



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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Trenace B. Riggs
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Carolyn D. Weems
District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Retreat/Abridged Meeting MINUTES

Tuesday, July 7, and Wednesday, July 8, 2020

Tuesday, July 7 – Retreat start time: 9 a.m. – 3:30 p.m.

Wednesday, July 8 – Retreat start time: 9 a.m. – 4 p.m.

School Administration Building #6 Municipal Center

2512 George Mason Dr.

Virginia Beach, VA 23456

(757) 263-1000

Pursuant to the State of Emergency related to the COVID-19 pandemic, the Governor’s Executive Orders, the Virginia Freedom of Information Act as amended by the Virginia General Assembly and the School Board’s April 7, 2020 Emergency Resolution, the School Board has determined that School Board Members and selected staff members will be the only persons who will attend the July 7-8, 2020 Retreat in person. Due to social distancing and other precautionary measures instituted to minimize potential exposure to COVID-19, it is impractical and unsafe at this time to include additional persons in School Board Chambers during the Retreat. The School Board Retreat will be broadcast live on VBTV for viewing by the public.

The School Board Abridged Meeting on July 7, 2020 at 5:00 pm will be an electronic meeting conducted through Zoom and will be broadcast on VBTV and through Zoom. Persons signed up to speak on Non-Agenda Items during the July 7, 2020 Abridged Meeting will do so through Zoom. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website.

Attendee link: <https://us02web.zoom.us/j/85472630538>

Call-in (301) 715-8592 ID 854 7263 0538

Media representatives should contact the Office of Media and Communications regarding accessing the Retreat and Special Meeting.

TUESDAY, July 7, 2020

The School Board convened in the School Board Room at the School Administration Building at 9:03 a.m. on Tuesday, July 7, 2020. In addition to Superintendent Spence, the following School Board members were present: Chairwoman Rye, Ms. Anderson, Mr. Edwards, Ms. Felton, Ms. Holtz, Ms. Hughes, and Ms. Riggs. Ms. Manning and Ms. Weems arrived at 9:09 a.m. Please note that School Board members Vice Chair Melnyk and Ms. Owens participated remotely in accordance with School Board Bylaw 1-36. Chairwoman Rye read the following statement:

Good morning, today is July 7, 2020 at 9 am and this begins the School Board’s 2020 Retreat. The School Board Retreat is taking place at the School Administration Building both today between 9 a.m. and 3:30 p.m. and tomorrow between 9 a.m. and 4:00 p.m. Due to the State of Emergency and the School Board’s April 7, 2020 Resolution, the School Board Members as well as certain staff members will be present in School Board Chambers, but other

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persons will not be present in the School Administration Building for the purpose of attending the School Board Retreat. This decision was made to be consistent with safety and health precautions currently in effect in the school buildings. The School Board Retreat will be broadcast on VBTV as well as livestreamed for the public to observe.

Recovery Planning: Marc A. Bergin, Ed.D., Chief of Staff, Kipp D. Rogers, Ph.D., Chief Academic Officer, and Jack Freeman, Chief Operations Officer, provided the School Board an update on planning efforts for the reopening of schools. Dr. Bergin began the presentation with an overview of planning principles and recently released guidance from the American Academy of Pediatrics (AAP) for the reopening of schools. Mr. Freeman discussed the effect of the AAP and Centers for Disease Control and Prevention (CDC) guidance on operational planning, including bus transportation and school settings. Mr. David E. Rhodes, Coordinator of Student Activities, discussed plans for participation for fall sports, followed by Dr. Rogers sharing key elements of instructional planning efforts and concluding with an update on the family and staff questionnaires, next steps and questions. Below is an outline of the Recovery Planning presentation:

- Planning Principles
 - Engage in proactive, scenario-based planning and be prepared for any potential changes to school operations
 - Consider Governor’s recommendations and consult with local health officials
 - Address learning loss and student wellness
 - Work to mitigate to the greatest extent possible, the impact of the schedule on families and staff
- Planning for Multiple Scenarios
 1. Fully reopening all schools for all students with specific mitigation strategies
 2. In-person instruction two days per week and remote the other three days (hybrid)
 3. All students engage in remote learning
- AAP – advised “all policy considerations for the coming school year should start with a goal of having students physically present in school...”
- AAP also states – “...policies to mitigate the spread of COVID-19 within schools must be balanced with the known harms to children, adolescents, families, and the community by keeping children at home.”
- Recommendations of AAP
 - Social distancing strategies
 - Pre-K – should spend time outdoors when possible and constant handwashing
 - Elementary Schools – face coverings, children should be instructed not to touch mouth and nose, desks three-six feet apart, and use outdoor spaces when possible
 - Middle and high schools – face coverings, desks three-six feet apart, go outdoors if possible and spread out during activities
- Other Measures of AAP
 - Teachers and administrators maintain six feet from all other persons
 - Meetings take place virtually when possible
 - Student drop-off and pick up staggered
 - Parents, community members, and other adults be discouraged to enter the building
 - Physical barriers when physical distancing is not accommodating
 - Do not congregate

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- Keep students together in cohort classes
- Minimize crossover and have teachers rotate, not students
- Eat lunch at desk or outdoors
- Updated Guidance from VDH/VDOE
 - VDOE document “Recover, Redesign, Restart 2020” was updated to reflect the latest science and best public health guidance and recommendations.
 - Reduce, not eliminate, the transmission – reinforces four mitigation strategies
 - Physical distancing
 - Hand washing
 - Screening
 - Universal face coverings
 - Dr. Spence tasked Ms. Mary Shaw, Coordinator for Health Services, to establish a medical advisory panel to monitor the local public conditions and advise us on when to safely reopen schools and which specific mitigation strategies should be used.

Mr. Jack Freeman continued the presentation with operational considerations for in-school learning:

- Regularly monitor developments with VDH
- Daily health screenings to help mitigate the spread of the virus
- Daily sanitizing of high touched areas by custodial staff with CDC approved disinfectant
- Transportation – planning for reduced capacity
 - One student per seat reduces seat capacity from 65 to 22 (elementary) and 44 to 22 (secondary); one student every other seat will reduce capacity to 12 students
 - Unavailable seat clearly indicated
 - Adults on buses required to wear face coverings, but can pull down when driving and facing away from students
 - Daily disinfecting of all frequently touched surfaces
- Preparing for classrooms
 - Elementary – six feet between students – 16 students/staff in classroom
 - Secondary – six feet between students – 14 students/staff in classroom
 - If physical distancing is reduced to 3 ft. no longer a capacity challenge in classrooms

Mr. David Rhodes continued the presentation with a plan for Return to Participation (RTP):

- Student activity coordinators and staff met on how to return to activities. On June 11, VHSL announced student athletes can participate in conditioning activities only as of June 15, given only four days’ notice prior to activity. In response, a task force was created with principals, student activity coordinators, and office staff. Three committees were developed: health, workout, and educational/communication components which would outline a safe method to return athletes to schools in Stage 1 of RTP.
 - Schools were permitted to begin as early as yesterday – half of high schools had one group yesterday, others will start later this week and next Monday.
 - Conditioning program is optional for student.

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- Each day, coaches and athletes will be screened by being asked a series of questions to determine their health. If they don't pass, they will need to return home. When they come back, they will have to have a written release from the doctor and comply with public health guidance.
- Conditioning will be permitted from 8 a.m. – 4 p.m. Monday through Thursday; conditioning sessions will be one hour each day, grouped in pods of 10 athletes to 1 coach, and pods work out separately from each other.
- Physical distancing practice – individuals will remain ten feet apart; schools will mark boundaries to maintain distancing; no equipment can be used, and no indoor facilities can be used; athletes must bring their own water bottles; and masks are required if waiting in the gym
- Stage 2 might allow for some equipment use and indoor use and other sports seasons.

The presentation continued with Dr. Kipp Rogers giving an update on implementing and planning for recovery strategies, modifications to curriculum, instruction and assessment for reopening, and digital supports:

- Three key elements discussed previously
 - Student and staff wellness, deeper learning, flexibility and grace
- Plan to use key content and skills to support curriculum, instruction and assessment
 - Graduate profile, transformational learning, cultural responsible practices and strategic academic and career planning
- Taking specific steps to support teachers in addressing learning gaps and highlighting strategies
- Planning for scenarios and provide support, modeling, coaching, and professional learning to teachers, for example:
 - Reminder, during Marking Period 4, most essential standards were identified, and PreK-12 students received aligned instruction
 - Included additional preassessments to inform whole group and small group instruction
 - Elective courses will still be offered.
 - Identify objectives that were not taught face-to-face, embedding those into curriculum so teachers are aware of prerequisite skills or knowledge that may need to be reinforced
- Summer 2020 recovery strategies
 - Virtual summer learning camp (ES, MS) – small group lessons for most in need for Title I schools; received at home literacy and learning kits; additional resources on VBSchools website for PreK and Kindergarten students were available
 - ESL summer program – 135 students
 - ESY summer school – 829 students
 - Creation of parent support videos; example video for third-grade parents during Week 1 of the Summer Learning Boost Virtual Program
- Virtual Learning Structures
 - Online learning – asynchronous instruction that is self-paced and self-managed
 - Distance learning – in home schools and instruction by the teacher is live and streamed to the student's home school

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- Remote Learning – instruction taught asynchronously and synchronously (i.e. Emergency Learning Plan)
- Grading and Attendance
 - Consistent schedule and clear expectations
 - Student work and assessments monitored
 - Professional learning opportunities provided for staff
 - Attendance will be required in/out of school
- Scheduling Considerations
 - Health, safety and well-being of students, staff and families
 - Core instructional minutes
 - Electives
 - Remediation/acceleration
 - Recess
 - Teacher planning
 - Special populations
- Instructional Support Applications
 - 50 applications used in the school systems
 - Able to reduce budget by 17%; purchased only applications that support learning regardless of where instruction is received
- Additional Support
 - Parent home-to-school
 - Professional learning
 - Students with Disabilities
 - English Learners
 - Social and emotional learning

Dr. Marc Bergin continued the presentation discussing the staff and family questionnaires:

- Questionnaires
 - Emailed directions to parents; asked to complete a questionnaire for each child; presents three scenarios and asks about attendance and transportation
 - Emailed to each employee and asked intention of attending for each scenario
 - Questionnaires will remain open all this week and next week
 - Starting Monday, personal contact will be made to parents to complete questionnaire
 - Will share results at next meeting, July 28
- Next Steps
 - Continue to monitor local health conditions
 - Examine staff and family questionnaire data
 - Collect feedback from summer school teachers and administrators
 - Continue to develop curriculum, assessment plan, and professional learning
 - Develop sample schedules for all scenarios and seek building administrator feedback
 - Submit instructional plan to VDOE by mid-August

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Discussions continued regarding face masks, social distancing, classroom structures, regional resources, Chromebooks, health screening, safety drills, learning models, and community outreach. The presentation and discussion concluded at 11:08 a.m. The School Board took a brief recess and reconvened at 11:20 a.m.

Ms. Manning left the School Board Room at 11:24 a.m.

Blue Ribbon Panel Update: Mr. Jack Freeman, Chief Operations Officer, presented an informational brief on implementation of the Blue Ribbon Panel recommendations. The 11 recommendations are divided into three categories with the first two categories, recommendations 1-8, falling under the Office of Safe Schools and the third category, recommendations 9-11, falling under the Office of Student Support Services. Mr. Thomas A. DeMartini, Director Office of Safe Schools, continued the presentation with the review of recommendations 1-8. Recommendation 1: *Refine and expand training exercise with regards to emergency procedures:* implemented “Run, Hide, Protect,” updated emergency response plans, and upgraded three raptor modules. Recommendation 2: *Implement a robust system of preventative security:* provided access to Genetec Mobile Application to all administrators, purchased 33 emergency radios and 363 two-way radios, in the process of installing 39 Mass Notification Systems. Recommendation 3: *Conduct more frequent and unannounced safety audits:* by March 2020, (prior to COVID-19) 72 of 86 audits were completed. Recommendation 4: *Strengthen procedures for controlling access into and within the school facility:* improved front desk protocols, provided training, revisited buzz-in procedures, and use of visitor badges. Recommendation 5: *Reevaluate the Security Personnel Program:* trained security assistants with a two-day in-service, uniforms provided, Lead Program in secondary schools, and tracking of security assistants from hire to separation. Recommendation 6: *Strengthen infrastructure for controlling access to school sites:* installed 65 access controls and completed Phase 3 of 5 phase fencing project. Recommendation 7: *Evaluate and increase the use of cameras and sensors:* 48 new cameras and purchased two walk-through metal detectors and three handheld wand metal detectors. Recommendation 8: *Strengthen infrastructure for securing classrooms:* locked doors and door configuration and use of window coverings. Most of the upgrades mentioned above were funded by grants and this year we are applying for additional grants.

A discussion followed the presentation regarding the training of security assistants, fencing and access to tracks, system inventory, metal detectors, audit considerations, SRO’s, fostering community relationships, and window coverings.

Robert B. Jamison, Ed.S., Coordinator Guidance Services, continued the presentation reviewing recommendations 9-11. Recommendation 9: *Increase behavior and mental health staff available to students to aid in early identification and support of students exhibiting mental health needs:* additional allocations for 5 full-time School Psychologists, 8 full-time Behavior Intervention Specialists, and 15.5 full-time Elementary School Counselors. Recommendation 10: *Increase mental health awareness through training for all staff and stakeholders:* bullying prevention and awareness, VBCPS instructional staff completed the Mental Health training module on annual mandatory training, site-base reviews of threat assessment procedures, Title I offered “Positive Behavior Principles” training, and staff will participate in summer professional learning opportunities. Recommendation 11: *Increase community engagement and collaboration with partner agencies:* strengthened community partnerships to increase resources, developing follow-up protocols, and training for staff.

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Discussions continued about the stresses of pandemic and school resources available, social and emotional instruction and support, gathering feedback from students, JDC support, and accolades for Student Support Services (Dr. Green), Safe Schools and school safety. The presentation and discussion concluded at 12:09 p.m.

The School Board took a lunch break at 12: 09 p.m.

The retreat reconvened at 1:04 p.m.

PBIS Update Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation, and Accountability, and Dr. Karin DiMaggio, Coordinator Psychological Services, presented a brief overview of the PBIS evaluation plan and continuity of PBIS support. Lisa A. Banicky began the presentation with a recap of the plan: to conduct an evaluation over three years with focus areas including operational components, student demographic characteristics, progress toward meeting goals and objectives, perceptions of stakeholders and cost. The PBIS evaluation plan was impacted due to school closures. The year-one evaluation was postponed until 2020-2021. A status update is being prepared for the fall based on available information. Dr. Karin DiMaggio continued the presentation. During school closure, PBIS support involved a focus on identifying, developing, and sharing resources. The PBIS google site was developed for school teams to find resources. School level support also included development of professional learning opportunities (webinars and Schoology course.) PBIS support on the division level included completion of division capacity assessment, collaboration with Teaching and Learning, facilitated student focus groups and participated in SEL professional learning. Dayla Brown, PBIS Specialist, shared an example of the six core components of PBIS and how PBIS framework can support the work with students in the virtual environment.

A request was made for information for a list of schools and how long PBIS has been implemented. The presentation concluded at 1:16 p.m.

Ms. Manning returned to the School Board Room at 1:16 p.m. The School Board took a break and reconvened at 1:58 p.m.

Gifted Services Update: Kipp D. Rogers, Ph. D., Chief Academic Officer, began the presentation with a reminder that the Gifted Services Update is a continuation of discussion from January 28, 2020 which provided an overview of Gifted Services and application process. Dr. Rogers introduced Nicole M. DeVries, Ph.D., Director K-12 and Gifted Programs. Dr. DeVries outlined the presentation objectives of examining inequity with the gifted and ODS (Old Donation School) application and discussed implications, feedback/recommendations from outside experts, and next steps. Gifted application and identification data and ODS application and acceptance data were shared with School Board members. DTAL continues to work with GRT teachers to provide families information, workshops, and support including completing the gifted application. A brief review of the logistical changes to the ODS selection process was presented. Outside expert, Dr. Jonathan Plucker, Julian C. Stanley Professor of Talent Development, School of Education, Johns Hopkins University, joined the presentation via Zoom to provide observations and feedback from VBCPS visit.

Goal is to close excellence gaps; however, they cannot close until we figure how to make sure we provide equal opportunity to groups. The discussion continued with topics of universal screening, local norms, portability, standards, and frontloading. Dr. DeVries continued the presentation with recommendations: intermediate implementation – messaging campaign, recruiting plan, professional learning, based on feedback to remove the

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parent narrative from the student application, revise websites and identification and ODS application. Long-term implementations to include review/revise Emerging Scholars Initiative, strengthen connection between ODS program/staff and the division gifted program, develop/implement gifted professional learning, and re-establish mandatory Gifted OCR Training Module for all instructional staff.

The discussion continued with clarifying local norms, positive comments shared of steps moving forward and change to selection process, local norms with front loading, accolades to team for work, need for messaging to community, and time frame of changes.

The presentation and retreat ended at 3:40 p.m. School Board members left the School Administration Building and prepared for the 5:00 p.m. Electronic Abridged School Board meeting.

Abridged School Board Meeting Agenda

July 7, 2020

- 1. *Call to Order and Attendance:*** Chairwoman Rye called the Abridged School Board meeting to order at 5:04 pm and announced Pursuant to the State of Emergency related to the COVID-19 pandemic, the Governor's Executive Orders, the Virginia Freedom of Information Act as amended by the Virginia General Assembly and the School Board's April 7, 2020 Emergency Resolution, it is impractical and unsafe at this time to hold an in person meeting due to the pandemic. Accordingly, this School Board meeting is being held electronically through Zoom, streamed live on www.vbschools.com, broadcast on VBT Channel 47 and recorded for archival purposes. Notice of the School Board Meeting was posted in the School Administration Building and on the VBSchools.com website. The School Administration Building remains closed; however, a link to access this meeting was published with tonight's agenda. Due to the electronic nature of this meeting, School Board members and staff must identify themselves verbally before speaking. Note, at this time the Board Clerk had technical issues with Zoom and could not respond to the School Board Chairwoman and the School Board members participating. Mr. Din, Chief Information Officer, confirmed all School Board members were present at the time of roll call except for Ms. Anderson who join the Zoom meeting shortly after at approximately 5:10 p.m.
- 2. *Moment of Silence followed by the Pledge of Allegiance***
- 3. *Approval of Minutes:*** June 23, 2020 Electronic School Board Meeting: There being no proposed modifications to the June 23, 2020 electronic meeting minutes, Ms. Holtz made a motion, seconded by Vice Chair Melnyk, that the School Board approve the minutes of their June 23, 2020 meeting as presented. Note, at this time, the Board Clerk continued having technical issues with Zoom and could not respond to the School Board Chairwoman the approval of minutes. Without discussion, Mr. Din confirmed all hands raised. Chairwoman Rye announced that the June 23, 2020 electronic meeting minutes were approved unanimously.
- 4. *Adoption of the Abridged Meeting Agenda:*** Chairwoman Rye called for any modifications to the July 7, 2020 Abridged Meeting agenda. Ms. Hughes called to amend the agenda, seconded by Ms. Manning, to include speakers unable to sign-up prior to the Abridged School Board meeting. Chairwoman Rye opened for discussion. School Board Legal Counsel Kamala H. Lannetti, Deputy City Attorney, stated an issue would be identifying the speakers since there is no list or order of open speakers. Discussions continued between Ms. Hughes, Ms. Manning, and Ms. Lannetti regarding how to allow speakers to participate, gathering their information, the agenda notice to speak at abridged meeting, and identifying open speakers. Mr. Din suggested the option of the raised hand feature to identify open speakers. Ms. Lannetti stated the open speakers would

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need to provide their information (name, address). Discussions continued with Ms. Anderson suggesting the topic (school reopening plan) be added to the July 28 agenda to allow for people to speak. She noted that people can also email or call School Board members. Ms. Felton suggested that due to technical issues, speakers not being able to sign up for the July 7, 2020 meeting have the opportunity to speak at the July 28, 2020 meeting. Ms. Riggs agreed with Ms. Anderson and would concur with the School Board members. Ms. Weems stated if speakers are willing to give their information, she is willing to listen to speakers tonight as well as on July 28, 2020. Mr. Edwards also agreed to listen to the input of speakers tonight and adjusting the agenda. Chairwomen Rye ask for clarification on making an announcement to those speakers who want to speak but did not sign up. Ms. Lannetti confirmed the speakers who signed up would speak first, followed by attendees in the Zoom meeting wanting to speak would use the raised hand feature. Mr. David Din would be able to unmute those speakers. Chairwoman Rye asked for any other comments. Ms. Felton agrees to hear speakers tonight. Ms. Anderson commented she is not opposed to hearing speakers if they are willing to provide their information, she is willing to listen. Chairwomen Rye announced the motion to adjust the agenda to allow any of the viewing public participating via Zoom tonight will have the opportunity upon conclusion of list of scheduled speakers to participate with a raised hand and with the understanding they are to provide their name and address. Chairwomen Rye called for a vote. Mr. David Din announced the motion passed with ayes 10, nays 1 with Ms. Holtz voting nay.

5. *Consent:* After Chairwoman Rye’s review of items presented for approval as part of the Consent Agenda, Ms. Felton made a motion, seconded by Ms. Melnyk, that the School Board approve the Consent Agenda as presented. Without discussion, Mr. David Din announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote, and the following items were approved as part of the Consent Agenda:

- A. Pupil Transportation Maintenance Facility Dominion Energy Easement
- B. Old Seatack Elementary School – Law Enforcement Training Academy (LETA) Lease

6. *Action:*

A. Personnel Report/Administrative Appointment(s): Ms. Anderson made a motion, seconded by Ms. Hughes, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as presented on the July 7, 2020 Personnel Report along with administrative appointments as recommended by the Superintendent. Without discussion, the School Board Clerk announced the motion passed unanimously with the School Board using the raised hand feature on the Zoom platform to register an affirmative vote. Superintendent Spence then introduced Karen J. Drosinos, Ed.D., Instructional Specialist, Department of Teaching and Learning, as the Assistant Principal at Diamond Springs Elementary School effective August 3, 2020; Timothy J. Pellerin, School Counseling Chair at Kempsville Middle School as an Assistant Principal at Tallwood High School, with an effective date to be determined. Superintendent Spence noted the Green Run Collegiate (GRC) Governing Board voted in favor of Nathaniel C. Staples to the role of Academic Dean based on Article VI of the Green Run Collegiate Charter. Nathaniel C. Staples, Teacher on Special Assignment, Colgan Senior High, Prince William County Schools as the Academic Dean at Green Run Collegiate effective July 1, 2020.

7. *Conclusion of Abridged Meeting*

Hearing of Citizens and Delegations on Non-Agenda Items

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Public comment on Non-Agenda items will be accepted during the July 7, 2020 Abridged Meeting. All public comment will be done through Zoom and persons seeking to sign up to speak should contact the Clerk of the School Board at (757) 263-1016 by 3:00 p.m. on July 6, 2020 and provide the necessary information to sign up as a speaker and shall be allocated 4 minutes each. All Public comment is always welcome by the School Board through their group e-mail account at vbcpschoolboard@googlegroups.com or by request to the Clerk of the School Board at (757) 263-1016.

The School Board heard comments from: Holly Edwards, Sarah Smith, Luis Cortes, Lindsey Nathaniel, Pam Coley, Conner Eppley, Kathleen Slinde, Dawn Neuman, Mary Reismeier, Elizabeth Scott, Kelly Walker, Laura Lee Dunn, Carmen Stacier, Jenner Green, Becky (?), Suzanne Saltisiak, Mark Garhart regarding school reopening; and Dr. Amelia Ross-Hammond regarding diversity and inclusion.

8. ***Closed Meeting*** (as needed)
9. ***Vote on Remaining Action Items*** (as needed)
10. ***Adjournment:*** There being no further business before the School Board, Chairwoman Rye adjourned the meeting at 6:43 p.m.

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Wednesday, July 8, 2020

The School Board convened in the School Board Room at the School Administration Building at 9:02 a.m. on Wednesday, July 8, 2020. In addition to Superintendent Spence, the following School Board members were present: Chairwoman Rye, Ms. Anderson, Mr. Edwards, Ms. Felton, Ms. Manning, Ms. Riggs, and Ms. Weens. Ms. Holtz arrived at 9:08 a.m. Note that School Board members Vice Chair Melnyk, Ms. Owens, and Ms. Hughes participated remotely in accordance with School Board Bylaw 1-36. Chairwoman Rye read the following statement:

Good Morning, today is July 8, 2020 at 9 am and this begins the second day of the School Board's 2020 Retreat. The School Board Retreat is taking place at the School Administration Building today between 9 a.m. and 4:00 p.m. Due to the State of Emergency and the School Board's April 7, 2020 Resolution, the School Board Members as well as certain staff members will be present in School Board Chambers but other persons will not be present in the School Administration Building for the purpose of attending the School Board Retreat. This decision was made to be consistent with safety and health precautions currently in effect in the school buildings. The School Board Retreat will be broadcast on VBTV channel 47 as well as livestreamed for the public to observe.

Strategic Framework Update: Marc A. Bergin, Ed.D., Chief of Staff, and Lisa A. Banicky, Ph.D., Executive Director of Planning, Innovation, and Accountability, presented an update on the division's work related to the strategic framework. Dr. Bergin introduced Dr. Banicky to continue the presentation. Dr. Banicky began with a brief retrospective of the *Compass to 2020* four main goals: high academic expectations, multiple pathways, social-emotional development, and culture of growth and excellence. Progress highlights included best practices related to planning, teaching, assessing; Student Response Teams; expanded Early Childhood Offerings; providing 1:1 devices; expanded resources associated with academic and career planning; PBIS; teacher specializations and pathways for administrators; expanded professional learning for noninstructional staff; and expanded partnerships. Annually identified priorities include identifying framework, monitoring progress and making adjustments. Navigational markers are publicly available on the *Compass to 2020* website. Dr. Banicky provided a quick recap of the strategic planning process and continued to review the six goals of *Compass to 2025*. The goals are as follows: Goal 1: Educational Excellence; Goal 2: Student Well-Being; Goal 3: Student Ownership of Learning; Goal 4: An Exemplary, Diversified Workforce; Goal 5: Mutually Supportive Partnerships; and Goal 6: Organizational Effectiveness and Efficiency.

Dr. Banicky paused the presentation to ask the School Board members to reflect on the Navigational Markers for *Compass to 2025* and choose two in each goal area they were interested in tracking. A packet was requested for the School Board members attending the meeting on Zoom. The Deputy School Board Clerk was able to email the information. Ms. Manning left the meeting at 9:29 a.m., and Ms. Weems left the meeting at 9:33 a.m. Ms. Lannetti stated to Chairwoman Rye, if any other School Board members leave the meeting, there will no longer be a quorum and re-notice the meeting to an electronic meeting due to a quorum not being present.

The presentation restarted at 9:34 a.m.

Dr. Banicky discussed the Activation Plan or roll-out of *Compass to 2025*. The Strategic Action Agenda was developed in February 2020 and was to be shared at the last Citywide meeting (April 1), but could not due to COVID-19. A copy of the revised strategic plan was shared with principals and a copy was given to the School Boards members. The Strategic Action Agenda includes as a top priority the recovery plan for students; focus on

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well-being for both students and staff; keep equity front and center; reimagine learning; foster student agency and deeper learning; and understand and share the big picture of *Compass to 2025*. The following reflection questions were shared with the School Board:

1. How can you as a School Board member help to support and reinforce the *Compass to 2025* vision?
2. What can we do or provide to you to support you in your role as advocates for the Strategic Framework and school division priorities for 2020-2021?

The discussion continued with the development of a map and framework, role of PPMC, importance of all the goals including community partnerships, gratitude for work put into the *Compass to 2025*, sharing of the plan with schools, and feedback from teachers or a group of teachers. The presentation and discussion concluded at 9:50 a.m.

Superintendent Spence made a brief comment regarding wearing masks. We are trying to model what we have asked staff to do. Jack Freeman, Chief Operations Officer, shared briefly what we have asked staff to do for clarity and what we ask the School Board to model. Information from the AAP – four pillars: screening, distancing, mask/face covering, and good hand hygiene. Wearing a mask is expected from staff when entering the building and transiting to and from space; if distancing in your own environment, you can take off mask. Superintendent Spence added comments regarding health screening tool and AAP guidance on wearing masks. We want to follow the best guidance and model behavior, and our goal is to be safe. Chairwomen Rye stated for the record colleagues were encouraged to stay at the meeting.

The next presentation started at 10:01 a.m.

Diversity, Equity and Inclusion - Centering Equity: LaQuiche R. Parrott, Ed.D., Director of Diversity, Equity, and Inclusion, presented an overview of how we are centering equity through new strategic framework.

Dr. Parrott shared equity in education is a significant challenge nationwide; School Board members, superintendents, teachers and families play a critical role in creating a climate and curriculum for students to receive resources and mentioned recent local, national, and global events regarding racial justice and equitable opportunity. Questions arising from the Mayor's African American Roundtable meeting facilitated the renaming of Opportunity and Achievement to Diversity, Equity, and Inclusion. Equity Council began initial planning and discussion for the new strategic framework, *Compass to 2025*, which will have an equity focus for each strategic goal. Supports and resources to lead equity work – professional learning, VDOE guidance document, third-party equity audit to provide feedback, needs, and next steps. Role of Equity Lead is new this school year and it is to provide support to individual school communities. More details about Equity Leads will be shared in an upcoming principal's memo. The Policy Review Committee is working on a draft equity policy. To gain perspectives, diverse stakeholders are given the opportunity to join Equity Council, meeting times increased from bi-monthly to monthly, and developing a quarterly newsletter.

A discussion followed the presentation with positive comment on the newsletter idea, looking forward to progress, development of equity policy, representation on the Equity Council, community involvement, distribution of resources for schools, equity as part of strategic plan, and professional learning development.

The presentation and discussion concluded at 10:53 a.m. The School Board members took a brief break and reconvened at 11:10 a.m.

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Environmental Studies Program Update: Kipp D. Rogers, Ph. D., Chief Academic Officer, Matthew D. Delaney, Executive Director of Secondary Teaching and Learning, Tony Arnold, Executive Director of Facilities Services, and Chris Freeman, Coordinator of Environmental Studies Program, provided the School Board an update on the Environmental Studies Program. Dr. Rogers made opening remarks and introduced Mr. Delaney. Since last update, work has continued with writing curriculum, applications reviewed, offers made to students, and appointment of first Coordinator of Environment Studies Program. Mr. Delaney then introduced Mr. Chris Freeman. Mr. Freeman reviewed the application timeline, number of applicants, selection process, and number of accepted students. Communication with students and families included creation of Schoology group, email, twitter, and videos. Development of curriculum with foundation in AP Environmental Science, including Natural Resources Management, Sustainably: Core Concepts & Environmental Systems, and Watershed Hydrology courses. Materials and equipment for student hands-on learning and field research are being ordered. Next steps to include reviewing curriculum, meetings with other departments in the division, and developing partnerships.

Before the next portion of the presentation, there was a discussion on the development of curriculum, the application process and equity, pre-requisites for admission, and positive comments on opportunity for students. Note, Ms. Weems returned to the retreat at 11:33 a.m.

The presentation continued with Mr. Arnold providing a construction update, progress photos, rendering of classroom views and construction timeline. Discussions continued regarding the application process, AM/PM split of students, benefits of program, partnerships and gratitude to Joan Brock, general interest in the program, and program promotion.

The presentation and discussion concluded at 11:50 a.m. The School Board members took a lunch break. The retreat reconvened at 1:00 p.m.

Ad Hoc Student Discipline Committee: Donald E. Robertson, Jr., Ph.D., Chief Schools Officer, and Kimberly A. Melnyk, Ad Hoc Committee Chair, presented the School Board Ad Hoc Student Discipline Committee findings and recommendations. Note Dr. Robertson and Ms. Melnyk presented to the School Board via the Zoom platform. Ms. Melnyk gave a brief overview of the Ad Hoc Committee, members, and meeting dates. To collect data the committee used staff survey, school visits, and focus groups. Findings and recommendations on general themes from the results were shared. (I don't think focus groups were used – schools closed)

The general themes included: Positive Parental Partnership: the need for more parental involvement and accountability, identify ways to let parents/guardians know they are valued; Cell Phones and Electronic Devices: results varied between high school and elementary, respondents indicated the negative impact on behavior, the committee could not agree on a unanimous recommendation; Communication and Consistency: a majority of staff feel supported by administration, comments from survey warranted improvements, protocols be developed with clear expectations on the referral process to include consistency with a timely response; Respect and Safety Related to Student Misbehavior: respondents indicated concerns about safety and student safety because of student misbehavior; results varied between high school and elementary, the committee asks Senior Staff provide a response; and Discipline Hearings: was not part of the survey or school visits but an area the committee felt needed to be addressed, recommendations: providing an explanation for any changes, Legislation Committee review legislation that impacts student discipline, and review and update the discipline process and forms.

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A discussion was held on the data results, breakdown of results (HS, MS, ES), selection of schools, and cell phones recommendations.

Dr. Robertson continued the presentation with Administration's responses. *Administration concurs with increasing parental/guardian involvement and accountability* in resolving discipline issues, teachers and administrators will make every effort to engage a parent/guardian when dealing with selected discipline offenses, seek to expand parental outreach programs, partner with school's PTA, and collaborate with the Office of Family and Community Engagement. *Administration concurs that cell phone and other electronic device use is a distraction to both students and staff, particularly at the high school level, meetings with Teacher Forum and Teacher Assembly to get feedback/input, feedback/input from Student Advisory Council, reviewing guidelines from other school division, and ready to assist PRC in revising policy if needed. Administration concurs with the need to develop a clearer process or protocol on the referral process* to assist with staff understanding, discussions on the importance of clear lines of communication when handling student discipline and develop a set of guidelines explaining the referral process. *Respect and safety related to student misbehavior* – VBCPS has Respect as a Core Value, will work with Department of Communications and Community Engagement to create Respect campaign, SEL and CRP framework, continue to review monthly discipline data, and implementation of PBIS. *Administration agrees with the committee recommendations regarding Discipline Hearings* and are committed to improving processes and is ready to continue the work in partnership with Legal and School Board. Administration is open to feedback and willing to address all areas of concerns as presented by the School Board.

A discussion continued regarding reading the data and the value, thank you to Dr. Robertson for efforts, follow-up survey, informational workshop(s), cell phone use, Superintendent Spence thanked the School Board for the discussion. The presentation and discussion ended at 2:08 p.m.

Budget Priorities - Pre-Budget Discussion: Farrell E. Hanzaker, Chief Financial Officer, presented an updated brief economic forecast at the state, regional and local levels and basic 2020-2021 budget information. He explained budgetary goals and challenges identified in the areas of employee compensation and benefits; materials and supplies needed for new safety measures due to pandemic; life cycle replacements; reversion funds, CARES Act funding; better understanding of additional shortfalls in both state and city funding in August after General Assembly meets; estimated shortfall of \$23 million FY 2019/20 and \$27 million FY 2020/21; and unmet needs.

A brief discussion continued regarding compensation for staff, CARES Act funding – one-time spending; and thank you for Mr. Hanzaker for all the work you do. The presentation and discussion ended at 2:33 p.m. The School Board members took a break and the retreat reconvened at 2:45 p.m.

New Committee Structure: Interim Assessment: Carolyn T. Rye, Governance Committee Chair, and Carolyn D. Weems, Planning and Performance Monitoring Committee Chair, presented a midyear assessment on the two new School Board committees: Governance and Planning and Performance Monitoring. Ms. Rye began the presentation with a brief overview of the Governance Committee; reviewed general description and responsibilities of Governance Committee from Bylaw 28; accomplishments for first 6 months; works in progress; and effectiveness of the committee.

Ms. Weems continued the presentation with an overview of the Planning and Performance Monitoring Committee (PPMC); committee members; accomplishments of committee; works in progress; input from board members; Superintendent Spence thanked the School Board for their work. The presentation ended at 3:26 p.m.

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Future Workshop Topics/Quarterly Forecast Development and Reflections and Wrap-Up: Aaron C. Spence, Ed.D., Superintendent, reviewed briefly some upcoming workshop topics reflected from the retreat: Ad Hoc Discipline Committee, PBIS, work of Office of Community Engagement, Gifted Services, SRO program, Equity Update; Literacy Plan Update, and Special Education.

Superintendent Spence continued with reflections and wrap-up for agenda planning for July 28, 2020 School Board meeting: school reopening, speakers at meeting; discussion continued regarding safety protocols for speakers at the meeting; public notice for meeting. Ms. Rye thanked various staff members for their support during the retreat. Superintendent Spence thanked Dr. Bergin, Chief of Staff, for his work.

The retreat concluded at 4:14 p.m.

Respectfully submitted:

Regina M. Toneatto, Clerk of the School Board

Approved:

Carolyn T. Rye, School Board Chair