

MINUTES

The Maggie L. Walker Governor's School for Government & International Studies
Virtual Regional School Board Digital Meeting
1000 N. Lombardy Street, Richmond, VA

Thursday, April 15, 2021

9:01 a.m.

I. Call to Order

John Wright, Chair of the Maggie L. Walker Governor's School Regional Board, called the meeting to order.

II. Moment of Silence

There was no moment of silence due to the virtual format.

III. Pledge of Allegiance

The pledge was not recited due to the virtual format.

IV. Introductions

Each member is listed in alphabetical order by locality.

Present:

Ms. Debbie Bailey, *School Board*, Chesterfield County Public Schools

Mr. John Wright, *School Board*, Goochland County Public Schools

Mr. John Axselle, *School Board*, Hanover County Public Schools

Ms. Michelle 'Micky' Ogburn, *School Board*, Henrico County Public Schools

Ms. Linda Hyslop, *School Board*, Hopewell Public Schools

Ms. Harwood Hall, *School Board*, King & Queen Public Schools

Ms. Sarah Grier Barber, *School Board*, New Kent Public Schools

Mr. Kenneth Pritchett, *School Board*, Petersburg Public Schools

Ms. Valarie Ayers, *School Board*, Powhatan County Public Schools

Ms. Mariah White, *School Board*, Richmond Public Schools

Dr. Dalphine Joppy, *Superintendent*, Charles City Public Schools

Mr. George Fohl for Dr. Merv Daugherty, *Superintendent*, Chesterfield County Public Schools
(late arrival)

Dr. Jeremy Raley, *Superintendent*, Goochland County Public Schools

Dr. Michael Gill, *Superintendent*, Hanover County Public Schools

Dr. Amy Cashwell, *Superintendent*, Henrico County Public Schools

Dr. Brian Nichols, *Superintendent*, New Kent Public Schools

Dr. Eric Jones, *Superintendent*, Powhatan County Public Schools

Dr. Lisa Pennycuff, *Superintendent*, Prince George Public Schools

Ms. Lynn Pleveich for Mr. Jason Kamras, *Superintendent*, Richmond Public Schools

Dr. Robert Lowerre *Director*, Maggie L. Walker Governor's School

Ms. Barbara Marshall, *Clerk*, Maggie L. Walker Governor's School

Absent:

Mr. Royce Paige, *School Board*, Charles City Public Schools
Ms. Jill Andrews, *School Board*, Prince George Public Schools
Dr. Melody Hackney, *Superintendent*, Hopewell Public Schools
Dr. Carol Carter, *Superintendent*, King & Queen Public Schools
Dr. Maria Pitre-Martin, *Superintendent*, Petersburg Public Schools
Ms. Megan Perez, *Deputy Clerk*, Maggie L. Walker Governor's

Also present:

Michael 'Max' Smith and Dr. Wendy Ellis– MLWGS Administration
Wendy DeGroat, David Bortz, Jeff Hall, Amanda Lemco, Stephanie Welles, and Kerry Sheppard
– MLWGS Staff
Ginger O'Neil – GS Foundation
Devyn Powers, Pooja Muthuraj, Amanda Perez, Lexi Pasternik, and Nikki Kumar – MLWGS
Students

V. Approval of Agenda

On a motion by John Axselle, seconded by Valarie Ayers, the agenda for this meeting was unanimously approved on a voice vote.

VI. Approval of Minutes

On a motion by Kenneth Pritchett, seconded by John Axselle, the minutes of the regular meeting and the FY22 budget work session of February 18, 2021, were approved on a unanimous voice vote.

VII. Recognitions

- Maggie Walker junior receives *Gold Medal and American Vision Medal at National Scholastic Art Awards*. Devyn Powers ('22-Goochland) was accompanied by Jeff Hall, Fine Arts Chair for this recognition.

Congratulations to Maggie L. Walker Governor's School Junior, *Devyn Powers*, for receiving a Gold Medal in the NATIONAL Scholastic Arts Awards. Additionally, her work was also chosen as an American Visions Medal award winner (the equivalent to "best in show").

Devyn is the second Maggie L. Walker Governor's School student to receive this honor at the national level. Normally, the exhibition would be held in New York and the awards ceremony would be held at Carnegie Hall.

- Two Maggie Walker juniors win *Scholarships for the 4-Week Spanish Immersion Program*. The students were accompanied by Stephanie Welles and Amanda Lemco; both are Language Department Co-Chairs.

It is a pleasure to share the outstanding achievements of *Pooja Muthuraj ('22-Henrico)* and *Matthew Klausner ('22-Chesterfield)*. Both have been awarded scholarships to a 4-week program at Concordia Language Villages in Minnesota.

Pooja is the *Sociedad Honoraria Hispánica* (National Spanish Honor Society) Bertie Green Travel award winner (usually an international trip). She is one of two national winners of the 4-week residential immersion program. Matthew is the recipient of the *National Spanish Exam Junior Travel Award*, (also usually an international trip) and also one of two national winners selected for this 4-week residential immersion program.

Both completed an extensive application process including a written essay and a 5-minute videotaped interview with a Spanish teacher which allowed them to showcase their amazing talent and proficiency with Spanish.

VIII. Public Comments

The following comments were submitted by **Emily Figley, MLWGS Class of 2006:**

My name is Emily Figley and I'm an alumni of the class of 2006. I'm also a member of the Antiracist Alumni of Maggie Walker Governor's School. I wanted to submit a comment today expressing my support for the changes to the admissions process that have happened this year - and my hope that this school board will continue to grapple with the necessary changes to come.

As numerous, long-term reports have shown, testing - and the many barriers that can come with testing - serves to aggravate disparities in the student body of exam schools, rather than alleviate it. I believe that the greater Maggie Walker community has a chance to start a shift this year that will make it possible to welcome a more diverse student body and to continue its reputation as a rigorous academic program. Removing the admissions test does not mean removing rigorous admissions criteria; it just means that we are making sure our admissions practices are more inclusive of a diverse group of the high-achieving students who have the potential to thrive at Maggie Walker. As the increased representation - particularly of Black students - in this year's acceptance rates indicates, removing the test is an important and necessary shift that I believe the school should lean into in the coming years.

I wanted to specifically thank Dr. Lowerre for his comments during the last board meeting that "under no circumstances should anybody perceive anything we're doing as a lowering of standards or expectations for this school." When community members equate higher acceptance rates of Black and Brown students with lowering of standards, it is incredibly offensive and short-sighted. I truly believe that a more diverse student body will make our school community stronger and will only improve the educational opportunities for a school that claims to provide a focus around "Government and International Studies". As Genevieve Siegel Hawley - a MW alum and researcher who has studied disparities at Maggie Walker and other exam schools around the nation - wrote in a 2012 study, "equity and excellence are not mutually exclusive". Thank you, Dr. Lowerre, for your commitment to equity and to the students and families that you serve.

I also wanted to add that I'm grateful you all are taking the time to have these hard conversations about disparities in the application and acceptance process. These are difficult conversations for any school board. Yet, they're incredibly necessary for the long-term health and well-being of the Maggie Walker and greater Richmond communities. Our ability to recognize the ways our school

history has contributed to racial injustice is essential to helping us become the school we claim to be in our mission - a “diverse and supportive community [that] develops students’ character and ability to contribute, collaborate, and lead.”

Thank you.

IX. Director’s Report

a. Verbal Update

- **The We the People: The Citizen and Constitution** National Finals is a nationwide academic competition that allows students to display their civic knowledge, skills, and dispositions necessary to effectively participate in our constitutional democratic republic through simulated congressional hearings. Approximately one thousand students from forty-eight classes will participate in 648 half-hour zoom hearings during the National Finals on April 23 through 26, 2021. This year marks MW’s 23rd appearance at nationals.
- **Optional PSAT 10 for sophomores will take place on Friday, April 16 from 9:00 am- 1:15 pm on campus.**
- **New Student (Incoming 9th Graders) Virtual Registration April 20, 2021.**
- **AP Testing May 3 – 17, 2021 (Monday thru Monday).** Students will have the opportunity to take all exams in a paper-and-pencil in-person format.
- **National Honor Society and Operation Smile Club continue with charitable work in a pandemic:** Through the shared efforts of **Operation Smile** and **NHS**, MLWGS was able to raise an amazing 1,458 toothbrushes to donate to children in Guatemala as part of the Sending Hope campaign. This was an incredible achievement that could have never been done without such a supportive club and school, generous donations from local dentists, and the Operation Smile Club sponsor, Ms. Forquer, who has helped throughout the entire process and recently shipped out eight large boxes full of toothbrushes.
- **The 2021 Night of the Dragon Reimagined.** Registration is open now for this year’s reimagined virtual event and auction benefiting our Dragons. Be sure to check out the slideshow featuring just a few of the amazing auction items and get a 50/50 raffle ticket. By registering, you’ll also be first to know when the order link goes live for Dinners to Go from Perch and East Coast Provisions. This will be a fun and meaningful evening. Contact Ginger O’Neil with questions at goneil@mlwgsfoundation.org.
- **Library’s Chalkboard Words of Welcome:** Dragons who choose to do so will return to the MLWGS campus on Monday, March 15th. Since these students have been in the familiar environment of home for the past year, the MW Library has created a space to connect them with encouraging words from home on the library’s chalkboard wall.
- **Librarian Wendy DeGroat** read an original poem she has written that relates to student return to campus entitled “On the second day.” This poem may be published and as such will not be transcribed here.

b. Coming Events

Thursday, April 15 th	Regional School Board Meeting, 9:00 am, Room 153
Friday, April 16 th	Optional PSAT Testing for Sophomores, 9:00 am – 1:15 pm
Friday, April 16 th – Saturday, April 17 th	Virtual Model Congress Conference
Saturday, April 17 th	Battle of the Brains on CBSTV-6, 10:00 am
Tuesday, April 20 th	Report Cards Issued
	Virtual New Student Registration Class of 2025, 6:00-8:00 pm
Friday, April 23 rd – Monday, April; 26 th	All-Virtual “We the People” National Championship
Saturday, April 24 th	Virtual ‘Night of the Dragon’ Auction, 6:30 pm
Wednesday, April 28 th	Class of 2021 Group Photo, 11:35 am, Grand Staircase of MLWGS
Monday, May 3 rd	AP Testing, US Government & Politics, 8:40 am
Tuesday, May 4 th	AP Testing, Human Geography, 12:00 pm
Wednesday, May 5 th	AP Testing, English Lit & Composition, 8:40 am
Thursday, May 6 th	AP Testing, US History, 8:40 am
Friday, May 7 th	AP Testing, Chemistry, 8:40 am
	AP Testing, European History, 12:00 pm
Monday, May 10 th	AP Testing, Macroeconomics, 12:00 pm
Tuesday, May 11 th	AP Testing, Psychology, 12:00 pm
Wednesday, May 12 th	AP Testing, English Lang & Composition, 8:40 am
	AP Testing, Microeconomics, 12:30 pm
Thursday, May 13 th	NO AP Testing
Friday, May 14 th	AP Testing, Biology, 8:40 am
	AP Testing, Environmental Science, 12:30 pm
	Interim Reports Available Online
Saturday, May 15 th	Prom – if possible with COVID Guidance
Monday, May 17 th	AP Testing, Comparative Government & Politics and Computer Science Principles, 8:40 am
	AP Testing, Statistics, 12:30 pm
Thursday, May 20 th	Executive School Board Meeting, 9:00 am, TBD

c. Robotics Team Officers for Outreach and Advocacy

On hand for this meeting are **Amanda Perez** (*‘21-Henrico*), Chief Communications Officer, **Lexi Pasternik** (*‘22-Henrico*), Director of Fundraising and Marketing, and **Nikki Kumar** (*‘22-Henrico*), Director of Events.

The robotics club is a member of FIRST (For Inspiration and Recognition of Science and Technology) and is the largest STEM club at MLWGS. Club meetings, build sessions, and outreach have continued during the year of COVID through online sessions or in-person with proper protocols.

Members learn to build a robot from the ground up for competition season. This year the competition season looks a little different with at-home challenges. Technical software and equipment training is provided to members, in addition to presentation and team communication skills.

Community impact is a big feature of this team and we are still trying to make an impact during the pandemic. The club has held three food drives this year to collect non-perishable goods and canned goods for Feed More which equate to three carloads of goods from Maggie Walker students. Additionally, we held a free virtual “STEM” event for middle school students that had over 200 sign-ups.

Another outreach event this team holds is the annual Lego tournament for younger children (elementary-middle school). This year the tournament was held virtually but was no less exciting. The team ran FLL fun rooms between competition spots to help engage children with engineering and team-building statewide that was exciting and fun. This year the club was recognized with the Katie Smith Volunteer Award by the VA-DC FLL in recognition of its work.

In conclusion, the team has plans for next year to start and fully fund ten (10) new RPS FLL teams.

Looking to the future, the team will be teaching about lobbying skills for STEM education and funding to other teams across the state.

Mr. Wright thanked the officers for their amazing presentation to the board, from which he can imagine the level of engagement they have in their events.

d. Graduation Information with Sponsor Kerry Sheppard

Ms. Sheppard was in attendance to discuss MW’s in-person graduation at Virginia Union University Hoovey Football Stadium in June. She also presented the regional board with a digital invitation to the ceremony and rsvp.

X. Unfinished Business

a. Strategic Plan Implementation Report

The Strategic Plan matrix update is located at the end of these minutes.

The director reported progress has been made since the last report in March. The School Advisory Committee (SAC) comprised of parents, teachers, students completed a climate survey of our current students. The results are currently in a raw format that the director has seen. Adding, the best part of the report is the students offered some operational suggestions as to how we can make our learning community more welcoming. The suggestions offered are doable; financially and operationally, and should result in positive outcomes. By the next meeting, the director expects to have the SAC survey results in a form for presentation to the board. Concluding, it has been very positive partnering with SAC and getting them involved in the life of the school.

The director stated with students and staff back on campus we are now making progress on the strategic plan and he is optimistic will continue to do so.

XI. Consent Items

On a motion by Sarah Barber, seconded by Micky Ogburn, the following consent items were unanimously approved as a slate on a voice vote: April personnel actions, fiscal status reports of March 31, 2021, CARES Transactions March 31, 2021, and the donations report of March 31, 2021.

XII. Action Items

a. FY22 Operating Budget (Second Read)

Maggie L. Walker Governor's School Administration, in conjunction with the Superintendent's Steering Committee and the Finance Steering Committee (comprised of the Chief Financial Officers from Chesterfield, Hanover, Henrico, Powhatan, and Richmond) have worked to finalize an operating budget proposal for FY2022.

A draft proposal was presented to the Regional School Board for review and discussion at their budget work session on February 18, 2021.

A public hearing on this proposal was scheduled during Section XIX of this meeting. Public advertising for this hearing occurred via the RTD Meetings and Events category, Sunday, March 14th and on the MLWGS website. The public was also invited to comment via an internet form. **No public responses to the proposed operating budget FY22 were received via the internet form.**

In summary, this budget is built on revenue and expenses of \$9,263,350, with a 5% compensation increase for staff in line with the Governor and the State budget recommendation and funding.

Dr. Lowerre commended the chief financial officers of the divisions and his staff for their assistance with budget development and oversight.

On a motion by Valarie Ayers, seconded by Kenneth Pritchett, the FY22 Operating Budget was unanimously approved on a voice vote.

b. FY22 School Operating Calendar (Second Read)

The School Advisory Committee has completed the draft calendar for the 2021-2022 school year. The calendar largely aligns with those of our top four participating districts except for student half days. Additional religious observances have been incorporated to promote an inclusive school community. Our start date will continue to be a post-Labor Day start for the 2021-2022 school year.

Starting with FY23 we would like the board to consider a pre-Labor Day start.

On a motion by Valarie Ayers, seconded by Sarah Barber, the FY22 School Operating Calendar was unanimously approved on a voice vote.

c. Annual Authorization for the Director to Issue Personnel Contracts for FY22 (Second Read)

The Regional School Board grants the director of Maggie L. Walker Governor’s School the authority to issue faculty/staff contracts based upon salary scales, clubs/activities, and athletic stipend scales incorporated within the FY22 Operating Budget. The director recommends approval of this request.

On a motion by John Axselle, seconded by Debbie Bailey, approval for the director to issue personnel contracts for FY22 was unanimously approved on a voice vote.

d. FY22 Student Fees (Second Read)

The proposed student fee schedule has been updated with current projected costs for all subject areas.

Changes for FY22 are minor. Those fees that were adjusted are largely due to inflationary increases on workbooks. New additions to the Senior Seminars reflect new topics being taught but the range of fees is aligned with past practice. Some workbooks were eliminated in the Foreign Languages section to reduce cost and streamline vertical learning. Per instructions from the director, the fee for VCU Dual enrollment courses was decreased from \$25 to \$20 per credit hour.

On a motion by Micky Ogburn, seconded by Harwood Hall, FY22 Student Fees were unanimously approved on a voice vote.

e. Policies and Procedure Proposals (Second Read)

The Policy Steering Committee offers the following policies and procedures for Regional School Board consideration.

Policy #	Name	New/Amended	Actions
	Foundations		
FINAL			
	School Board Governance		
<u>1000</u>	School Board Powers and Duties	Amended	Minor grammatical edit plus cross-reference update
<u>1018</u>	Agenda Preparation and Dissemination	Amended	Minor grammar edit
<u>1024</u>	Public Participation at School Board Meetings	Amended	Adds a new statement regarding extra speaking time only after everyone wanting to has had time to present
<u>1036</u>	Relations with Private Schools	NEW	Standard VSBA policy.

		Administration		
	<u>2045</u>	Service Animals in Public Schools	Amended	Minor grammatical edit and cross-reference updates.
	<u>2051</u>	Media Relations	Amended	Minor grammatical edit and cross-reference update.
		Instruction		
	<u>3000.2</u>	Pledge of Allegiance	NEW	Standard policy.
	<u>3003.6</u>	Teaching About Controversial Issues	Amended	Minor grammatical edit and cross-reference update.
	<u>3014</u>	Family Life Education	Amended	Updates parental review rights
	<u>3036</u>	Community Resource Persons/School Volunteers	Amended	Minor grammatical edits. Cross-reference update.
		Student Services		
	<u>4005.1</u>	Sportsmanship, Ethics and Integrity	NEW	Standard VSBA policy needed for cross-reference in 4006
	<u>4006</u>	Field Trips	NEW	Standard VSBA policy replaces existing policy which is a procedure. This policy creates a report to the board on field trips. Existing policy will be retained and retitled as procedure.
	<u>4006-P</u>	Field Trip Procedures	CHANGE from policy to procedure	Retitled and reclassified as procedure.
	<u>4008</u>	Suicide Prevention	Amended	Update requires we develop procedures for the notification of parents in accordance with VBOE guidelines.
	<u>4008-P</u>	Suicide Prevention Procedure for the Contact of Parents	NEW	Taken from the VDOE Guide on Suicide Prevention, link listed on procedure.
	<u>4031</u>	Fund Raising and Solicitation	Amended	Grammatical edits and updates to cross-references
	<u>4044</u>	Parental Rights and Responsibilities	NEW	Standard VSBA policy

		Human Resources		
	<u>5001</u>	Personnel Records	Amended	Minor edit plus cross-reference update
	<u>5006.1</u>	Evaluation of Support Staff	Amended	Minor edits, legal references updated along with cross-reference.
	<u>5016.1</u>	Tutoring for Pay	Amended	Deletes a legal reference and adds a cross-reference.
	<u>5017</u>	Staff Salary Schedules	Amended	Minor edit
	<u>5028</u>	Staff Participation in Political Activities	NEW	Standard policy.
	<u>5060</u>	Reduction in Professional Staff Work Force	Amended	Policy language updated.
	<u>5062</u>	Staff Fringe Benefits	Amended	Title change and minor grammar edits
	<u>5070</u>	Family and Medical Leave	Amended	Many grammatical edits, mostly to address gender. A couple of language inserts that speak to government documents. Legal and cross-reference update. All attachments updated including their links.
	<u>5101</u>	Nonschool Employment by Staff Members	Amended	Adds a designee. Cross-reference updates.
		Community Relations		
	<u>6001</u>	Community Resource Persons/School Volunteers	Amended	Minor grammatical edits. Cross-reference update.
	<u>6005</u>	Relations with Law Enforcement	Amended	Minor grammatical edits. Cross-reference update.
	<u>6006</u>	Sex Offender and Crimes Against Minors Registry Information	Amended and Retitled Policy	Big update with a good amount of new content. Reflects amendment to VA Code.
	DELETE 6007	Violent Sex Offenders on School Property	DELETE	The substance of policy incorporated into 6006

	<u>6011</u>	School Visitors	Amended	Changes to who visitors report to with that are on the registry along with cross-references.
	<u>6015</u>	Public Conduct on School Property	Amended	Minor grammatical edits. Legal and cross-reference updates.
	<u>6030</u>	Public Participation at School Board Meetings	Amended	Adds chair is responsible for the orderly conduct of meetings
		Finance & Operations		
	<u>7014.1</u>	Purchasing Procedures	Amended	Minor grammar edit plus cross-reference update
		Student Conduct		
	<u>8030</u>	Gang Activity or Association	Amended	Minor grammatical edits plus legal references update. Deleted one cross-reference.
	<u>8090-P</u>	Student Suspension/Expulsion	CHANGE from policy to procedure	Regulation deleted/ VSVBA JGD/JGE

On a motion by John Axselle, seconded by Kenneth Pritchett, the policies and procedures submitted were unanimously approved as a slate on a voice vote.

XIII. Items for Board Review and/or Discussion

a. Approval of the 2021-2022 Governor’s School Foundation, Inc. Board of Directors (First Read)

In nomination for a term of 3-years for new members are:

Tyler Gibson ‘10 (Chesterfield/New York)
Jonathan Huyard (Richmond)
Monique Johnson (Richmond)
Stinson Mundy ‘96 (Richmond)

Rolling off the board on June 8th are Brenda DGLISH, C. Alexander Guzman, Leo Rohr, and Mary Michael Schweiker.

GS Foundation Board member’s approval will be sought at the Board’s Executive Committee May 2021 meeting.

XIV. Information

- Finance Committee Meeting Minutes, April 1, 2021
- MW Junior Earns First Violin Section for All-Virginia Orchestra
- Debate and Forensics Teams Win State Championship
- MW Wins the 2021 VHSL 3A Quiz Bowl Championship
- MW Advances to the State Contest for Virginia History Day
- RTD Article 3-26-2021: Record number of Black and Latino students accepted to Maggie Walker Governor's School

XV. Superintendent's Steering Committee Report

Dr. Raley reported that seven divisions were in attendance at their morning meeting. One of the topics discussed was the interview committee for the Assistant Director position at MW. Four individuals will be interviewed next week with Dr. Raley serving as this committee's representative.

A heavy discussion followed about extracurricular activities for students wanting to participate in activities and events not offered at MW through their home school, ex: band. It's complicated because if there are exceptions to one activity, others will follow, there are also implications to VHSL participation. The superintendents will be following up with Dr. Lowerre in the days ahead to make recommendations to him to take to the policy committee for consideration.

Finally, we closed with fall of the year plans with a desire to have more and more students return to campus. MW is challenged in some ways to offer remote learning to students if it does not offer instruction in a concurrent setting as it currently does. Challenges to a one-high-school and curricular needs of the students, and staffing that would need to happen for accommodations. The superintendents provided some recommendations for Dr. Lowerre to consider.

XVI. Closed Meeting

None

XVII. Certification of Closed Meeting

None

XVIII. Announcements

None

XIX. Adjournment

On a motion by John Axselle, seconded by Sarah Barber, this meeting was adjourned on a unanimous voice vote at 9:58 am.

The next scheduled meeting is for the Executive Board, May 20, 2021.

John Wright, Chair

Robert Lowerre, Ph.D., Director

Minutes Recorded by:
Barbara Marshall, Regional Board Clerk

MLWGS 2020-2025 STRATEGIC PLAN GOALS/OBJECTIVES/ACTION STEPS

DATE: April 15, 2021

Blue Text = Updates

Green = Completed

GOAL 1	MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL CREATE A WELCOMING AND RESPONSIVE ENVIRONMENT THAT CELEBRATES AND REFLECTS THE DIVERSITY OF THE SCHOOL DISTRICTS WE SERVE AND FOSTERS A SENSE OF BELONGING FOR ALL.	Responsible Party	Measurement	Year to begin Implementation	Cost to Budget
				2020	
OBJ 1.1	MLWGS will engage and educate our school districts about the opportunities available to them in our learning environment.				
1.1.2	Develop and enhance relationships with districts, schools, administrators, counselors, teachers, parents, and potential students.	Administration, Counseling, Faculty			
OBJ 1.2	MLWGS will create an environment that provides a sense of belonging and fosters student and family engagement.				
1.2.1	Examine and eliminate structural barriers that prevent students from availing themselves of all the opportunities at MLWGS.	Planning Committee, Administration, Foundation	SAC is working on this.		
1.2.2	Access to wraparound services (Identify and fill gaps in student mental health and wellness programs)	School Counseling			
1.2.3	Review and reform policies and procedures that impede inclusion (e.g. mental health intake, bathroom policies, club and extra-curricular policies)	Counseling, Administration, AD, School Board			
1.2.4	Enhance communications to make sure students have knowledge of and are able to seek resources	Counseling			
1.2.5	Facilitate student input and feedback	Administration, Counseling	Surveys completed by SAC		
1.2.6	Analyze and strengthen the student onboarding process to prepare accepted students for the MLWGS experience	Counseling	Freshmen Orientation is being studied as well as the process for registering for classes.		
1.2.7	Equip faculty with tools to foster an inclusive environment	Administration, External Trainers	We have begun working with VCIC		
OBJ 1.3	MLWGS will codevelop a plan with its districts to increase enrollment of historically underserved populations.				

1.3.1	In compliance with FY 2021 Budget Item 145, C-27,I, the school will work with the partner districts to collect application and admission data to be used to support a plan to increase the percentage of historically underserved populations at MLWGS.	Dr. Lowerre	We have been working with districts to improve access for underserved minorities. Significant improvement has been made this year.		
OBJ. 1.4	MLWGS will develop a strategy to increase the demographic diversity of our faculty and staff.				
1.4.1	Examine barriers to hiring and retaining diverse faculty.	Dr. Lowerre, Dr. Williams,			
1.4.2	Strengthen professional development resources for faculty.	Dr. Ellis	Currently reviewing PD proposals for 21-22 including outside support.		
1.4.3	Develop hiring strategy.	Leadership Team			
1.4.4	Develop outreach program for recruiting teachers from multiple districts and education graduate schools.	Dr. Lowerre			
GOAL 2	MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL ENGAGE STUDENTS WITH INNOVATIVE CURRICULA AND RESPONSIVE INSTRUCTION THAT FOCUSES ON STUDENT-CENTERED EXPERIENTIAL LEARNING. INSTRUCTION WILL BE INTERDISCIPLINARY AND ENRICHED BY LOCAL AND GLOBAL CONNECTEDNESS.	Responsible Party	Measurement	Year to begin Implementation	Cost to Budget
OBJ 2.1	Students will engage in exciting distinctive courses that are designed to deepen students interest.			2020-2021	
2.1.1	Encourage a collaborative environment for ongoing innovation of all course offerings.	Admin, Mr. Zweerink			
2.1.2	Expand dual enrollment course offerings and include courses through additional university partners.	Dr. Ellis	Meetings with VCU are ongoing		
2.1.3	Investigate offering courses with comparatively smaller student enrollment.	Dr. Lowerre, Dr. Ellis			
2.1.4	Expand the menu of teacher-created courses that center on experiential learning, interdisciplinary and global awareness.	Dr. Ellis Department Chairs	New Seminar courses are being offered		
2.1.5	Expand student enrollment in SGC's and teacher-developed courses.	Dr. Ellis			
2.1.6	Augment opportunities for student travel and beyond-the-classroom experiences.	Leadership Team			
2.1.7	Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS	Mr. Smith, Leadership Team			

OBJ 2.2	Teachers will provide engaging, student-centered instruction.				
2.2.1	Encourage teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.	Leadership Team, Tech Integrators			
2.2.2	Provide opportunities for teachers to participate in training and collegial discussions about enhancing student engagement, embedding community engagement, and integrating instructional technology within their curricula.	Dr. Ellis			
2.2.3	Incentivize teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.	Admin			
GOAL 3	MAGGIE L. WALER GOVERNOR'S SCHOOL WILL BE A SAFE SCHOOL WITH EFFECTIVE MANAGEMENT OF RESOURCES.	Responsible Party	Measurement	Year to begin Implementation	Cost to Budget
OBJ 3.1	Create and fund a ten-year capital improvement plan.			2023	
3.1.1	Conduct a needs assessment of future needs for the facility and technology.	Facilities and Technology	Project is underway		
3.1.2	Forecast ten-year costs.	Facilities and Technology			
OBJ 3.2	Create a better experience for students, teachers, and parents through available software solutions.			2021	
3.1.3	Implemental funding mechanism separate from the operating budget.	Mr. Smith			
3.2.1	Purchase of on-line teacher receipting program.	Ms. Hoover; Ms. Charity			
3.2.2	Implement field trip request and tracking software.	Mr. Smith			
3.2.3	Integrate field trip software with student information system.	Mr. Bortz			
3.2.4	Reduce student fees.	Leadership Team			
3.2.5	Incentivize the use of current on-line payment systems.	Dr. Lowerre	Budgeted and Completed.		
OBJ 3.3	Enhance our safe school environment.			2020	
3.3.1	Implement an annual climate survey.	Dr. Lowerre			
3.3.2	Complete a full revision of the safety/crisis plan.	Mr. Smith			
3.3.3	Further develop relations with local fire, police, and EMS in order to incorporate best practices and facilitate external audits.	Mr. Parker			
3.3.4	Train faculty on cyber security and teaching digital literacy.	Library and Technology			

OBJ 3.4	Transition the fiscal expectations of MLWGS to a new fiscal agent.			2022	
3.4.1	Research options for future fiscal processing.	Mr. Smith			
3.4.2	Secure board approval for a new fiscal agent.	Dr. Lowerre			
3.4.3	Create a transition plan.	Ms. Hoover			