



VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

School Board Services

Beverly M. Anderson, Chair
At-Large

Joel A. McDonald, Vice Chair
District 3 – Rose Hall

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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 Regular Meeting MINUTES

Tuesday, September 11, 2018

School Administration Building #6, Municipal Center
2512 George Mason Dr.
Virginia Beach, VA 23456

INFORMAL MEETING

1. **Convene School Board Workshop:** The School Board convened in workshop format in the einstein.lab at 4:04 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Mr. Edwards and Ms. Manning who were absent from the meeting; and Ms. McLeod who was absent from the workshop but arrived at 6:00 p.m. for the formal meeting.
 - A. **School Board Administrative Matters and Reports:**
 1. **Acknowledgement by the American Heart Association:** Postponed to a date to be determined

Chairwoman Anderson noted a communication from the School Board’s Legal Counsel requested the addition of an item to the School Board meeting agenda related to the reimbursement of employees’ legal fees. There being no objection, it was agreed the item would be added during Adoption of the Agenda for approval as part of the Consent Agenda.

There being no reports made by School Board members, this portion of the workshop concluded at 4:05 p.m.
 - B. **Standards of Learning Student Performance 2017-18:** Tracy A. LaGatta, Director of Student Assessment in the Office of Planning, Innovation, and Accountability, presented an executive summary of division student performance and pass rates related to the *2017-2018 Standards of Learning* with state comparisons. An overview of pass rates was provided by grade level and subject, and by ethnic groups. In summary, a greater than eighty percent (80%) pass rate for most tests was reported with the division outperforming the state on 27 out of 29 tests, and 34 out of 40 instances in reporting groups. James M. Pohl, Ph.D., Executive Director of Secondary Teaching and Learning,



presented information on areas of focus for continuous improvement to include grade 8 writing, grades 7 and 8 math, world history, and students with disabilities. Instructional focus for writing included expanding focus on instructional practice, and cross content integration; world history and math 7 and 8 included new curriculum and essential professional development; and special education instructional focus included professional development specifically designed instruction with the Office of Programs for Exceptional Children (OPEC).

The portion of the workshop concluded at 4:27 p.m.

- C. Employee Survey 2018 Results Summary: Robert A. Veigel, Research Specialist in the Office of Planning, Innovation, and Accountability; and Edie L. Rogan, Director of Employee Relations in the Department of Human Resources; presented a report on the 2018 employee input process administered to obtain perceptions related to the areas of resources and information, working relationships, professional development, opportunities within the division, benefits satisfaction, and suggestions for continuous improvement. A summary of findings and accomplishments were provided as well as an overview of current efforts being made in the area of compensation and health care, technology, curriculum and support, professional development, and culture and communication. Next steps in addressing feedback included communicating to stakeholders, continuing to review feedback, and consider modifications.

The workshop concluded at 5:13 p.m.

2. **Closed Meeting:** None
3. **School Board Recess:** The School Board recessed at 5:14 p.m. to reconvene in School Board Chambers for the formal meeting at 6:00 p.m.

FORMAL MEETING

4. **Call to Order and Roll Call:** Chairwoman Anderson called the formal meeting to order at 6:00 p.m. In addition to Superintendent Spence, all School Board members were present with the exception of Mr. Edwards and Ms. Manning who were absent from the meeting.
5. **Moment of Silence followed by the Pledge of Allegiance**
6. **Student, Employee and Public Awards and Recognition:**
 - A. Virginia Association for the Gifted – Outstanding Middle/High School Student of the Year: The School Board recognized Old Donation School student, Cameryn Conger, for being named Outstanding Middle/High School Student of the Year by the Virginia Association for the Gifted which recognizes excellence in advocating for appropriate instruction, services, and opportunities for gifted and talented learners.
 - B. Virginia Association for the Gifted – Parent of the Year: Anna Feliberti, Old Donation School parent, was recognized by the School Board for being named Parent of the Year by the Virginia



Association for the Gifted which recognizes excellence in advocating for appropriate instruction, services, and opportunities for gifted and talented learners.

- C. Virginia Association for the Gifted – Teacher of the Year for Region II: The School Board recognized Princess Anne High School gifted teacher, Jamie LaCava-Owen, for being named Teacher of the Year for Region II by the Virginia Association for the Gifted which recognizes excellence in advocating for appropriate instruction, services, and opportunities for gifted and talented learners.
- D. Virginia Association for the Gifted – Leader of the Year: Former Executive Director of the division's Office of Programs for Exceptional Children, Dr. Veleka Gatling, was recognized by the School Board for being named Leader of the Year by the Virginia Association for the Gifted which recognizes excellence in advocating for appropriate instruction, services, and opportunities for gifted and talented learners.

- 7. **Superintendent's Report:** Five things shared in Superintendent Spence's report were related to 1) the successful opening of school; 2) STEM Learning Day for all fifth graders scheduled for September 21 at NAS Oceana, 3) full utilization of a buzz-in system at all schools, 4) recognition of School Board members' participation in the Virginia School Boards Association (VSBA) Academy program, and 5) activities related to Hurricane Florence preparations and closures.
- 8. **Hearing of Citizens and Delegations on Agenda Items:** None
- 9. **Approval of Minutes:** August 28, 2018 Regular School Board Meeting: Ms. Holtz made a motion, seconded by Ms. Riggs, that the School Board approve the minutes of their August 28, 2018 regular meeting as presented. The motion passed (ayes 9, nays 0).
- 10. **Adoption of the Agenda:** Prior to a motion, Chairman Anderson announced a modification to the published agenda explained in the afternoon workshop related to the reimbursement of employees' legal fees as requested by Legal Counsel to be added for approval as part of the Consent Agenda as Item 11F. Ms. McLeod then made a motion, seconded by Ms. Melnyk, that the School Board adopt the agenda as amended. The motion passed (ayes 9, nays 0).
- 11. **Consent Agenda:** After the School Board Chair's review of items presented as part of the Consent Agenda, Ms. Holtz made a motion, seconded by Ms. Weems, that the School Board approve the Consent Agenda as reviewed. The motion passed (ayes 9, nays 0), and the following items were approved as part of the Consent Agenda:
 - A. Resolutions:
 - 1. National Hispanic Heritage Month as follows:



RESOLUTION FOR NATIONAL HISPANIC HERITAGE MONTH
September 15-October 15, 2018

WHEREAS, one of our nation's greatest strengths is its vast diversity which enables Americans to see the world from many viewpoints; and

WHEREAS, Hispanic and Latino Americans have forged a proud legacy that reflects the spirit of our nation and community; and

WHEREAS, it is imperative for the good of our nation that schools continue to build awareness and understanding of the contributions made by people from all cultures and backgrounds; and

WHEREAS, through the study of these contributions, students may find role models whose participation, commitment and achievement embody the American spirit and ideals; and

WHEREAS, the School Board of the City of Virginia Beach recognizes the importance of multicultural diversity education within our school division;

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach officially recognizes September 15th through October 15th as National Hispanic Heritage Month; and be it

FURTHER RESOLVED: That the School Board of the City of Virginia Beach encourages all citizens to support and participate in the various school activities available during National Hispanic Heritage Month; and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this Board.

2. Suicide Prevention Week as follows:

RESOLUTION FOR SUICIDE PREVENTION WEEK
September 9 - 15, 2018

WHEREAS, suicide is the 10th leading cause of deaths in the United States and the second leading cause of death among individuals between the ages of 15 to 24; and

WHEREAS, suicide is now the 2nd leading cause of death in the state of Virginia among individuals between the ages of 15 to 24; and

WHEREAS, suicide strikes without regard to locality, socio-economic status, ethnicity, religious preference, or age; and

WHEREAS, in the United States, one person completes suicide every 12.8 minutes and there are 10 to 20 suicide attempts per each suicide completion; and

WHEREAS, education and community involvement are known to be the most crucial factors in preventing suicide; and

WHEREAS, the School Board of the City of Virginia Beach is focused on ways to educate students, parents, and school staff about suicide and prevention of suicide; and

WHEREAS, Virginia Beach City Public Schools, through sustained and dedicated efforts, has implemented programs for all employees and students that recognize a deep commitment at all levels to raise awareness of suicide and its prevention.

NOW, THEREFORE, BE IT

RESOLVED: That the School Board of the City of Virginia Beach designates the week of September 9 -15, 2018, as Suicide Prevention Awareness Week in the Virginia Beach City Public Schools, and be it

FURTHER RESOLVED: That strategies and activities to address suicide prevention and suicidal behaviors be ongoing in Virginia Beach City Public Schools, and be it

FURTHER RESOLVED: That a copy of this resolution be spread across the official minutes of this Board.



- B. Student Response Teams (SRT) Evaluation Readiness Report including program goals and objectives and evaluation plan with recommendations as follows:
- Recommendation #1: Conduct an implementation evaluation of the SRT initiative during the 2018-19 school year with a report provided to the School Board during fall 2019 (*Responsible Group: Department of Planning, Innovation, and Accountability*)
 - Recommendation #2: Conduct an outcome evaluation of the SRT initiative during the 2019-20 school year with a report provided to the School Board during fall 2020 (*Responsible Group: Department of Planning, Innovation, and Accountability*)
- C. LEAD Aspiring Administrators’ Program Evaluation Readiness Report including program goals and objectives and evaluation plan with the recommendation to conduct a comprehensive evaluation of the LEAD Aspiring Administrators Program in 2018-19 with a report provided to the School Board during fall 2019 (*Responsible Group: Department of Planning, Innovation, and Accountability*)
- D. Program Evaluation Schedule for 2018-19 as follows:

2017-2018 Program Evaluation Schedule*	
Program	Proposed Reporting Schedule
Student Response Teams (SRT)	Fall 2018
LEAD Aspiring Administrators Program	Fall 2018
English as a Second Language Program (K-12)	Fall 2018
An Achievable Dream Academy**	Fall 2018
School Counseling Program (K-12)	Fall 2018
Entrepreneurship and Business Academy**	Fall 2018
Green Run Collegiate***	Winter 2018/2019
Academy and Advanced Academic Programs Longitudinal Study	Spring 2019

2018-2019 Program Evaluation Schedule	
Program	Proposed Reporting Schedule
Student Response Teams (SRT)	Fall 2019
LEAD Aspiring Administrators Program	Fall 2019
School Counseling Program (K-12)	Fall 2019
English as a Second Language Program (K-12)	Fall 2019
Schoology**	Fall 2019
Positive Behavioral Interventions and Supports (PBIS)****	Fall 2019

*Once evaluation results have been presented to the School Board, recommendations may include additional evaluations to be completed by the Department of Planning, Innovation, and Accountability (PIA) during the 2018-19 school year

**Added to the Program Evaluation Schedule based on School Board Policy 6-26 which stipulates that new educational programs or initiatives that operate with local resources will be evaluated for a minimum of two years. Programs or initiatives that take more than two years to fully implement will also be evaluated during the year in which the program or initiative reaches full implementation

***An evaluation update was added to the Program Evaluation Schedule based on a recommendation following the 2016-17 comprehensive evaluation

****New recommendation for the 2018-19 school year based on the Program Evaluation Committee



- E. Long Range Facilities Master Plan containing recommendations outlining the next fifteen school replacement candidates identified by the Facilities Steering Committee as listed in the table below with the actual order of projects subject to change influenced by factors such as building utilization, educational programming, funding, and swing space availability:

Next 15 School Replacement Candidates	Original Construction Date
Princess Anne High	1954
Princess Anne Elementary	1956
BF Williams* (4-5) + Old Aragona Elementary (Bayside 6)	1963/1957
Bayside High	1964
First Colonial High	1966
Kempsville High	1966
Holland Elementary	1967
Kempsville Middle	1969
Bayside Middle	1969
Independence Middle	1974
Lynnhaven Middle	1974
North Landing Elementary	1975
Green Run Elementary	1976
Fairfield Elementary	1976
White Oaks Elementary	1977

- F. Resolutions regarding the reimbursement of employees' legal fees as follows:

RESOLUTION REGARDING PAYMENT OF EMPLOYEE LEGAL FEES

WHEREFORE: That on October 2, 2017, a Virginia Beach City Public Schools' elementary school principal was served a summons for allegedly assaulting a student on or about June 1 to June 6, 2017. That student's parent filed the assault charges against the principal in October; and

WHEREFORE: That the charge against the principal was dismissed by the Virginia Beach Juvenile and Domestic Relations District Court on March 29, 2018; and

WHEREFORE: That the principal incurred \$2,750.00 in legal fees to defend against this charge; and

WHEREFORE: The School Board Policy 2-59 allows the School Board to reimburse or pay an employee's legal fees incurred as the result of a lawsuit filed against the employee in his/her official capacity and provided that the lawsuit is later dismissed against the employee.

NOW, THEREFORE BE IT

RESOLVED: That the School Board finds that the criminal charges arose from actions taken by the principal in the course of her duties, and that it is in the best interest of the School Board to pay these legal fees on behalf of the principal to defend herself against the charges; and be it

FURTHER RESOLVED: That the School Board authorizes payment of the principal's legal fees in the amount of \$2,750.00; and be it



FINALLY RESOLVED: That the Clerk of the School Board is directed to send a copy of this Resolution to the principal, School Board Legal Counsel, the Director of Business Services, and the Chief Human Resources Officer who is directed to place a copy of this Resolution in the principal's personnel file.

RESOLUTION REGARDING PAYMENT OF EMPLOYEE LEGAL FEES

WHEREFORE: That on October 2, 2017, a Virginia Beach City Public Schools' elementary school teacher assistant was served a summons for allegedly assaulting a student on or about June 1 to June 6, 2017. That student's parent filed the assault charges against the teacher assistant in October; and

WHEREFORE: That the charge against the teacher assistant was dismissed by the Virginia Beach Juvenile and Domestic Relations District Court on March 29, 2018; and

WHEREFORE: That the teacher assistant incurred \$2,836.00 in legal fees to defend against this charge; and

WHEREFORE: The School Board Policy 2-59 allows the School Board to reimburse or pay an employee's legal fees incurred as the result of a lawsuit filed against the employee in his/her official capacity and provided that the lawsuit is later dismissed against the employee.

NOW, THEREFORE BE IT

RESOLVED: That the School Board finds that the criminal charges arose from actions taken by the teacher assistant in the course of her duties, and that it is in the best interest of the School Board to pay these legal fees on behalf of the teacher assistant to defend herself against the charges; and be it

FURTHER RESOLVED: That the School Board authorizes payment of the teacher assistant's legal fees in the amount of \$2,836.00; and be it

FINALLY RESOLVED: That the Clerk of the School Board is directed to send a copy of this Resolution to the teacher assistant, School Board Legal Counsel, the Director of Business Services, and the Chief Human Resources Officer who is directed to place a copy of this Resolution in the teacher assistant's personnel file.

12. Action

Personnel Report/Administrative Appointments: Ms. Rye made a motion, seconded by Ms. McLeod, that the School Board approve the appointments and accept the resignations, retirements and other employment actions as listed on the Personnel Report dated September 11, 2018 along with two administrative appointments recommended by the Superintendent. The motion passed (ayes 9, nays 0), and Superintendent Spence introduced Anna Surratt, current Professional Learning Specialist in the Office of Professional Growth and Innovation in the Department of School Leadership, as the new Coordinator of Professional Learning effective September 12, 2018; and David N. Din, current Technical Manager at SAIC, as the new Director of Technology (Infrastructure) in the Department of Technology effective September 28, 2018.

13. Information

- A. **Budget Calendar FY2019/20:** Farrell E. Hanzaker, Chief Financial Officer, presented the budget calendar proposed for the development of the FY2019/20 School Operating Budget and 2019/20 through 2024/25 Capital Improvement Program (CIP) outlining dates/timeframes for key components and activities of the budget development process



which serves as a guide for management and the School Board regarding the schedule of events that results in an approved budget.

- B. Standards of Learning Student Performance 2017-18: Tracy A. LaGatta, Director of Student Assessment in the Office of Planning, Innovation, and Accountability, presented a public review of the information presented in the afternoon workshop regarding division student performance and pass rates related to the 2017-2018 Standards of Learning.
- C. Policy Review Committee Recommendations: School Board Legal Counsel, Kamala H. Lannetti, Deputy City Attorney, presented an overview of the following Policy Review Committee recommendations regarding review, amendment and/repeal of certain policies reviewed by the committee at their August 16, 2018 meeting:
 - 1. Policy 3-89 / General Contract and Execution Policy: Revised to allow for consistent authorization of small purchases
 - 2. Policy 6-33 / Special Education: New state mandated language changes and/or updates
 - 3. Policy 7-36 / Soliciting from/by School Personnel: Minor changes to language to include online/social media fundraising
 - 4. Policy 7-43 / Fundraising by Students: Minor changes to language to include online/social media fundraising

- 14. *Standing Committee Reports***: As chair of the School Board's Legislative Committee, Vice Chair McDonald announced the committee's meeting date on September 25 to begin drafting the next legislative agenda, and invited School Board members to participate in the Take Your Legislator to School program initiated by the Virginia School Boards Association (VSBA).

On behalf of Sister Cities, Ms. Riggs reported on activities related to the selection of their next youth ambassador.

As chair of the School Board's Policy Review Committee, Ms. Rye reported the September 13 meeting is postponed to a date to be determined.

- 15. *Conclusion of Formal Meeting***: The formal meeting concluded at 6:54 p.m.
- 16. *Hearing of Citizens and Delegations on Non-Agenda Items***: None
- 17. *Recess into Workshop***: None
- 18. *Closed Meeting***: None
- 19. *Vote on Remaining Action Items***: None



20. **Adjournment:** There being no further business before the School Board, Chairwoman Anderson adjourned the meeting at 6:54 p.m.

Respectfully submitted:

Dianne P. Alexander, Clerk of the School Board

Approved:

Beverly M. Anderson, School Board Chair