revision of Policy 1040, Equal Opportunity (Former Policy 3-1)

Recommended Action

That the School Board adopt revised Policy 1040, as recommended by the L&P Committee, to replace Policy 3-1, Equal Opportunity

SUMMARY:

The Legislative & Policy Committee of the School Board met on Tuesday, February 5, 2019, to review and discuss the revision of Policy 1040, Equal Opportunity (Former Policy 3-1). The Committee voted 2-1-0 (Hornberger opposed) to recommend revised language as amended by the Committee to the full School Board for approval. The Committee's recommendation was presented and discussed at the School Board meeting on February 12, 2019. This evening, the L&P Committee brings back the revised version of Policy 1040 for consideration.

Several documents are attached for Board member reference:

- the proposed revised Policy 1040, as recommended by the Legislative and Policy Committee;
- documents referenced at the School Board meeting on February 12, 2019 [policies from other school divisions addressing similar topics (pp.1-10), and the VSBA sample policy statement prohibiting harassment and retaliation (pp.11-19)];
- an alternative version of 1040 submitted by Board member Chris Croll with feedback from staff regarding particular language;
- an excerpt from the Loudoun County Employee Manual with relevant sections highlighted in yellow;
- supporting document provided to the Board of Supervisors for its consideration of revisions to the County's equal employment opportunity statement; and
- a memo from Division Counsel to the School Board regarding VHSL rules pertaining to LGBTQ athletes.

Staff Reference: Dr. Michael Richards
Telephone: (571) 252-1030

Motion by Ms. Sheridan that the School Board adopt revised Policy 1040, as recommended by the L&P Committee, to replace Policy 3-1, Equal Opportunity.
Seconded by Mr. Marshall

Substitute Motion by Ms. Rose that the policy is revised to read as: EQUAL OPPORTUNITY FOR EQUITABLE, SAFE AND INCLUSIVE ENVIRONMENT -The Loudoun County School Board is committed to providing for an equitable, safe and inclusive learning and working environment.
The Loudoun County School Board affirms a commitment to this principle for all persons regardless of race, color, national origin, religion, sex, pregnancy, childbirth or related medical conditions, sexual orientation, marital status, disability, age, or genetic information.
It is the intent of the School Board of Loudoun County that every policy, practice, and procedure shall reflect this commitment. Behavior that is not unlawful may nevertheless be unacceptable for the educational environment or the workplace. Demeaning or otherwise harmful actions are prohibited, particularly if directed at personal characteristics, including, but not limited to socioeconomic level, sexual orientation, perceived sexual orientation or gender identity.
Seconded by Mr. Hornberger

Discussion.

Substitute Motion to Amend by Ms. Croll to add "gender identity" to a list of protected classes after the word "sexual orientation" (in line 10) and strike the last two sentences at the end of the substitute motion (lines 14-18).
Seconded by Ms. Maloney

Motion to Divide the Question by Ms. Sheridan by voting on adding the words "gender identity" in the second paragraph first, and the removal of the last two sentences in the second vote.
Seconded by Ms. Huck.

Motion to Divide passes without objection.

Vote on adding the words "gender identity" in the first paragraph:

Motion Passes 5-4 with Mr. Hornberger, Mr. Morse, Ms. Rose, and Ms. Turgeon opposed.

Vote on the removal of the last two sentences:

Motion Fails unanimously.

Motion to Amend by Ms. Turgeon to add after the last sentence (line 18) that current restroom, locker room and overnight field trip practices will remain unchanged until modified by the school board. Seconded by Ms. Rose

Discussion.

Motion Amended by the maker of the motion (Ms. Turgeon) to relocate the phrase immediately following the first sentence of the last paragraph of the substitute motion (line 14).

Motion Fails 4-5 with Ms. Croll, Ms. Huck, Ms. Maloney, Mr. Marshall, and Ms. Sheridan opposed.

Vote on Policy 1040 as Amended to read as follows:

Equal Opportunity for Equitable, Safe and Inclusive Environment
The Loudoun County School Board is committed to providing an equitable, safe, and inclusive learning and working environment.
The Loudoun County School Board affirms a commitment to this principle for all persons regardless of race, color, national origin, religion, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity, marital status, disability, age or genetic information.
It is the intent of the School Board of Loudoun County that every policy, practice, and procedure shall reflect this commitment. Behavior that is not unlawful may nevertheless be unacceptable for the educational environment or the workplace. Demeaning or otherwise harmful action are prohibited, particularly if directed at personal characteristics, including, but not limited to socioeconomic level, sexual orientation, perceived sexual orientation or gender identity.

Motion Passes 5-4 with Mr. Hornberger, Mr. Morse, Ms. Rose, and Ms. Turgeon opposed.

File Attachments
Policy 1040 Former 3-1.pdf (14 KB)
Documents Referenced at the 2-12 SB Mtg.pdf (1,366 KB)
Chris Croll's Substitute Motion.pdf (12 KB)
Highlighted Loudoun County Employee Manual Excerpt.pdf (213 KB)
LOUDOUN COUNTY Item 09 Revision of EEO Statement for 1510.pdf (75 KB)
DeVita Memo VHSL Rules.pdf (145 KB)
Debbie Rose's Substitute Motion.pdf (36 KB)

11. Information Items
11.01 HRTD Committee: Revision of Policy 7022, Employee Classification (Former 7-8)

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7022, Employee Classification.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7022, Employee Classification.pdf (106 KB)

11.02 HRTD Committee: Revision of Policy 7030, Staff Time Schedules (Former 7-5)

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7030, Staff Time Schedules.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7030, Staff Time Schedules.pdf (121 KB)

11.03 HRTD Committee: Deletion of Policy 7-52, Classified Employees Working Hours and Overtime

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on February 19, 2019 to review and discuss the deletion of Policy 7-52, Classified Employee Working Hours and Overtime.

The Committee voted 2-0-1 to send the recommended deletion forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7-52 - Classified Employee Working Hours and Overtime.pdf (32 KB)

11.04 HRTD Committee: Revision of Policy 7710, Annual Leave (Former 7-68)

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7710, Annual Leave.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments

Policy 7710, Annual Leave.pdf (105 KB)

11.05 Charter School Committee: Adding Two Loudoun County Public Schools (LCPS) Positions and Decreasing One LCPS Position at Middleburg Community Charter School (MCCS).

SUMMARY:

Middleburg Community Charter School requests:

- The addition of a 1.0 FTE LCPS Secretary II position to their current staffing. This will increase operational efficiency since non-LCPS employees have limited access to student database software.

- The staffing addition of a 0.5 FTE LCPS Health Clinic Specialist (HCS). This will be a new position since MCCS did not previously employ a paid HCS.

- The staffing reduction from a 1.0 FTE LCPS School Counselor position to a non-benefited 0.5 FTE LCPS position. This decrease was mutually agreed-upon and will continue to provide ample access to counseling services for MCCS students as compared to other LCPS schools of comparable size.

On Tuesday, February 19, the Charter School Committee voted 2-0-0-1 (Ms. Turgeon absent for the vote) to recommend approval of these FTE changes to the full School Board.

Staff plans to bring this as an action item to the School Board meeting on March 12, 2019.

Staff Reference: Mike Martin, Ed.D.
Staff Telephone: 571-252-1290

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

11.06 Formation of Ad Hoc Committee on Equity

SUMMARY:

Members of the School Board and staff of Loudoun County Public Schools (LCPS) have received significant feedback voiced by members of and advocates for marginalized groups and groups historically disenfranchised. At the February 12, 2019 School Board Meeting, the Board discussed the creation of an ad hoc committee to research current LCPS practices and policies related to equity across the Division. The Committee would report back to the board any recommendations for enhancing equity. To ensure we are meeting the needs of all members of the community, it is essential to undertake an in-depth review of current practices and policies. The Ad Hoc Committee could review feedback, and take a forward-looking approach.

A draft document titled "Charter for Ad Hoc Committee on Equity" is provided for discussion.

Recommendation:
At the direction of the School Board, staff would bring this item back as an action item at the March 12, 2019 meeting with the following recommendation: That the Loudoun County School Board does hereby create an Ad Hoc Committee on Equity to review appropriate practices and policies associated with enhancing equity across the Division, and that the document "Charter for Ad Hoc Committee on Equity" defines the parameters of that group's structure and mission.

Staff Reference: Michael G. Richards, Ed.D.
Telephone: 571-252-1030

Motion to Suspend the Rules by Ms. Huck in order to take Action on the formation of an Ad Hoc Committee on Equity.
Seconded by Ms. Turgeon

Motion Passes 7-2 with Ms. Turgeon and Ms. Rose opposed.

Motion to Approve the draft Charter with two additional members (23) total by Consent Vote:

Motion Passes 9-0

File Attachments
Ad Hoc Committee on Equity Draft Charter.pdf (363 KB)

11.07 Department of Digital Innovation: Update Regarding the Gradebook Implementation Strategic Action

SUMMARY:

The Department of Digital Innovation will offer the following updates regarding the Loudoun County Public School (LCPS) Strategic Plan Actions:

Gradebook Implementation. LCPS is effectively implementing the Phoenix Student Information System and Gradebook continuously making improvements to its capabilities. This presentation will show the impact of the implementation to date.

Staff Reference: Vince Scheivert
Staff Telephone: 571-252-1009

Staff Reference: Rachel Johnson
Staff Telephone: 571-252-1230

File Attachments
2019 DDI-Spring-Strategic-Update.pdf (463 KB)

11.08 HRTD Committee: Revision of Policy 7010, Personnel Policies Purpose

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7010, Personnel Policies Purpose.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments

Policy 7010, Personnel Policy Purpose.pdf (49 KB)

11.09 HRTD Committee: Revision of Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers (Former 7-14)

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.pdf (124 KB)

11.10 HRTD Committee: Revision of Policy 7170, Staff Lactation Support (Former 3-5)

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7170, Staff Lactation Support.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7170, Staff Lactation Support.pdf (88 KB)

12. Committees
12.01 Committee Reports

LOUDOUN COUNTY SCHOOL BOARD
2019 COMMITTEES & LIAISON APPOINTMENTS

STANDING COMMITTEES	School Board Members	Staff Contact
CHARTER SCHOOL COMMITTEE	Joy Maloney (Chair) Brenda Sheridan Jill Turgeon	Dr. Martin (primary) Ms. Finn (secondary)
COMMUNICATIONS AND OUTREACH COMMITTEE	Chris Croll (Chair) Beth Huck Joy Maloney	Dr. Richards (Primary) Mr. Byard (Secondary)
CURRICULUM & INSTRUCTION COMMITTEE	Eric Hornberger (Chair) Chris Croll Jill Turgeon	Dr. Ellis (primary) Mr. Scheivert (secondary)

DISCIPLINE COMMITTEE	Debbie Rose (Chair) Tom Marshall Brenda Sheridan	Dr. Patterson
FINANCE & FACILITIES COMMITTEE	Jeff Morse (Chair) Debbie Rose Brenda Sheridan	Ms. Willoughby (primary) Mr. Lewis (secondary)
HUMAN RESOURCES AND TALENT DEVELOPMENT COMMITTEE	Beth Huck (Chair) Chris Croll Jeff Morse	Dr. Hough
JOINT COMMITTEE WITH THE BOARD OF SUPERVISORS	Jill Turgeon (Chair) Tom Marshall Jeff Morse	Dr. Richards
LEGISLATIVE & POLICY COMMITTEE	Brenda Sheridan (Chair) Eric Hornberger Beth Huck	Dr. Richards
STUDENT SUPPORT & SERVICES COMMITTEE	Tom Marshall (Chair) Joy Maloney Debbie Rose	Dr. Jones (primary) Mr. Lewis (secondary)
SELECT COMMITTEES	School Board Members	Staff Contact
ADHOC COMMITTEE ON THE ACADEMIES OF LOUDOUN	Eric Hornberger (Chair) Tom Marshall Jeff Morse	Dr. Ellis
ADHOC COMMITTEE ON SPECIAL EDUCATION	Beth Huck (Chair) Chris Croll Debbie Rose	Dr. Jimenez
LIAISONS TO OTHER ORGANIZATIONS & COMMITTEES	School Board Members	Staff Contact
CAREER & TECHNICAL EDUCATION FOUNDATION	Tom Marshall	Dr. Smith (primary) Ms. Gonzalez-Sales (secondary)
GIFTED ADVISORY COMMITTEE	Eric Hornberger Brenda Sheridan (alt)	Ms. King (primary) Dr. Ellis (secondary)
HEAD START POLICY COUNCIL	Beth Huck	Dr. Martin
LOUDOUN EDUCATION FOUNDATION	Jeff Morse	Dr. Williams (primary) Dr. Richards (secondary)
MINORITY STUDENT ACHIEVEMENT ADVISORY COMMITTEE (MSAAC)	Brenda Sheridan Joy Maloney (alt.)	Mr. Dallas (primary) Dr. Ellis (secondary) Dr. Tyler (secondary)
SCHOOL BUSINESS PARTNERSHIP EXECUTIVE COUNCIL	Jill Turgeon Chris Croll (alt.)	Mr. Slevin (primary) Ms. Miller (secondary)
SPECIAL EDUCATION ADVISORY COMMITTEE (SEAC)	Chris Croll Debbie Rose (alt.)	Dr. Jimenez
TECHNOLOGY STEERING COMMITTEE	Joy Maloney	Mr. Scheivert (primary) Dr. Ellis(secondary)
VIRGINIA SCHOOL BOARDS ASSOCIATION (VSBA)	Brenda Sheridan Beth Huck (alt.)	Dr. Richards
WASHINGTON AREA BOARDS OF EDUCATION (WABE)	Jeff Morse Brenda Sheridan (alt.)	Dr. Richards

File Attachments
Report_SB_Discipline_Comm_LTS02_18-19.pdf (10 KB)
Cmt Report-Admin Appeal #232-240.pdf (21 KB)

13. New Business - Point of order. Ms. Maloney expressed her desire to serve on the Ad Hoc Committee on Equity.
14. Adjournment -10:45 p.m.

Jeffrey E. Morse

Chairman

Christine E. Coleman

Clerk

ATTACHMENT C

DRAFT Charter for Ad Hoc Committee on Equity

Summary:
At the February 12, 2019 School Board Meeting, the Board discussed the creation of an ad hoc committee to research current LCPS practices and policies related to equity across the Division. The Committee would report back to the board any recommendations for enhancing equity. A draft motion is provided for discussion.

Recommendation:
That the Loudoun County School Board does hereby create an Equity Ad Hoc Committee to review appropriate policies and practices associated with enhancing equity across the Division.

Members of the School Board and staff of Loudoun County Public Schools (LCPS) have received significant feedback voiced by members of and advocates for marginalized groups and groups historically disenfranchised. To ensure we are meeting the needs of all members of the community, it is essential to undertake an in-depth review of current policies and practices. The Ad Hoc Committee will review feedback, and take a forward-looking approach.

The Ad Hoc Committee will report its findings to the full Board. Staff members will consider all the recommendations regarding policies and practices and update relevant School Board committees as well as the full School Board regarding its plans pertaining to implementation of the recommendations to policies and practices.

The Ad Hoc Committee shall be comprised of 21 voting members, including:

- Three School Board members;
- A Head Start or STEP Parent;
- Six members from school and non-school based staff;
- Three parents selected for their experience and/or education;
- One member from the Gifted Education Advisory Committee (GEAC);
- Four members identified by the Minority Student Achievement Advisory Committee (MSAAC);
- One member from the Special Education Advisory Committee (SEAC);
- One member from the All Dulles Area Muslim Society (ADAMS);
- One member from the Jewish Community Relations Council of Greater Washington (JCRC).

The three School Board members will be selected by the School Board Chair, who will also name one of them as the Ad Hoc Committee's chair.

Six members of school and non-school based staff will be selected by the Division Superintendent or his designee.

Each School Board member on the committee will nominate one parent from the community.

The Chair of MSAAC shall nominate their committee members. The SEAC Chair and GEAC Chair will nominate their respective members.

The Adams Center and JCRC will nominate their respective members.

All nominated positions will be approved by the School Board. In addition to stakeholder representation, it is important that the committee reflect representation from the various geographical areas and be

C

representative of the diversity of Loudoun County to ensure broad participation and multiple perspectives.

The committee shall avail itself of all resources, including recognized experts in the area of equity in education. The Committee will employ an outside facilitator to run meetings.

An equity audit by external experts, currently planned by LCPS, will inform the focus and scope of the Ad Hoc Committee's work.

The Ad Hoc Committee requires a majority of members present to achieve quorum. The Committee will also require a staff liaison, appointed by the Superintendent. All proceedings and documents will be subject to the Virginia Freedom of Information Act. The Committee will deliver its recommendations to the School Board no later than November 2019 unless the term of this committee charter is extended by the School Board.

Proposed Draft Calendar of Events:

- March-June 2019: Conduct equity audit
- April 4, 2019, 5:30 PM: Tentative date for first meeting of the Committee. The Committee tentatively scheduled to meet the first Thursday of each month at 5:30 PM
- June 2019: the Committee receives report from equity audit
- June – November 2019: the Committee meets regularly, updating committees and School Board as needed
- November 2019: the Committee presents recommendations and action steps to School Board

ATTACHMENT D

March 12, 2019
2nd Tuesday School Board Meeting
4:00 p.m. & 6:30 p.m.
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
(571) 252-1020

1. Call to Order – 4:00 p.m. Ms. Rose arrived at 4:03 p.m. Ms. Maloney arrived at 4:05 p.m. Ms. Huck arrived at 4:20 p.m. Ms. Turgeon arrived at 4:25 p.m.

2. Approval of Consent Agenda

2.01 Minutes of the February 5, 2019, Special School Board Meeting

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the February 5, 2019, Special School Board Meeting.

View Minutes for Feb 5, 2019 - Special School Board Meeting 6:30 p.m.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the February 5, 2019, Special School Board Meeting.

File Attachments
Special School Board Meeting February 5, 2019 corrected version.pdf (514 KB)

2.02 Minutes of the February 19, 2019, School Board Attendance Zone Overview for Dulles South Area Secondary Schools

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the February 19, 2019, School Board Attendance Zone Overview for Dulles South Area Secondary Schools.

View Minutes for Feb 19, 2019 - School Board Attendance Zone Overview for Dulles S

SUMMARY:

Minutes are considered draft until adopted by the School Board.

D

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the February 19, 2019, School Board Attendance Zone Overview for Dulles South Area Secondary Schools.

File Attachments
School Board Attendance Zone Overview for Dulles South Area Secondary Schools February 19, 2019.pdf (69 KB)

2.03 Minutes of the February 25, 2019, School Board Dulles South Area Secondary School Attendance Zone Briefing & Public Hearing

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the February 25, 2019, School Board Dulles South Area Secondary School Attendance Zone Briefing & Public Hearing.

View Minutes for Feb 25, 2019 - School Board Dulles South Area Secondary School At

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the February 25, 2019, School Board Dulles South Area Secondary School Attendance Zone Briefing & Public Hearing.

File Attachments
School Board Dulles South Area Secondary School Attendance Zone Briefing & Public Hearing February 25, 2019.pdf (226 KB)

2.04 Licensed Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Licensed Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Licensed Personnel Employed for the 2018-2019 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Licensed Board List 3.12.19.pdf (102 KB)
Licensed Addendum 3.12.19.pdf (76 KB)

2.05 Classified Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Classified Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Classified Personnel Employed for the 2018-2019 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Classified Board List 3.12.19.pdf (99 KB)
Classified Addendum 3.12.19.pdf (106 KB)

2.06 Department of Instruction: School Business Partnership Recommendations for the 2019 Virginia School Boards Association (VSBA) Honor Roll

Recommended Action:

That the Loudoun County School Board approve and endorse the resolution for submission of the listed business partners to the Virginia School Boards Association (VSBA) Business Honor Roll.

SUMMARY:

The below listed school-business partnerships were recently recognized at the annual School-Business Partnership Executive Council Recognition on March 9, 2018. By affirming the resolution for recognition, these business partners will be selected for submission to the 2019 VSBA Business Honor Roll. Representatives from these partnerships will be publicly recognized at the March 26, 2019 School Board Meeting.

- Virginia Regional Transit
- NOVEC
- Space Dreamers

Staff Reference: Neil Slevin
Staff Telephone: 571-252-1090

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments

VSBABusinessHonorRollResolution2019.pdf (46 KB)

2.07 HRTD Committee: Revision of Policy 7022, Employee Classification

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 7022, Employee Classification.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7022, Employee Classification.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

This went forward as an Information Item at the February 26, 2019 meeting of the School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7022, Employee Classification.pdf (106 KB)

2.08 HRTD Committee: Deletion of Policy 7-52, Classified Employee Working Hours and Overtime

Recommended Action:

That the Loudoun County School Board approve the deletion of Policy 7-52, Classified Employee Working Hours and Overtime.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on February 19, 2019 to review and discuss the deletion of Policy 7-52, Classified Employee Working Hours and Overtime.

The Committee voted 2-0-1 to send the recommended deletion forward to the Loudoun County School Board.

This went forward as an Information Item at the February 26, 2019 meeting of the School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7-52 - Classified Employee Working Hours and Overtime.pdf (32 KB)

2.09 HRTD Committee: Revision of Policy 7710, Annual Leave

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 7710, Annual Leave.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7710, Annual Leave.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

This went forward as an Information Item at the February 26, 2019 meeting of the School Board.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7710, Annual Leave.pdf (105 KB)

2.10 Charter School Committee: Adding Two Loudoun County Public Schools (LCPS) Positions and Decreasing One LCPS Position at Middleburg Community Charter School (MCCS)

Recommended Action:

That the Loudoun County School Board approve the request from Middleburg Charter School to add two LCPS positions and decrease one LCPS position.

SUMMARY:

Middleburg Community Charter School requests:

- The addition of a 1.0 FTE LCPS Secretary II position to their current staffing. This will increase operational efficiency since non-LCPS employees have limited access to student database software.
- The staffing addition of a 0.5 FTE LCPS Health Clinic Specialist (HCS). This will be a new position since MCCS did not previously employ a paid HCS.

- The staffing reduction from a 1.0 FTE LCPS School Counselor position to a non-benefitted 0.5 FTE LCPS position. This decrease was mutually agreed-upon and will continue to provide ample access to counseling services for MCCS students as compared to other LCPS schools of comparable size.

On Tuesday, February 19, the Charter School Committee voted 2-0-0-1 (Ms. Turgeon absent for the vote) to recommend approval of these FTE changes to the full School Board.

This went forward as an Information Item at the February 26, 2019 meeting of the School Board and was placed on the Consent Agenda.

Staff Reference: Mike Martin, Ed.D.
Staff Telephone: 571-252-1290

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

Motion to Approve the Consent Agenda by Ms. Sheridan
Seconded by Mr. Marshall

Mr. Hornberger requested pulling Item 2.01 (Draft Minutes of February 5, 2019, Special School Board Meeting) from the Consent Agenda for modification.

With the consent of the board, Item 2.01 was pulled for modification.

Vote on Approval of the Consent Agenda minus Item 2.01.

Motion Passes 5-0-4 with Ms. Huck, Ms. Maloney, Ms. Turgeon, and Ms. Rose absent.

Item 2.01 was offered for approval by consent of the board.

Motion to Amend by Mr. Hornberger to modify motion regarding high school class size reduction under Item 3.03 from "24:1 to 23:1" to "24.2:1 to 23.7:1" student to classroom teacher staffing standard ratio to reflect the half size class size reduction that was made at a cost of $3,244,723 and not a full class size reduction.
Seconded by Mr. Marshall

Motion Passes 5-0-4 with Ms. Huck, Ms. Maloney, Ms. Turgeon, and Ms. Rose absent.

3. Work Session
3.01 Department of Instruction: Update Regarding the One to the World and Professional Learning Strategic Actions

SUMMARY:

The Department of Instruction will provide an update regarding the strategic actions pertaining to *One to the World* and *Professional Learning.* The presentation will include information regarding professional learning actions underway, the FY19 desired outcomes, remaining challenges and next steps.

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
1.8 OttW Goal 1.8 012417.pdf (391 KB)
Goal2DivisionProfessionalLearningPlan .pdf (305 KB)
Strategic Action Professional Development_031219_Final.pdf (18,749 KB)

3.02 Department of Digital Innovation: Update Regarding the Gradebook Implementation Strategic Action

SUMMARY:

The Department of Digital Innovation will offer the following updates regarding the Loudoun County Public School (LCPS) Strategic Plan Actions:

Gradebook Implementation. LCPS is effectively implementing the Phoenix Student Information System and Gradebook continuously making improvements to its capabilities. This presentation will show the impact of the implementation to date.

Staff Reference: Vince Scheivert
Staff Telephone: 571-252-1009

Staff Reference: Rachel Johnson
Staff Telephone: 571-252-1230

File Attachments
2019 DDI-Spring-Strategic-Update.pdf (573 KB)

3.03 Business and Financial Services: Update Regarding the ORACLE Finance and Human Resource Management System Strategic Action

SUMMARY:

The Department of Business and Financial Services will provide an update regarding the strategic action related to ORACLE Finance and Human Resource Management System. The presentation will include information regarding actions taken and supporting data to meet the FY19 desired outcomes.

Historical progress on this strategic action will be provided. The presentation will also include information on efforts to meet the FY20 desired outcome.

Staff Reference: Sharon Willoughby
Telephone: 571-252-1400

File Attachments
FY20 ORACLE Strategic Plan Update.pdf (235 KB)
FY20 ORACLE Strategic Action.pdf (99 KB)

4. Recess Meeting - 5:00 p.m.
4.01 The School Board will recess for dinner and reconvene at 6:30 p.m.

5. Evening Session - 6:30 p.m.

6. Pledge of Allegiance
7. Student/Staff Recognitions
7.01 Department of Instruction: Schools to Watch 2019

SUMMARY:

Six Loudoun County middle schools, Eagle Ridge, Farmwell Station, Harper Park, River Bend, J. L. Simpson, and Sterling, have been re-designated as National Schools to Watch by The National Forum to Accelerate Middle-Grades Reform.

Loudoun County Public Schools has been named a National Schools to Watch District in response to all eligible middle schools receiving the designation of a National School to Watch and their support of middle school-aged students.

The goal of Schools to Watch (STW) is to identify and recognize outstanding middle schools across the nation based on the following research based criteria:

- **High-performing middle schools are academically excellent.** All students are expected to meet high standards and all teachers use instructional strategies that include a variety of challenging and engaging activities.

- **High-performing middle schools are developmentally responsive** to the unique needs of the middle school-aged student. The school creates a personalized environment, provides access to comprehensive services, encourages alliances with families and promotes the development of citizenship skills.

- **High-performing middle schools are socially equitable.** Every student is provided with high-quality teachers, resources, learning opportunities and support systems.

- **High-performing middle schools incorporate organizational structures** that support these philosophies including school improvement planning, interdisciplinary teaming, use of data, culturally responsive instruction, exploratory curriculum offerings, grade-level houses and places where time is allocated and scheduled to meet these goals.

The STW designation must be renewed every three years to show continuous growth in these areas. As the three-year cycle comes around, the staff at the schools must again self-assess and re-evaluate their practices.

- Eagle Ridge Middle School received its first designation in 2007, Re-Designation I in 2010, Re-Designation II in 2013, Re-Designation III in 2016, and this year is receiving Re-Designation IV status.
- Farmwell Station Middle School received its first designation in 2007, Re-Designation I in 2010, Re-Designation II in 2013, Re-Designation III in 2016, and this year is receiving Re-Designation IV status.
- Harper Park Middle School received its first designation in 2010, Re-Designation I in 2013, Re-Designation II in 2016 and this year is receiving Re-Designation III status.
- River Bend Middle School received its first designation in 2010, Re-Designation I in 2013, Re-Designation II in 2016 and this year is receiving Re-Designation III status.
- Sterling Middle School received its first designation in 2012, Re-Designation I in 2016, and this year is receiving Re-Designation II status.

- J.L. Simpson Middle School received its first designation in 2016 and this year is receiving Re-Designation I status.

These six schools will hold individual school celebrations throughout the spring. They collectively will be recognized at the National Schools to Watch Conference in June and the Virginia Middle School Association Conference in October.

Staff Reference: Neil Slevin
Staff Telephone: (571) 252-1090

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: (571) 252-1300

7.02 HRTD: National Board for Professional Teaching Standards - Certified Teachers for 2018-2019

SUMMARY:

The National Board for Professional Teaching Standards is an organization of teachers and other education stakeholders working to advance the teaching profession and to improve student learning.

In 1987, the National Board was created as a nonpartisan, independent and nonprofit organization. Its mission is to establish high and rigorous standards for what accomplished teachers should know and be able to do, to develop and operate a national voluntary system to assess and certify teachers who meet these standards, and to advance related education reforms for the purpose of improving student learning in American schools.

National Board Certification is a demonstration of teaching practices as measured against comprehensive standards. It is a symbol of commitment to excellence in teaching. The certificate is a credential attesting that the individual has been assessed by their peers as one who is accomplished, makes sound professional judgments about student learning and acts effectively on those judgments. A National Board Certificate complements, but does not replace, state licensing, is valid for 10 years from the date of certification, and may be renewed.

Loudoun County Public Schools celebrates and congratulates teachers who have achieved National Board Certification.

New National Board-Certified Teachers for 2018-2019:

Tara Cahak
Hamilton Elementary School
Special Education Teacher

Andria Donnelly
Department of Instruction
Instructional Facilitator

Tracy Mandina
Tuscarora High School
School Counselor

Eric Penka
Harper Park Middle School

Social Science & Global Studies Teacher

With the addition of these four teachers, LCPS currently has 135 National Board Certified Teachers.

Staff Reference: Kimberly Hough, Ed.D.
Telephone: (571) 252-1100

Staff Reference: Alisa Daniel, Ed.D.
Telephone: (571) 252-1100

8. Public Comment
8.01 Procedures for Public Comment

Sign-Up. Contact the Superintendent's Office at 571-252-1020 or via email at clerk@lcps.org prior to 5:00 p.m. the day of the School Board meeting. You will be asked to provide your name, address and telephone number, subject matter, and organization represented, if applicable. The Public Information Officer or designee will accept walk-in registrations in the media box at the back of the Board room up to five (5) minutes prior to the posted start time of the Board meeting.

Distribution of Materials to School Board Members. Copies of materials for Board members should be given to the Public Information Officer or designee in the media box at the back of the Board room prior to the start of the meeting for distribution to Board members. Please provide 12 copies of materials. Under no circumstances will a speaker approach the dais.

Time Allotment. Speakers must limit comments to the time allotted by the Chair and announced prior to the public comment period. The Chair determines the time based on the number of speakers and the agenda, but not to exceed five (5) minutes.

Assistance. Those who need translation/interpretation assistance or a reasonable accommodation for any type of disability in order to be able to participate meaningfully in School Board meetings or public hearings should contact the Superintendent's Office at least three days prior to the meeting. The speaking time will be doubled for speakers requiring translation/interpretation assistance when requested.

Other Communications to School Board Members. The School Board also is open to receiving comments outside of school board meetings as an alternative means of public participation. To e-mail all members of the School Board, please use lcsb@lcps.org.

Please see Policy 2520 for full details.

Speaker were allowed three minutes to speak.

Andrea Weiskopf
DECA students: Brendon Roth, Adam Wadsworth, Sahil Gullapalli, and Ben Spaeth
Jim Kotwis
Donna Russell
Robin Burke
Ranoj Ranjan

9. Superintendent's Report

10. Student School Board Representatives' Comments
10.01 Student School Board Representatives

Student School Board Representatives
2018-2019

Meeting Dates	Student Name	School	Election District
September 11 & 25, 2018	Noelle Foster	Stone Bridge High School	Ashburn
October 9 & 23, 2018	Patricia Grace Asher Freese	Rock Ridge High School Loudoun County High School	Dulles Leesburg
November 13 & 27, 2018	Alexandra Batchvarova Noah Burke	Potomac Falls High School Freedom High School	Algonkian Dulles
November 27 & December 11, 2018	Carolin Fabian	Heritage High School	Catoctin
January 8 & 22, 2019	Helene Nguyen Joshua Baird	Park View High School Loudoun Valley High School	Sterling Blue Ridge
February 12 & 26, 2019	Skye Meyer Madison Ferris	Riverside High School Dominion High School	Ashburn Sterling
March 12 & 26, 2019	Brian Schultz	Briar Woods High School	Blue Ridge
April 9 & 23, 2019	Grace Kostal Spencer Anderson	Woodgrove High School Tuscarora High School	Blue Ridge Catoctin
May 14 & 28, 2019	Hodan Mohamed Sohan Daniel	Broad Run High School John Champe High School	Broad Run Blue Ridge

11. Disclosures
11.01 Disclosure of a Personal Interest in a Transaction

The following school board members read their Disclosures:

Ms. Huck
Mr. Morse
Mr. Hornberger
Ms. Sheridan
Ms. Maloney
Mr. Marshall
Ms. Turgeon

File Attachments
Disclosures March 12, 2019.pdf (220 KB)

12. Action Items
12.01 HRTD Committee: Revision of Policy 7030, Staff Time Schedules

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 7030, Staff Time Schedules.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7030, Staff Time Schedules.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board.

This went forward as an Information Item at the February 26, 2019 meeting of the School Board.

Following up on Ms. Maloney's question regarding language referencing employee time cards, staff would support a motion to revise the sentence located on page 4, section C.2. that currently states "All exempt employees are only required to fill out time cards to record leave taken." The revision would replace the word 'cards' with 'records' so that the sentence reads "All exempt employees are only required to fill out time records to record leave taken."

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

Motion by Ms. Huck that the Loudoun County School Board approve and accept revised Policy 7030, Staff Time Schedules.
Seconded by Mr. Marshall

Motion Passes 9-0

File Attachments
Policy 7030, Staff Time Schedules.pdf (121 KB)

12.02 Ad Hoc Committee on Equity: Members

Recommended Action:

That the School Board approve the Partial List of members for the Ad Hoc Committee on Equity.

SUMMARY:

At the School Board's business meeting Tuesday, February 26, a draft Charter for formation of an Ad Hoc Committee on Equity was presented to the Board as information for feedback. Normally, the Board will discuss an information item, express ideas about potential edits, and ask that the item return later for action. However, on the 26th, the School Board heard members of the community ask that there be no delay and that the resolution be voted on that same night. The Board voted to suspend the rules and move the information item to action and hold a vote. The motion passed unanimously.

During discussion at the meeting, Mr. Morse suggested that a member of the Hindu community be added to the resolution. It was also suggested that the Hunt District PTA be added to the resolution as a group that can nominate a member of the Committee. These members have been added to the Charter at School Board direction.

In the days following the meeting, multiple community members suggested that the NAACP be added as a group that can nominate a member of the Committee. It was also suggested that a member of the Latinx community be added to the list of members. Dr. Williams asked that staff work with the Board Chair and Vice Chair on developing an item for the Board to consider that would add the NAACP as a nominating group and add a seat specifically for a Latinx member of the community.

The School Board voted to approve the addition of the suggested two new members of the Committee, and staff made the changes to the Charter.

Staff worked with Committee Chair Sheridan to collect names using methods described in the Committee Charter and tonight bring a Partial List forward to the School Board for consideration. Staff intend to continue this work with Ms. Sheridan to bring back any names missing from the Partial List at the School Board meeting March 26.

The first two meetings of the Ad Hoc Committee on Equity have been scheduled for April 4 and April 11 at 5:30 at the LCPS Administration Building.

The Partial List is as follows:

The Ad Hoc Committee shall be comprised of 25 voting members, including:

- Three School Board members;
  - Brenda Sheridan (Chair)
  - Beth Huck
  - Chris Croll
- A Head Start or STEP Parent;
  - Veronica Orosco Jimenez
- Six members from school and non-school based staff;
  - Dr. Charles Barrett (School Psychologist)
  - Shontel Simon (Principal, Forrest Grove Elementary School)
  - Kevin Tyson (Principal, John Champe High School)
  - Tara Hewan (Elementary School Instructional Facilitator)
  - Perla Arias (Secretary at Rock Ridge High School)
  - Fatima Scherer (English Teacher at Sterling Middle)
- Three parents selected for their experience and/or education;
  - Charlotte McConnell (nominated by Ms. Sheridan)
  - Zerell Johnson-Welch (nominated by Ms. Croll)
  - TBD
- One member from the Gifted Education Committee (GAC);
  - Jill Rodeffer
- Four members identified by the Minority Student Achievement Advisory Committee (MSAAC);
  - Wendy Caudle Hodges
  - Katrecia Nolan
  - Natalia Beardslee
  - Kellee Jenkins
- One member from the Special Education Advisory Committee (SEAC);
  - TBD
- One member from the All Dulles Area Muslim Society (ADAMS);
  - Rizwan Jaka
- One member from the Jewish Community Relations Council of Greater Washington (JCRC)
  - TBD
- One member of the Hindu community chosen by that community
  - Rajesh Gooty

- One member of the Hunt District PTA
  - o Tiffany Feagin
- One member nominated by the Loudoun Chapter of the NAACP
  - o Robin Burke
- One member from the Latinx community nominated by representatives of that community
  - o TBD

Staff Reference: Dr. Michael Richards
Telephone: (571) 252-1030

Motion by Ms. Sheridan that the School Board approve the Partial List of members for the Ad Hoc Committee on Equity.
Seconded by Mr. Morse

Discussion.

Substitute Motion by Ms. Maloney to make this an Information Item tonight and an Action Item at the March 26th School Board Meeting when the list will be complete.
Seconded by Mr. Hornberger

Motion Passes 9-0

13. Information Items
13.01 Finance and Facilities Committee: Request to Name the Loudoun County High School Naval Junior Reserve Officers Training Corps (NJROTC) Program Facility

SUMMARY:

In November 2018, the Finance and Facilities Committee discussed the naming of the Loudoun County NJROTC facility and scheduled a tour of the NJROTC facility to meet with students enrolled in the program.

On February 26, 2019, Captain Johns and a NJROTC cadet attended the Finance and Facilities Committee meeting; the student cadet spoke on behalf of his fellow cadets in support of naming the NJROTC annex in honor of Captain Adamouski.

The Committee voted (2-0-1, Mrs. Rose absent) on February 26, 2019, in favor of recommending the NJROTC program facility be named in honor of Captain Adamouski.

LCPS staff is in support of the Committee's recommendation and, in accordance with School Board Policy 6510 Section B. Areas of School Facilities, Grounds and Programs, developed the provided resolution. Consistent with recent actions of the School Board, the facility name will be for a term certain of ten (10) years. The provided resolution has been reviewed by School Board Counsel.

An item for action will be prepared for the March 26 School Board meeting.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

File Attachments
Policy_6510.pdf (36 KB)
BoardDocs-FFCmteMtg-Request_to_Name_LCHS_NJROTC_Program_Facility_11272018.pdf (87 KB)

Draft_RESOLUTION--NJROTC_Annex_Naming_03122019.pdf (221 KB)

13.02 Charter School Committee: Renewal of the Hillsboro Charter Academy (HCA) Contract and Lease Agreement

SUMMARY:

HCA has submitted a renewal agreement to continue as a Loudoun County Public Schools (LCPS) charter school. After several meetings and numerous revisions, the following motion was made at the Charter School Committee meeting held on February 19, 2019:

MOTION: Ms. Maloney moved that the HCA Contract and Lease Agreement be recommended for full School Board approval with technical and conforming changes. Seconded by Ms. Sheridan. Motion passed: 2-0-0-1 with Ms. Turgeon absent for the vote.

This item is scheduled to go forward to the School Board as an Action Item on March 26, 2019.

Staff Reference: Mike Martin, Ed.D.
Staff Telephone: 571-252-1290

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
CLEAN LCPS revision Feb 25 to 2019-2022 FINAL HCA Lease.pdf (175 KB)
CLEAN - LCPS FINAL Feb 25 of HCA draft of Dec. 3 2018 vs. HCA draft of Feb 15 2019.pdf (493 KB)

13.03 Business and Financial Services: FY20 School Board Adopted Budget Update

SUMMARY:

Following the General Assembly adjournment on February 23, 2019, the revised projected state revenue for LCPS is $2,155,470 less than what was included in the FY20 School Board Adopted Budget. This information has been communicated to the County Administrator and Board of Supervisors with the request that they appropriate this additional amount to fully fund the School Board's Adopted Budget. The total appropriation requested for FY20 is $875,813,823.

Staff Reference: Sharon Willoughby
Telephone: 571-252-1400

File Attachments
Revised Projected State Revenue for LCPS.pdf (31 KB)

13.04 Department of Instruction: Social Science & Global Studies Resources Recommended for Adoption

SUMMARY:

Following the steps outlined in School Board Policy 5-19, the Department of Instruction conducted a textbook and resource adoption for courses in the Social Science & Global Studies department (SSGS). This year's adoption covered all courses in grades 4-12. In response to an RFP issued by the Procurement Office, eight publishers submitted proposals to supply resources. The SSGS Resource Adoption Committee examined the written proposals and the resources. They were assisted by personnel

from the Department of Digital Innovation, who ensured that all digital components of the resources were compatible with Loudoun County Public Schools (LCPS) specifications and were able to be accessed by the committee. Committee members assessed the resources against a common rubric to select the top two or three possibilities for each course. Those possible student texts were then placed in all schools where they might be used, and provision was made for them to be inspected and commented on by teachers, students, administrators, parents, and members of the community. After reviewing those comments, the committee chose the best proposal for each course and forwarded its recommendation to the Assistant Superintendent for Instruction.

Those recommendations, along with a narrative of the adoption and supporting documentation, are included with this information item.
Attachments include:

- Summary and timeline of SSGS resource adoption
- Recommended resources by grade level and course
- RFP Information
- Materials Review
- Adoption Committee Scoring Rubrics
- Information and Public Comment Session

Following the March 12 School Board meeting, the resources will go on display for examination in the lobby of the Administration Building through April 19, 2019.

This item will be presented to the School Board as an Action Item on April 23, 2019.

Staff Reference: Elissa Moritz
Staff Telephone: 571-252-1619

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
1-Summary and Recommendations.pdf (15 KB)
2-Recommended Resources by Grade Level and Course.pdf (23 KB)
3-RFP.pdf (2,198 KB)
4-Materials Review.pdf (78 KB)
5- SSGS Textbook Adoption Rubric_.pdf (381 KB)
6-Digital Parent Review_Elementary.pdf (393 KB)
6a-Digital Teacher Review_Elementary.pdf (243 KB)
6b-Digital Parent Review_Middle.pdf (421 KB)
6c-Digital Teacher Review_Middle.pdf (419 KB)
6d-Digital Parent Review_High.pdf (596 KB)
6e-Digital Teacher Review-High.pdf (391 KB)
6f-Printed Copy of Review.pdf (10 KB)
6g-Printed Copy of Review_Spanish.pdf (11 KB)

13.05 HRTD Committee: Revision of Policy 7010, Personnel Policies Purpose

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7010, Personnel Policies Purpose.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board. Staff plans to bring this as an action item to the School Board meeting on March 26, 2019.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7010, Personnel Policy Purpose.pdf (49 KB)

13.06 HRTD Committee: Revision of Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board. Staff plans to bring this as an action item to the School Board meeting on March 26, 2019.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.pdf (124 KB)

13.07 HRTD Committee: Revision of Policy 7170, Staff Lactation Support

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7170, Staff Lactation Support.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board. Staff plans to bring this as an action item to the School Board meeting on March 26, 2019.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Policy 7170, Staff Lactation Support.pdf (88 KB)

13.08 Student Support and Services Committee: Revision of Policy 8450, Student Lactation Support

SUMMARY:

The Student Support and Services Committee of the School Board met on Thursday, February 28, 2019 to review and discuss the revision of Policy 8450, Student Lactation Support (attached).

The Committee reviewed and voted 2-0-1 to send the recommended policy to the Loudoun County School Board.

Staff plans to bring this as an Action Item at the School Board meeting on March 26, 2019.

Staff Reference: Dr. Asia R. Jones
Telephone: 571-252-1022

File Attachments
Updated Policy 8450 Student Lactation Support.pdf (54 KB)

13.09 Student Support and Services Committee: Adoption of New Policy 8420, Student Medication (Former 8-53) and Deletion of Policy 8-54, Epinephrine Administration

SUMMARY:

The Student Support and Services Committee of the School Board met on Thursday, February 28, 2019 to review and discuss the adoption of Policy 8420, Student Medication and the deletion of Policy 8-54, Epinephrine Administration. (attached).

The Committee reviewed and voted 2-0-1 to send the recommended policy forward, as well as recommend the deletion of Policy 8-54 to the Loudoun County School Board.

Staff plans to bring this as an Action Item at the School Board meeting on March 26, 2019.

Staff Reference: Dr. Asia R. Jones
Telephone: 571-252-1022

File Attachments
8-53 Updated Policy 8420 Student Medication.pdf (172 KB)
Deleted Policy 8-54.pdf (168 KB)

13.10 Office of Superintendent: Update Regarding the School Board Policies Strategic Action

SUMMARY:

The Chief of Staff will provide an update regarding the School Board Policies Strategic Action.

Staff Reference: Dr. Michael Richards
Telephone: (571) 252-1030

File Attachments

Policy Review Update as of 3-12-19.pdf (111 KB)
School Board Policies Strategic Action.pdf (282 KB)
Progress on Measurable Goals.pdf (72 KB)

14. Closed Meeting
14.01 Motion to Convene Closed Meeting

Recommended Action:

Convene Closed Meeting

I move that the Loudoun County School Board recess this public meeting and enter into a closed meeting, pursuant to Section 2.2-3712 of the Code of Virginia, for the following purpose(s):

- Discussion of plans and procedures related to the potential threat to public safety in LCPS schools in those instances in which individuals enter a school without using the Ai-Phone Buzzer/camera system to identify themselves.

Motion to Convene Closed Meeting by Ms. Sheridan
Seconded by Ms. Croll

Motion Passes 9-0

14.02 Motion to Adjourn Closed Meeting

Recommended Action:

Adjourn Closed Meeting

I move that the closed meeting be adjourned, that the Loudoun County School Board reconvene its public meeting, and that the minutes of the public meeting reflect that no formal action was taken in the closed meeting.

Motion to Adjourn Closed Meeting by Ms. Sheridan
Seconded by Mr. Marshall

Motion Passes 9-0

14.03 Motion to Certify Closed Meeting

Recommended Action:

Certify Closed Meeting:

I move that the following Resolution certifying the closed meeting be adopted and reflected in the minutes of this public meeting.

RESOLUTION # 15-18/19

WHEREAS, the Loudoun County School Board has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by the School Board that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Loudoun County School Board hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Loudoun County School Board.

Motion to Certify Closed Meeting by Ms. Sheridan
Seconded by Mr. Marshall

Motion Passes 9-0

14.04 Motion Required by Closed Meeting

Motion by Ms. Sheridan that the Loudoun County School Board supports the following statement to the Board of Supervisors: We stand by our needs based LCPS Budget including the requested appropriations to support the LCPS Budget. The LCPS Budget includes significant additional investments in safety and security. We continue to be open to dialog regarding additional security measures and staffing as appropriate.
Seconded by Mr. Hornberger

Motion Passes unanimously.

15. Board Members' Comments (5 minutes each)
16. New Business - None.
17. Adjournment - 10:05 p.m.

_____
Chairman

_____
Clerk

ATTACHMENT E

March 26, 2019
4th Tuesday School Board Meeting
6:30 p.m.
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
(571) 252-1020

1. Call to Order - 6:30 p.m. All present.
2. Pledge of Allegiance
3. Student/Staff Recognitions

SUMMARY:

Three Loudoun School-Business Partnership Executive Council Partnership Award recipients were nominated to the Virginia School Boards Association (VSBA) Business Honor Roll at their January 17, 2019 meeting.

Those businesses are:

- Virginia Regional Transit
- NOVEC
- Space Dreamers

The School Board approved in the Consent Agenda on March 12, 2019 to nominate these exemplary business partners for this recognition.

Staff Reference: Neil Slevin
Staff Telephone: 571-252-1090

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

3.02 Department of Instruction: Learning Expo, Stone Hill Middle School, Pathways to Success in the Science Classroom

SUMMARY:

The science department at Stone Hill Middle School uses daily formative assessments to gather information and place students on different pathways for individual lessons. Highlighted lessons include:

- 7th grade Genetics – data driven pathways
- 6th grade Weather websites
- 7th grade GE Badges – highlights authenticity, voice and choice

E

Staff Reference: James Dallas
Staff Telephone: 571-252-1320

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
Pathways to Deeper Learning_Stone Hilll MS.pdf (2,960 KB)

4. Public Comment
4.01 Procedures for Public Comment.

Sign-Up. Contact the Superintendent's Office at 571-252-1020 or via email at clerk@lcps.org prior to 5:00 p.m. the day of the School Board meeting. You will be asked to provide your name, address and telephone number, subject matter, and organization represented, if applicable. The Public Information Officer or designee will accept walk-in registrations in the media box at the back of the Board room up to five (5) minutes prior to the posted start time of the Board meeting.

Distribution of Materials to School Board Members. Copies of materials for Board members should be given to the Public Information Officer or designee in the media box at the back of the Board room prior to the start of the meeting for distribution to Board members. Please provide 12 copies of materials. Under no circumstances will a speaker approach the dais.

Time Allotment. Speakers must limit comments to the time allotted by the Chair and announced prior to the public comment period. The Chair determines the time based on the number of speakers and the agenda, but not to exceed five (5) minutes.

Assistance. Those who need translation/interpretation assistance or a reasonable accommodation for any type of disability in order to be able to participate meaningfully in School Board meetings or public hearings should contact the Superintendent's Office at least three days prior to the meeting. The speaking time will be doubled for speakers requiring translation/interpretation assistance when requested.

Other Communications to School Board Members. The School Board also is open to receiving comments outside of school board meetings as an alternative means of public participation. To e-mail all members of the School Board, please use lcsb@lcps.org.

Please see Policy 2520 for full details.

Speaker were allowed two minutes to speak.

1. Katrecia Nolen
2. Renae Sterling:
3. DECA Students:
   Alexis Blair
   SchopperJulia
   Robert Gomez
4. Jaifhri Vijayaraman
5. Abe Nader – no show
6. Deborah Nader
7. Cameron Brach
8. Masud Hasnain

9. Faisal Shah
10. Muhammad Shah
11. Brooke Josties
12. Syed Ashraf
13. Greg Hudson
14. Pastor Michelle Thomas
15. Wendy Hodge
16. Robin Burke
17. Brian Davison
18. Rimsha Abbasi
19. Sarwet Abbasi
20. Jeff Mizell
21. Farhan Chadry
22. Harris Mahedavi
23. Dave Palanzi
24. Kellee Jenkins
25. Jose Celis
26. Iman Awad
27. Paul Maggiano
28. Ryan Benton
29. Jill Weiss
29. Robert Morrow

5. Approval of Consent Agenda
5.01 Minutes of the February 28, 2019, Special School Board Meeting - Closed Session

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the February 28, 2019, Special School Board Meeting - Closed Session.

View Minutes for Feb 28, 2019 - Special School Board Meeting (Closed Session) 6:00

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the February 28, 2019, Special School Board Meeting - Closed Session.

File Attachments
Closed Meeting February 28, 2019.pdf (320 KB)

5.02 Minutes of the March 4, 2019, Special Meeting of the School Board & School Board Attendance

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the March 4, 2019, Special Meeting of the School Board & School Board Attendance Zone Work Session for Dulles South Area Secondary Schools.

View Minutes for Mar 4, 2019 - Special Meeting of the School Board and School Boa

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the Special Meeting of the School Board & School Board Attendance Zone Work Session for Dulles South Area Secondary Schools March 4, 2019.

File Attachments
Special Meeting of the School Board & School Board Attendance Zone Work Session for Dulles South Area Secondary Schools March 4, 2019.pdf (424 KB)

5.03 Minutes of the March 11, 2019, School Board Dulles South Area Secondary School Attendance Zone Briefing/Public Hearing

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the March 11, 2019, School Board Dulles South Area Secondary School Attendance Zone Briefing/Public Hearing.

View Minutes for Mar 11, 2019 - School Board Dulles South Area Secondary School At

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the March 11, 2019, School Board Dulles South Area Secondary School Attendance Zone Briefing/Public Hearing.

File Attachments
School Board Dulles South Area Secondary School Attendance Zone Briefing-Public Hearing March 11, 2019.pdf (218 KB)

5.04 Minutes of the March 13, 2019, School Board Dulles South Area Secondary School Attendance Zone Work Session

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the March 13, 2019, School Board Dulles South Area Secondary School Attendance Zone Work Session.

View Minutes for Mar 13, 2019 - School Board Dulles South Area Secondary School At

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the March 13, 2019, School Board Dulles South Area Secondary School Attendance Zone Work Session.

File Attachments
School Board Dulles South Area Secondary School Attendance Zone Work Session March 13, 2019.pdf (38 KB)

5.05 Licensed Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Licensed Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Licensed Personnel Employed for the 2018-2019 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Licensed Board List 3.26.19.pdf (15 KB)
Licensed Addendum 3.26.19.pdf (109 KB)

5.06 Classified Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Classified Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Classified Personnel Employed for the 2018-2019 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

File Attachments
Classified Board List 3.26.19.pdf (99 KB)
Classified Addendum 3.26.19.pdf (97 KB)

5.07 Charter School Committee: Renewal of the Hillsboro Charter Academy (HCA) Contract and Lease Agreement

Recommended Action:

That the Loudoun County School Board approve the HCA Contract Renewal and Lease Agreement with technical and conforming changes.

SUMMARY:

HCA has submitted a renewal agreement to continue as an LCPS charter school. After several meetings and numerous revisions, the following motion was made at the Charter School Committee meeting held on February 19, 2019:

MOTION: Ms. Maloney moved that the HCA Contract and Lease Agreement be recommended for full School Board approval with technical and conforming changes. Seconded by Ms. Sheridan. Motion passed: 2-0-0-1 with Ms. Turgeon absent for the vote.

This went forward to the School Board as an Information Item on March 12, 2019, and was placed on the Consent Agenda with consent of the Board.

Staff Reference: Mike Martin, Ed.D.
Staff Telephone: 571-252-1290

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
CLEAN LCPS revision Feb 25 to 2019-2022 FINAL HCA Lease.pdf (175 KB)
CLEAN - LCPS draft Feb 25 of HCA draft of Dec. 3 2018 vs. HCA draft of Feb 15 2019.3.12.19.pdf (449 KB)

5.08 Finance and Facilities Committee: IFB #I19215, Athletic Equipment for New High School and Ongoing Needs

Recommended Action:

That the Loudoun County School Board award IFB #I19215, Athletic Equipment for New High School and Ongoing Needs, in accordance with the attached staff recommendation, from date of award to January 31, 2020.

SUMMARY:

In order to provide athletic equipment for the new school (Independence High School) and the ongoing needs of the school system, the Procurement Office solicited bids from over 160 vendors. Twenty-four vendors responded. One deemed non-responsive. Staff is recommending award to the vendor who submitted the low bid on the specified item or an acceptable substitute. No bids were received on items #46, 58, 82, 84, 97, 121, 153, 171, 175, and 203. Items #99, 129-130, 196, 201, 215, 217, 234, 239-240, and 243 were not awarded. Items #85-86, 94-95, 143-144, and 181-182 were awarded by grouping.

The budget for this award will come from the new school's Capital Improvement Project funds. Purchases for ongoing needs will come from the Athletic Department's Appropriated Budget. The estimated cost for the new high school is $231,384.79.

This recommendation will be considered by the Finance and Facilities Committee prior to the Board Meeting.

Staff Reference: Dr. Ashley Ellis
Telephone: 571-252-1300

Staff Reference: Derek Farrey
Telephone: 571-252-1451

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

File Attachments
IFB I19215 Athletic Equip for New HS and OGN -BID AWARD_BOARD.pdf (418 KB)

5.09 Finance and Facilities Committee: RFP #R18169, Geotechnical and Construction Testing Services, Renewal 1

Recommended Action:

That the Loudoun County School Board renew RFP #R18169, Geotechnical and Construction Testing Services contract through March 31, 2020 with GeoConcepts Engineering of Ashburn, VA; ECS Mid-Atlantic of Chantilly, VA; DIW-Specialized Engineering of Frederick, MD; DMY Engineering Consultants of Dulles, VA; and WDP & Associate Consulting Engineers of Manassas, VA.

SUMMARY:

In November 2017, the Procurement Office issued a Request for Proposal for qualified firms to perform site geotechnical and construction testing services for new school construction projects as well as renovations, miscellaneous projects and site investigations. The RFP allowed for multiple awards with

the option to renew for four additional one-year terms. The current contract term expires March 31, 2019.

Staff and the five firms have agreed to renew this contract with the same terms and conditions, including rates, with the exception of GeoConcepts Engineering, Inc. and DIW-Specialized Engineering, who were granted a 0.98% rate increase, through March 31, 2020. Projects are distributed among these firms in accordance with procedures described in RFP #R18169. This is the first of four renewal options for this contract.

This award will be considered by the Finance and Facilities Committee prior to the Board meeting.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Staff Reference: Gary Van Alstyne
Telephone: 571-252-1161

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

Motion to Approve the Consent Agenda by Ms. Sheridan
Seconded by Mr. Marshall

Motion Passes 9-0

6. Superintendent's Report
7. Student School Board Representatives' Comments

7.01 Student School Board Representatives

Student School Board Representatives
2018-2019

Meeting Dates	Student Name	School	Election District
September 11 & 25, 2018	Noelle Foster	Stone Bridge High School	Ashburn
October 9 & 23, 2018	Patricia Grace Asher Freese	Rock Ridge High School Loudoun County High School	Dulles Leesburg
November 13 & 27, 2018	Alexandra Batchvarova Noah Burke	Potomac Falls High School Freedom High School	Algonkian Dulles
November 27 & December 11, 2018	Carolin Fabian	Heritage High School	Catoctin
January 8 & 22, 2019	Helene Nguyen Joshua Baird	Park View High School Loudoun Valley High School	Sterling Blue Ridge
February 12 & 26, 2019	Skye Meyer Madison Ferris	Riverside High School Dominion High School	Ashburn Sterling
March 12 & 26, 2019	Brian Schultz	Briar Woods High School	Blue Ridge
April 9 & 23, 2019	Grace Kostal Spencer Anderson	Woodgrove High School Tuscarora High School	Blue Ridge Catoctin
May 14 & 28, 2019	Hodan Mohamed	Broad Run High School	Broad Run

	Sohan Daniel	John Champe High School	Blue Ridge

8. Action Items
8.01 Pupil Services: Autism Awareness Month

Recommended Action:

That the Loudoun County School Board adopts the proclamation recognizing April 2019 as Autism Awareness Month.

SUMMARY:

The attached proclamation supports the Autism Society's efforts in promoting autism awareness, inclusion and self-determination for all, and assuring that each person with autism spectrum disorder (ASD) is provided the opportunity to achieve the highest possible quality of life. The proclamation provides information about children who have been identified with ASD. The number of students with ASD continues to increase in the United States and the number of students with ASD in Virginia mirrors the national statistics. Currently, there are 1,566 (16.7%) students with disabilities in Loudoun County Public Schools who have been identified with ASD as their primary disability.

Staff Reference: Dr. Asia R. Jones
Telephone: 571-252-1022

Motion by Ms. Sheridan that the Loudoun County School Board adopts the proclamation recognizing April 2019 as Autism Awareness Month.
Seconded by Ms. Huck

Motion Passes unanimously.

File Attachments
2019 Autism Awareness Month Proclamation.pdf (36 KB)

8.02 Finance and Facilities Committee: Request to Name the Loudoun County High School Naval Junior Reserve Officers Training Corps (NJROTC) Program Facility

Recommended Action:

That the Loudoun County School Board, in recognition of the ultimate sacrifice made by Captain James Adamouski, name the Loudoun County High School Naval Junior Reserve Officers Training Corps program facility the 'Captain James F. Adamouski, U.S. Army, Annex' for a period of ten (10) years.

SUMMARY:

In November 2018, the Finance and Facilities Committee discussed the naming of the Loudoun County NJROTC facility and scheduled a tour of the NJROTC facility to meet with students enrolled in the program.

On February 26, 2019, Captain Johns and a NJROTC cadet attended the Finance and Facilities Committee meeting; the student cadet spoke on behalf of his fellow cadets in support of naming the NJROTC annex in honor of Captain Adamouski.

The Committee voted (2-0-1, Mrs. Rose absent) on February 26, 2019, in favor of recommending the NJROTC program facility be named in honor of Captain Adamouski.

LCPS staff is in support of the Committee's recommendation and developed the provided resolution. In accordance with recent actions of the School Board, the facility name will be for a period of ten (10) years. The resolution has been reviewed by School Board Counsel.

The name recommendation for the NJROTC program facility was discussed at the March 12, 2019, School Board meeting.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Motion by Mr. Morse that the Loudoun County School Board, in recognition of the ultimate sacrifice made by Captain James Adamouski, name the Loudoun County High School Naval Junior Reserve Officers Training Corps program facility the 'Captain James F. Adamouski, U.S. Army, Annex' for a period of ten (10) years.
Seconded by Mr. Marshall

Motion Passes unanimously.

File Attachments
Policy_6510.pdf (36 KB)
BoardDocs-FFCmteMtg-Request_to_Name_LCHS_NJROTC_Program_Facility_11272018.pdf (88 KB)
MARCH_26_2019_RESOLUTION-NJROTC_Annex_Naming.pdf (221 KB)

8.03 Ad Hoc Committee on Equity: Members

Recommended Action:

That the School Board approve the members for the Ad Hoc Committee on Equity.

SUMMARY:

At the School Board's business meeting Tuesday, February 26, a draft Charter for formation of an Ad Hoc Committee on Equity was presented to the Board as information for feedback. Normally, the Board will discuss an information item, express ideas about potential edits, and ask that the item return later for action. However, on the 26th, the School Board heard members of the community ask that there be no delay and that the resolution be voted on that same night. The Board voted to suspend the rules and move the information item to action and hold a vote. The motion passed unanimously.

During discussion at the meeting, Mr. Morse suggested that a member of the Hindu community be added to the resolution. It was also suggested that the Hunt District PTA be added to the resolution as a group that can nominate a member of the Committee. These members have been added to the Charter at School Board direction.

In the days following the meeting, multiple community members suggested that the NAACP be added as a group that can nominate a member of the Committee. It was also suggested that a member of the Latinx community be added to the list of members. Dr. Williams asked that staff work with the Board Chair

and Vice Chair on developing an item for the Board to consider that would add the NAACP as a nominating group and add a seat specifically for a Latinx member of the community.

The School Board voted to approve the addition of the suggested two new members of the Committee, and staff made the changes to the Charter. The revised Charter Final Draft is attached.

Staff worked with Committee Chair Sheridan to collect names using methods described in the Committee Charter and brought a Partial List forward to the School Board for consideration at its meeting on March 12, 2019. At the March 12 meeting, School Board members expressed interest in receiving further information to discern whether the nominations reflect geographic diversity as set forth in the Charter. This evening, staff bring forward a complete roster of nominations including information reflecting the geographic diversity of the Committee. The Complete List is attached.

The first two meetings of the Ad Hoc Committee on Equity have been scheduled for April 4 and April 11 at 5:30 at the LCPS Administration Building.

Staff Reference: Dr. Michael Richards
Telephone: (571) 252-1030

Motion by Ms. Sheridan that the School Board approve the members for the Ad Hoc Committee on Equity.
Seconded by Ms. Huck

Motion Passes unanimously.

File Attachments
Charter Final Draft.pdf (87 KB)
Complete List of Ad Hoc Committee on Equity Members.pdf (16 KB)
Complete List of Ad Hoc Committee on Equity Members.pdf (68 KB)

8.04 HRTD Committee: Revision of Policy 7010, Personnel Policies Purpose

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 7010, Personnel Policies Purpose
OR
That the Loudoun County School Board delete Policy 7010, Personnel Policies Purpose.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7010, Personnel Policies Purpose.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board. This policy went forward as an Information Item at the March 12, 2019 meeting of the School Board.

Following School Board discussion, staff reviewed requirements as requested. The policy is not required and was based on a model VSBA policy. There are no staff concerns with deleting the policy if desired.

It is recommended that action be taken to approve or delete Policy 7010.

If deletion is desired, a sample motion follows:

I move to delete Policy 7010, Personnel Policies Purpose.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

Motion by Ms. Huck that the Loudoun County School Board approve and accept revised Policy 7010, Personnel Policies Purpose or that the Loudoun County School Board delete Policy 7010, Personnel Policies Purpose.
Seconded by Mr. Morse

Substitute Motion by Mr. Hornberger that the Loudoun County School Board delete Policy 7010, Personnel Policies Purpose.
Seconded by Ms. Huck

Motion Passes unanimously.

File Attachments
Policy 7010, Personnel Policy Purpose.pdf (49 KB)

8.05 HRTD Committee: Revision of Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers

Recommended Action:

That the Loudoun County School Board approve and accept the revised Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board. This policy went forward as an information item at the March 12, 2019 meeting of the School Board.

Following School Board discussion, the word "Virginia" was added to Line 4 to precede Board of Education. A regulation is planned with links to associated forms and descriptions of their uses.

The policy is proposed for action.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

Motion by Ms. Huck that the Loudoun County School Board approve and accept the revised Policy 7322, Physical Examinations and DMV Records Required of Bus Drivers.
Seconded by Ms. Croll

Motion Passes unanimously.

File Attachments
POLICY 7322 - PHYSICAL EXAMS AND DMV RECORDS.. .pdf (124 KB)

8.06 HRTD Committee: Revision of Policy 7170, Staff Lactation Health

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 7170, Staff Lactation Health.

SUMMARY:

The Human Resources and Talent Development Committee of the School Board met on Tuesday, February 19, 2019 to review and discuss the revision of Policy 7170, Staff Lactation Support.

The Committee reviewed and voted 2-0-1 to send the recommended policy forward to the Loudoun County School Board. This policy went forward as an information item at the March 12, 2019 meeting of the School Board.

The policy is proposed for action.

Ms. Maloney has provided a document (attached) that reflects edits to the staff recommended draft policy.

Staff Reference: Dr. Kimberly L. Hough
Telephone: (571) 252-1317

Motion by Ms. Huck that the Loudoun County School Board approve and accept revised Policy 7170, Staff Lactation Health.
Seconded by Mr. Hornberger

Substitute Motion by Mr. Marshall that this item is referred back to committee for further clarification.
Seconded by Ms. Maloney

Motion Fails 4-5 with Mr. Hornberger, Ms. Huck, Mr. Morse, Ms. Rose, and Ms. Turgeon opposed.

Substitute Motion by Ms. Maloney to read as follows:
STAFF LACTATION SUPPORT
The Loudoun County School Board recognizes the immediate and long-term health advantages of breastfeeding for infants and mothers and shall provide a supportive work environment for any lactating employee who desires to express breastmilk. A. General Requirements Loudoun County Public Schools site administrators (such as a principal, director or building administrator) shall designate a non-restroom space in each LCPS work location as an area in which any lactating employee of the Loudoun County School Board may take breaks of reasonable length during the work day to express breastmilk. The area must be shielded from public view; be safe, clean, and free of toxic or hazardous materials; and have

access to electricity. If employees prefer, they may also express breastmilk in their own private offices, or in other private locations, agreed upon in consultation with the employee's supervisor. B. Additional Lactation Space Requirements For all LCPS work locations, whenever possible, the designated lactation space will: 1. Have access to a sink with running water. 2. Have an LCPS-provided refrigerator. Breast milk should not be stored in a multi-use refrigerator to avoid contamination. 3. Contain a place to sit and a surface to place a breast pump and personal items. 4. Potentially be a multi-purpose room; however, use of the room for lactation takes priority over other uses. 5. Have a door that can be locked from the inside. 6. Have a sign that says "occupied" or otherwise warns passers-by that the room is in use. For all newly constructed LCPS facilities, the designated lactation space shall fulfill these additional requirements.

Fails for lack of Second.

Substitute Motion by Ms. Maloney that the following be added after the last sentence: The area must be shielded from public view, be safe, clean, free of hazardous and toxic materials, and have access to electricity.
Seconded by Ms. Croll

Motion Passes unanimously.

Substitute Motion by Ms. Maloney to change where is says "Any mother who is employed by the Loudoun County School Board", to say, "Any lactating employee of the Loudoun County School Board."
Seconded by Ms. Croll

Motion Fails 4-5 with Ms. Huck, Mr. Morse, Ms. Rose, Ms. Sheridan, and Ms. Turgeon opposed.

Mr. Hornberger requested to Call the Question.

Vote on Base Motion as Amended:

Motion Passes unanimously.

File Attachments
Policy 7170, Staff Lactation Support.pdf (88 KB)
Ms. Maloney's Edits - Policy 7170 - Staff Lactation.pdf (36 KB)

8.07 Student Support and Services Committee: Revision of Policy 8450, Student Lactation Support

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 8450, Student Lactation Support.

SUMMARY:

The Student Support and Services Committee of the School Board met on Thursday, February 28, 2019 to review and discuss the revision of Policy 8450, Student Lactation Support (attached).

The Committee reviewed and voted 2-0-1 to send the recommended policy to the Loudoun County School Board.

This went forward to the School Board as an Information Item on March 12, 2019. The School Board reached consensus to place Policy 8450, as amended, as an Action Item for the March 26, 2019 School Board meeting.

Ms. Maloney has provided a document (attached) that reflects edits to the staff recommended draft policy.

Staff Reference: Asia R. Jones, Ed.D.
Telephone: 571-252-1022

Motion by Mr. Marshall that the Loudoun County School Board approve and accept revised Policy 8450, Student Lactation Support.
Seconded by Mr. Hornberger

Motion to Amend by Mr. Hornberger to add the Amendments that were added to the previous policy as well.
Seconded by Mr. Morse

Motion Passes unanimously.

File Attachments
Updated Policy 8450 Student Lactation Support.pdf (54 KB)
Ms. Maloney's Edits - Policy 8450 - Student Lactation.pdf (36 KB)

8.08 Student Support and Services Committee: Adoption of New Policy 8420, Student Medication (Former Policy 8-53) and the Deletion of Policy 8-54, Epinephrine Administration

Recommended Action:

That the Loudoun County School Board approve and accept revised Policy 8420, Student Medication (Former Policy 8-53) and delete Policy 8-54, Epinephrine Administration.

SUMMARY:

The Student Support and Services Committee of the School Board met on Thursday, February 28, 2019 to review and discuss the adoption of Policy 8420, Student Medication and the deletion of Policy 8-54, Epinephrine Administration. (attached)

The Committee reviewed and voted 2-0-1 to send the recommended policy forward, as well as recommend the deletion of Policy 8-54 to the Loudoun County School Board.

This went forward as an Information Item at the March 12, 2019 meeting of the School Board.

Staff Reference: Asia R. Jones, Ed.D.
Telephone: 571-252-1022

Motion by Mr. Marshall that the Loudoun County School Board approve and accept revised Policy 8420, Student Medication (Former Policy 8-53) and delete Policy 8-54, Epinephrine Administration.
Seconded by Mr. Morse

Motion Passes unanimously.

File Attachments
8-53 Updated Policy 8420 Student Medication.pdf (172 KB)
Former Policy 8-53.pdf (124 KB)
Deleted Policy 8-54.pdf (168 KB)

9. Information Items

9.01 Support Services: Dulles South Secondary School Attendance Zones, Including the Establishment of an Attendance Zone for Lightridge High School and Willard Middle School

SUMMARY:

Lightridge High School is scheduled to open in fall 2020, with the start of the 2020-2021 academic year. With the opening of Lightridge High School, Willard Intermediate School will transition to Willard Middle School and serve students in grades six, seven, and eight.

The opening of Lightridge High School requires the formation of new secondary school attendance zones for the Dulles South area. The current attendance boundaries for J. Michael Lunsford Middle School, Mercer Middle School, Willard Intermediate School, Freedom High School, and John Champe High School are being reviewed in the process of establishing an attendance zone for Lightridge High School.

The School Board has held a series of public meetings, hearings, and work sessions to facilitate the review and modification of the Dulles South area secondary school attendance zones.

After examining community and student demographics, residential development detail, and suggestions and comments provided by members of the public, several secondary school attendance zone change proposals for the Dulles South area have been reviewed and discussed by the School Board. The proposals have been posted on the Loudoun County Public Schools website, on the 'Planning Services' page.

At present, there is one (1) plan under active consideration by the School Board:

Plan 6 – March 11, 2019

The plan, with supporting rationale, is also posted on the Loudoun County Public Schools website, on the 'Planning/School Attendance Zones – Attendance Zones Under Review' page.

A final public hearing on the Dulles South area secondary school attendance zones is scheduled for Tuesday, April 2, 2019. The meeting will be held at the Loudoun County Public School Administration Building (21000 Education Court, Ashburn) and begin at 6:30 p.m.

The School Board is currently scheduled to adopt secondary school attendance zone changes for the Dulles South area, including the establishment of an attendance zone for Lightridge High School and Willard Middle School, on Tuesday, April 9, 2019.

At the April 9, 2019, School Board meeting, the Board will entertain motions for adoption and/or modification to a plan under active consideration by the School Board. Any effort to bring another plan before the Board will require a suspension of the rules and the requisite two-thirds vote of the School Board members present to do so; however, motions to amend a plan may be entertained when the issue is taken up as an Action Item on April 9, 2019, and can be adopted with a simple majority vote.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Staff Reference: Beverly I. Tate
Telephone: 571-252-1050

File Attachments
Dulles_South_Plan_6_w_Rationale.pdf (941 KB)

9.02 Business and Financial Services: FY20 Operating Budget Reconciliation Calendar

SUMMARY:

An overview will be provided regarding the County appropriation to LCPS based on the straw vote conducted by the Board of Supervisors on March 18, 2019. This overview will include the amount that would need to be reduced from the School Board Adopted FY20 Operating Budget, based on the straw vote, in order to reconcile expenditures with revenue.

Discussion will occur regarding the process and timeline for reconciliation, if needed, including the opportunity for public input prior to adoption of the revised budget.

Staff is providing the following timeline based on consultation with the Board Chair and Vice-Chair.

Tuesday, April 9, 2019 6:30 p.m.	Regular School Board meeting	Presentation by staff of a reconciliation framework with recommended adjustments for School Board consideration; discussion by School Board.
Tuesday, April 23, 2019 6:30 p.m.	Regular School Board meeting, including public comment	Adoption of Revised Budget

Staff Reference: Sharon Willoughby
Telephone: 571-252-1400

10. Committees
10.01 Committee Reports

LOUDOUN COUNTY SCHOOL BOARD
2019 COMMITTEES & LIAISON APPOINTMENTS

STANDING COMMITTEES	School Board Members	Staff Contact
CHARTER SCHOOL COMMITTEE	Joy Maloney (Chair) Brenda Sheridan Jill Turgeon	Dr. Martin (primary) Ms. Finn (secondary)
COMMUNICATIONS AND OUTREACH COMMITTEE	Chris Croll (Chair) Beth Huck Joy Maloney	Dr. Richards (Primary) Mr. Byard (Secondary)
CURRICULUM & INSTRUCTION COMMITTEE	Eric Hornberger (Chair) Chris Croll Jill Turgeon	Dr. Ellis (primary) Mr. Scheivert (secondary)
DISCIPLINE COMMITTEE	Debbie Rose (Chair) Tom Marshall Brenda Sheridan	Dr. Patterson
FINANCE & FACILITIES COMMITTEE	Jeff Morse (Chair)	Ms. Willoughby (primary)

	Debbie Rose Brenda Sheridan	Mr. Lewis (secondary)
HUMAN RESOURCES AND TALENT DEVELOPMENT COMMITTEE	Beth Huck (Chair) Chris Croll Jeff Morse	Dr. Hough
JOINT COMMITTEE WITH THE BOARD OF SUPERVISORS	Jill Turgeon (Chair) Tom Marshall Jeff Morse	Dr. Richards
LEGISLATIVE & POLICY COMMITTEE	Brenda Sheridan (Chair) Eric Hornberger Beth Huck	Dr. Richards
STUDENT SUPPORT & SERVICES COMMITTEE	Tom Marshall (Chair) Joy Maloney Debbie Rose	Dr. Jones (primary) Mr. Lewis (secondary)
SELECT COMMITTEES	School Board Members	Staff Contact
AD HOC COMMITTEE ON THE ACADEMIES OF LOUDOUN	Eric Hornberger (Chair) Tom Marshall Jeff Morse	Dr. Ellis
AD HOC COMMITTEE ON EQUITY	Brenda Sheridan (Chair) Chris Croll Beth Huck	Ms. L. Spurlock
AD HOC COMMITTEE ON SPECIAL EDUCATION	Beth Huck (Chair) Chris Croll Debbie Rose	Dr. Jimenez
LIAISONS TO OTHER ORGANIZATIONS & COMMITTEES	School Board Members	Staff Contact
CAREER & TECHNICAL EDUCATION FOUNDATION	Tom Marshall	Dr. Smith (primary) Ms. Gonzalez-Sales (secondary)
GIFTED ADVISORY COMMITTEE	Eric Hornberger Brenda Sheridan (alt)	Ms. King (primary) Dr. Ellis (secondary)
HEAD START POLICY COUNCIL	Beth Huck	Dr. Martin
LOUDOUN EDUCATION FOUNDATION	Jeff Morse	Dr. Williams (primary) Dr. Richards (secondary)
MINORITY STUDENT ACHIEVEMENT ADVISORY COMMITTEE (MSAAC)	Brenda Sheridan Joy Maloney (alt.)	Mr. Dallas (primary) Dr. Ellis (secondary) Dr. Tyler (secondary)
SCHOOL BUSINESS PARTNERSHIP EXECUTIVE COUNCIL	Chris Croll Jill Turgeon (alt.)	Mr. Slevin (primary) Ms. Miller (secondary)
SPECIAL EDUCATION ADVISORY COMMITTEE (SEAC)	Chris Croll Debbie Rose (alt.)	Dr. Jimenez
TECHNOLOGY STEERING COMMITTEE	Joy Maloney	Mr. Scheivert (primary) Dr. Ellis(secondary)
VIRGINIA SCHOOL BOARDS ASSOCIATION (VSBA)	Brenda Sheridan Beth Huck (alt.)	Dr. Richards
WASHINGTON AREA BOARDS OF EDUCATION (WABE)	Jeff Morse Brenda Sheridan (alt.)	Dr. Richards

11. New Business - None.
12. Adjournment - 9:45 p.m.

_____
Chairman

_____
Clerk

ATTACHMENT F

DRAFT Charter for Ad Hoc Committee on Equity

Summary:
At the February 12, 2019 School Board Meeting, the Board discussed the creation of an ad hoc committee to research current LCPS practices and policies related to equity across the Division. The Committee would report back to the board any recommendations for enhancing equity. A draft motion is provided for discussion.

Recommendation:
That the Loudoun County School Board does hereby create an Equity Ad Hoc Committee to review appropriate policies and practices associated with enhancing equity across the Division.

Members of the School Board and staff of Loudoun County Public Schools (LCPS) have received significant feedback voiced by members of and advocates for marginalized groups and groups historically disenfranchised. To ensure we are meeting the needs of all members of the community, it is essential to undertake an in-depth review of current policies and practices. The Ad Hoc Committee will review feedback, and take a forward-looking approach.

The Ad Hoc Committee will report its findings to the full Board. Staff members will consider all the recommendations regarding policies and practices and update relevant School Board committees as well as the full School Board regarding its plans pertaining to implementation of the recommendations to policies and practices.

The Ad Hoc Committee shall be comprised of 21 voting members, including:

- Three School Board members;
- A Head Start or STEP Parent;
- Six members from school and non-school based staff;
- Three parents selected for their experience and/or education;
- One member from the Gifted Education Advisory Committee (GEAC);
- Four members identified by the Minority Student Achievement Advisory Committee (MSAAC);
- One member from the Special Education Advisory Committee (SEAC);
- One member from the All Dulles Area Muslim Society (ADAMS);
- One member from the Jewish Community Relations Council of Greater Washington (JCRC).
- One member of nominated by the Loudoun NAACP;
- One member of the Latinx community, nominated by a member of that community.

The three School Board members will be selected by the School Board Chair, who will also name one of them as the Ad Hoc Committee's chair.

Six members of school and non-school based staff will be selected by the Division Superintendent or his designee.

Each School Board member on the committee will nominate one parent from the community.

The Chair of MSAAC shall nominate their committee members. The SEAC Chair and GEAC Chair will nominate their respective members.

The Adams Center and JCRC will nominate their respective members.

F

DRAFT Charter for Ad Hoc Committee on Equity

All nominated positions will be approved by the School Board. In addition to stakeholder representation, it is important that the committee reflect representation from the various geographical areas and be representative of the diversity of Loudoun County to ensure broad participation and multiple perspectives.

The committee shall avail itself of all resources, including recognized experts in the area of equity in education. The Committee will employ an outside facilitator to run meetings.

An equity audit by external experts, currently planned by LCPS, will inform the focus and scope of the Ad Hoc Committee's work.

The Ad Hoc Committee requires a majority of members present to achieve quorum. The Committee will also require a staff liaison, appointed by the Superintendent. All proceedings and documents will be subject to the Virginia Freedom of Information Act. The Committee will deliver its recommendations to the School Board no later than November 2019 unless the term of this committee charter is extended by the School Board.

Proposed Draft Calendar of Events:

- March-June 2019: Conduct equity audit
- April 4, 2019, 5:30 PM: Tentative date for first meeting of the Committee. The Committee tentatively scheduled to meet the first Thursday of each month at 5:30 PM
- June 2019: the Committee receives report from equity audit
- June – November 2019: the Committee meets regularly, updating committees and School Board as needed
- November 2019: the Committee presents recommendations and action steps to School Board

ATTACHMENT G

September 24, 2019
4th Tuesday School Board Meeting
6:30 p.m.
Loudoun County Public Schools
21000 Education Court
Ashburn, Virginia 20148
(571) 252-1020

1. Call to Order - 6:30 p.m. Mr. Morse and Ms. Turgeon absent.
2. Pledge of Allegiance
3. Disclosures
3.01 Disclosures

The following school board members read their Disclosures. Ms. Sheridan stated that Mr. Marshall declared that the Disclosure no longer applied to him.

Mr. Hornberger
Ms. Sheridan
Ms. Huck
Ms. Maloney

File Attachments
Disclosures 9-24-19.pdf (126 KB)

4. Student/Staff Recognitions
4.01 Governor's School and Governor's Foreign Language Academy

SUMMARY:

Summer Residential Governor's Schools

Seventy-two Loudoun County Public Schools (LCPS) students were nominated to attend the 2019 Summer Residential Governor's Schools.

Summer Residential Governor's Schools provide gifted high school juniors and seniors with intensive educational experiences in visual and performing arts; humanities; mathematics, science, and technology; or through mentorship in marine science, medicine and health sciences, or engineering.

Each Summer Residential Governor's School focuses on one special area of interest. Students live on a college or university campus for up to four weeks each summer. During this time, students are involved in classroom and laboratory work, field studies, research, individual and group projects and performances and seminars with noted scholars, visiting artists, and other professionals. In the three mentorships, students are selected to work side-by-side with research scientists, physicians, and a variety of other professionals. A director and a student-life staff provide supervision of students 24 hours a day, throughout the program

The Virginia Governor's School Program began in 1973 when Governor Linwood Holton established the first summer residential programs for 400 gifted students from across the commonwealth. From its

beginning, with three summer schools in 1973, the program has expanded to more than 40 sites throughout the commonwealth.

Virginia Governor's Schools provide some of the state's most able students academically and artistically challenging programs beyond those offered in their home schools.

Following are the LCPS students who were invited to Governor's schools with their field of study:

Agriculture
Roshan Baddeliyanage, Dominion High School
Lachezar Balabanski, Riverside High School
Aaryan Dhore, John Champe High School
Madeleine Edwards, Woodgrove High School
Vrushti Joshi, Riverside High School
Grace Maloney, Freedom High School
Riya Pulla, Broad Run High School
Emaan Qillawala, Heritage High School
Krish Rajani, Rock Ridge High School
Maria Salamone, Dominion High School
Ava Sedghian, Broad Run High School
Arushi Shah, John Champe High School
Nathan Shune, Dominion High School
Shreyaa Venkat, Broad Run High School

Humanities
Sahana Arumani, Loudoun Valley High School
Wassim Bouhsane, John Champe High School
Madelaine Dye, Freedom High School
Aaiswarya Gopinadam, John Champe High School
Celeste Nathan, Stone Bridge High School
Karthik Ramu, John Champe High School
Kerti Sadassivam, John Champe High School
Lin Sahu, Freedom High School
Thomas Santoro, Stone Bridge High School
Kushi Sethuram, John Champe High School
Zara Thalji, Freedom High School

Medicine/Health Sciences
Mahi Bhatt, Rock Ridge High School
Atif Islam, Briar Woods High School
Keerthana Pasumarthy, John Champe High School
Arya Satish, John Champe High School

Math, Science and Technology
Sidhardh Burre, Freedom High School
Srinija Chelimilla, Briar Woods High School
Ipsita Das, Rock Ridge High School
Aryan Deorah, Rock Ridge High School
Aayush Dhiman, John Champe High School
Jesse Dill, John Champe High School
Kartikeya Gupta, John Champe High School
Meghana Guttikonda, Rock Ridge High School
Ethan Hackett, Rock Ridge High School
Vinay Jagan, John Champe High School

Aryan Jain, Broad Run High School
Advay Janardhan, Stone Bridge High School
Jayanth Peetla, Rock Ridge High School
Ananth Ramani, Rock Ridge High School
Tarun Ravi Kumar, John Champe High School
John Patrick Sliwinski, Stone Bridge High School
Maxim Titov, Dominion High School
Ayumi Tsuyuki, Dominion High School
Vinay Vangala, Freedom High School
Tanvika Vegiraju, Briar Woods High School
Abhinav Verma, John Champe High School
Claire Wigglesworth, Loudoun County High School
Justin Zhang, Loudoun Valley High School

Visual and Performing Arts
Matthew Cahill, Dominion High School
Katiana Casler, Stone Bridge High School
Hakon Grant, Freedom High School
Samantha Hilario, Briar Woods High School
Hannah Hill, Loudoun Valley High School
Florence Hin, John Champe High School
Hyeyun Jeong, Stone Bridge High School
Evan Kagarise, Loudoun Valley High School
Brynn Lackey, Loudoun Valley High School
Kahley Mitchell, Freedom High School
Victoria Ok, Broad Run High School
Georgia Orfanides, Woodgrove High School
John Osborne, Briar Woods High School
Layne Parks, Dominion High School
Morgan Ponte, Tuscarora High School
Rishi Ravula, Rock Ridge High School
Maxwell Regan, Potomac Falls High School
Mahaniya Srinivasan, Briar Woods High School
Hana Wang, Potomac Falls High School
Kelly Zhou, Briar Woods High School

Governor's Foreign Language Academies

Fifty-two Loudoun County Public Schools (LCPS) students were invited to the 2019 Governor's Foreign Language Academies in Latin, German, French, Spanish and Japanese.

Since 1987, the Virginia Department of Education (VDOE) has sponsored Governor's Foreign Language Academies, summer residential programs for Virginia's most motivated and talented foreign language students. The 2019 Governor's Summer Residential Foreign Language Academies included full-immersion academies in French, German, and Spanish; a partial-immersion Japanese Academy; and a Latin Academy.

The LCPS students invited to these academies include:

French
Nasma Al-Humadi, Potomac Falls High School
Kaise Dualeh, Freedom High School
Elise Galletta, Tuscarora High School
Chelsea Imholte, Briar Woods High School

Muskaan Mohal, Riverside High School
Amanda Guzman Romero, Rock Ridge High School
Nawal Siddiqui, Broad Run High School
Molly Stephen, Broad Run High School
Congminh Tran, Potomac Falls High School
Sankeerthna Vedamtam, Briar Woods High School
Sarah Walker, John Champe High School

German
Jasveer Athwal, Tuscarora High School
Kelsea Austin, Riverside High School
Brianna Geminden, Loudoun County High School
Leonardo Torres Gonzalez, Broad Run High School
William Hughes, Woodgrove High School
Lorien Kelso, Loudoun Valley High School
Heather Kim, Potomac Falls High School
Kiran Marques, Loudoun County High School
Reagan Moore, John Champe High School
Jessica Muller, John Champe High School
Hannah Peters, Freedom High School
Daniel Pinney, Stone Bridge High School
Noura Saulath, Potomac Falls High School
Amelia Sheppard, Tuscarora High School
Noelle Treadwell, Stone Bridge High School

Japanese
Srushti Chiney, Rock Ridge High School
Justus Denizard, John Champe High School
Terjani Desai, Rock Ridge High School
Kaylie Halsey, John Champe High School
Ava Kalina, Loudoun Valley High School

Latin
Nalin Aggarwal, Freedom High School
Megan Beach, Woodgrove High School
Hannah Hurt, Woodgrove High School
Ayush Karmacharya, Freedom High School
Maxfield Kouzel, Broad Run High School
Christine Mayo, Loudoun County High School
Janika Perezous, Potomac Falls High School
Shriya Srinivas, Briar Woods High School
Ronan Stone, Rock Ridge High School
Venkata Yellapragada, Briar Woods High School

Spanish
Zara Ashford, Loudoun County High School
Sala Ba, Rock Ridge High School
Ryan Beaver, Riverside High School
Connor Boran, Riverside High School
Megan Czaban, Woodgrove High School
Katherine Farthing, Potomac Falls High School
Cher Jiang, Freedom High School
Mojda Al-Majid, Tuscarora High School
Jack Rhodes, Loudoun Valley High School

Malvika Shrimali, Briar Woods High School
Alexia Wells, Loudoun County High School

Staff Reference: Dr. Ashley Ellis
Telephone: 571-252-1300

Staff Reference: Susan Helsley
Telephone: 571-252-1440

Staff Reference: Suzette Wyhs
Telephone: 571-252-1410

4.02 Department of Instruction: Deeper Learning Expo, What? Why? How? And Show Me! Four Points to Transforming High School Culture at Park View High School

Summary:

Park View High School will share their journey to becoming a Model School in 2019, a school that experiences rapid growth in student achievement, changes culture toward high achievement for ALL students, and is beating the odds despite challenges. Their path toward Loudoun County Public Schools' (LCPS') Profile of A Graduate in developing knowledgeable students who think critically, create, communicate, collaborate, and make meaningful contributions to the world may look different than some of our other high schools, yet this school stops at nothing to ensure it is meeting all students' needs for them to become successful contributors to the world.

Staff Reference: Neil Slevin
Staff Telephone: 571-252-1320

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
Model Schools Presentation for School Board_PVH.pptx.pdf (2,122 KB)

5. Public Comment
5.01 Procedures for Public Comment

Delegations

Sign-Up. Contact the Superintendent's Office at 571-252-1020 or via email at clerk@lcps.org prior to 5:00 p.m. the day of the School Board meeting. You will be asked to provide your name, address and telephone number, subject matter, and organization represented, if applicable. The Public Information Officer or designee will accept walk-in registrations in the media box at the back of the Board room up to five (5) minutes prior to the posted start time of the Board meeting.

Distribution of Materials to School Board Members. Copies of materials for Board members should be given to the Public Information Officer or designee in the media box at the back of the Board room prior to the start of the meeting for distribution to Board members. Please provide 12 copies of materials. Under no circumstances will a speaker approach the dais.

Time Allotment. Speakers must limit comments to the time allotted by the Chair and announced prior to the public comment period. The Chair determines the time based on the number of speakers and the agenda, but not to exceed five (5) minutes.

Assistance. Those who need translation/interpretation assistance or a reasonable accommodation for any type of disability in order to be able to participate meaningfully in School Board meetings or public hearings should contact the Superintendent's Office at least three days prior to the meeting. The speaking time will be doubled for speakers requiring translation/interpretation assistance when requested.

Other Communications to School Board Members. The School Board also is open to receiving comments outside of school board meetings as an alternative means of public participation. To e-mail all members of the School Board, please use lcsb@lcps.org.

Please see Policy 2520 for full details.

Speakers were allowed two minutes to speak.

Katrecia Nolen
Natassia Grover
Ram Venkatachalam
Brian Davison
Bob Ohneiser
Janice Runge
Angela Wade
Judy McDonough
Ian Serotkin
Richie Parsons
Susannah Lee
Phillip Thompson
Ella Guzulaitis
Shannon Gordon
Katie Staub
Andrea Weiskopf

6. Approval of Consent Agenda
6.01 Minutes of the August 13, 2019, Regular School Board Meeting

Recommended Action:

That the Loudoun County School Board adopt the Minutes of the August 13, 2019, Regular School Board Meeting.

View Minutes for Aug 13, 2019 - 2nd Tuesday School Board Meeting 6:30 p.m.

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board adopt the Minutes of the August 13, 2019, Regular School Board Meeting.

File Attachments
Regular School Board Meeting August 13, 2019.pdf (370 KB)

6.02 Minutes of the September 10, 2019, Regular School Board Meeting

Recommended Action:

That the Loudoun County School Board approve the Minutes of the September 10, 2019, Regular School Board Meeting.

View Minutes for Sep 10, 2019 - 2nd Tuesday School Board Meeting 4:00 p.m. & 6:30

SUMMARY:

Minutes are considered draft until adopted by the School Board.

RECOMMENDATION:

That the Loudoun County School Board approve the Minutes of the September 10, 2019, Regular School Board Meeting.

File Attachments
Regular School Board Meeting September 10, 2019.pdf (333 KB)

6.03 Licensed Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Licensed Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Licensed Personnel Employed for the 2019-2020 school year.
II. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Lucia Villa Sebastian
Telephone: (571) 252-1317

File Attachments
Licensed Board List 9.24.19.pdf (74 KB)
Licensed Addendum 9.24.19.pdf (127 KB)

6.04 Classified Personnel Action

Recommended Action:

That the Loudoun County School Board approve and accept the Superintendent's recommendations concerning Classified Personnel.

SUMMARY:

The Department of Human Resources and Talent Development is submitting a personnel list for action by the School Board. The list is as follows:

I. Actions concerning Classified Personnel Employed for the 2018-2019 school year.
II. Actions concerning Classified Personnel Employed for the 2019-2020 school year.
III. If necessary, additional personnel actions will be included as an addendum to this item on the date of the School Board Meeting.

Staff Reference: Dr. Lucia Villa Sebastian
Telephone: (571) 252-1317

File Attachments
Classified Board List 9.24.19.pdf (107 KB)
Classified Addendum 9.24.19.pdf (112 KB)

6.05 Finance and Facilities Committee: Authorization for Chair to Sign Site Land Development Approvals for ES-23, ES-29, The North Star School, Lucketts Waste Water Treatment Plant, Catoctin ES Renovation, Hutchison ES Renovation, and the Douglass School Renovation

Recommended Action:

That the Loudoun County School Board authorizes the Chairman to sign all site land development documents required to be executed by the School Board for the delivery of for ES-23, ES-29, The North Star School, Lucketts Waste Water Treatment Plant, Catoctin ES 3 Classroom Addition, Hutchison ES 3 Classroom Addition, and the Douglass School Renovation sites when such documents have been approved as to form by Division Counsel.

SUMMARY:

The Loudoun County School Board's Capital Improvement Plan (CIP) includes seven (7) major construction projects that will commence construction in the next two years. There will be numerous land development applications and documents that will be required for the delivery of these sites, some of which may require execution by the Loudoun County School Board. In order to facilitate the timely delivery of these sites to keep these projects on their schedules, it is recommended that the School Board authorizes the Chairman to sign the necessary documents after such documents have been approved as to form by Division Counsel.

There is precedent for this, as similar requests were made and granted by the School Board for Academies of Loudoun, Madison's Trust Elementary School, Brambleton Middle School, Independence High School, and Lightridge High School when facing similar schedules.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

Staff Reference: Gary Van Alstyne
Telephone: 571-252-1161

6.06 Finance and Facilities Committee: Contract Award for Part 2 Contract for 51 ES & MS Vestibules (Grouping 2)

Recommended Action:

That the Loudoun County School Board approve the award of the Construction Manager at Risk Part 2, Contract for twenty-three (23) more of the 51 Elementary and Middle School Vestibules, Construction Services – Phase 1 to MCN Build, Inc. in the amount of Six Million Seven Hundred Thirteen Thousand Eight Hundred Seventy-nine Dollars ($6,713,879.00) and authorizes the Chairman of the Board to sign the contract documents pertaining to this award upon presentation.

SUMMARY:

At the June 26, 2018, School Board meeting, the School Board authorized staff to utilize the CMaR project delivery method for the School Security Vestibules and Division Security Improvements. In accordance with School Board Policy §6-43 and the Virginia Public Procurement Act, the Division of Construction Services (DCS) solicited qualifications of contractors for CMaR services.

At the February 12, 2019, meeting, the School Board approved the award of the CMaR Pre-Construction services contract to MCN Build, Inc. of Washington, DC.

At the June 11, 2019, meeting, the School Board approved the award of the CMaR Construction Services to MCN Build, Inc. for the renovation of the first 4 schools (Phase 1). All four of these renovations were completed over the Summer of 2019.

MCN has developed detailed pricing for the 23 schools to be renovated from Fall 2019 through Summer 2020 (Phase 2) and are working on schedules and pricing to complete the remaining Phases over the next two years.

In accordance with School Board Policy §6-43 and the Virginia Public Procurement Act, DCS has negotiated an initial Guaranteed Maximum Price (iGMP) for the Part 2 – Construction Phase Services of the security vestibules at 17 Elementary and 6 Middle Schools in the amount of $6,713,879.00. This raises the cumulative Guaranteed Maximum Price of this project to $7,780,023.00.

The Part 2 – Construction Phase Services contract(s) requires the construction management firm to furnish all labor, equipment, and materials to perform all work for the project, and involves awarding trade contracts, full management and oversight of the construction work inclusive of project meetings, request for information (RFIs), shop drawings/submittals, change order management, safety, project closeout, etc. These costs consist of the following:

1. Fixed Construction Phase Fee for home office overhead costs and profit.
2. Quoted not to exceed (NTE) amounts for dedicated staff and a CMaR construction contingency.
3. Cost of the construction work.

The CMaR is reimbursed for these costs based on actual expenditures up to the total NTE amount. Any unused funds in these categories revert back to LCPS at the end of the project.

Approval for the Part 2 components of the contract associated with the remaining schools will be requested of the School Board upon the completion of negotiation of Guaranteed Maximum Price amounts (GMPs) for the work to be completed in one additional grouping or Phase of schools.

Staff Reference: Kevin Lewis
Telephone: 571-252-1385

Staff Reference: Gary VanAlstyne
Telephone: 571-252-1161

6.07 Legislative & Policy Committee: Revision of Policy 2520, Participation by the Public

Recommended Action:

That the Loudoun County School Board revise Policy 2520, Participation by the Public, as recommended by the Legislative & Policy Committee.

SUMMARY:

The Legislative & Policy Committee of the School Board met on Tuesday, September 3, 2019 to review and discuss the revision of Policy 2520, Participation by the Public (attached).

The committee voted unanimously 3-0 to recommend staff proposed language to the full School Board for consideration.

This item was presented as an Information Item at the September 10, 2019 School Board Meeting.

Staff Reference: Dr. Nyah Hamlett
Telephone: (571) 252-1030

File Attachments
Policy 2520.pdf (22 KB)

6.08 Business and Financial Services: Calendar Year 2020 Health Insurance Plan

Recommended Action:

That the Loudoun County School Board approve the following calendar year 2020 health plan premium reductions for both the employee and employer share: a 5% reduction for the POS health plan, a 7.5% reduction for the OAP health plan, and a 10% reduction for the HD health plan. Further, 3 additional health insurance premium holidays be added for FY20 and occur on November 22, 2019, March 27, 2020, and June 5, 2020.

SUMMARY:

The FY20 budget included health insurance premiums that were held flat for calendar 2020 and 3 health insurance premium holidays to occur during fiscal year 2020. Ongoing analysis of the health self-insurance fund supports further adjustment to the health plan.

The health self-insurance fund is projected to have a larger fund balance reserve for FY19 than originally projected. The table below shows the projections shared with the School Board at the January 15, 2019 School Board meeting. The FY19 reserve is $14.3m larger than originally projected based on the best information at the time. Larger claim rebates and the mix of employees on the various health plans contributed to more revenue generated than previously projected.

The table also shows in the last two rows, current projected fund balance percentages if no changes are made and with recommended changes.

PROJECTION DATE	FY19	FY20	FY21	FY22	FY23
January 15, 2019 SB Mtg	40.5%	34.7%	29.0%	-	-
September 2019 No Change	48.7%	50.9%	63.2%	70.3%	72.7%
September 2019 With Change	48.7%	35.4%	19.1%	22.5%	21.8%

To accelerate the spend-down of the excess fund balance reserves, an additional 3 health insurance premium holidays are proposed for FY20. They would occur on November 22, 2019, March 27, 2020, and June 5, 2020. Analysis also supports a premium reduction of 5% for POS health plans, 7.5% for OAP health plans and 10% for HD health plans for calendar year 2020.

In addition to the recommended changes for FY20, a preliminary recommendation for 6 health insurance premium holidays for FY21 is included in the projections. Analysis will continue, and once open enrollment is complete, a final recommendation will be included in the Superintendent's FY21 Proposed Budget.

It should be noted that an incremental premium rate increase is likely within the next 5 years should any of the variables trend differently.

To support open enrollment that begins October 15, 2019, there is little flexibility for any modifications to this proposal for calendar year 2020 health insurance premiums.

Over the years, staff has worked with a consultant to analyze and project the financial activity of the health self-insurance fund. As recently as FY15, the fund was in a negative fund balance status. Since then the School Board has supported staff's recommendations to strengthen the financial status of the health self-insurance fund. Some examples include, modifying the health plan, offering the high deductible plan, adjusting premium rates in response to fund projections, and approving health premium holidays.

Calendar Year	POS Plan	OAP Plan	HD Plan
2020	0% -5% proposed	0% -7.5% proposed	0% -10% proposed
2019*	~~5.8%~~ 0%	~~5.8%~~ 0%	0%
2018	2%	2%	0%
2017	8%	8%	New Plan Offering
2016	9%	9%	NA
2015	10%	10%	NA
2014	10%	10%	NA
2013	10%	10%	NA
2012	10%	10%	NA
2011	8%	8%	NA
2010	10%	10%	NA

*School Board revised rates at September 2018 meeting.

This item was presented as an Information Item at the September 10, 2019, School Board meeting.

Staff Reference: Sharon Willoughby
Telephone: 571-252-1400

Staff Reference: Gabrielle Cotman
Telephone: 571-252-1810

6.09 Finance and Facilities Committee: IFB #I20240, Toner and Ink Cartridges

Recommended Action:

That the Loudoun County School Board award IFB #I20240, Toner and Ink Cartridges, in accordance with the attached staff recommendation effective October 1, 2019, through September 30, 2020.

SUMMARY:

In order to provide toner cartridges for the school system, Procurement Services solicited bids, and 13 vendors responded.

Staff is recommending award to the vendor who submitted the low bid on the specified item or group of like items. The following were awarded by grouping like items: #5-13; 14-22; 24-26; 45-49; 57, 59, 61 and 63; 151, 153 and 154; 155-157; and 167-169.

The primary budget for these items is included in the schools' instructional allotments. This recommendation will be considered by the Finance and Facilities Committee at its meeting prior to the Board Meeting.

Staff Reference: Vince Scheivert
Telephone: 571-252-2135

Staff Reference: Justin Donovan
Telephone: 571-252-2137

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

File Attachments
IFB I20240 Toner and Ink Cartridges_BID AWARD.pdf (175 KB)

6.10 Finance and Facilities Committee: RFP #R18161, Printing, Graphic Design, Mailing and Related Services, Renewal

Recommended Action:

That the Loudoun County School Board renew RFP #R18161, Printing, Graphic Design, Mailing and Related Services contract from October 1, 2019, through September 30, 2020, with Beth Singer Design; ColorNet Printing; Copy General; Custom Graphics; HBP; McDonald and Eudy; and Reingold, Inc.

SUMMARY:

On August 10, 2017, the Procurement Office issued a Request for Proposal for qualified firms to perform Printing, Graphic, Design, Mailing and Related Services, for various Loudoun County Public Schools

(LCPS) departments. The RFP allowed for multiple awards with the option to renew for four additional one-year terms. The current contract term expires September 30, 2019.

Staff and seven firms have agreed to renew the contract: Beth Singer Design of Arlington VA; ColorNet Printing of Sterling, VA; Copy General of Sterling, VA; Custom Graphics of Purcellville, VA; HBP of Falls Church, VA; McDonald and Eudy of Temple Hills, MD; and Reingold, Inc of Alexandria, VA, with the same terms and conditions, including rates. Branner Printing declined the request to renew. This is the second renewal option for this contract.

This recommendation will be considered by the Finance and Facilities Committee at its meeting prior to the Board meeting.
Staff Reference: Sharon Willoughby
Telephone: 571-242-1400

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

6.11 Finance and Facilities Committee: RFP #R15087, Instructional Supplies and Related Products and Services, Renewal

Recommended Action:

That the Loudoun County School Board renew the award of RFP #R15087, Instructional Supplies and Related Products and Services, with School Specialty, Incorporated, through December 31, 2019.

SUMMARY:

On April 28, 2015, the School Board awarded RFP #R15087, Instructional Supplies and Related Products and Services, to School Specialty, Inc., of Greenville, Wisconsin, for the period from July 1, 2015, through September 30, 2016. This contract has a provision for renewal for a year at a time, not to exceed a total of five years, upon the mutual agreement of Loudoun County Public Schools (LCPS) and the contractor. The current contract expires on September 30, 2019.

Staff and School Specialty have agreed to extend this contract through December 31, 2019, with the same terms and conditions, including a 35% catalog discount across their several catalog brands, as well as additional discounts off LCPS's most frequently ordered items. Most of the funds for instructional supplies are included in the schools' instructional allotments. This is the fourth renewal option for this contract.

This recommendation will be considered by the Finance and Facilities Committee at its meeting prior to the Board meeting.

Staff Reference: Sharon Willoughby
Telephone: 571-252-1400

Staff Reference: Andrea Philyaw
Telephone: 571-252-1270

Motion by Ms. Huck to Approve the Consent Agenda
Seconded by Ms. Croll

Motion Passes 7-0-2 with Mr. Morse and Ms. Turgeon absent.

7. Superintendent's Report
8. Student School Board Representatives' Comments
8.01 Student School Board Representatives

Student School Board Representatives
2019-2020

Meeting Dates	Student Name	School	Election District
September 10 & 24, 2019	Naomi Fraser Matthew Chesnutt	Loudoun Valley School Park View High School	Blue Ridge Sterling
October 8 & 22, 2019	Lilliana Quinones Jackson Mattingley	Potomac Falls High School Tuscarora High School	Algonkian Catoctin
November 12, 2019 & December 3, 2019	Sunya Qamar	Briar Woods	Blue Ridge
December 3 & 17, 2019	Alexander Luong Austin Roberts	Heritage High School Freedom High School	Catoctin Dulles
January 14 & 28, 2020	Evelyn Campos-Nunez Kaylie Halsey	Dominion High School John Champe High School	Sterling Blue Ridge
February 11 & 25, 2020	Alexis Legan Aili Hou	Riverside High School Stone Bridge High School	Ashburn Ashburn
March 10 & 24, 2020	Benjamin Alter Oliver Olsen	Woodgrove High School Loudoun County High School	Blue Ridge Leesburg
April 14 & 28, 2020	Jacob Conway Catherine Lynch	Rock Ridge High School Broad Run High School	Dulles Broad Run
May 12 & 26, 2020	Ainsley Hathaway	Independence High School	Blue Ridge

9. Action Items - Mr. Morse remotely participated in the following Action Items.

CHAIR:

I HAVE BEEN NOTIFIED THAT Jeff Morse WOULD LIKE TO REMOTELY PARTICIPATE IN TONIGHT'S SCHOOL BOARD MEETING FROM (*state location*) Denver, Colorado, AND IS UNABLE TO ATTEND IN PERSON DUE TO THE FOLLOWING REASON: (*state reason with specificity*) – Business/work.

I ALSO UNDERSTAND THERE IS/ARE:

X -No one present with him at his location;

THEREFORE, I WILL ENTERTAIN A MOTION THAT Mr. Morse's REQUEST TO PARTICIPATE REMOTELY BE GRANTED.

MOVANT: Ms. Huck

SECONDED: Mr. Marshall

VOTE: 7-0-2 with Mr. Morse and Ms. Turgeon absent.

THIS WILL BE Mr. Morse's FIRST REMOTE PARTICIPATION FOR THIS CALENDAR YEAR.

9.01 Pupil Services: Disability History and Awareness Month Resolution

Recommended Action:

That the Loudoun County School Board adopts the resolution recognizing October 2019 as Disability History and Awareness Month.

SUMMARY:

Virginia's General Assembly passed Senate Joint Resolution 321 in 2009 designating October as Disability History and Awareness Month in the Commonwealth of Virginia. Currently, Loudoun County Public Schools (LCPS) is serving over 9,000 students with disabilities under the Individuals with Disabilities Education Act. In October, there will be a variety of activities in our schools to recognize students with disabilities and promote their success and many of these activities will be posted to the Office of Special Education website.

Staff Reference: Dr. Asia R. Jones
Telephone: 571-252-1022

Motion by Ms. Huck to Approve the Resolution
Seconded by Ms. Maloney

Motion Passes 8-0-1 with Ms. Turgeon absent.

File Attachments
Disability Awareness Month Resolution Oct 2019.pdf (177 KB)

9.02 Discipline Committee: Adoption of Policy 8220, Student Suspension from School (Current Policies 8-27 and 8-28) and Deletion of Current Policies 8-27 and 8-28

Recommended Action:

That the Loudoun County School Board adopt Policy 8220, Student Suspension from School, as approved by the Discipline Committee on Wednesday, August 28, 2019, and revised by the School Board on September 11, 2019, and delete former Policy 8-27, Short Term Suspension from School and former Policy 8-28, Disciplinary Action by the Division Superintendent.

SUMMARY:

The Discipline Committee of the School Board met on Wednesday, August 28, 2019, to review and discuss the adoption of Policy 8220, Student Suspension from School.

The committee voted 2-0-0 (Tom Marshall was absent) to send committee proposed language to Policy 8220 to the full School Board for consideration.

This item was presented as an Information Item at the September 11, 2019, School Board Meeting. Two minor changes were requested by School Board members and are included in the attachment: Line 61 was rewritten for clarity, and references to Discipline Committee were revised to state "committee of the School Board" for consistency throughout this policy and other policies.

Staff Reference: Virginia C. Patterson, Ph.D.
Staff Telephone: 571-252-1570

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

Motion by Ms. Rose to Approve Policy 8220
Seconded by Mr. Marshall

Motion Passes 8-0-1 with Ms. Turgeon absent.

File Attachments
8220 for 9-24-19 School Brd Mtg.pdf (117 KB)
8-27 Deleted.pdf (85 KB)
8-28. Deleted.pdf (213 KB)

9.03 Ad Hoc Committee on Equity: School Board Resolution Regarding Equity

Recommended Action:

That the Loudoun County School Board adopt the attached resolution presented by the Ad Hoc Committee on Equity.

SUMMARY:

The Ad Hoc Committee on Equity recommends that the Loudoun County School Board recognize the significance of a continual focus on implementing and employing equitable practices throughout Loudoun County Public Schools. The resolution is in alignment with Policy 1040, as well as, the educational mission, core beliefs, and strategic actions of the school division. A draft resolution was presented to the Ad Hoc Committee on Equity on August 15, 2019, and extensive feedback was subsequently provided by Committee members. A revised draft was reviewed and further edited by the committee on September 5, 2019. Also, on September 5, 2019, the Equity Ad Hoc Committee voted (16 in favor, 0 opposing, 1 abstention) to recommend to the Board that it adopt the Resolution as presented. This item was presented to the School Board as an information item at its meeting on September 10, 2019.

Staff Reference: Lottie Spurlock.
Staff Telephone: 571-252-1210

Staff Reference: Nyah Hamlett, Ed.D.
Staff Telephone: 571-252-1030

Motion by Ms. Sheridan to Approve the Resolution Regarding Equity
Seconded by Ms. Huck

Discussion.

Motion to Amend by Mr. Marshall to make the words "white supremacy" both lower case and preceded by the words "ideology of" to read "ideology of white supremacy".
Seconded by Mr. Hornberger

Motion Fails for Lack of Majority 4-4-1 with Ms. Croll, Ms. Huck, Ms. Maloney and Ms. Sheridan opposed Ms. Turgeon absent.

Vote on Base Motion:

8-0-1 with Ms. Turgeon absent.

File Attachments
FinalResolutionAdHoc.pdf (81 KB)

10. Information Items
10.01 Loudoun Education Foundation Gifts Campaign - This Item was addressed after the last Student/Staff Recognition.

SUMMARY:

The Loudoun Education Foundation (LEF) gave more than $1,947,443 last year in support of the Loudoun County Public Schools. Scott Miller, Foundation President, will provide an overview of LEF, including its areas of support. He will present LEF metrics of success that reflect significant growth from FY15 to FY19 in giving, revenue, pledges, and its endowment. A brief overview of the LEF and the Advancing Excellence gifts campaign will also be shared.

Attached to this item are the LEF metrics of success and presentation.

No action is required.

Staff Reference: Dr. Eric Williams
Telephone: 571-252-1020

File Attachments
Metrics Detail - 09.15.19.pdf (113 KB)
2019 LEF School Board Presentation.pdf (1,010 KB)

10.02 Joint Board of Supervisors & School Board Committee: County Operated Recycling Centers Located at Hillsboro Charter Academy and Park View High School

SUMMARY:

On November 13, 2018, the Loudoun County School Board took action to request the Board of Supervisors remove the County operated recycling centers at the Hillsboro Charter Academy (HCA) and Park View High School (PVHS) due to security concerns associated with non-school facilities located on school grounds.

At its December 5, 2018, meeting, the Joint Board of Supervisors and School Board Committee discussed the School Division's November 13, 2018, action and potential alternatives. The Committee, by consensus, requested staff to research alternative options for the recycling centers.

At its June 13, 2019, meeting, the Joint Board of Supervisors and School Board Committee received a report from County of Loudoun staff. Within the report the County of Loudoun staff presented four (4)

possible options for the Hillsboro Recycling Center and three (3) possible options for the Park View Recycling Center. The possible options as presented by the County of Loudoun staff are listed below;

Hillsboro Recycling Center Options

Option 1—Restricted Access and Limited Hours of Operations: Continue to operate the recycling center at the HCA but with added levels of security per the findings and recommendations of the security assessment. Security systems could include video surveillance at the recycling center, and a physical barrier such as a lift gate to the parking lot that could be operated through the use of key cards for faculty. A call box operated by the HCA front office would allow for non-faculty and parents to enter the premises via a secure access control system. This would prevent any vehicles not associated with school business from entering during school hours without the express control of the school. The gates would remain closed when school is in session, and would remain open at all other times to allow public access to the recycling center. LCPS staff has expressed concerns as gated access to school property is not utilized at any other campus and is not recommended by school staff.

Option 2—Relocation to Adjoining Property: Relocate the recycling center to town property located directly behind the Old Stone School which houses Hillsboro's town office. Attachment 5 includes two diagrams of the possible configurations. This would require approval by the Town and likely significant screening. Security measures such as video surveillance and limited hours of operation would also likely be installed.

Option 3—Relocate to nearest viable County Property: Relocate the recycling center to the Loudoun Heights Fire and Rescue Station property on Harpers Ferry Road, 4.5 miles north and approximately 6 minutes driving distance from the current Hillsboro recycling center. The fire station is situated on 23.5 acres of undeveloped land zoned AR-1 which identifies a recycling drop-off collection center as a permitted use.

Option 4—Close Facility: Close the recycling center without relocating elsewhere.

Park View Recycling Center Options

Option 1—Continue to operate the recycling center at the existing location and install a video surveillance system to deter any potential activities not aligned with the intended use of the facility. County staff is in support of this option and would be 100% responsible for the oversight, maintenance and management of the systems. School staff is not in support of this option.

Option 2—Relocate the recycling center to another public facility or leased property to be identified in the Sterling district as determined by the Board of Supervisors. An option could be Claude Moore Park, however, extensive site planning and Board deliberation would be required to ensure no conflict with existing historic and park masterplans. County staff does not recommend this option.

Option 3—Close the recycling center without relocating elsewhere.

At the conclusion of the discussion by the Joint Board of Supervisors and School Board Committee, the committee's consensus was that the County staff would bring forward to the Board of Supervisors alternative sites for the relocation of the recycling center currently located at the Hillsboro Charter Academy and that the School Board committee members would request reconsideration by the School Board of the previous action to request the Board of Supervisors remove the Park View High School Recycling Center.

Based upon the history of the installation, staff has evaluated the risks of the Park View High School Recycling Center and is in support of the School Board's reconsideration of the previous action. Further, staff is in support of allowing the installation to remain at the school campus.

Staff Reference: Kevin L. Lewis
Telephone: 571-252-1385

File Attachments
Item_02_Recycling_Centers_at_School_Sites.pdf (6,901 KB)

10.03 Curriculum & Instruction Committee: Adoption of Policy 5030, Assessment & Grading (formerly Policy 5-5, Assessment & Grading, Policy 5-14, Homework, and Policy 5-21, Dishonesty In Assigned Work) and Deletion of Policy 5-5, Assessment & Grading, Policy 5-14, Homework, and Policy 5-21, Dishonesty in Assigned Work

SUMMARY:

In the fall of 2018, the Department of Instruction began the process of gathering research and revising the current assessment and grading policy, to include the merging of three existing policies. The work included researching best practices in assessment and grading, conducting focus groups of parents, students, and educators, utilizing workgroups to define assessment and grading, and drafting the proposed policy.

The new Policy 5030 merges components of three existing policies:

- 5-5, Assessment & Grading
- 5-14, Homework
- 5-21, Dishonesty in Assigned Work

Staff recommends using the coming months and the remainder of the 2019-2020 school year to finalize the *Assessment and Grading Common Guidelines*, work with school leaders to develop a shared understanding of the new policy, and develop consistent practices aligned with the policy to be implemented at the start of the 2020-2021 school year.

A summary of the entire revision process and a recommendation for an implementation timeline is attached.
This will go forward as an Action Item at the October 8, 2019 School Board Meeting.

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1447

File Attachments
Policy 5030_092419 Info Item.pdf (105 KB)
Assessment and Grading Policy Revision Update_092419.pdf (112 KB)
Bibliography Assessment and Grading.docx.pdf (156 KB)
Summary of Research Assessment and Grading December 2018.docx.pdf (112 KB)
5-5.doc_Deleted.pdf (76 KB)
5-14-Deleted.pdf (121 KB)
5-21-Deleted_.pdf (10 KB)

10.04 Curriculum & Instruction Committee: Revision of Policy 5011, Unstructured Activity Time

SUMMARY:

On September 12, 2019, the Curriculum & Instructional Committee reviewed Policy 5011, Elementary Recess. Based on input from the community and feedback from staff, the committee approved draft language to incorporate middle and high school unstructured time. Changes to the policy included:

- Change in the title of the policy to reflect "unstructured time" more broadly, rather than "recess."
- Additional language requiring a minimum of 10 minutes of unstructured time every other day in middle and high schools.
- Additional language around the importance of "brain breaks" during the instructional day.
- Removal of Section D., Weather Guidelines, because it is reflected in Section A.2.

The committee reviewed and discussed the proposed changes and recommended (2-0-1, with Ms. Turgeon absent for the vote) to move the policy as amended to the School Board for consideration.

This item will be presented as an Action Item at the October 8, 2019 School Board Meeting.

Staff Reference: Ashley F. Ellis, Ed.D.
Staff Telephone: 571-252-1300

File Attachments
5011_Unstructured Time_092419 Info Item.pdf (39 KB)

10.05 HRTD: Proposed Calendars for 2020-2021 (new options)

SUMMARY:

Based on requests from School Board members, new options for the Proposed 2020-2021 school calendars for Loudoun County Public Schools are being presented. Each calendar includes 194 scheduled contract days for teachers. School holidays and teacher workdays are detailed for each calendar and a chart comparing options is also included. All options offer a pre-Labor Day start for students. Please note all calendar options assume the primary election day is on the 2nd Tuesday in June. The School Board's legislative position is to move the election day to a weekend; however the current legislative action under consideration is to move the election day to the 3rd Tuesday in June.

In recent years, the School Board opted not to conduct a formal survey regarding the calendar options. Traditionally, the School Board has allowed approximately one month between the calendar information item and the calendar action item to give time for consideration and input. It is recommended that the School Board adopt Option B, Option C or Option D on October 22, 2019.

Staff Reference: Dr. Lucia Villa Sebastian
Telephone: (571) 252-1317

File Attachments
Calendar Options B-D with chart for information item.pdf (178 KB)

11. Closed Meeting
11.01 Motion to Convene Closed Meeting

Recommended Action:

That the Loudoun County School Board Convene Closed Meeting.

I move that the Loudoun County School Board recess this public meeting and enter into a closed meeting, pursuant to Section 2.2-3712 of the Code of Virginia, for the following purpose(s):

- Discussion or consideration of the acquisition of real property for a public purpose (MS 14) where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the School Board which is authorized by §2.2-3711(A)(3) of the Code of Virginia.

Motion to Convene Closed Meeting by Ms. Huck
Seconded by Mr. Hornberger

Motion Passes 7-0-2 with Mr. Morse and Ms. Turgeon absent.

11.02 Motion to Adjourn Closed Meeting

Recommended Action:

That the Loudoun County School Board Adjourn Closed Meeting.

I move that the closed meeting be adjourned, that the Loudoun County School Board reconvene its public meeting, and that the minutes of the public meeting reflect that no formal action was taken in the closed meeting.

Motion to Adjourn Closed by Ms. Huck
Seconded by Ms. Croll

Motion Passes 7-0-2 with Mr. Morse and Ms. Turgeon absent.

11.03 Motion to Certify Closed Meeting

Recommended Action:

That the Loudoun County School Board Certify Closed Meeting.

I move that the following Resolution certifying the closed meeting be adopted and reflected in the minutes of this public meeting.

RESOLUTION # 04-19/20

WHEREAS, the Loudoun County School Board has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 (D) of the Code of Virginia requires a certification by the School Board that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Loudoun County School Board hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Loudoun County School Board.

Motion to Certify Closed by Ms. Huck
Seconded by Ms. Croll

Motion Passes 7-0-2 with Mr. Morse and Ms. Turgeon absent.

11.04 Motion Required by Closed Meeting - No Motion Required.

12. Committees – Not addressed due to time constraints.
12.01 Committee Reports

LOUDOUN COUNTY SCHOOL BOARD
2019 COMMITTEES & LIAISON APPOINTMENTS

STANDING COMMITTEES	School Board Members	Staff Contact
CHARTER SCHOOL COMMITTEE	Joy Maloney (Chair) Brenda Sheridan Jill Turgeon	Dr. Martin (primary) Ms. Finn (secondary)
COMMUNICATIONS AND OUTREACH COMMITTEE	Chris Croll (Chair) Beth Huck Joy Maloney	Mr. Doolittle (primary) Dr. Hamlett (secondary)
CURRICULUM & INSTRUCTION COMMITTEE	Eric Hornberger (Chair) Chris Croll Jill Turgeon	Dr. Ellis (primary) Mr. Scheivert (secondary)
DISCIPLINE COMMITTEE	Debbie Rose (Chair) Tom Marshall Brenda Sheridan	Dr. Patterson (primary) Dr. Ellis (secondary)
FINANCE & FACILITIES COMMITTEE	Jeff Morse (Chair) Debbie Rose Brenda Sheridan	Ms. Willoughby (primary) Mr. Lewis (secondary)
HUMAN RESOURCES AND TALENT DEVELOPMENT COMMITTEE	Beth Huck (Chair) Chris Croll Jeff Morse	Dr. Sebastian
JOINT COMMITTEE WITH THE BOARD OF SUPERVISORS	Jill Turgeon (Chair) Tom Marshall Jeff Morse	Dr. Hamlett
LEGISLATIVE & POLICY COMMITTEE	Brenda Sheridan (Chair) Eric Hornberger Beth Huck	Dr. Hamlett
STUDENT SUPPORT & SERVICES COMMITTEE	Tom Marshall (Chair) Joy Maloney Debbie Rose	Dr. Jones (primary) Mr. Lewis (secondary)
SELECT COMMITTEES	**School Board Members**	**Staff Contact**
AD HOC COMMITTEE ON THE ACADEMIES OF LOUDOUN	Eric Hornberger (Chair) Tom Marshall Jeff Morse	Dr. Ellis
AD HOC COMMITTEE ON EQUITY	Brenda Sheridan (Chair)	Ms. Spurlock

	Chris Croll Beth Huck	
LIAISONS TO OTHER ORGANIZATIONS & COMMITTEES	**School Board Members**	**Staff Contact**
CAREER & TECHNICAL EDUCATION FOUNDATION	Tom Marshall	Dr. Smith (primary) Ms. Howle (secondary)
GIFTED ADVISORY COMMITTEE	Eric Homberger Brenda Sheridan (alt)	Ms. King (primary) Dr. Ellis (secondary)
HEAD START POLICY COUNCIL	Beth Huck	Dr. Martin
LOUDOUN EDUCATION FOUNDATION	Jeff Morse	Dr. Williams (primary) Mr. Slevin (secondary)
MINORITY STUDENT ACHIEVEMENT ADVISORY COMMITTEE (MSAAC)	Brenda Sheridan Joy Maloney (alt.)	Ms. Spurlock (primary) Dr. Ellis (secondary) Dr. Tyler (secondary)
SCHOOL BUSINESS PARTNERSHIP EXECUTIVE COUNCIL	Chris Croll Jill Turgeon (alt.)	Mr. Slevin (primary) Ms. Miller (secondary)
SPECIAL EDUCATION ADVISORY COMMITTEE (SEAC)	Chris Croll Debbie Rose (alt.)	Dr. Nelson
TECHNOLOGY STEERING COMMITTEE	Joy Maloney	Mr. Scheivert (primary) Dr. Ellis (secondary)
VIRGINIA SCHOOL BOARDS ASSOCIATION (VSBA)	Brenda Sheridan Beth Huck (alt.)	Dr. Hamlett
WASHINGTON AREA BOARDS OF EDUCATION (WABE)	Jeff Morse Brenda Sheridan (alt.)	Dr. Hamlett

13. New Business - None.
14. Adjournment - 11:00 p.m.

_____
Chairman

_____
Clerk

ATTACHMENT H

LCPS Ad Hoc Committee on Equity
PROPOSED RESOLUTION
Based on edit and revision recommendations from the 9/05/2019 committee meeting

1. **WHEREAS**, Loudoun County Public Schools believes and is committed to a safe, supportive school environment as the foundation for the success of all students, staff, families, and communities based on the affirmation of their human dignity;

2. **WHEREAS**, Loudoun County Public Schools believes and is committed to a culture of continuous improvement which drives the fulfillment of our mission – empowering all students to make meaningful contributions to the world;

3. **WHEREAS**, Loudoun County Public Schools believes and is committed to strong partnerships with families and our community that enhance our excellence;

4. **WHEREAS**, Loudoun County Public Schools believes and is committed to an inclusive, safe, caring, and rigorous learning environment that serves as the foundation for student growth;

5. **WHEREAS**, Loudoun County Public Schools believes in and is committed to transparency, accountability and good stewardship of resources that strengthen public trust and support;

6. **WHEREAS**, a recent equity assessment conducted in Loudoun County Public Schools revealed a low level of racial consciousness and equity literacy among faculty, staff, and students which negatively impacts the environment for students and staff in our school community;

7. **WHEREAS**, the recent equity assessment and other reporting has uncovered that many students have been targeted by hate-based actions, racial slurs, and insults in their everyday learning experiences, causing indifference and trauma for the victims of such incidents.

8. **THEREFORE, BE IT RESOLVED THAT THE** Loudoun County School Board and its division superintendent publicly declare the condemnation of White supremacy, hate speech, hate crimes, and other hate-based acts of violence, and any instances of hate, discrimination, and violence based on race, religion, national origin, gender identity, sexual orientation, ability, appearance, and socio-economic status.

9. **BE IT RESOLVED** that Loudoun County Public Schools is committed to proactive action ensuring the school division is respectful and culturally responsive when teaching all students and serving (interacting with) families.

10. **BE IT RESOLVED** as deemed by the themes identified and recommendations set forth in the equity assessment and other reporting, as well as our own commitment to doing what is right for our students, our administrators, teachers, school board, staff, students and parents will engage in dialogue and training on mitigating the impact of implicit bias and racism and devising next steps in creating a more culturally responsive learning environment for every student.

11. **BE IT RESOLVED** that Loudoun County Public Schools will work to eliminate opportunity gaps for marginalized and underrepresented students to ensure access to high quality, deeper learning experiences for each student.

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12. BE IT RESOLVED that Loudoun County Public Schools is deeply committed to improving and consistently implementing human resources practices and policies in support of a more diverse workforce through efforts focused on recruiting, hiring, and retaining of educators of color and of other diverse backgrounds.

13. BE IT FURTHER RESOLVED that Loudoun County Public Schools embraces the diversity of our county and shall implement equitable policies and best practices to create a safe and supportive environment for every LCPS student, family, and staff member.

ATTACHMENT I

Information Related to the LCPS Equity in the Center Training

LCPS is committed to the important work of closing equity gaps. This initial phase of work includes required professional learning for the Department of Instruction, school-based administrators, and teachers.

Currently, *Equity in the Center* professional learning is a multi-session journey of learning for school staff aimed at addressing issues of race, bias, and cultural insensitivity.

In each of the sessions, participants will explore the following outcomes related to issues of a sensitive nature, such as race, in three different realms:

1. *Effects of my personal perspective and understandings on sensitive subjects;*
2. *Effects of tone and atmosphere (including physical surroundings) on the discussion and study of sensitive subjects;*
3. *How the content itself involves sensitive issues.*

Session I: The WHY of Equity
In this session, participants explore their personal Why related to equity work and the data that informs that this work needs to be intentional.

Session II: The ME of Equity
In this session, participants will explore how their own individual experiences determine the lens through which they see Equity.

Session III: The Culture of Equity
In this session, participants will explore ways that they have created a safe and inclusive space for ALL students to thrive and succeed.

The purpose of these sessions is not to provide all the "answers" to managing and interacting with sensitive subjects, but instead is meant to help educators facilitate and support constructive conversations on these sensitive subjects.

To date, the following stakeholder groups have been trained or are scheduled to be trained:

Stakeholder Group	Session	Date
Department of Instruction	Session I: The Why of Equity	February 26, 2019
Elementary Principals	Session I: The Why of Equity	March 19, 2019
Middle School Principals	Session I: The Why of Equity	March 21, 2019
High School Principals	Session I: The Why of Equity	March 21, 2019
Elementary Assistant Principals	Session I: The Why of Equity	March 25, 2019
High School Assistant Principals	Session I: The Why of Equity	April 30, 2019

Middle School Assistant Principals	Session I: The Why of Equity	May 1, 2019
Elementary Deans	Session I: The Why of Equity	March 27, 2019
Department of Instruction	Session II: The ME of Equity	April 26, 2019
Department of Instruction	Session III: The Culture of Equity	May 14, 2019
Principals	Session II: The ME of Equity	May 21, 2019
Department of Instruction	Session III: The Culture of Equity	June 4, 2019
Department of Instruction	Session III: The Culture of Equity	June 10, 2019
High School Assistant Principals	Session II: The ME of Equity	June 20, 2019
Middle School Assistant Principals	Session II: The ME of Equity	July 25, 2019
Open Session	Session I: The WHY of Equity	July 26, 2019
Admin Leadership Team (ALT)	Sessions 1-3	July 30th and 31st
Equity Ad Hoc	Session I: The WHY of Equity	August 1, 2019
School Licensed Staff	Session I: The WHY of Equity	August, October, March 2019-2020
School Board and Senior Cabinet	Session I: The WHY of Equity	August 27, 2019

Next Steps

- Continue to design additional opportunities for LCPS educators and staff to engage in professional learning on racial consciousness and literacy during the 2019-2020 school year.
- Provide additional resources, including webinars, modules, articles, books, speakers, etc. with school leaders in an effort to continue the conversations beyond Session I.

ATTACHMENT J

Equity in the Center Schedule 19-20

August 14	August 15	August 16	August 20	October 28	Scheduled: March 2020
Aldie	Ashburn ES	Brambleton MS	Harmony MS	Arcola ES	Academies of Loudoun
Algonkian ES	Buffalo Trail ES	Cool Spring ES	John Champe HS	Belmont Ridge Middle School	Balls Bluff ES
Discovery ES	Cardinal Ridge ES	Dominion HS	Riverside HS	Cedar Lane Es	Belmont Station ES
Discovery ES	Catoctin ES	Evergreen Mill ES		Forest Grove Elementary School	Blue Ridge MS
Emerick ES & Bannecker	Countryside ES	Freedom HS		Harper Park	Briar Woods HS
Goshen Post ES	Dominion Trail ES	Loudoun County HS		Heritage HS	Broad Run HS
Hillside ES	Eagle Ridge MS	Seneca Ridge MS		Independence High School	Creightons Corner ES
K Culbert ES	Guilford ES	Simpson MS		Liberty Elementary School	Douglass
Lowes Island ES	Horizon ES	Sugarland ES		Loudoun Valley HS	Farmwell Station MS
Meadowland ES	Leesburg ES	Tuscarora HS		Lovettsville Elementary School	Frances Hazel Reid ES
Mill Run ES	Moorefield Station ES			Sterling Middle School	Frederick Douglass ES
Mill Run ES	R.L. Carter ES			Trailside Middle School	Hutchison Farm
Potowmack ES	Steuart Weller ES				Legacy ES
Rolling Ridge ES	Sully ES				Little River ES
Round Hill ES	Willard IS				Lucketts ES
Sanders Corner ES					Lunsford Ms
Sycolin ES					Madison's Trust ES
Tolbert ES					Mercer MS
Waterford ES					Mountain View ES
Banneker ES					Newton-Lee ES
Lincoln ES					Park View
*Waxpool completed 8.12.19					Pinebrook ES
					Potomac Falls HS
					River Bend MS
					Rock Ridge HS
					Seldens Landing
					Smarts Mill MS
					Sterling ES
					Stone Bridge HS
					Stone Hill MS
					Woodgrove HS
					Hamilton ES

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ATTACHMENT K

EQUAL OPPORTUNITY FOR EQUITABLE, SAFE AND INCLUSIVE ENVIRONMENT

The Loudoun County School Board is committed to providing for an equitable, safe and inclusive learning and working environment.

The Loudoun County School Board affirms a commitment to this principle for all persons regardless of race, color, national origin, religion, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity, marital status, disability, age, or genetic information.

It is the intent of the School Board of Loudoun County that every policy, practice, and procedure shall reflect this commitment. Behavior that is not unlawful may nevertheless be unacceptable for the educational environment or the workplace. Demeaning or otherwise harmful actions are prohibited, particularly if directed at personal characteristics, including, but not limited to socioeconomic level, sexual orientation, perceived sexual orientation or gender identity.

[Former Policy 3-1]
Adopted: 6/8/76
Revised: 6/22/93, 4/13/11
Current Revision: 2/26/19

Legal Ref.: Code of Virginia, 1950, as amended, § 2.2-3900
Cross Ref: Policy 1020, Strategic Plan