



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

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Victoria C. Manning At-Large	Ashley K. McLeod At-Large	Kimberly A. Melnyk District 7 – Princess Anne
Trenace B. Riggs District 1 – Centerville	Carolyn T. Rye District 5 - Lynnhaven	Carolyn D. Weems District 4 - Bayside

Aaron C. Spence, Ed.D., Superintendent

School Board Retreat/*Abridged* Regular Meeting MINUTES

Tuesday, July 10, 2018

Tidewater Community College Student Center Room 304

1700 College Crescent

Virginia Beach, VA 23453

- 1. *Call to Order and Roll Call:*** The School Board convened in Room 304 of the Student Center at Tidewater Community College at 8:27 a.m. In addition to Superintendent Spence, all School Board members were present with the exception of Vice Chair McDonald and Ms. Melnyk who Chairwoman Anderson announced were absent due to work and family obligations, respectively. Ms. McLeod departed the meeting early at 3:30 p.m.
- 2. *Approval of Minutes:*** June 26, 2018 Regular Meeting: Mr. Edwards made a motion, seconded by Ms. McLeod, that the School Board approve the minutes of their June 26, 2018 regular meeting as presented. The motion passed (ayes 9, nays 0).
- 3. *Adoption of the Agenda:*** Chairwoman Anderson called for a motion to adopt the agenda that included the addition of a second closed meeting for personnel matters as item 13. Ms. Riggs made the motion, seconded by Ms. Holtz, that the School Board adopt the agenda as amended. The motion passed (ayes 9, nays 0).
- 4. *Recommendations by the Blue Ribbon Panel on School Safety and Security:*** Marc A. Bergin, Ed.D., Chief of Staff, presented an overview on the work of the Blue Ribbon Panel commissioned to review school safety and security comprised of the Chief and Deputy Chief of the Virginia Beach Police Department, Captain and Lieutenant Commander from Naval Air Station Oceana, school principals, representative from the Department of Human Services, Coordinator in the Office of Student Support Services, and Coordinator of Psychological Services. He reported common themes and key findings derived from the input of 248 stakeholder participants from Teacher Assembly, community meeting, and through eTown Hall meetings regarding what the school division does well, gaps that may exist, and suggestions in the use of resources as they pertain to safety protocols, emergency preparedness and response; security infrastructure and personnel; and behavioral mental health. Below is an outline of panel recommendations developed around the same three overarching areas in which the State House Select Committee is focused:



- Safety Protocols, Emergency Preparedness, and Response
 - Refine and expand training and exercises with regards to emergency procedures
 - Implement a more robust system of preventative security
 - Conduct more frequent and unannounced safety audits
 - Strengthen procedures for controlling access into and within the school facility
- Safety infrastructure and Personnel
 - Reevaluate security personnel program (staffing, hiring, training, and responsibilities)
 - Strengthen infrastructure for controlling access to school sites (buildings and grounds; including security desk location and associated equipment)
 - Evaluate and increase use and location of cameras and sensors
 - Strengthen infrastructure for securing classrooms
- Behavior and Mental Health
 - Increase behavior and mental health staffing available to directly support students and aid in the early identification and support of students exhibiting mental health needs
 - Increase mental health awareness through training for all staff and stakeholders (staff, students, families, and security personnel)
 - Increase community engagement and collaboration with partner agencies

Next steps called for the division's new Chief Operations Officer and Chief Academic Officer to develop a division security update plan to address recommendations (short/long range strategies, timeline, responsible staff) to include:

- Develop and implement both immediate and long-term training needs/expansion
- Re-allocate and/or accelerate the use of existing resources as appropriate (e.g., implementation of buzz-in system during SY2018-19, role expectations for mental health, training for security personnel, etc.)
- Prepare budget implications for the School Board's FY2019-20 discussion, to include state support for recommendations from the State Select Committee

This portion of the meeting concluded at 9:05 a.m.

5. **Closed Meeting (1 of 2): Public Safety Matters:** Mr. Edwards made a motion, seconded by Ms. Riggs, that the School Board recess into a closed session pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraph 19 of the *Code of Virginia*, 1950, as amended, for Public Safety Matters: Discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § 2.2-3705.2, where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system, or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility,



building or structure, namely to discuss findings of Blue Ribbon Committee on School Safety regarding school safety and security issues. The motion passed (ayes 9, nays 0), and the School Board entered into a closed meeting at 9:12 a.m.

Individuals present for discussion: School Board members with the exception of Vice Chair McDonald and Ms. Melnyk who were absent from the meeting; Superintendent Spence; Marc A. Bergin, Ed.D., Chief of Staff; Farrell E. Hanzaker, Chief Financial Officer; Ramesh K. Kapoor, Chief Information Officer; John A. Mirra, Chief Human Resources Officer; Donald E. Robertson, Jr., Ph.D., Chief Strategy and Innovation Officer; Rashard J. Wright, Chief Schools Officer; Lesley L. Hughes, Ed.D., Interim Chief Academic Officer; Daniel F. Keever, Senior Executive Director of High Schools; Cheryl R. Woodhouse, Senior Executive Director of Middle Schools; Shirann C. Lewis, Senior Executive Director of Elementary Schools; Virginia Beach Police Chief Cervera; Virginia Beach Deputy Police Chief Dean; Lieutenant Commander Harville from Naval Air Station Oceana; Bayside Middle School Principal Johnson; Landstown High School Principal Askew; James Thornton from the Department of Human Services; Robert Jamison, Coordinator in the Office of Student Support Services; Karin DiMaggio, Coordinator of Psychologic Services; representatives from the Office of Safety and Loss Control Richard M. Ponti, Director; Daniel J. Anglin, Coordinator; Christa Markert, Specialist; and Michael A. Maloney; Robert W. “Wendell” Jenkins, Jr.; Coordinator, Maintenance; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.

The School Board reconvened in an open meeting at 10:30 a.m.

Certification of Closed Meeting: Mr. Edwards made a motion, seconded by Ms. Rye, that the School Board certifies that to the best of each member's knowledge, 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 only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered. The motion passed (ayes 9, nays 0).

Break (10:31 a.m.)

6. Findings from Long Range Facilities Plan Study (10:45 a.m.)

Tracy Richter, President of Cooperative Strategies, along with Tony L. Arnold, Executive Director of Facilities Services, presented an executive summary on the process that began in the fall of 2017 to update the 2007 Long Range Facility Master Plan outlining the timeline for school modernization and replacement. Status of the \$60 million funding scenario with six percent yearly escalation included in the 2007 plan was provided along with a review of completed projects. They explained the process of creating a steering committee consisting of students, parents, teachers, staff and community members to guide and assist in the plan’s development to include large community forums and online surveying allowing for over 3,000 participants in the current planning. Areas of study included student demographics, current and projected enrollment, facility capacity, utilization and condition as well as a focus on the educational



framework as it relates to teaching and learning and the graduate profile. They reported at the first set of community meetings, the top two capital project priorities identified were based upon the building's physical condition/age and ability to accommodate school programming needs. Options were then developed to replace fifteen facilities with the highest Total Condition Index (TCI) which considers both the condition and educational adequacy. Options to address the high TCI facilities were developed at multiple funding levels and presented at a second community meeting to determine the preferred level of funding. The schools identified in the table below represent the top 15 candidates for replacement, and the order of schools shown below is based solely on the TCI. Actual order of projects is subject to change and may be influenced by factors such as building utilization, educational programming, funding, and swing space availability.

Next 15 School Replacement Candidates	Original Construction Date	Square Footage	School Facility Condition Index	Educational Adequacy Factor	Total Condition Index
Princess Anne High	1954	228,860	0.745	1.591	1.185
BF Williams* (4-5) + Old Aragona Elementary (Bayside 6)	1963/1957	134,152	0.802	1.322	1.068
Princess Anne Elementary	1956	77,953	0.705	1.490	1.050
Kempsville High	1966	202,665	0.705	1.473	1.038
Green Run Elementary	1976	58,275	0.677	1.400	0.948
First Colonial High	1966	178,266	0.657	1.352	0.889
North Landing Elementary	1975	60,280	0.750	1.143	0.857
Kempsville Middle	1969	136,287	0.622	1.363	0.848
Bayside Middle	1969	180,134	0.626	1.321	0.827
Bayside High	1964	200,816	0.616	1.329	0.819
Fairfield Elementary	1976	58,280	0.620	1.280	0.794
Lynnhaven Middle	1974	140,099	0.581	1.341	0.779
Independence Middle	1974	137,656	0.610	1.270	0.775
Holland Elementary	1967	73,956	0.674	1.136	0.766
White Oaks Elementary	1977	77,333	0.591	1.278	0.755

*BF Williams replaced as a 4th-6th grade school, housing current Bayside 6th grade students

Four funding scenarios were presented along with the number and type of facilities that could be constructed under each scenario based on a 5% yearly escalation of construction costs and a 3% yearly escalation in funding for all scenarios:

Capital Renewal ¹	CIP ²	Number and type of facilities that could be constructed within the 15 year program
\$20 million	\$20 million (approx. current level of funding)	- 2 high schools



Capital Renewal ¹	CIP ²	Number and type of facilities that could be constructed within the 15 year program
\$20 million	\$40 million (doubles CIP allocation)	- 2 high schools - 1 middle school - 4 elementary schools
\$20 million	\$60 million (triples CIP allocation)	- 3 high schools - 2 middle schools - 5 elementary schools
\$20 million	\$80 million (quadruples CIP allocation)	- 4 high schools - 4 middle schools - 7 elementary schools

¹ Capital Renewal funding is for annual expenditures for school condition and minor space improvement to include replacement of HVAC systems, roofing systems, windows, flooring systems, minor renovations to educational space, and other identified facility condition improvement needs

² Capital Improvement Program (CIP) funding is allocated for new construction and/or modernization projects

Farrell E. Hanzaker, Chief Financial Officer, provided a cursory overview of potential financing options and the pros and cons of each. Following discussion, Superintendent Spence explained the financial landscape will be explored with the City and reported to the School Board in October for consideration within the budget development process; but for now, he was seeking the School Board’s support for the Long Range Facility Plan consisting of 15 school replacements in the order recommended. There being no objection, a public presentation was scheduled for an upcoming regular School Board meeting for subsequent approval.

Lunch (11:48 a.m.)

7. 2Revolutions Update..... (12:28 p.m.)

2Revolutions founder and partner, Todd Kern, along with Rachel Lopkin, consultant, presented an overview of the education design lab’s work to design, build and implement new learning models that prepare students for success in the future. They reported the division had been selected from among 16 potential national partners because of its eager, high-capacity, forward-thinking, innovative statewide policy environment, advanced level of readiness with existing knowledge of innovation, design, Science Technology Engineering Math (STEM), leveraging innovative assessment strategies and strong division strategic plan. Also noted was that the work is not only fully funded by the Carnegie Foundation, but the division will receive \$150,000 based on prototyping networks. They reported on status of their work, outcomes from community based visioning sessions identifying assets and barriers, and next steps in order to identify and recommend potential scalable solutions to district officials in June 2019.



8. *Going Deep with Compass 2020* (1:34 p.m.)

Donald E. Robertson, Jr., Ph.D., Chief Strategy and Innovation Officer in the Department of Planning, Innovation, and Accountability, presented a status report on the division’s strategic plan – *Compass to 2020* – specifically in the areas of fostering student agency, digital expansion, academic and career planning, ongoing support for students with disabilities, student response teams, positive behavioral intervention and supports, and mediation. Also demonstrated was the division’s webpage that provides the strategic framework, reports progress, and outlines the journey. Noting equity as an ever present emphasis, he presented the following SY2018-19 strategic action agenda

Continuing focus on	Expanding focus to include
<ul style="list-style-type: none"> • Fostering student agency • Creating future ready students • Supporting students with disabilities • Using restorative practices • Implementing Positive Behavioral Interventions and Supports (Select Schools) • Integrating the use of additional devices 	<ul style="list-style-type: none"> • Implementing changes to the Professional Learning Program for teachers • Phasing in Schoology across the school division

Finally, the timeline was presented for developing the next strategic planning model for implementation in July 2020, and School Board members offered suggestions of what should be included in the process.

Break **(2:10 p.m.)**

9. *FY2019-20 Budget Priorities* (2:30 p.m.)

Farrell E. Hanzaker, Chief Financial Officer, launched the FY2019-20 pre-budget discussion by presenting a brief economic update indicating a positive forecast; an overview of budget goals and challenges; and outline of kindergarten expansion costs and use of the non-dedicated portion of funds.

A. Compensation:

1. Teacher raises as a result of state approved 3%: Farrell E. Hanzaker, Chief Financial Officer, reviewed provisions in the final state budget bill related to compensation which provides a three percent Compensation Supplement in fiscal year 2020 increasing projected state distributions to school divisions. He explained the budget language provides funding for the Compensation Supplement for the state’s share of a three percent salary increase for all funded Standards of Quality (SOQ) instructional and support positions with an effective starting date of July 1, 2019 noting local participation is optional, but requires school divisions provide at least a three percent salary increase during the 2018-2020 biennium – either in the first year or second year or through a combination of the two years.
2. Allowances for Advance Degrees, Additional Duty Supplements, and Stipends: John A. Mirra, Chief Human Resources Officer, presented a report on allowances,



additional duty supplements, and stipends to include definitions and information on management. After reviewing a comparison to surrounding districts for FY19 which placed the division 6th and 7th in the ranking, a solution was proposed for a percentage to be funded over a three-year period. Next steps were to explore the ability to include increasing the educational allowances as part of the *Superintendent's Estimate of Needs for FY2019-20*, and establish an Additional Duty Supplements Oversight Committee to review the program in order to provide recommendations for program modifications and/or increases.

3. School Board Member Compensation: In response to a School Board's member request for discussion of a potential increase in School Board member compensation, the School Board received information on compensation of School Board members in the Hampton Roads school divisions as well as similarly sized school divisions in the state. School Board's Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, advised of requirements for the School Board to entertain an increase. In consideration of the challenges outlined for allowances, additional duty supplements, and stipends, and other budget priorities and unmet needs, there appeared to be majority consensus to not pursue an increase in School Board member compensation at this time.

B. Budget Priorities

1. Unmet Needs: The School Board was provided with a list of unmet needs going into fiscal year 2019-20
2. Blue Ribbon Panel Recommendations: Panel recommendations were presented in the morning session with next steps to include preparing budget implications for the School Board's FY2019-20 discussion to include state support for recommendations from the State Select Committee.
3. Capital Improvement Program (CIP): Budget considerations were presented during the report on the findings from the Long Range Facilities Plan Study with plans for funding scenarios to be explored with the City and reported back to the School Board in October.
4. An Achievable Dream Academy (AADA): As chair of An Achievable Dream Academy Ad Hoc Committee, Mr. Edwards advised of potential budget implications to continue An Achievable Dream Academy (AAD) program on a long-term basis. He reported the Committee's review of detailed facility requirements and thorough consideration of Lynnhaven Middle School, concluding it could not meet the program's goals and intentions as a long-term solution. Superintendent Spence acknowledged the Committee's interest in wanting to continue the program and advised of conversations internally and with An Achievable Dream Academy



(AADA) around location and meeting certain caveats outlined in the Agreement specifically as it relates to enrollment goals as a K-12 program. He reported a review of division assets suggests Laskin Road Annex (LRA) as the only potential option, and presented a brief on components being discussed with AADA in the area of funding for renovations, the potential for city-wide transportation, and continuing recruitment efforts. After affirming the School Board’s interest in continuing a full program despite a decline in enrollment while recruitment efforts are trending up, Superintendent Spence suggested expanding the committee to include Seatack and community-based representatives as well as a member of the AADA Board to discuss the potential for a long term plan being located at the Laskin Road Annex.

- C. Other Budget Priorities: Superintendent Spence asked the School Board to identify other budget priorities to provide guidance in the development of the Superintendent’s Estimate of Needs FY2019-20 and/or to be considered once local and state funding has been established. Suggestions were made in the area of employee compensation; increases in allowances for advance degrees, additional duty supplements, and stipends; secondary class size; field turf; and ensuring students have access to all classes requested. Additionally, although majority of the School Board agreed to not pursue an increase in School Board member compensation at this time, a suggestion was made got School Board members to receive a stipend similar to what is provided to senior staff for mobile phone plans. Superintendent Spence asked for any additional suggestions to be submitted to him, the Chief of Staff and Chief Financial Officer.

At this time, Ms. McLeod departed the meeting.

10. *Culturally Responsive Practices* (3:30 p.m.)

Lesley L. Hughes, Ed.D., Interim Chief Academic Officer; James M. Pohl, Ph.D., Executive Director of Secondary Teaching and Learning; and LaQuiche R. Parrott, Ed.D., Director of Opportunity and Achievement, presented information on a focus of Culturally Responsive Practices (CRP) set forth as a result of recommendations by the Student Discipline Task Force to guide how the division addresses cultural responsiveness through both the use of culturally relevant materials embedded within the curriculum, as well as best practices related to the promotion of cultural responsiveness. CRP was explained as an approach that honors student differences within classrooms by providing a personalized learning experience for each student with an emphasis on who is being taught in addition to what is being taught. Results of a workgroup formed to develop a common language around CRP that is aligned to division-wide strategic goals and actions were presented, along with a synopsis of the implications for the work of curriculum writing and implementation. Also presented was an overview of how the Department of Teaching and Learning is integrating practices and consistently working to embed instructional strategies and provide resources designed to leverage high academic expectations for every student including providing resources developed to support teachers to incorporate critical



thinking, communication, collaboration, creativity, and citizenship (known as the 5C's) into daily learning. Examples of CRP in action were provided, and Parkway Elementary School Principal, Krista Arnold; and Library Media Specialist, Kristen Hildum, shared the school's process of building a culturally responsive library that provides access, opportunity and excitement.

11. *Reflections on Today and Future Workshop Topics* (4:17 p.m.)

Reflecting on the day's presentations, Superintendent Spence asked School Board members to identify potential future workshops. Suggestions made were related to the curriculum of the full-day kindergarten program compared to the half-day program, a follow-up to recommendations proposed by the Blue Ribbon Panel, and outcome of the overview of Culturally Responsive Practices (CPR) after the citywide principal meeting.

12. *Action: Personnel Report / Administrative Appointments*..... (4:20 p.m.)

Ms. Riggs made a motion, seconded by Ms. Holtz, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated July 10, 2018 along with two administrative appointments as recommended by the Superintendent. The motion passed (ayes 8, nays 0), and Superintendent Spence introduced Roni S. Myers-Daub, current Coordinator of Special Education in the Office of Programs for Exceptional Children, as the new Executive Director of the Office of Programs for Exceptional Children in the Department of Teaching and Learning effective July 11, 2018; and Kenneth D. Vaughan, current Assistant Principal of Bayside High School, as the new Principal of Independence Middle School effective July 11, 2018.

13. *Closed Meeting (2 of 2): Personnel Matters:* Mr. Edwards made a motion, seconded by Ms. Felton, that the School Board recess into a closed session pursuant to the exemptions from open meetings allowed by Section 2.2-3711, Part A, Paragraph 1 of the *Code of Virginia*, 1950, as amended, for Personnel Matters: Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees pursuant to Section 2.2-3711, (A) (1); namely to discuss assignment of personnel and potential hiring decisions.

The motion passed (ayes 8, nays 0) and the School Board entered into a closed meeting at 4:27 p.m.

Individuals present for discussion: School Board members with the exception of Vice Chair McDonald and Ms. Melnyk who were absent from the meeting, and Ms. McLeod who departed the meeting early; Superintendent Spence; School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney; and Dianne P. Alexander, Clerk of the School Board.

The School Board reconvened in an open meeting at 4:40 p.m.

Certification of Closed Meeting: Mr. Edwards made a motion, seconded by Ms. Manning, that the School Board certifies that to the best of each member's knowledge, 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 only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered. The motion passed (ayes 8, nays 0).

- 14. *Adjournment:*** There being no further business before the School Board, the meeting adjourned at 4:45 p.m.

Respectfully submitted:

Dianne P. Alexander, Clerk of the School Board

Approved:

Beverly M. Anderson, School Board Chair