



# VIRGINIA BEACH CITY PUBLIC SCHOOLS CHARTING THE COURSE

## School Board Services

**Kimberly A. Melnyk, Chair**  
District 2

**Jennifer S. Franklin, Vice Chair**  
District 2 - Kempsville

**Beverly M. Anderson**  
At-Large

**Kathleen J. Brown**  
District 10

**Michael R. Callan**  
District 6

**David Culpepper**  
District 8

**Shannon L. Kendrick**  
District 4  
*Interim*

**Victoria C. Manning**  
At-Large

**Jessica L. Owens**  
District 3 – Rose Hall

**Trenace B. Riggs**  
District 1 - Centerville

**Carolyn D. Weems**  
District 9

**Donald E. Robertson, Ph.D., Superintendent**

### ***School Board Retreat/Abridged Meeting MINUTES***

**Tuesday, July 9, and Wednesday, July 10, 2024**

Professional Development Center

641 Carriage Hill Road

Virginia Beach, VA 23452

(757) 263-1000

### **TUESDAY, JULY 9, 2024**

Chair Melnyk convened the School Board Retreat at 9:00 a.m. on the 9th of July 2024 and announced members of the public will be able to observe the School Board Retreat through live streaming on [schoolboard.vbschools.com/meetings/live](http://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, and on Zoom; welcomed members of the public both in person and online.

In addition to Superintendent Robertson, the following School Board Members were present at the Plaza Annex, Professional Development Center: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Owens, Ms. Riggs, and Ms. Weems. The following School Board Members were not in attendance: Mr. Culpepper, and Ms. Manning.

Superintendent Robertson reviewed the retreat presentation topics for day one of the retreat. Chair Melnyk thanked the administrative staff for all their hard work preparing for the retreat; mentioned the school visit sign-up sheet and asked for input from the School Board members regarding keeping the current list and then revisiting the list in January.

**School Calendar Development 2025-2026 and 2026-2027:** Matthew Delaney, Chief Schools Officer, provided the School Board information on the development of the school calendar, to include initiating the process for developing a school calendar, identifying the parameters for developing school calendar, determining a timeline for calendar approval; Policy 6-12, Policy 6-13, and Code of Virginia 22.1-302; guidance for calendar creation to include the number of instructional days, number of staff workdays, holiday the Wednesday before Thanksgiving, two-week winter break, maximum of six days for teacher in-service week, two staff days end of first quarter, two staff days end of first term, pre-labor day or post labor day, limiting adjusted dismissal days, Spring Break that matches surrounding divisions, and graduation dates. During the presentation, there were questions and comments regarding adjusted dismissal days for elementary and middle school during graduation week; SOL testing and learning during graduation week (elementary and middle school); flex day; number of instructional days and inclement weather; number of staff days compared to other school districts; length of time off for winter break; explore other locations for graduations; largest group at this year's graduation; comparison of other school district's calendars; hours versus days for calendar; the need for guidance regarding the minimum number of instructional days; input from staff; work week before start of school; time needed for in-service training; economic development and data regarding effect of starting before labor day; instructional hours versus instructional days; final exemptions; in-service days (training/professional development, setting up classroom, etc.); summer access to schools, maintenance projects, summer programs; flexibility for teachers; number of days off in November; sample of calendars for pre-Labor Day start and post Labor Day start.

The presentation continued with a consensus discussion on calendar creation items; review of calendar development/adoption timeline: September – survey to families and staff, October – calendar workgroup meeting, November – School Board meeting topic; the presentation continued with additional questions and comments regarding

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survey; calendar parameters; concerns for future calendars; number of training hours this year; other school district calendars; input and feedback from staff; training for teachers; and revisions to current calendar.

The School Board took a break from 10:23 a.m. to 10:32 p.m.

**Gifted Five-Year Plan:** Danielle Colucci, Chief Academic Officer, and Crystal Lewis-Wilkerson, Ed.D., Director of K-12 and Gifted Programs, provided the School Board information on the Gifted Five-Year Plan; Dr. Wilkerson reviewed the purpose of the presentation and provided an overview of VBCPS K-12 continuum of gifted services; shared population of gifted identified students data, General Intellectual Aptitude (GIA) – total: 11,223 (20.9% total population percentage), Visual/Performing Arts – total: 978 (1.8% total population percentage); shared breakdown of GIA students by grade level (elementary, middle, high school) and percentages; shared 2023-24 data of ethnicity of intellectually gifted students; current approximate costs of gifted services for VBCPS schools for FY24 (GRTs and program needs, not all inclusive): elementary school approximately \$6 million, middle school approximately \$1.3 million, high school approximately \$1.2 million; approximate costs of Old Donation School for FY24 home schools and OD were approximately \$20.3 million, staffing and program needs and approximately \$11.6 million and noted transportation not included; signature gifted program offerings in VBCPS: a school serving only gifted elementary and middle school-aged students, a GRT in every comprehensive home school, utilizing division-level testing assessment specialists to support schools in identification, staffs central office gifted administrators to support programming; reviewed and compared gifted and advanced academic models of VBCPs and other Virginia school divisions; reviewed approximate costs of one elementary gifted satellite/center program in Virginia Beach: approximately \$1.6 million (staffing, curriculum, instructional supplies, furniture, transportation, buses); reviewed some key factors in development of the 2025-2030 local plan; School Board input needed: delivery of services, screening and identification for gifted services, selection for ODS. Ms. Colucci continued the presentation and reviewed the School Board input activity; three small group rotations – delivery of services, screening and identification for gifted services, and selection for ODS; the School Board members rotated in small groups from 10:52 a.m. to 12:30 p.m.; after the small group sessions – reviewed next steps for local plan development: July 15 – meet with local plan subcommittees, August 27 – bring the proposed 2025-2030 Local Plan for the Education of the Gifted to the School Board for information, September 10 – return to the School Board for consent; there was a brief question regarding student enrollment of ODS by school and how many applicants by school.

The School Board recessed for lunch at 12:34 p.m. and reconvened at 1:40 p.m.

During the lunch break, Viorica Harrison, Director of Food Services, provided the School Board a Summer 2024 VB Scratch Update; cafeterias fund overview; shared a list of Community Eligibility Provision (CEP) Schools, curriculum connections through scratch cooking and gardens, information and photos of Pre-K Sandwich Building Workshop, school gardens, culinary clubs, Jr. Chef Mentor Program, and 2024 Jr. Chef Chopped Competition; reviewed scratch recipe development and tasting and SY 2024-2025 scratch menu items; overview of workforce development and retention; TCC credit opportunities; food truck update; equipment grants; and SY 2023-2024 awards.

**Accreditation and Accountability:** Tracy LaGatta, Director, Student Assessment, provided the School Board information regarding accreditation and accountability: presentation overview, reviewed the current accountability system in Virginia, the timeline of events related to changes to the state's system of accrediting and supporting schools, the decision the Virginia Board of Education (VBOE) has made, and pending decisions by the VBOE; current accountability system: Standard of Quality (SOQs), accreditation (state accountability), ESSA (federal accountability system), School Quality Profiles; summarized state and federal accountability components; criticisms of the current system: described as complex and opaque, concerns that combining growth and achievement could mask performance, each system has its own support system; shared a brief timeline of key events: October 2023 – Virginia Board moves forward on new school performance and support framework, November 2023-January 2024 – VDOE collects first round of stakeholder feedback, March 2024 – Virginia Board decides on a framework for new school performance and support, April 2024 – VDOE collects second round of stakeholder feedback; overview of new systems and decisions: Virginia's Accreditation System and Virginia's School Performance and Support Framework; school performance and support indicators under discussion: mastery, growth,

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readiness, graduation; Virginia Board of Education next steps: summer 2024 – Board reviews and approves revised ESSA state plan, August 2024-July 2025 – first year of data collection for new school performance and support framework, fall 2024 – schools and divisions receive preliminary view of what their school performance will look like under the new framework, fall of 2025-2026 School Year – implement full school performance and support framework and report results. The presentation continued with questions and comments regarding other school districts in the Commonwealth and the new forms; growth and readiness; performance test; number of unknowns; chronic absenteeism; public feedback; graduation rate, special education students, military students; performance indicators; accreditation; process and results; providing best possible education; and fall projections.

**Artificial Intelligence (AI):** David Din, Chief Information Officer, and Sharon Shewbridge, Ph.D., Director, Office of Instructional Technology, provided the School Board an update on Artificial Intelligence; reviewed latest research, shared Phase 1 outcomes, and explored instructional implications, Phase 2 – AI integration; recapped what is AI; Phase 1: explore and experiment – guiding principles, modifications to Policy 5-34.2, created resources for AI training and exploration; shared findings from Education Advisory Board (EAB); trends shaping the near future of AI in K-12 – GenAI models are getting better, GenAI apps are getting safer; demonstration of AI solving a real-world problem; mentioned EAB research (May 2024): 75% of companies plan to adopt AI-adapted technologies over the next five years, student AI use is growing, but most students are not using the tech to cheat, parents/guardians are most concerned with AI's impact on their kids' careers; Phase 2 – AI integration – integrate AI into instruction and back-office workflows; Compass to 2025 – Goal 6: Effective and Efficient Operations.

Dr. Shewbridge continued the presentation and provided details of how to integrate AI into the classroom environment; VBCPS Strategic Plan Focus Group findings – technology and mental health cited as two of the biggest concerns for participants; mentioned building division capacity; showed the Instructional Technology webpage; shared data from spring 2024 staff survey regarding using AI; year of exploration – number of AI tools being used: 75 AI resources explored, number of AI tools approved for use: 10 tools were evaluated and approved for adult use; shared examples of Diffit and School AI; shared example of prompt libraries; showed the ethical considerations webpage; overview of applications (Mathspace, Khanmigo) and shared examples of Milo and Khan Academy – Khanmigo; next steps: Phase 2 – implementation in controlled environments and use cases, guidelines – update guidelines to include language for high school students; and noted AI is ever-changing and evolving technology.

The presentation continued with questions and comments regarding checks and balances in place regarding AI; limited student access; teachers using tools; training teachers; knowledge on how to use AI; working and creating prompts; policies regarding AI; using AI for research; critical thinking skills and AI; stakeholder input; instructional resources; terms of service for products/applications; AI for higher level courses; going slowly to establish a strong foundation; learning concepts; having controls in place; Microsoft Copilot; high-quality education for the real world; performance based assessments; and need for safeguards.

**Closing Thoughts:** Chair Melnyk shared a recap of today's retreat presentation topics; Superintendent Robertson thanked the School Board for their participation and thoughtfulness during presentations; provided a summary of questions and concerns from the School Board regarding calendar, AI; and reviewed Day 2 retreat topics.

The retreat concluded at 3:52 p.m. The School Board recessed until the start of the Abridged School Board meeting.

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***Abridged School Board Meeting MINUTES***

**Tuesday, July 9, 2024**

**Plaza Annex - Professional Development Center**

641 Carriage Hill Road  
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- 1. *Call to Order and Attendance:*** Chair Melnyk convened the abridged meeting of the School Board at the Plaza Annex, Professional Development Center, 641 Carriage Hill Road, Virginia Beach, Virginia 23452 at 4:30 p.m. on the 9th day of July 2024 and announced the purpose of the Abridged meeting is for the School Board to address limited matters that cannot be put off until the next regular School Board meeting. School Board retreats and abridged meetings are not regular meetings and follow the agenda set forth for the meeting or as otherwise adopted by the School Board at the retreat or abridged meeting; noted members of the public will be able to observe the School Board Meeting through livestreaming on [schoolboard.vbschools.com/meetings/live](https://schoolboard.vbschools.com/meetings/live), broadcast on VBT Channel 47, and on Zoom; thanked those that have joined in person and online. In addition to Superintendent Robertson, the following School Board Members were present in the Professional Development Center: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Ms. Kendrick, Ms. Manning, Ms. Owens, Ms. Riggs, and Ms. Weems. School Board Member, Mr. Culpepper attended the meeting via Zoom.
- 2. *Moment of Silence followed by the Pledge of Allegiance***
- 3. *Adoption of the Abridged Meeting Agenda:*** Chair Melnyk called for any modifications to the abridged meeting agenda as presented. Hearing none, Chair Melnyk called for a motion to approve the abridged meeting agenda as presented. Vice Chair Franklin made the motion, seconded by Ms. Kendrick. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the abridged meeting agenda as presented. The motion passed unanimously, 11-0-0.
- 4. *Approval of Minutes***
  - A. *June 25, 2024, Regular School Board Meeting:*** Chair Melnyk called for any modifications to the June 25, 2024 regular School Board meeting minutes as presented. Hearing none, Chair Melnyk called for a motion to approve the June 25, 2024 minutes as presented. Ms. Anderson made the motion, seconded by Mr. Callan. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the June 25, 2024 minutes as presented. The motion passed unanimously, 11-0-0.
- 5. *Information:*** There were no items under information.
- 6. *Action***
  - A. *Personnel Report/Administrative Appointments:*** Chair Melnyk called for a motion to approve the July 9, 2024 personnel report and administrative appointments. Ms. Owens made the motion, seconded by Vice Chair Franklin that the School Board approve the appointments and the acceptance of the resignations, retirements, and other employment actions as listed on the July 9, 2024 personnel report along with the administrative appointments as recommended by the Superintendent. Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) ayes in favor of the motion to approve the July 9, 2024 personnel report and administrative appointments. The motion passed unanimously, 11-0-0.  
Superintendent Robertson mentioned the following appointments: Carrie D. Kelley, Administrative Assistant, Glenwood and Kempsville elementary schools, as Assistant Principal for Thoroughgood Elementary School; Hannah J. Pritchard, Administrative Assistant, W.T. Cooke Elementary School, as Assistant Principal for Red Mill Elementary School; Lauren A. Salas, Administrative Assistant, College Park and Thalia elementary schools,

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as Assistant Principal for Landstown Elementary School; and Olivia F. Snyder, Administrative Assistant, Corporate Landing Elementary School, as Assistant Principal for Hermitage Elementary School.

- B. Revised Salary Resolution: Chair Melnyk called for a motion to approve the revised salary resolution FY2024-25 and the following attachments that were included in the agenda packet:
- Attachment A – Instructional Experience-Based Step Pay Scale (8/1/24 – 6/30/25)
  - Attachment B – Unified Experience-Based Step Pay Scale (8/1/24 – 6/20/25)
- Ms. Brown made the motion, seconded by Ms. Kendrick. Chair Melnyk asked Vice Chair Franklin to read the resolution. Vice Chair Franklin read the following resolution:

### REVISED SALARY RESOLUTION FY 2024/25

**WHEREAS**, the mission of the Virginia Beach City Public Schools, in partnership with our entire community, is to ensure that each student is empowered with the knowledge and skills necessary to meet the challenges of the future; and

**WHEREAS**, the School Board has adopted a comprehensive strategic plan and school improvement priorities to guide budgetary decisions; and

**WHEREAS**, the School Board has studied the recommended School Operating Budget in view of state and federal requirements, additional demands for space and operations, the strategic plan, priorities, expectations, competitive compensation for employees and the best educational interests of its students; and

**WHEREAS**, the School Board's Operating Budget has been reconciled to meet the funding from the City Council; and

**WHEREAS**, all full-time equivalent employees in a benefitted position will receive a 2.0% increase, effective August 1, 2024; and

**WHEREAS**, the percent increase for the Instructional Experience-Based Step Pay Scale and Unified Experience-Based Step Pay Scale, as titled and shown in the attachments, are approved and will be effective as indicated below;

- Attachment A - Instructional Experience-Based Step Pay Scale (8/1/24 --- 6/30/25)
- Attachment B – Unified Experience-Based Step Pay Scale (8/1/24---6/30/25)

### **NOW, THEREFORE, LET IT BE**

**RESOLVED:** That the School Board of the City of Virginia Beach adopts the salary scales, and the compensation increases as outlined in this resolution and attachments.

Adopted by the School Board this 9th day of July 2024.

Without discussion, Chair Melnyk called for a vote. The School Board Clerk announced there were eleven (11) eyes in favor of the motion to approve the revised salary resolution FY2024-25 and the following attachments which were included in the agenda packet:

- Attachment A – Instructional Experience-Based Step Pay Scale (8/1/24 – 6/30/25)
- Attachment B – Unified Experience-Based Step Pay Scale (8/1/24 – 6/20/25)

The motion passed unanimously, 11-0-0.

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- C. Adding an Additional Third Grade Classroom at Old Donation School: Chair Melnyk called for a motion to approve an additional third-grade classroom being added to Old Donation School based on the considerations and information shared at the June 25, 2024 School Board Meeting. Mr. Callan made the motion, seconded by Vice Chair Franklin. Chair Melnyk called for any discussion. Ms. Brown made the following motion, seconded by Ms. Manning:

#### **Substitute Motion Regarding addition of ODS Classroom**

- Eight (8) seats will be added to the 3<sup>rd</sup> grade at ODS for the 2024-2525 school year. These seats will be distributed equitably across the five existing third-grade classrooms.
- For the 2025-26 school year, an additional ODS fourth-grade classroom consisting of 26 student seats will be added. This additional classroom will continue as a fifth-grade classroom for the 2026-27 school year.
- This additional class will not continue after the 2026-27 school year.
- This process will be made an addendum to the current Local Plan for the Education of the Gifted and will remain in effect until the end of the 2026-27 school year.

#### **Process:**

#### **During the 2024-25 School Year:**

- Eight (8) additional ODS third-grade seats will be added for the 2024-25 school year and offered to applicants currently in the applicant pool. The Superintendent or designees will be responsible for assigning the additional seats to existing classrooms.
- Only rising third-grade applicants who have completed the ODS application process during the 2023-24 school year are eligible for the ODS third-grade seats that become available before the start of the 2024-25 school year. No additional applications or exceptions to the requirements for applying for the 2024-25 school year ODS third grade available seats will be made.
- Applicants will be selected to fill available ODS third-grade seats based on their rating scores from highest to lowest (555,554, etc.).
- If there are more applicants with the highest rating score (555, etc.) than there are available seats, a random draw will occur from similarly scored applicants.
- If there are less applicants with the highest rating score (555, etc.) than there are available seats, then the applicants with the highest rating score will be offered available seats first, and remaining available seats will be offered to applicants from the next tier (554, 544, etc.). If there are more applicants with the next highest tier score than there are available seats, then a random draw from that tier will occur to fill the available seats. The same process will be followed if it is necessary to fill available seats from lower tiers.
- Applicants not selected will remain in the applicant pool for consideration for seats that become available before the start of the 2024-25 school year.
- The applicant pool will be discontinued on August 26, 2024 and there will be no appeals for this process.
- Prior to the start of the next ODS application process during the 2024-25 school year, the School Division will communicate with the families of VBCPS third-grade students that ODS will have an additional fourth-grade classroom during the 2025-26 school year that will be filled by ODS student continuing to fourth grade and applicants for any available fourth-grade seats.
- Only applicants for the 2025-26 ODS fourth grade seats who complete the application process during the 2024-25 school year are eligible for the 2025-26 fourth-grade seats that are not filled by rising ODS fourth grade students.
- Applicants for available seats will be selected based on their rating score from highest to lowest score (555, 554, etc.) If there are more applicants with the highest rating score (555) than there are available seats, a random draw will occur.

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- If there are less applicants with the highest rating score (555) than there are available seats, applicants from the next tier (554, 544, etc.) will be selected.
- Applicants not selected will remain in the applicant pool for consideration for seats that become available before the start of the 2025-26 school year.
- The applicant pool will be discontinued on August 26, 2025 and there will be no appeals from this process.
- Prior to the start of the 2025-26 school year, the ODS science lab will be converted to a classroom for the ODS fourth grade.

**During the 2025-26 School Year:**

- During the 2025-26 school year, there will be six ODS fourth-grade classrooms.

**During the 2026-27 School Year:**

- During the 2026-27 school year, there will be six ODS fifth-grade classrooms.
- At the conclusion of the 2026-27 school year, the additional classroom will be discontinued.

A discussion followed regarding the substitute motion; understanding of why substitute motion was made; process and unintended consequences; application process; need for a vote to move forward; appreciate work creating substitute motion; work on the Five-Year Plan at the retreat; reapplying to ODS; public input on substitute motion; substitute motion developed based on public comments; amount of budget spent on ODS; funds to support GRTs in schools; emails and comments were read and considered; and staffing.

Without further discussion, Chair Melnyk called for a vote on Ms. Brown's substitute motion. The School Board Clerk announced there were five (5) ayes in favor of Ms. Brown's substitute motion: Ms. Brown, Mr. Culpepper, Ms. Kendrick, Ms. Manning and Ms. Weems. There were six (6) nays opposed to Ms. Brown's substitute motion: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Mr. Callan, Ms. Owens, and Ms. Riggs. The substitute motion by Ms. Brown did not pass, 5-6-0.

Chair Melnyk called for any discussion on the original motion. Without discussion, Chair Melnyk called for a vote to approve an additional third-grade classroom being added to Old Donation School based on the considerations and information shared at the June 25, 2024 School Board Meeting. The School Board Clerk announced there were ten (10) ayes in favor of the motion to approve an additional third-grade classroom being added to Old Donation School based on the considerations and information shared at the June 25, 2024 School Board Meeting: Chair Melnyk, Vice Chair Franklin, Ms. Anderson, Ms. Brown, Mr. Callan, Mr. Culpepper, Ms. Kendrick, Ms. Manning, Ms. Riggs, and Ms. Weems. There was one (1) nay opposed to the motion: Ms. Owens. The motion passed, 10-1-0.

**7. Conclusion of Abridged Meeting**

**8. Closed Session:** There was no Closed Session.

**9. Adjournment:** Chair Melnyk adjourned the abridged meeting at 5:12 p.m.





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energy performance contracts funding, school special reserve funding balance/reversion); projected debt services requirements; reviewed Virginia School Division FY25-29 CIP comparisons; shared historical and projected student enrollment data, key takeaway – enrollment has declined since 97-98, projections indicate level to slightly increasing enrollments; reduction of temporary facilities, key takeaway – the number of portables removed equates to 7-8 elementary schools worth of students; shared map of historical student enrollments – pockets of growth in high school attendance zones; mentioned other capacity issues: Landstown High School, early childhood special education program centralized location, elementary schools; Mr. Kyle Laux, Senior Vice President, Davenport & Company, provided the School Board an overview of debt services; projected debt services requirements Williams ES/Bayside 6<sup>th</sup> Replacement – maximum estimated debt service is projected to reach about \$60 million in FY 2034, this is approximately \$10 million above the current debt service budget; projected debt services requirements Princess Anne High School Replacement – maximum estimated debt service is projected to reach about \$76 million in FY 2034, this is approximately \$26 million above the current debt service budget.

Mr. Freeman continued the presentation; reviewed CIP budgeting considerations for Williams ES/Bayside 6 replacement and Princess Anne High School replacement; overview of opportunities for capital funding (stop arm camera, school rentals, utility savings, planned reversion funds, one-time reversion funds, grants/other funding); noted seeking guidance from School Board regarding new construction priority at the August 13 School Board Meeting. The presentation continued with questions and comments regarding comparison to other school districts, cost per student; next guidance from School Board for which school to replace; Stop Arm Program; number of buses with Stop Arm cameras; underfunding of CIP budget, how to increase funding; revenue sharing formula; reversion funds; review of debt services; discussions happening on state level; opportunity for school board members to visit schools (Princess Anne High School and Williams ES/Bayside 6); email questions to Mr. Freeman; and School Board needs to decide which school is priority.

The School Board took a break from 10:48 a.m. to 11:00 p.m.

Note: At approximately 11:04 a.m., Ms. Brown disconnected from Zoom, and at 11:15 a.m., arrived at the Professional Development Center to join the Retreat in person.

**Cell Phones:** Matthew Delaney, Chief Schools Officer, provided the School Board information regarding cell phones; reviewed Regulation 3-65.1: Cellular Phones and Personal Devices-Use During Instructional Time Prohibited; reasons/factors: stakeholder feedback, impact on learning, *Compass to 2025* Goal 2: Student Well-Being, discipline data, safety; impact of cell phones – disruptive to the educational environment, not conducive to productive learning experience, relationship between use and mental health, source of disciplinary intervention, create school safety challenges; expectations – student responsibility, parent/guarding responsibility, teacher responsibility, administrative responsibility.

The presentation continued with questions and comments regarding cell phone use in classrooms; cell phone violations; Governor Youngkin's Executive Order Number Thirty-Three – *Establishing Cell Phone-Free Education to Promote the Health & Safety of Virginia's K-12 Students*; information to parents/guardians; collection of cell phones; impact of social media; challenges with enforcement; smart watches; discipline guidelines, responding to cell phone violations; mental health of students; cell phone issue will continue to evolve (like AI); parental involvement; problems with collection of phones; and working on a unified message to stakeholders regarding cell phones.

The School Board recessed for lunch at 11:53 a.m. and reconvened at 1:00 p.m.

Superintendent Robertson shared Virginia Beach City Public Schools will be hosting a Listening Session for feedback on Executive Order #33 at 4:30 p.m., location to be determined.

Note: School Board Member Ms. Weems returned to the retreat at 1:30 p.m.

**Compass to 2025/Compass to 2030 Update:** Lisa Banicky, Ph.D., Executive Director, Planning Innovation and Accountability, provided the School Board information on Compass to 2025/Compass to 2030 update; strategic

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framework update: revisiting priorities from 2023-2024, strategic action agenda for 2024-2025, *Compass to 2025* update; priorities from 2023-2024: educational equity, integrated systems of support, future ready students; brief overview of the strategic action agenda development process; strategic action agenda for 2024-2025 – key messages communicated to schools: stay the course, streamline, support; supporting staff professional growth and well-being – promote a positive and productive working environment for all staff by valuing professional growth, collaboration, and well-being; advancing education equity to improve student outcomes, essential professional learning – differentiated offerings to meet state requirements for cultural competency training; using integrated systems of support to meet student needs, essential professional learning – tiered behavioral supports: Beyond the Basics (All), Applied Suicide Intervention Skills Training (ASIST) for secondary counselors; creating future-ready students, essential professional learning – implementing the Virginia Literacy Act (VLA) and new standards, building thinking classrooms with a focus on implementing the 2023 Mathematics Standards of Learning; additional supports: division literacy plan implementation roadmap, ongoing professional learning and resource sharing, Summer Leadership Conference, DTAL Conference, Assistant Principal Conference.

*Compass to 2030* Update – overview of Ad Hoc Strategic Planning Committee meetings; review of Graduate Profile, shared summary of Graduate Profile recommendations; NOISE Analysis Model (Needs, Opportunities, Improvements, Strengths, Exceptions); summary of implications; summary of plus/delta; drafting goals and refining goals; proposed strategic framework goals – Goal 1: Challenge and Support Each Student to Excel and Be Future Ready, Goal 2: Enhance Student Well-Being, Resilience, and Responsibility, Goal 3: Value and Invest in Staff, Goal 4: Partner with Families and the Community to Support Students, Goal 5 – Advance Organizational Excellence; overview of proposed goal and equity emphases – themes; reviewed suggested strategies and suggested metrics – themes; shared timeline of finalizing the Framework; October 2024 – presented for information; exercise for the School Board Members – Warm/Cool Feedback.

The presentation continued with questions and comments regarding reading level; VLA; importance of Strategic Plan; All in Funding – portion to be used toward chronic absenteeism; students learn best when in school; student well-being and belonging; use terminology that is clear and understandable; graduate profile; engaging families; thank you for work being done; and time provided for School Board Members to complete feedback form.

**Budget Development and Priorities:** Crystal Pate, Chief Financial Officer, provided the School Board an overview of the budget development process; reviewed the proposed budget calendar for FY 2025-26; future budget items to consider: revisit the Revenue Sharing Formula, equalize the unified scale, continue to remain competitive with regards to compensation, explore strategies to lower the cost of health care, remain open to new revenue sources in support of the Capital Improvement Program (CIP), increase the budget for debt services; planning for next fiscal year – what are your priorities, how can we improve the budget process for the School Board.

The presentation continued with questions and comments regarding future budget items; health care fund; increase in health care; debt services; budget planning year round; Revenue Sharing Formula (RSF) and City Council; revisit components of RSF; reversion funds; need to equalize certain positions; priorities - compensation and health care; health care comparison to other school districts; need to protect health care; underfunding of CIP; unified scale; consolidated benefits; and discussions with City Council Members regarding RSF.

**Elementary Report Card Update:** Melanie Hamblin, Ed.D., Senior Executive Director of Elementary Schools, provided the School Board information regarding the 2024-2025 elementary report card; recapped items discussed at the March 26, 2024 School Board meeting (i.e., English and Math Standards of Learning, etc.); 2023 Mathematics SOL revisions fully implemented during the 2024-2025 school year; 2024-25 elementary report card – math: maintained the current structure, updated Standards of Learning (SOLs); shared example comparison of 2023-2024 and 2024-2025 mathematics report card; draft 2024 English Standards of Learning fully implemented during the 2024-2025 school year; 2024-25 report card – English Language Arts (ELA): adjusted structure, reduced number of gradebooks, streamlined format for consistency with other subjects; shared example comparison of 2023-2024 and 2024-2025 report cards; report card improvements and next steps: alignment, clarity, consistency, navigation.

The presentation continued with questions and comments regarding grading scale for elementary school versus middle school; technology; updating website, outline grading system; reading on grade level; feedback from parents on new

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report card; student ownership of learning, understanding of concepts; parent/teacher conferences; access to report card (online, hard copy); teaching cursive; focus on writing; and like new report card format – easy to understand.

**Instructional Evaluation Instrument: Cultural Competency:** Ty Harris, Director of Diversity, Equity, and Inclusion, provided the School Board an overview of how Virginia Beach is meeting the state mandated expectations regarding cultural competency; reviewed evaluation standards; shared background information on the Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools; overview of Teacher Evaluation Rubric – Standard 6: Culturally Responsive Teaching and Equitable Practices; Standard 6 Competencies; VDOE four domains to help compartmentalize implementation on cultural competency: Domain I: Self Reflection, Domain II: Pedagogy and Practice, Domain III: Learning Environments, Domain IV: Community Engagement; reviewed the professional learning options for cultural competency training: Introduction to Cultural Competency (1 point), Exploration of Cultural Competency (1.5 points), Application of Cultural Competency (10 points); shared training dates, formats, and due dates.

The presentation continued with questions and comments regarding training modules; comparisons of different professional learning options; how often need to complete training; points towards recertification; School Board Members receiving training; Equity Council; session formats (face-to-face, online); high-quality professional development; and choices to meet the state requirement.

**Retreat Summary:** Chair Melnyk thanked the School Board members for their input during the retreat; recapped presentation topics discussed today; mentioned the Listening Session on July 22; communication to families regarding cell phones; Superintendent Robertson mentioned a combined cell phone message to include School Board Members; new construction – email questions to Mr. Jack Freeman and copy entire School Board; work on opportunity for School Board Members to take Cultural Competency training; invitation for School Board Members to attend the Leadership Conference, July 17 and 18 at Landstown High School; setting up School Board visits to Princess Anne High School, Williams Elementary, and Bayside 6.

The retreat concluded at 3:31 p.m.

Respectfully submitted:

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Regina M. Toneatto, Clerk of the School Board

Approved:

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Kimberly A. Melnyk, School Board Chair