

MINUTES

The Maggie L. Walker Governor's School for Government & International Studies
Regional School Board Regular Meeting
Libbie Mill Library, Henrico, VA

Thursday, September 22, 2021

9:16 a.m.

I. Call to Order

John Wright, Chair of the Maggie L. Walker Governor's School Regional Board, gavelled 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. Lia Trembly, *School Board*, Colonial Heights Public Schools
Ms. Betty Haney, *School Board*, Dinwiddie 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 (**REMOTE PARTICIPATION from her home for health reasons**)
Ms. Linda Hyslop, *School Board*, Hopewell Public Schools
Ms. Harwood Hall, *School Board*, King & Queen Public Schools
Ms. Sarah G. 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. Jill Andrews, *School Board*, Prince George Public Schools
Dr. George Fohl for Dr. Merv Daugherty, **Superintendent**, Chesterfield County Public Schools
Dr. Jeremy Raley, **Superintendent**, Goochland County Public Schools
Dr. Michael Gill, **Superintendent**, Hanover County Public Schools
Dr. Melody Hackney, **Superintendent**, Hopewell Public Schools
Dr. Carol Carter, **Superintendent**, King & Queen Public Schools
Dr. Lisa Pennycuff, **Superintendent**, Prince George Public Schools
Ms. Lynn Plevich 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

Not in Attendance:

Ms. Debbie Bailey, *School Board*, Chesterfield County Public Schools
Ms. Mariah White, *School Board*, Richmond Public Schools
Dr. Daphine Joppy, **Superintendent**, Charles City Public Schools
Dr. William Sroufe, **Superintendent**, Colonial Heights Public Schools
Dr. Kari Weston, **Superintendent**, Dinwiddie Public Schools
Dr. Amy Cashwell, **Superintendent**, Henrico County Public Schools
Dr. Brian Nichols, **Superintendent**, New Kent Public Schools
Dr. Maria Pitre-Martin, **Superintendent**, Petersburg Public Schools
Dr. Eric Jones, **Superintendent**, Powhatan County Public Schools

Also present:

Michael ‘Max’ Smith – MLWGS Administration
David Bortz and Wendy DeGroat – MLWGS Staff
Ginger O’Neil – GS Foundation Director

V. a. Approval for Henrico Board Member 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 Valarie Ayers, seconded by John Axselle, Henrico board member Micky Ogburn’s electronic participation for this meeting was unanimously approved on a voice vote.

V. b. Approval of Agenda

On a motion by Sarah Barber, seconded by Betty Haney, the agenda for this meeting was unanimously approved on a voice vote.

VI. Approval of Minutes

On a motion by John Axselle, seconded by Martha Harris, the minutes of the regular meeting of August 19, 2021, were unanimously approved on a voice vote.

VII. Recognitions

- None.

VIII. 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.

Comments were received via email to the clerk after the closing time posted to receive remarks and will be included in the October packet.

IX. Director's Report

A. Verbal Updates

- The director expressed his appreciation to the board for the many thoughts and prayers received during his treatment.
- **Welcome from meeting host Junior Achievement, Jennifer Boyle, President.** Ms. Boyle shared an overview of the experiences and opportunities students learn at the JA Finance Park and particularly over the last year under the age of COVID. JA is hoping for on-campus students again this coming spring.
- **Opening of School**
 - Freshmen orientation and fee collection went very smooth and productive on August 31st because of planning and the work of Crystal Charity.
 - School opened in person on September 7th. We welcomed 756 students out of 758 slots, including 208 freshmen from 14 school districts.
 - Gratitude to the transportation directors in your locales who have worked hard to make sure that buses run on schedule.
 - All indication is that classes went smoothly.
 - 2 ½ weeks into the new school year and MW has yet to receive its first confirmed case of COVID among its students. We contribute that success to having a high vaccination rate at the school and to the students who are following instructions regarding mask-wearing and social distancing.
 - School nurse, Alisa Shapiro, has done a fabulous job of managing potential exposures and getting information to people as needed.
- **Virtual middle school information visits begin shortly**
 - Districts are beginning to schedule info sessions
 - We will attend either virtually or in a socially distanced fashion.
- **MLWGS Class of 2022 has 15 students earn National Merit Scholarship Semi-Finalists**
- The National Merit Scholarship Corporation (NMSC) announced the names of approximately 16,000 Semifinalists in the 67th annual National Merit Scholarship Program. These academically talented high school seniors have an opportunity to continue in the competition for some 7,500 National Merit Scholarships worth nearly \$30 million that will be offered next spring.”

The National Merit® Scholarship Program is an academic competition for recognition and scholarships that began in 1955. High school students enter the National Merit® Scholarship

Program by taking preliminary SAT /National Merit Scholarship Qualifying Tests (PSAT/NMSQT®) – a test that serves as an initial screen of approximately 1.5 million entrants each year – and by meeting published program entry and participation requirements.

Finalists

In February, some 15,000 Semifinalists will be notified by mail that they have advanced to Finalist standing.

Winner Selection

All winners of Merit Scholarship® awards (Merit Scholar® designees) are chosen from the Finalist group based on their abilities, skills, and accomplishments—without regard to gender, race, ethnic origin, or religious preference. A variety of information is available for NMSC selectors to evaluate: the Finalist’s academic record, information about the school’s curricula and grading system, two sets of test scores, the high school official’s written recommendation, information about the student’s activities, and leadership, and the Finalist’s essay.

This year MLWGS has **fifteen National Merit Scholarship Semi-Finalists from the Class of 2022, six from Henrico, six from Chesterfield, one from Richmond, one from Hanover, and one from Goochland.**

Congratulations to the following MLWGS seniors:

Ksenia Avrutina – Henrico
Andrew Baggett – Chesterfield
Kaitlyn Campbell – Hanover
Savannah Cave – Goochland
Kira Chung – Henrico
Jonah Curran – Richmond
Abhay Duggirala – Henrico
Lorenzo Galang – Chesterfield
Ronit Jain – Henrico
Michael Kish – Henrico
Matthew Klausner – Chesterfield
Isabella Lee – Chesterfield
Pooja Muthuraj – Henrico
Eric Qian – Chesterfield
Diya Ram Mohan – Chesterfield

- **Fall Festival at MLWGS with an earlier start time based on student request.**



B. Coming Events

September 22, 2021, through October 21, 2021, Coming Events

Wednesday, September 22 nd	Regional School Board Meeting, 9:00 am, Libbie Mill Library
Thursday, September 23 rd	All-Virtual Back to School Night, 6:30 pm
Monday, September 27 th	Underclass and Staff Photographs, 8:45 am-3:00 pm
Friday, October 1 st	Blood Drive at MLWGS, 9:00 am – 2:00 pm, Rooms 104 and 105
	Fall Festival, 2:00 pm – 6:00 pm
Sunday, October 3 rd	Photography Class Fall Walking Trip
Tuesday, October 5 th	Underclass and Staff Photographs, 8:45 am – 3:00 pm
Wednesday, October 6 th	Interims available online
Thursday, October 7 th	Finance Committee Meeting, 8:30 am, Room 218
Tuesday, October 12 th	Math League Competition, 11:30 am, Auditorium
Wednesday, October 13 th	PSAT for Sophomores and Juniors, 8:40 am – Noon
Thursday, October 14 th	Powhatan MS Visit, 5:00 pm
Friday, October 15 th	VACEG Meeting, VA Dept. of Education, 8:00 am – 3:00 pm, Rm 153
	Field Day, 12:30 pm – 3:10 pm
Saturday, October 16 th	Homecoming Dance, 7:00 pm, MLWGS
Thursday, October 21 st	Regional School Board Meeting, 9:00 am, Libbie Mill Library

C. 2022-2023 Division Enrollment Planning

As MLWGS begins the planning process for the next school term as directed by policy adopted May 18, 2000, amended December 18, 2014, December 17, 2015, and October 15, 2020, it annually seeks this slot commitment statement from participating divisions.

Letters will be provided at the table for participating school divisions at the October meeting for their 2022-2023 student enrollment commitment. Note that each letter should be executed by the division superintendent and school board member, and returned to MLWGS by December 1, 2021.

X. Unfinished Business

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

Progress of note included improvements to the facility with upgrades to the security camera system and building maintenance. A security professional has been hired, Mr. Michael Jordan, with decades of security experience. In the finance area, we have brought a lot of processes online; i.e., all fees are now paid online.

Maggie Walker has also made tremendous progress on creating a welcoming environment for all as a result of the efforts of Dr. Lisa Williams, Mr. Max Smith, and Ms. Wendy DeGroat both in school appearance upgrades and with targeted staff development that brings in cultural competencies to meet state requirements with something viable and robust. We've partnered with VCU School of Education, Office of Strategic Engagement, who presented to faculty here in

August. And we've made good progress on creating that environment where everyone feels at home at Maggie Walker.

The director stated there will be a more detailed report for the October meeting for the school board and the public as required under Policy No. 0013.

XI. Consent Items

During the review, the director discussed outstanding audit reports that are well past due noting the school for its part has done everything needed, and now it's the City working through the auditors. The last audit seen by the director, he believed to be was FY18 [*correction: FY16*]. He added the school balanced FY21 fine and assured it is fiscally solvent. Mr. Axselle questioned the status and reasons for the audit delays with Dr. Lowerre responding the auditors have all of the reports and information they are just not finalized. The Chair, adding to Mr. Axselle's question, stated the City is our fiscal agent and we are at their mercy to complete this process, and much like as within the divisions, schools are a portion of the overall county or city financial reports that are then audited. It's the same collaboration here. He continued, "it has been a point of discussion within our meetings in the past, that do we have an opportunity if we choose to do so as a regional school board, to change who our fiscal agent is, which may change the outcome of the timeline for audits and things like that." Perhaps in the future, we will readdress this matter. Mr. Axselle agreed, because 1) this has been a long-term issue, and 2) maybe there are other options where the City remains the fiscal agent but we hire an independent auditor and build that service cost into our budget.

Mr. Pritchett expressed his interest in pursuing moving forward with the exploration for a new fiscal agent for the school with another division, stating as long as he has been on this board we have dealt with this and believes we should move forward. Dr. Raley stated he will bring this matter to the October Superintendent's meeting.

The director draw attention to the purchase of new furniture for the faculty lounge, replacing the collection of discarded or donated furniture items in that space with new pieces purchased with funds from the unrestricted donation received over the summer. The remaining funds of that donation are held in a separate account and are untargeted at this time.

On a motion by Sarah Barber, seconded by Martha Harris, the following consent items were unanimously approved as a slate on a voice vote: September 2021 personnel actions, fiscal status reports of August 31, 2021, and the donations report of August 31, 2021.

XII. Action Items

a. New Course Proposals AY23 (*Second Read*)

The following course proposals are submitted for Regional School Board approval for the Academic Year 2022-2023.

1. Department: General Elective

COURSE TITLE: *AP Seminar: A Life Well Lived*

2. Department: Fine Arts

COURSE TITLE: *Topics in Art History*

3. **Department: Mathematics and Computer Science**

COURSE TITLE: *AP Computer Science A*

4. **Department: Fine Arts**

COURSE TITLE: *Percussion Ensemble*

On a motion by Valarie Ayers, seconded by Betty Haney, the Regional School Board unanimously approved on a voice vote the course proposals submitted for AY23.

XIII. Materials for Board Review and/or Discussion

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

The following are re-submitted (first submitted in August) to the Regional School Board for first read and review. There has not been sufficient time between meetings to convert policies to the final format for approval.

VSBA POLICY UPDATES SUMMER 2021				
RL	Final	Foundations		
<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
		School Board Governance		
<u>1020</u>		Electronic Participation in Meetings from Remote Locations		Changes to rules for meetings when a quorum is physically assembled. Expands rules ref medical conditions and expands the number of meetings in which a member may participate 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. 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
<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
		Administration		
<u>2007</u>		Qualifications and Duties for the Director		MW does not practice collective bargaining .
<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
		Instruction		

<u>3001</u>		Instructional Goals and Objectives		Policy and legal references updated
<u>3003</u>		Academic Standards and Community Service Policy		No content changes – meets 2-year review requirement
<u>3003.1</u>		The Virginia Assessment Program and Graduation Requirements		No content changes – meets 2-year review requirement
<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
<u>3008/5003</u>		Acceptance of Electronic Signature and Records		Policy updated
<u>3011</u>		Guidance and Counseling Program		Legal references updated
<u>3013</u>		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
<u>3015</u>		Character Education		Legal references updated
<u>3020</u>		Teaching About Drugs, Alcohol, and Tobacco		Adds underage marijuana use to the list of things on which schools are required to provide instruction
<u>3035</u>		Parent and Family Engagement		Legal references updated
<u>3045/2065</u>		Acceptable Computer Use		Policy, legal and cross-references updated
<u>3045-R</u>		Technology Use Guidelines		NO CHANGE. Can keep as a local regulation if we choose – but VSBA

				will not provide updates going forward
		Student Services		
<u>4009</u>		Drugs in School		Removes possession of marijuana at school from the list of causes for mandatory expulsion
<u>4046</u>		Student Transcripts		Specifies transcripts contain the information specified by VBOE. Removing gender
<u>4075</u>		Student Wellness		Adds an annual report to the RSB
<u>4095</u>		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
		Human Resources		
<u>5003/3008</u>		Acceptance of Electronic Signatures and Records		Policy updated
<u>5006</u>		Evaluation of Professional Staff		Requires evaluations include cultural competency.
<u>5011/8000</u>		Prohibition Against Harassment and Retaliation		Specifies that discrimination based on military status is grievable.
<u>5011.2</u>		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 find hostile and is severe enough to cause physical or psychological harm to another. Must consider the severity,

				<p>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>
<p><u>5012/8001</u></p>		<p>Equal Employment Opportunities/Nondiscrimination</p>		<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</p>

				who is not the same gender as the Compliance Officer
<u>5022</u>		Suspension of Staff Members		Policy updated
<u>5030</u>		Professional Staff Development		Requires training in 2022, all licensed staff complete cultural competency training. Culture competency is required on evaluations
<u>5064</u>		Staff Time Schedules		Significant Change: VA 40.1-29.2, RSB can no longer give comp time instead of paying overtime to non-exempt employees. Creates severe penalties if we do. New for VA to legislate
<u>5065-R1</u>		Sick Leave	Update from August presentation: Substitute Pay Rate Changed Sept 2021 to \$15/hr – effects buy-out rates in this policy, see pages 4 and 5	Several edits were added for clarification. Deletes other division cross-references and spacing corrections
<u>5065-R3</u>		Vacation Leave		Business Mgr has requested to define when an employee leaves service and when then their leave buyout occurs
<u>5065-R6</u>		Compensatory Time for Employees		Legislative change – non-exempt employees will not be eligible for comp time
<u>5074</u>		Effective of Criminal Conviction or Rounded Complaint of Child Abuse or Neglect		Policy and legal references updated
		Community Relations		

<u>6020</u>		Reproduction and Use of Copyrighted Materials		Policy and cross-references updated
		Finance & Operations		
<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
		Student Conduct		
<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

A request for approval of these policies and regulations will be requested at the October meeting.

Regulations No. 1030-R1 and 1030-R2 Relating to Admission of Students (*First Read*)

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

RL	Final	Name		
		Governance		
<u>1030-R1</u>		Regulation: Admission of Students		Several edits have been made

<u>1030-R2</u>		Admission Evaluations	Includes Name Change	Changes assessments to evaluations – other edits within document
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Dr. Lowerre provided an overview of how we got to today regarding MW admissions. In 2009 a study was commissioned with UVA to look at our practices related to admissions and other items of issue at that time. That study sparked a conversation about if we are providing the most kids with an opportunity to access the State’s governor school programs [*there are nineteen GS/governor school programs in Virginia*]. Also, in the same time frame, a complaint was filed by a GS alum with the Office of Civil Rights against the school that is still open today but no action has been taken.

About two years ago but before last summer, the planning committee decided to form a sub-committee to review school admission practices and equity, and did so in conjunction to support the strategic plan. They wanted to look at practices that had not changed since 1991 when the school was founded. What came out of this sub-committee was a recommendation to change our weighting of assessments but they were also adamant that the selection process remain the responsibility of each of the participating districts. There have been those that said, wouldn’t it be easier if Maggie Walker managed all of this similar to how Fairfax manages admission for Thomas Jefferson HS (TJHS), and the answer is no. While we often get compared to TJHS in Fairfax County, viewing them in terms of governance, policy, and practice they are completely different from MW. TJHS is a Fairfax County public school governed by the Fairfax school board. When you talk about a change for TJHS, it is the result of a local decision. And while TJHS does have some slots for outside students, the vast majority of their students are Fairfax residents.

When there is talk about changes for MW, we must work through fourteen districts that all have an equal say in how the school is governed and managed, and that is a very different challenge from what TJHS has. Fairfax County eliminated their assessments last year altogether that included a rigorous admissions test for students that they had to pay monies to take. So while looking at the MW assessment package, we questioned if it was still the best way to assess a child’s ability for success at MW in 2021. One thing that jumped out to us was the two standardized tests students took that were required by policy and worth 35 points on a 100-point composite score scale. One was an aptitude test and the other was a 10th-grade achievement test with this last piece being historically problematic.

The planning committee settled on an idea to move forward and improve our ability to get a better look at the student without barriers and came up with the crux of the policy change; what are you doing to assess a child and what are the percentages. What they developed overall is a minor change, just ten points out of the entire 100-point scale that keeps an aptitude assessment but eliminates the achievement test as it showed no purpose in terms of a true assessment, and moving the 10 points attached to it to the writing sample making that now worth 25 points and increasing writing from one to two prompts. The second prompt would be more of a personal question to the student to measure the interest of the child in attending MW. In conclusion, the fundamental change is the removal of the achievement test and the addition of a more personalized essay to be completed on campus. Both the assessment and writing prompt will now be 50% of the total scale.

The planning committee and Admissions Coordinator, Mike Geiger, ran statistics from the proposed changes using data from the last five freshmen classes and there were virtually no changes realized. Removal of the achievement test made very little difference in terms of the demographic make-up of the class and we have data to support this.

The director is adamant that Maggie Walker is not going to lower standards and expectations for our students; teachers would rebel, we'd lose staff, and parents and alumni would push back. If this change yields students that may need a little more help, we will increase our support systems for them, and we are very capable of doing that.

The Chair added that much of what Dr. Lowerre has discussed today was also discussed at the August board meeting but we were missing the scoring changes at that time leading to why we changed the September meeting from an executive board to a full-regional board meeting so all members could be in attendance and hear what changes the planning committee is recommending.

Ms. Harris said she applauds the efforts of the planning committee and their sub-committee and she is in favor of their recommendations.

Ms. Ayers commented that it appears standardized tests are not indicative of what would make a student successful at Maggie Walker so why put too much weight on the assessments. Ms. Ayers is also satisfied with the work of the planning committee and its recommendations.

Mr. Axselle asked what achievement test had been administered in the past and Dr. Lowerre responded he was never specifically told so he couldn't answer this question. He also said an achievement test tests what you have learned, for example: think of a test at the end of a unit. An aptitude test will determine *IF* you will be good at something and referenced the military ASVAP test as a comparison. On follow-up, Mr. Axselle asked him to describe the purpose of an achievement test with the director responding it demonstrates knowledge of content. Continuing the discussion, Mr. Axselle agreed with the director's remarks that MW is different from TJHS and it is not a typical public school and suggested we look to the purpose and mission of the school. MW is not a school for everybody, and things that work for Patrick Henry HS in Hanover would not work here at MW but he's hearing there is a push to make this school more of a general public school. The director responded he understood the traditional public school as he was principal at Tucker HS for five years and loved it, but choose to come to MW because of the intellectual curiosity of its students. The removal of an achievement test in social studies while increasing a student's chance to describe themselves to us will not change the type of child that is attracted to coming here and will be a benefit.

The Chair reminded there will still be the ability for a locality to apply other measurements as they see best. Mr. Axselle stated it is concerning to hear comments such as 'tests are barriers' and needing to remove tests for demographic increases to make MW a school for everyone but that's not within the program mission; and honestly, then why would Hanover send its students here? Dr. Lowerre responded he is acutely aware of that concern to provide a product for our partner districts that they see value in. We are not going to do anything to lower the standards and the reputation of the school.

Ms. Trembly stated as one new to the conversation, that today's discussion sounds like the changes discussed also directly address Mr. Axselle's concerns, and shows us who would be adept at learning at MW, and is not in conflict with the concerns of any home district.

Ms. Ogburn shared with the board that she ran this topic by her board [*Henrico*] and didn't get much feedback from them, so concluded that they do not have a problem with these changes. However, in the interest of full disclosure, Henrico is looking at changes to its admission process but is waiting to see what happens with those proposed for this board before moving forward. The key messaging for Henrico is we are focusing on not denying an opportunity to a child with the ability and that wants to come to MW, and all are given a fair shot. Ms. Ogburn added she appreciated today's dialogue.

A request for approval of these regulations will be requested at the October meeting.

XIV. Information Items

- Celebrating Hispanic American Heritage Month at MLWGS
- Annual Notification of School Policies and Regulations Available on the Website

XV. Superintendent’s Steering Committee Report

Dr. Raley had no report to present as committee members did not meet.

XVI. New Business

None.

XVII. Closed Meeting

None.

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

None.

XIX. Announcements/Additional Discussion

None.

XX. Adjournment of Regular Meeting

On a motion by John Axselle, seconded by Harwood Hall, the meeting was adjourned at approximately 10:24 am.

Next Meeting – Regional School Board

October 21, 2021, at 9:00 am. Location: Libbie Mill Library 804-354-6800 x2190.

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: September 22, 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	We are establishing relationships with local administrators through outreach.		
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,	We have begun to look at our recruitment practices.		
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	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.				
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. 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	A sub-committee is being formed to review FIRC and re-imagine the freshman experience.		
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.	Admin			
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	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.		
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. Jordan			
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			