

## MINUTES

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

Thursday, August 19, 2021

9:05 a.m.

### I. Call to Order

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

### II. Moment of Silence

The Chair called for a moment of silence.

### III. Pledge of Allegiance

The Regional School Board and visitors stood and recited the pledge of allegiance.

### IV. Introductions

Each member present is listed in alphabetical order by the locality:

Ms. Martha Harris, **School Board**, Charles City Public Schools  
Ms. Debbie Bailey, **School Board**, Chesterfield County Public Schools  
Dr. Krishan Agrawal, **School Board**, Colonial Heights Public Schools  
Mr. John Wright, **School Board**, Goochland County Public Schools  
M. John Axselle, **School Board**, Hanover County Public Schools  
Mrs. Michelle 'Micky' Ogburn, **School Board**, Henrico County Public Schools  
Ms. Linda Hyslop, **School Board**, Hopewell Public Schools  
Mrs. Harwood Hall, **School Board**, King & Queen Public Schools  
Mrs. Sarah G. Barber, **School Board**, New Kent Public Schools  
Mr. Kenneth Pritchett, **School Board**, Petersburg Public Schools  
Mrs. Valarie Ayers, **School Board**, Powhatan County Public Schools  
Dr. Royal Gurley for Dr. Kari Weston, **Superintendent**, Dinwiddie Public Schools  
Dr. Jeremy Raley, **Superintendent**, Goochland County Public Schools  
Ms. Mandy Baker for Dr. Michael Gill, **Superintendent**, Hanover County Public Schools  
Dr. Jay McClain for Dr. Melody Hackney, **Superintendent**, Hopewell Public Schools  
Dr. Brian Nichols, **Superintendent**, New Kent Public Schools  
Ms. Lynn Plevich for Mr. Jason Kamras, **Superintendent**, Richmond Public Schools  
Mr. Michael 'Max' Smith, **Assistant Director**, Maggie L. Walker Governor's School  
Mrs. Barbara Marshall, **Clerk**, Maggie L. Walker Governor's School

The following new members were welcomed: Dr. Krishan Agrawal-Colonial Heights, Ms. Betty Haney – Dinwiddie, and Ms. Martha Harris was welcomed back to the board representing Charles City.

**Not in Attendance:**

Ms. Betty Haney, **School Board**, Dinwiddie Public Schools (attempted to participate remotely)  
Ms. Jill Andrews, **School Board**, Prince George Public Schools (attempted to participate remotely)  
Ms. Mariah White, **School Board**, Richmond Public Schools  
Dr. Daphine Joppy, **Superintendent**, Charles City Public Schools  
Dr. Merv Daugherty, **Superintendent**, Chesterfield County Public Schools  
Dr. William Sroufe, **Superintendent**, Colonial Heights Public Schools  
Dr. Amy Cashwell, **Superintendent**, Henrico County Public Schools  
Dr. Carol Carter, **Superintendent**, King & Queen Public Schools  
Dr. Maria Pitre-Martin, **Superintendent**, Petersburg Public Schools  
Dr. Eric Jones, **Superintendent**, Powhatan County Public Schools  
Dr. Lisa Pennycuff, **Superintendent**, Prince George Public Schools (attempted to participate remotely)

**Also present:**

Dr. Lisa Williams – MLWGS Administration  
Wendy DeGroat – MLWGS Staff  
Two others - unidentified

**V. Approval for Dinwiddie and Prince George Board Members to Participate Remotely**

Policy No. 1020 – Electronic Participation in Meetings from a Remote Location

**I. Quorum Physically Assembled**

- A. The Regional School Board may conduct any meeting wherein the public business is discussed or transacted through electronic communication means if 1) on or before the day of a meeting, a member of the Regional School Board notifies the chair that such member is unable to attend the meeting due to a temporary or permanent disability or other medical condition that prevents the member's physical attendance or that such member is unable to attend the meeting due to a personal matter and identifies with specificity the nature of the personal matter; and **2) the Regional School Board approves the member's participation by a majority vote of the members present at the primary or central meeting location.**

On a motion by Sarah Barber, seconded by Valarie Ayers, board members Haney and Andrews' electronic participation for this meeting was unanimously approved.

**VI. Approval of Agenda**

On a motion by Linda Hyslop, seconded by Debbie Bailey, the agenda for this meeting was unanimously approved.

**VII. Approval of Minutes**

On a motion by Micky Ogburn, seconded by Harwood Hall, the minutes of the executive meeting of June 20, 2021, were approved with Martha Harris abstaining.

## VIII. Recognitions

- None.

## IX. Public Comments

The Public Information Period shall not exceed thirty (30) minutes. Each speaker will be allotted three (3) minutes to make his/her comments. Individuals representing groups will be allotted five (5) minutes.

*There following were submitted via electron form:*

**Rachel Savoy Caldwell**, alum

I am so glad to see that the board will be considering the policies for student admissions during today's meeting. As you have probably seen, Thomas Jefferson High School of Science & Technology experienced tremendous success with eliminating their standardized admissions test. Makya Little's article, linked below, states, "Admission reform increased diversity on almost every metric without compromising the quality of the incoming class." We hope that the MLWGS board will study this tremendously hopeful outcome when considering how to move forward with the Maggie Walker admissions test.

[https://www.virginiamercury.com/2021/06/28/thomas-jeffersons-admissions-results-show-equity-and-merit-can-go-hand-in-hand/?fbclid=IwAR0n19qs\\_66qEZJ-q2VX0uYFp89K-ehssntCR3g249e8-GIgUVAoyjn\\_8m0](https://www.virginiamercury.com/2021/06/28/thomas-jeffersons-admissions-results-show-equity-and-merit-can-go-hand-in-hand/?fbclid=IwAR0n19qs_66qEZJ-q2VX0uYFp89K-ehssntCR3g249e8-GIgUVAoyjn_8m0)

**Carrie Kahwajy**, Chesterfield Branch of the NAACP

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The link to the referenced article by Makya Little:

[https://www.virginiamercury.com/2021/06/28/thomas-jeffersons-admissions-results-show-equity-and-merit-can-go-hand-in-hand/?fbclid=IwAR0n19qs\\_66qEZJ-q2VX0uYFp89K-ehssntCR3g249e8-GIgUVAoyjn\\_8m0](https://www.virginiamercury.com/2021/06/28/thomas-jeffersons-admissions-results-show-equity-and-merit-can-go-hand-in-hand/?fbclid=IwAR0n19qs_66qEZJ-q2VX0uYFp89K-ehssntCR3g249e8-GIgUVAoyjn_8m0)

**Margaret Benson Nemitz**, alum

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considering how to move forward with the Maggie Walker admissions test. I believe doing so will also align well with the strategic plan set forth last year.

I am also glad to see that the strategic plan will be discussed during today's meeting. What progress has been made to determine outcome measures to track progress along the way? I am particularly interested in hearing about sustainable action items to create a welcoming, responsive, safe environment particularly for Black, Indigenous, and Latinx students, as well as other students that the school has historically underrepresented or marginalized. Reconsidering/eliminating the admissions test is one helpful starting piece in addressing current gaps.

Additionally, I hope that the board and other strategic implementation team members keep in mind the many ways that young people, especially Black, Indigenous, and Latinx students, are harmed by interactions with police - especially considering the focus on safety in the third strategic goal. I find this report, capturing student perspectives from Fresno, California, to be a helpful and enlightening report on this topic: <https://humanimpact.org/wp-content/uploads/2021/03/HIP-Health-and-Cultural-Wealth-Student-Perspectives-on-Police-Free-Schools-in-Fresno-California-March-2021.pdf>

**Emily Tombes Figley**, alum

I am an alum of the 2006 class, and also a teacher who's been closely following the national and local conversations around admissions changes for exam schools. Maggie Walker will always be such a special place for me, and I was so glad to see that the board will be considering changes to the policies for student admissions - so that the MW experience can be accessible to more students. As you have probably seen, Thomas Jefferson High School of Science & Technology experienced tremendous success with eliminating their standardized admissions test. Makya Little's article, linked above, states, "Admission reform increased diversity on almost every metric without compromising the quality of the incoming class." We hope that the MLWGS board will study this tremendously hopeful outcome when considering how to move forward with the Maggie Walker admissions test.

**Tanim Islam**, current student

I am so glad to see that the board will be considering the policies for student admissions during today's meeting. As you have probably noticed, Thomas Jefferson High School of Science & Technology experienced tremendous success in eliminating their standardized admissions test. Makya Little's article, linked above, states, "Admission reform increased diversity on almost every metric without compromising the quality of the incoming class." We hope that the MLWGS board will study this tremendously hopeful outcome when considering how to move forward with the Maggie Walker admissions test.

**Allison Dunawayunaway**, Powhatan Parent

I fully support the proposed 2022-23 School Year Calendar as presented to the Board for the August 19th meeting. Our home county, Powhatan, implemented an early start in 2020-2021, and it immensely benefited students.

In addition, I fully support the proposed changes to the VHSL Policy.

Thank you for your service,

The chair affirmed that board members received and reviewed these comments before this meeting.

## X. Director's Report

### A. Verbal Updates

- **Activities for Opening**
  - Enrollment: 758
  - New Teacher Orientation 8-25
  - All Teachers Return 8-26
  - Freshmen Orientation 8-31
  - Professional Development 8-27 and 9-1
  - Instruction begins 9-7 in-person
  - Back to School Night 9-23
- **MLWGS Ranked #5 Best Public High Schools in the US by Niche 2021** (up from #8 in 2020)

The screenshot displays the Niche website's ranking page for Maggie Walker Governor's School. At the top, there is a green header with the Niche logo (a green 'N' in a circle) and the text "2021 BEST SCHOOLS NICHE". Below the logo, the title "Maggie Walker Governor's School Rankings" is prominently displayed. A sub-header states: "Niche rankings are based on rigorous analysis of data and reviews. [Read more about how we calculate our rankings >](#)". Social media icons for Facebook and Twitter are visible. The main content area is titled "National" and features five ranking cards, each with an illustration and text:

| Ranking Category                                 | Rank | Total Schools |
|--|------|---------------|
| Best Magnet High Schools in America              | #4   | 814           |
| Best Public High Schools in America              | #5   | 19,532        |
| Best College Prep Public High Schools in America | #15  | 16,994        |
| Best Public High School Teachers in America      | #16  | 19,147        |
| Best High Schools for STEM in America            | #119 | 7,880         |

## Virginia



Best Public High School  
Teachers in Virginia  
#1 of 323



Best Public High Schools in  
Virginia  
#2 of 324



Best College Prep Public  
High Schools in Virginia  
#2 of 320



Best Magnet High Schools  
in Virginia  
#2 of 13



Best High Schools for STEM  
in Virginia  
#3 of 231



Best High Schools for  
Athletes in Virginia  
#158 of 542

## Richmond Area



Best College Prep Public  
High Schools in Richmond  
Area  
#1 of 46



Best Public High Schools in  
Richmond Area  
#1 of 46



Best Public High School  
Teachers in Richmond Area  
#1 of 46



Best High Schools for STEM  
in Richmond Area  
#1 of 27



Best High Schools for  
Athletes in Richmond Area  
#31 of 82

- **Mr. Smith discussed the school's COVID Health Plan is in its final stages of development.** The opening health plan will be completed and publicly shared before the return of teachers to campus.

### ***B. Coming Events***



## August 19, 2021, through September 16, 2021, Coming Events

|   |  |
|---|--|
| Thursday, August 19 <sup>th</sup>   | <b>Regional School Board Meeting, 9:00 am, Location TBD</b>                                  |
|   | Last Day of Summer Operating Schedule  |
| Monday, August 23 <sup>rd</sup> – Wednesday, August 25 <sup>th</sup>              | College Boot Camp for Rising Seniors, 9:00 am – 4:00 pm,                                     |
| Tuesday, August 24 <sup>th</sup>  | Class of 2024 Parent Welcome Reception Sponsored by the MLWGS Foundation (off-campus) 7-9 pm |
| Wednesday, August 25 <sup>th</sup>  | New Teacher Academy, 9:00 am, Room 153   |
|   | Class of 2025 Parent Welcome Reception sponsored by the MLWGS Foundation (off-campus) 7-9 pm |
| Thursday, August 26 <sup>th</sup>   | First Day for Teachers   |
| Sunday, August 29 <sup>th</sup>   | Moore Street Missionary Baptist Church Activity in MLWGS Parking Lot, 8 am – 2 pm            |
| Tuesday, August 31 <sup>st</sup>  | Freshmen Orientation at MLWGS  |
|   | Crisis Team Meeting, 1:30 pm, Room Location TBD  |
| Friday, August 27 <sup>th</sup>   | Professional Development for Faculty   |
| Wednesday, September 1 <sup>st</sup>  | Professional Development for Faculty   |
| Friday, September 3 <sup>th</sup>   | CLOSED   |
| Monday, September 6 <sup>th</sup>   | CLOSED - HOLIDAY   |
| Tuesday, September 7 <sup>th</sup>  | <b>First Day of School Classes on Campus</b>   |
| Thursday, September 16 <sup>th</sup> or other date TBD due to Holiday on Calendar | <b>Executive School Board Meeting, 9:00 am, Location TBD</b>                                 |
| Thursday, September 16 <sup>th</sup>  | CLOSED - HOLIDAY   |

### XI. Unfinished Business

Strategic Plan update – the matrix provided to the RSB is located at the end of these minutes.

Mr. Smith stated a more comprehensive report will be presented to the school board and the public by November 1, 2021, per Policy No. 0013.

### XII. Consent Items

On a motion by John Axselle, seconded by Kenneth Pritchett, the following consent items were unanimously approved as a slate: August 2021 personnel actions, fiscal status reports of June 30, 2021, and July 31, 2021, the donations report of June and July 2021 (July includes a \$100,000 donation approved at the June ESB meeting), and the disposal of obsolete equipment request.

### XIII. Action Items

On a motion by Micky Ogburn, seconded by Sarah Barber, the following ***Second Read*** items were unanimously approved as a block. (Agenda items a, b, c, d, f, g, and h.)

**Annual Authorization of DOE Signatures 2021-2022 – (Second Read)**

The Director recommended authorization for Mr. Michael Smith to be the necessary designee signature utilized in the absence of the Director for the Virginia Department of Education through August 31, 2021.

**Certification of the 2021-2022 Crisis Manual – (Second Read)**

The MLWGS Crisis Plan was approved for certification to the Department of Criminal Justice Services (DCJS) by August 31, 2021.

**2021-2022 Student Handbook – (Second Read)**

Updates to the following sections are listed below and highlighted in the manual:

- Updates on School Board membership, transportation contacts, and planning committee membership
- Change of location of our security office
- Allowing outdoor on-campus lunch during good weather to promote social distancing while unmasked
- Inclusion of Student Behavior and Administrative Response (SBAR) categories, systems of disciplinary responses, and behavior descriptors

**Academic Year 2022-2023 Early Start Operating Calendar - (Second Read)**

For the 2022-2023 academic year, MLWGS is proposing a two-week early start calendar. Our start date would be August 22, 2022, and the end date would be June 1, 2023.

Early start calendars have increasingly been adopted in Virginia since 2019 with the passage of House Bill 1652, which did away with the 'Kings Dominion law.' This new calendar will better conform to the calendars of Charles City, Chesterfield, Goochland, Hopewell, King & Queen, Powhatan, and Prince George. This will also allow for better alignment to state and national testing, as well as the VHSL schedule. In focus groups and surveys, there was widespread support of an early start calendar if proposed more than a year in advance.

Stakeholder representatives on the School Advisory Committee were used in the drafting of the calendar.

Changed from the June first read, adds the required extra holiday around the Labor Day weekend.

**Health and Dental Contracts 2021-2022 – (Second Read)**

Technical assistance was provided by Scott Eastman, Faison Group, a benefits consulting firm.

Maggie Walker currently offers the following fully-insured healthcare options from Anthem Insurance: one PPO (Keycare 30 1000/20%/4500) and two HMO's (HK POS OA 25/20%/4500, and HK POS OA 25 500/20%/4000) for employees and retirees\*. Anthem **Vision** and Dental **are** offered for employees and retirees. \* The Health care renewal proposed by Anthem would incur a



3% increase. This is within budget projections. The three products proposed remain the same for health care. Anthem Vision and Dental rates have **remained flat**. Staff are pleased with the health, vision, & dental plan so we plan to renew with Anthem Health, Vision & Dental.

Open enrollment for employees is scheduled for September. Detailed information, as well as group meetings describing the benefit plans, will be available to our employees to assist them in making an informed decision.

The new plan year begins October 1, **2021**.

\*No school-paid subsidy is provided for retirees who contribute 100% premium.

### **Policy and Regulation Updates – (Second Read)**

The Policy Steering Committee offers the following policies and regulations for Regional School Board consideration and approval. These policies were previously submitted at the board's June meeting. All policies include only minor edits that offer no content changes but comply with the 2-year review requirement.

| <b>Final</b>  | <b>REVIEWED AND NOT UPDATED</b>                              | <b>UPDATED FOR 2-YEAR REQUIREMENT-ONLY MINOR CHANGES THAT DO NOT CHANGE CONTENT</b> |
|---------------|--|---|
|               | <b>Foundations</b>   |   |
| <u>0000</u>   | Legal Status   | No change   |
| <u>0003</u>   | Construction Planning  | No change   |
| <u>0004</u>   | Educational Facilities Specifications                        | No change   |
|               | <b>School Board Governance</b>                               |   |
| <u>1004</u>   | Board Member Authority                                       | No change   |
| <u>1009.1</u> | Items for Adoption, Revision, Suspension                     | Capitalization change and deleted 2 cross-references, 1-CCPS, 1-Henrico             |
| <u>1012.b</u> | Policy Steering Committee                                    | Completed cross reference name  |
| <u>1012.c</u> | Disciplinary Committee                                       | Capitalization changes  |
| <u>1014</u>   | Closed Meetings  | No change   |
| <u>1015</u>   | Calling and Certification of Closed Meetings                 | No change   |
| <u>1017</u>   | Board-Staff Communications                                   | No change   |
| <u>1019</u>   | Minutes  | Capitalization changes  |
| <u>1022</u>   | Regular School Board Meetings                                | Spacing change  |
| <u>1024-R</u> | Regulation for Public Participation at School Board Meetings | No change   |
| <u>1025</u>   | Voting Method  | No change   |
|               | <b>Administration</b>  |   |
| <u>2006</u>   | Appointment and Term of the Director                         | No change   |
| <u>2013.1</u> | Educational Facilities Specifications                        | Deleted TBD cross-references. Minor capitalization changes                          |
| <u>2021.1</u> | School Closings  | Capitalization change   |

|                               |  |  |  |
|-------------------------------|--|--|--|
| <a href="#"><u>2021.2</u></a> | Electronic Room Partitions   |  | No change  |
| <a href="#"><u>2023</u></a>   | Threat Assessment Team   |  | No change  |
| <a href="#"><u>2049</u></a>   | Public Information Program   |  | Capitalization changes   |
| <a href="#"><u>2050-R</u></a> | Guidelines for Distribution of Information/Materials to Students and Staff |  | No change  |
| <a href="#"><u>2070</u></a>   | Internet Privacy   |  | No change  |
| <a href="#"><u>2070-R</u></a> | Internet Privacy Policy Statement  |  | No change  |
|                               | <b>Instruction</b>   |  |  |
| <a href="#"><u>3001.1</u></a> | Notifications of Learning Objectives                                       |  | No change  |
| <a href="#"><u>3003.2</u></a> | Retaking SOL Assessments   |  | No change  |
| <a href="#"><u>3003.3</u></a> | Academic Freedom   |  | Capitalization change  |
| <a href="#"><u>3003.4</u></a> | Religion in School   |  | No change  |
| <a href="#"><u>3003.5</u></a> | Alternatives to Animal Dissection  |  | No change  |
| <a href="#"><u>3003.8</u></a> | Online Courses and Virtual School Programs                                 |  | No change  |
| <a href="#"><u>3005</u></a>   | Instructional Materials  |  | No change  |
| <a href="#"><u>3005.1</u></a> | Regulation for Guest Speakers  |  | <b>Renamed to Regulation</b> and minor capitalization change         |
| <a href="#"><u>3006</u></a>   | Textbook Selection, Adoption, and Purchase                                 |  | Minor capitalization change  |
| <a href="#"><u>3006.1</u></a> | Supplementary Materials Selection and Adoption                             |  | Minor capitalization change  |
| <a href="#"><u>3007</u></a>   | Administration of Surveys and Questionnaires                               |  | No change  |
| <a href="#"><u>3009</u></a>   | Testing Programs   |  | No change  |
| <a href="#"><u>3012</u></a>   | Health Education/Physical Education  |  | No change  |
| <a href="#"><u>3018</u></a>   | Acceleration   |  | Spacing change   |
| <a href="#"><u>3021.1</u></a> | Regulation - MLWGS Homework Guidelines                                     |  | Deleted TBD cross-references   |
| <a href="#"><u>3032</u></a>   | Study Abroad   |  | No change  |
|                               | <b>Student Services</b>  |  |  |
| <a href="#"><u>4012</u></a>   | Child Abuse and Neglect Report   |  | Admin title change, gender-neutral change, and capitalization change |
| <a href="#"><u>4015</u></a>   | Student Fees, Fines, and Charges   |  | Minor corrections  |
| <a href="#"><u>4030</u></a>   | Student Organization   |  | No changes   |
| <a href="#"><u>4030-P</u></a> | Procedure for Student Organization Activities                              |  | No changes   |
| <a href="#"><u>4030.1</u></a> | Sororities and Fraternities  |  | No changes   |
| <a href="#"><u>4032</u></a>   | Student Publications   |  | Minor spacing changes  |
| <a href="#"><u>4073</u></a>   | Blood Borne Contagious or Infectious Diseases                              |  | Capitalization changes   |
| <a href="#"><u>4073-R</u></a> | Regulation Pertaining to School Attendance of Students with                |  | Removed numbered bullets   |

|                                   |   |  |  |
|-----------------------------------|---|--|--|
|                                   | Blood Borne Contagious or Infectious Diseases                                   |  |  |
| <a href="#"><u>4074</u></a>       | Guidelines for School Attendance for Students with Human Immunodeficiency Virus |  | Capitalization changes, unbolding text, and minor correction               |
|                                   | <b>Human Resources</b>  |  |  |
| <a href="#"><u>5000</u></a>       | Personnel Policies Goals  |  | No changes   |
| <a href="#"><u>5000.2</u></a>     | Employment of Family Members  |  | No changes   |
| <a href="#"><u>5014</u></a>       | Staff-Board Communications  |  | Spacing change   |
| <a href="#"><u>5016.2</u></a>     | Staff Gifts and Solicitations   |  | No changes   |
| <a href="#"><u>5017.1</u></a>     | Staff Compensation Procedures   |  | No changes   |
| <a href="#"><u>5050.2</u></a>     | Regulation Pertaining to Retirement   |  | No changes   |
| <a href="#"><u>5050.3</u></a>     | Regulation Pertaining to Post-Retirement Earnings                               |  | No changes   |
| <a href="#"><u>5065-R2</u></a>    | Personal Leave  |  | Delete other division cross-reference and spacing correction               |
| <a href="#"><u>5065-R10.1</u></a> | Leave Without Pay   |  | No changes   |
| <a href="#"><u>5065-R14</u></a>   | Civic Leave   |  | Delete other division cross reference                                      |
| <a href="#"><u>5066</u></a>       | Absenteeism and Tardiness   |  | Deleted CCPS cross reference   |
| <a href="#"><u>5075</u></a>       | Child Abuse and Neglect Reporting   |  | Admin title change, gender-neutral change, and capitalization change       |
| <a href="#"><u>5075-P</u></a>     | Child Abuse and Neglect Reporting and Follow-up                                 |  | Deleted Associate Admin title and minor capitalization changes             |
| <a href="#"><u>5080</u></a>       | Staff Research and Publishing   |  | No changes   |
| <a href="#"><u>5091</u></a>       | Tobacco Products and Nicotine Vapor Products                                    |  | No changes   |
| <a href="#"><u>5091-R</u></a>     | Regulation – Tobacco Products and Nicotine Vapor Products                       |  | Minor grammatical change. Max verified student handbook section is correct |
|                                   | <b>Community Relations</b>  |  |  |
| <a href="#"><u>6004</u></a>       | Relations with Parent Organizations   |  | No changes   |
| <a href="#"><u>6009.1</u></a>     | Tobacco Products and Nicotine Vapor Products                                    |  | No changes   |
| <a href="#"><u>6009.1R</u></a>    | Regulation: Tobacco Products and Nicotine Vapor Products                        |  | Minor grammatical change. Max verified student handbook section is correct |
| <a href="#"><u>6010.1</u></a>     | Community Use of School Facilities  |  | No changes   |
|                                   | <b>Finance &amp; Operations</b>   |  |  |
| <a href="#"><u>7002</u></a>       | Insurance Management  |  | No changes   |
| <a href="#"><u>7002.1</u></a>     | Inventory and Reporting of Loss or Damage                                       |  | No changes   |
| <a href="#"><u>7010</u></a>       | Advertising in the School   |  | No changes   |
| <a href="#"><u>7011</u></a>       | School Activity Funds   |  | Spacing correction and capitalization change                               |
| <a href="#"><u>7013.1</u></a>     | Sales and Solicitation in School  |  | No changes   |
| <a href="#"><u>7016</u></a>       | Non-Locally Funded Programs   |  | Spacing correction and capitalization change                               |
| <a href="#"><u>7017</u></a>       | Cash in School  |  | No changes   |

|             |                        |  |  |
|-------------|------------------------|--|--|
| <u>7019</u> | Petty Cash Funds       |  | No changes   |
| <u>7030</u> | Payroll Procedures     |  | Spacing correction                                 |
| <u>7031</u> | Salary Deductions      |  | Capitalization change                              |
| <u>7050</u> | Public Gifts to MLWGS  |  | No changes   |
|             | <b>Student Conduct</b> |  |  |
| <u>8003</u> | Compulsory Attendance  |  | Administrative title change and spacing correction |
| <u>8029</u> | Search and Seizure     |  | No changes   |
| <u>8032</u> | Vandalism              |  | Minor capitalization change                        |

### **International Trip Proposal: France, Spring Break 2022 – (Second Read)**

AP French students will be immersed in French culture and language. They will stay with host families and part of the time; they will attend Charles de Chauve High School with their host siblings. Students will also have three excursions to Paris, Versailles, and Chantilly Castle.

Students will be able to improve their language skills, make long-lasting connections with the French community, be ambassadors, and they will strengthen their competencies in French history and culture.

A maximum number of students = 22.

The number of chaperones is undecided at this time.

Estimate per Student Cost: \$2,692-\$2,260 depending on the number of students participating

At this point in the meeting, the board returned to addressing the remaining agenda items XII individually, taken out-of-order.

#### **i. Amend FY22 Student Fee Schedule – (Waive First Read Requested)**

On a motion by Valarie Ayers, seconded by Krishan Agrawal, the Regional School Board unanimously approved waiving the first read for amending the FY22 Student Fee Schedule.

The AY22 Student Fee Schedule was adopted by the RSB at their April 2021 meeting, the amended proposal reflects pricing changes we received since approval. The board's action will allow publication notice to constituents before the collection of fees.

On a motion by Valarie Ayers, seconded by Sarah Barber, the board unanimously approved the amended FY22 Student Fee Schedule.

#### **g. #g2 -Policy 4005 – VHSL Sports and Activity Policy – (Waive First Read Requested)**

On a motion by Sarah Barber, seconded by Debbie Bailey, the Regional School Board approved waiving first read for amending Policy 4005, with John Axselle voting no and all others voting yes.

The board discussed the request to amend this policy to allow a student with local superintendent approval to participate in **non-VHSL** activities only that are not offered at Maggie Walker Governor's School at their home division school.

On a motion by Sarah Barber, seconded by Valarie Ayers, the board approved amending Policy 4005 as described, with John Axselle voting no and all others voting yes.

**g. #g3 Policies No. 1030-Rs and 1030-R2 Relating to Admission of Students (*Waive First Read Requested*)**

The Policy Steering Committee offers policy changes for Regional School Board consideration that is recommended by the Planning Committee relating to future student admissions to Maggie Walker Governor's School.

The board discussed the concept of proposed changes, but without an outline of what that would consist of from the Planning Committee for the board to review at this meeting, and the need to take admission changes back to their respective school boards for their input, on a motion from John Axselle, seconded by Debbie Bailey, on a unanimous vote the board tabled action on this item for August and to bring it back for the first read in September with back-up information/documents.

**e. Change Date of September Executive School Board Meeting due to Holiday (Second Read)**

On a motion from Valarie Ayers, seconded by Micky Ogburn, the board unanimously approved changing the September meeting from an Executive School Board meeting to a full Regional School Board meeting.

With a second motion by Valarie Ayers, seconded by Martha Harris, the board unanimously approved the meeting date change from September 16 to September 22, 2021, at a location to be determined.

**XIV. Materials for Board Review and/or Discussion**

**a. Policy and Regulation Proposals (First Read)**

The following is submitted to the Regional School Board for first read and review:

| <b>VSBA POLICY UPDATES SUMMER 2021</b> |              |  |  |   |
|--|--------------|--|--|---|
| <b>RL</b>                              | <b>Final</b> | <b>Foundations</b>   |  |   |
| <u>0001</u>                            |              | School Goals and Objectives                                |  | Legal references updated  |
| <u>0011</u>                            |              | Nondiscrimination  |  | Policy and legal references updated   |
| <u>0012</u>                            |              | Educational Philosophy                                     |  | Policy and legal references updated   |
|  |              | <b>School Board Governance</b>                             |  |   |
| <u>1020</u>                            |              | Electronic Participation in Meetings from Remote Locations |  | Changes to rules for meetings when a quorum is physically assembled. Expands rules re medical conditions and expands the number of meetings in which a member may participate |

|                  |  |  |           |  |
|------------------|--|--|-----------|--|
|                  |  |  |           | <p>remotely due to a personal matter. RSB members may participate remotely when a family member's medical condition requires the RSB member to care for the family member. Limited to 2 meetings/year or 25% of meetings.</p> <p>When a quorum is not physically assembled the purpose of the meeting must be to provide for the continuity of RSB operations or the discharge of the lawful purposes, duties, and responsibilities of the RSB. Must arrange for public access to the meeting through electronic means and must provide the public an opportunity to comment</p> |
| <u>1022.1</u>    |  | Regional School Board Organizational Meeting | New to MW | Moves local elections to November but does not change the statutes controlling when organizational meetings are held   |
|                  |  | <b>Administration</b>                        |           |  |
| <u>2007</u>      |  | Qualifications and Duties for the Director   |           | MW does not practice <b>collective bargaining</b> .  |
| <u>2009</u>      |  | Evaluation of the Director                   |           | Policy and legal references updated  |
| <u>2011</u>      |  | Policy Implementation                        |           | Policy and legal references updated  |
| <u>2021</u>      |  | Safety Drills                                |           | Each school is required to have at least one lockdown drill during the first 20 days of each school session  |
| <u>2065/3045</u> |  | Acceptable Computer Use                      |           | Policy, legal, and cross-references updated  |
| <u>2065-R</u>    |  | Technology Use Guidelines                    |           | NO CHANGE. Can keep as a local regulation if we choose – but VSBA will not provide updates going forward   |
|                  |  | <b>Instruction</b>                           |           |  |
| <u>3001</u>      |  | Instructional Goals and Objectives           |           | Policy and legal references updated  |
| <u>3004</u>      |  | School Year/School Day                       |           | If school closes for in-person instruction because of weather or another emergency, the school may declare an unscheduled remote learning day with services provided per DOE guidelines  |



|                                  |  |   |  |  |
|----------------------------------|--|---|--|--|
| <a href="#"><u>3008/5003</u></a> |  | Acceptance of Electronic Signature and Records  |  | Policy updated   |
| <a href="#"><u>3011</u></a>      |  | Guidance and Counseling Program                 |  | Legal references updated   |
| <a href="#"><u>3013</u></a>      |  | Driver Education                                |  | Driver education must include instruction on the dangers of speeding. BOE is developing a standard form for all students to use and every school will be required to use |
| <a href="#"><u>3015</u></a>      |  | Character Education                             |  | Legal references updated   |
| <a href="#"><u>3020</u></a>      |  | Teaching About Drugs, Alcohol, and Tobacco      |  | Adds underage marijuana use to the list of things on which schools are required to provide instruction   |
| <a href="#"><u>3035</u></a>      |  | Parent and Family Engagement                    |  | Legal references updated   |
| <a href="#"><u>3045/2065</u></a> |  | Acceptable Computer Use                         |  | Policy, legal and cross-references updated   |
| <a href="#"><u>3045-R</u></a>    |  | Technology Use Guidelines                       |  | NO CHANGE. Can keep as a local regulation if we choose – but VSBA will not provide updates going forward   |
|                                  |  |   |  |  |
|                                  |  |   |  |  |
|                                  |  | <b>Student Services</b>                         |  |  |
| <a href="#"><u>4009</u></a>      |  | Drugs in School                                 |  | Removes possession of marijuana at school from the list of causes for mandatory expulsion  |
| <a href="#"><u>4046</u></a>      |  | Student Transcripts                             |  | Specifies transcripts contain the information specified by VBOE. Removing gender   |
| <a href="#"><u>4075</u></a>      |  | Student Wellness                                |  | Adds an annual report to the RSB   |
| <a href="#"><u>4095</u></a>      |  | Administering Medicines to Students             |  | Has a delayed effective date of January 2022. Schools required to stock albuterol inhalers and valved holding chambers for students believed to require such medication  |
|                                  |  | <b>Human Resources</b>                          |  |  |
| <a href="#"><u>5003/3008</u></a> |  | Acceptance of Electronic Signatures and Records |  | Policy updated   |
| <a href="#"><u>5006</u></a>      |  | Evaluation of Professional Staff                |  | Requires evaluations include cultural competency.  |
| <a href="#"><u>5011/8000</u></a> |  | Prohibition Against Harassment and Retaliation  |  | Specifies that discrimination based on military status is grievable.   |
| <a href="#"><u>5011.2</u></a>    |  | Prohibition of Abusive Work Environment         |  | Definitions for abusive conduct, abusive work environment, physical and psychological harm. Abusive conduct by an employee is what a reasonable person would             |

|                                  |  |  |  |  |
|----------------------------------|--|--|--|--|
|                                  |  |  |  | <p>find hostile and is severe enough to cause physical or psychological harm to another. Must consider the severity, nature, and frequency of the conduct and continuation if the employee has been asked to stop. Abusive conduct includes verbal or physical conduct that is threatening, intimidating, or humiliating; also gratuitous sabotage or undermining of another employee's work. Abusive conduct is not a single act unless especially severe. Abusive conduct includes attempts to exploit another's vulnerability and/or repeated verbal abuse. Physical and psychological harm must be documented by a licensed professional</p> |
| <a href="#"><u>5012/8001</u></a> |  | Equal Employment Opportunities/Nondiscrimination |  | <p>Replaces "status as a veteran" with "military status" as a characteristic protected from discrimination. Also contains a definition of "military status" to include members of the uniformed services or reserves, veterans, dependents, spouse, child, an individual for whom the servicemember provides more than one-half of the support for 180 days preceding the allegedly discriminatory action. RSB may want to name an Alternate Compliance Office who is not the same gender as the <b>Compliance Officer</b></p>   |
| <a href="#"><u>5022</u></a>      |  | Suspension of Staff Members                      |  | Policy updated   |
| <a href="#"><u>5030</u></a>      |  | Professional Staff Development                   |  | <p>Requires training in 2022, all licensed staff complete cultural competency training. Culture competency is required on evaluations</p>  |
| <a href="#"><u>5064</u></a>      |  | Staff Time Schedules                             |  | <p><b>Significant Change:</b> VA 40.1-29.2, RSB can no longer give comp time instead of paying overtime to non-exempt employees. Creates severe</p>  |

|                  |  |   |  |  |
|------------------|--|---|--|--|
|                  |  |   |  | penalties if we do. New for VA to legislate  |
| <u>5074</u>      |  | Effective of Criminal Conviction or Rounded Complaint of Child Abuse or Neglect |  | Policy and legal references updated  |
|                  |  | <b>Community Relations</b>  |  |  |
| <u>6020</u>      |  | Reproduction and Use of Copyrighted Materials                                   |  | Policy and cross-references updated  |
|                  |  | <b>Finance &amp; Operations</b>   |  |  |
| <u>7006</u>      |  | Food Services   |  | RSB cannot file lawsuits against students or parents because the student cannot afford to pay for a meal or owes a school debt |
|                  |  |   |  |  |
|                  |  | <b>Student Conduct</b>  |  |  |
| <u>8000/5011</u> |  | Prohibition Against Harassment and Retaliation                                  |  | Policy and legal references updated  |
| <u>8001/5012</u> |  | Educational Opportunities/Nondiscrimination - Student                           |  | Policy updated. Legal references updated.  |
| <u>8001.1</u>    |  | Section 504 Nondiscrimination Policy and Complaint Procedures                   |  | Policy, legal, and cross-references updated  |
| <u>8002</u>      |  | Student Conduct   |  | Legal references updated   |
| <u>8010</u>      |  | Student Absences/Excuses/Dismissals   |  | The student can miss (1) day per year for a 'civic' event. We can require advance notice and evidence of participation         |
| <u>8013</u>      |  | Disciplining Students with Disabilities   |  | Policy and legal references updated  |
| <u>8015</u>      |  | Teacher Removal of Student From Class   |  | Policy updated   |
| <u>8090</u>      |  | Student Suspension/Expulsion  |  | Removes possession of marijuana from mandatory expulsion   |

**b. New Course Proposals AY23 (First Read)**

The following courses are proposed for AY2022-2023:

1. Department, if applicable: General Elective

COURSE TITLE: AP Seminar: A Life Well Lived

Prerequisite(s): Students must have taken or be enrolled in at least one other AP class

2. Department: Fine Arts

COURSE TITLE: Topics in Art History

Prerequisite(s): None

3. Department: Mathematics and Computer Science

COURSE TITLE: AP Computer Science A

Prerequisite(s): Algebra II (per Collegeboard, AP Computer Science Principles SHOULD NOT be seen as a prerequisite to this course)

4. Department: Fine Arts

COURSE TITLE: Percussion Ensemble

Prerequisite: N/A

## **XV. Information Items**

- Class of 2013 Alum Cheta Emba, 2021 Tokyo, Japan Olympian

## **XVI. Superintendent's Steering Committee Report**

Dr. Raley had no report to present as committee members are attending the VASS Conference so there was no meeting.

## **XVII. Closed Meeting**

The Chair announced the item for the closed session:

Do I hear a motion to enter into a Closed Session in accordance with Sections (§) 2.2-3711 and/or 2.2-3712 of the Code of Virginia, the Virginia Freedom of Information Act, and specifically under the following enumerated subsection, the following items:

**Subsection 1:** Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining or resignation of specific public officers, appointees, or employees of the School Board. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter which involves the teacher and some student and the student involved in the matter is present, provided the teacher makes a written request to be present to the presiding officer of the School Board.

On a motion by Martha Harris, seconded by Sarah Barber, the Regional School Board unanimously approved moving into a closed session.

At the conclusion of the closed session, the Clerk was invited back and asked to record a motion to reconvene in an open session.

## **XVIII. Certification of Closed Meeting and Any Action Taken if Necessary as a Result of Closed Meeting**

The Chair read the certification of the closed session:

Now, therefore, be it resolved that the Regional School Board hereby certifies that, to the best of each member's knowledge, (i-one) only public business matters lawfully exempted from open meeting requirements, and (ii-two) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed or considered in the meeting. Any member of the Regional School Board or committee who believes that there was a departure from these requirements shall so state prior to the vote, indicating the substance of the departure that, in his or her judgment, has taken place.

The Chair asked if there were any statements or concerns from board members. Being none, a motion was requested for closed session certification.

On a motion by Valarie Ayers, seconded by Linda Hyslop, the Regional School Board unanimously approved closed session certification.

**XIX. Announcements/Additional Discussion**

None.

**XX. Adjournment of Regular Meeting**

On a motion by Martha Harris, seconded by John Axselle, the meeting was adjourned at approximately 10:40 am.

**Next Meeting – Regional School Board (date change)**

September 22, 2021, at 9:00 am. Location TBD. 804-354-6800 x2190.

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John Wright, Chair

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Robert Lowerre, Ph.D., Director

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Minutes Recorded by:  
Barbara Marshall, Regional Board Clerk

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

DATE: August 11, 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  |  |   |                              |                |



|                 |   |                                      |  |                                      |                       |
|-----------------|---|--------------------------------------|--|--------------------------------------|-----------------------|
|                 | <b>enrollment of historically underserved populations.</b>  |                                      |  |                                      |                       |
| 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. |                                      |                       |
|                 |   |                                      |  |                                      |                       |
| <b>OBJ. 1.4</b> | <b>MLWGS will develop a strategy to increase the demographic diversity of our faculty and staff.</b>  |                                      |  |                                      |                       |
| 1.4.1           | <b>Examine barriers to hiring and retaining diverse faculty.</b>  | Dr. Lowerre, Dr. Williams,           |  |                                      |                       |
| 1.4.2           | Strengthen professional development resources for faculty.  | Dr. Williams, Dr. Lowerre, Mr. Smith | Currently reviewing PD proposals for 21-22 including outside support.  |                                      |                       |
| 1.4.3           | <b>Develop hiring strategy.</b>   | Leadership Team                      |  |                                      |                       |
| 1.4.4           | <b>Develop outreach program for recruiting teachers from multiple districts and education graduate schools.</b>   | Dr. Lowerre                          |  |                                      |                       |
| <b>GOAL 2</b>   | <b>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.</b> | <b>Responsible Party</b>             | <b>Measure-ment</b>  | <b>Year to begin Implemen-tation</b> | <b>Cost to Budget</b> |
|                 |   |                                      |  | <b>2020-2021</b>                     |                       |
| <b>OBJ 2.1</b>  | <b>Students will engage in exciting distinctive courses that are designed to deepen students interest.</b>  |                                      |  |                                      |                       |
| 2.1.1           | <b>Encourage a collaborative environment for ongoing innovation of all course offerings.</b>  | Admin, Mr. Zweerink                  |  |                                      |                       |
| 2.1.2           | Expand dual enrollment course offerings and include courses through additional university partners.   | Dr. Lowerre                          | Meetings with VCU are ongoing  |                                      |                       |
| 2.1.3           | Investigate offering courses with comparatively smaller student enrollment.   | Dr. Lowerre, Dr. Ellis               | We allowed classes to "make" this year with lower enrollments.   |                                      |                       |
| 2.1.4           | Expand the menu of teacher-created courses that center on experiential learning, interdisciplinary and global awareness.  | Admin and Department Chairs          | New Seminar courses are being offered  |                                      |                       |

|                |  |                                   |  |                                      |                       |
|----------------|--|-----------------------------------|--|--------------------------------------|-----------------------|
| 2.1.5          | Expand student enrollment in SGC's and teacher-developed courses.  | Dr. Lowerre                       | New Courses are being taken to the Planning Committee and the RSB.         |                                      |                       |
| 2.1.6          | Augment opportunities for student travel and beyond-the-classroom experiences.   | Leadership Team                   | A partnership with a French school is being discussed.                     |                                      |                       |
| 2.1.7          | Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS   | Mr. Smith, Leadership Team        |  |                                      |                       |
|                |  |                                   |  |                                      |                       |
| <b>OBJ 2.2</b> | 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. | Admin                             |  |                                      |                       |
| 2.2.3          | Incentivize teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.   | Admin                             |  |                                      |                       |
| <b>GOAL 3</b>  | <b>MAGGIE L. WALER GOVERNOR'S SCHOOL WILL BE A SAFE SCHOOL WITH EFFECTIVE MANAGEMENT OF RESOURCES.</b>   | <b>Responsible Party</b>          | <b>Measure-ment</b>  | <b>Year to begin Implemen-tation</b> | <b>Cost to Budget</b> |
| <b>OBJ 3.1</b> | Create and fund a ten-year capital improvement plan.   |                                   |  | <b>2023</b>                          |                       |
| 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         |  |                                      |                       |
|                |  |                                   |  |                                      |                       |
| <b>OBJ 3.2</b> | Create a better experience for students, teachers, and parents through available software solutions.   |                                   |  | <b>2021</b>                          |                       |
| 3.1.3          | Implement 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                   | We have reduced fees where we could, but many of the fees are simply pass- |                                      |                       |

|                |   |                        |                         |             |  |
|----------------|---|------------------------|-------------------------|-------------|--|
|                |   |                        | through accounts.       |             |  |
| 3.2.5          | Incentivize the use of current on-line payment systems.   | Dr. Lowerre            | Budgeted and Completed. |             |  |
|                |   |                        |                         |             |  |
| <b>OBJ 3.3</b> | <b>Enhance our safe school environment.</b>   |                        |                         | <b>2020</b> |  |
| 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. Jordan             |                         |             |  |
| 3.3.4          | Train faculty on cyber security and teaching digital literacy.  | Library and Technology |                         |             |  |
|                |   |                        |                         |             |  |
| <b>OBJ 3.4</b> | <b>Transition the fiscal expectations of MLWGS to a new fiscal agent.</b>   |                        |                         | <b>2022</b> |  |
| 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             |                         |             |  |