

## MINUTES

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

**Thursday, May 19, 2022**

**9:02 a.m.**

### **I. Call to Order**

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

### **II. Moment of Silence**

The Chair called for a moment of silence.

### **III. Pledge of Allegiance**

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

### **IV. Introductions**

Each member is listed in alphabetical order by locality.

#### **Present:**

Mr. John Wright, *School Board*, Goochland County Public Schools  
Ms. Michelle 'Micky' Ogburn, *School Board*, Henrico County Public Schools  
Ms. Harwood Hall, *School Board*, King & Queen Public Schools  
Ms. Sarah Grier Barber, *School Board*, New Kent Public Schools  
Mr. Kenneth Pritchett, *School Board*, Petersburg Public Schools  
Ms. Lynn Pleveich for Mr. Jason Kamras, *Superintendent*, Richmond Public Schools  
Dr. Robert Lowerre *Director*, Maggie L. Walker Governor's School  
Ms. Barbara Marshall, *Clerk*, Maggie L. Walker Governor's School

#### **Not Required to Attend:**

Mr. 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  
Ms. Mary Benjamin, *School Board*, Dinwiddie County Public Schools  
Mr. John Axselle, *School Board*, Hanover County Public Schools  
Ms. Linda Hyslop, *School Board*, Hopewell Public Schools  
Ms. Valarie Ayers, *School Board*, Powhatan County Public Schools  
Ms. Cecil Smith, *School Board*, Prince George Public Schools  
Ms. Mariah White, *School Board*, Richmond Public Schools  
Dr. Dalphine Joppy, *Superintendent*, Charles City Public Schools  
Dr. Merv Daugherty, *Superintendent*, Chesterfield County Public Schools  
Dr. William Sroufe, *Superintendent*, Colonial Heights Public Schools  
Dr. Kari Weston, *Superintendent*, Dinwiddie Public Schools

Dr. Jeremy Raley, *Superintendent*, Goochland County Public Schools  
Dr. Melody Hackney, *Superintendent*, Hopewell Public Schools  
Dr. Carol Carter, *Superintendent*, King & Queen Public Schools  
Dr. Maria Pitre-Martin, *Superintendent*, Petersburg Public Schools  
Dr. Michael Gill, *Superintendent*, Hanover County Public Schools  
Dr. Amy Cashwell, *Superintendent*, Henrico County Public Schools  
Dr. Brian Nichols, *Superintendent*, New Kent Public Schools  
Dr. Eric Jones, *Superintendent*, Powhatan County Public Schools  
Dr. Lisa Pennycuff, *Superintendent*, Prince George Public Schools

**Also present:**

David Bortz – MLWGS Staff  
Ginger O’Neil – GS Foundation

**V.a Approval for Board Member(s) to participate in this Meeting Remotely**

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.**

No action was needed, and there were no requests for remote participation.

**V.b Approval of Agenda**

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

**VI. Approval of Minutes**

On a motion by Kenneth Pritchett, seconded by Harwood Hall, the minutes of the regular meeting of April 21, 2022, were approved on a unanimous voice vote.

**VII. Recognitions**

- **MLWGS Introduction to Engineering Class Scores Win at the ASCE Bridge Competition**

On Saturday, April 24th, students from the MLWGS Introduction to Engineering class participated in the American Society of Civil Engineers (ASCE) Richmond Chapter's Annual Popsicle Stick Bridge Competition held at Highland Springs High School. Two Maggie Walker teams competed against 25 other teams from the Richmond area. The student-designed and

constructed bridges are tested to the breaking point. Student entries are scored based on the efficiency of their bridge, and a ratio of maximum load to the square of the mass of the bridge.

Team **Senioritis** included Zachary Wooden ('22-Henrico), Angel Lu ('22-Henrico), and Pulkit Iyer ('22-Henrico) were awarded 3rd place with an overall efficiency of 431.75. The **Jasz** Team included Samuel O'Brien ('23-Richmond), Jonathan Bierly ('23-Henrico), and Zachary Kuhn ('23-Richmond) and won 1st place! The **Jasz** team bridge held a total of 88 lbs. and had an overall efficiency of 473.24.

Engineering is taught by Ms. Heather Kemmerly at MLWGS.

- **Scheduled for recognition but unable to attend this meeting: MLWGS Quiz Bowl Team Competes at the VCU Season Finale Tournament and Brings Back the Top Prize.**

Maggie Walker Quiz Bowl sent three teams to compete in the VCU Season Finale tournament this Saturday and brought home two trophies! Congratulations to Vien Nguyen ('23-Henrico), Sam McNamee ('24-Chesterfield), Risshi Naavaal ('24-Henrico), and Timothy Porter ('24-Henrico) for pulling out a nail-biting victory over Blacksburg High School to win the entire tournament!

We also had several top individual scorers - Sam McNamee was recognized with a book award as the 5th overall individual scorer averaging 41.8 points per game and Stella Broome ('23-Henrico) as the 2nd overall individual scorer with an average of 45.8 points per game. Wish the team luck as they head to Nationals in Atlanta over Memorial Day Weekend!

Quiz Bowl is sponsored by Mr. Adam Rotche and Ms. Juanita Lasswell.

## **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.

*None.*

## **IX. Consent Items**

On a motion by Micky Ogburn, seconded by Sarah Barber, the following consent agenda items were unanimously approved as a slate on a voice vote: May personnel actions, fiscal status reports for April 30, 2022, and the donation report of April 30, 2022.

## **X. Action Items**

- Approval of the 2022-2023 Governor's School Foundation, Inc. Board of Directors (Second Read)*

**Section 1.3 Election.** Candidates for Director of THE FOUNDATION shall be nominated by members of the Board of Directors or by the Governance and Nominations Committee. The names of the nominees shall then be submitted to the Regional School Board for review. Subject

to the approval of such candidates by the Regional School Board, candidates for Director shall be elected by the Board of Directors. No individual shall be named or elected as a Director without his or her prior consent.

**Section 1.5 Term of Office.** Each Director shall serve a term of three years and until his or her successor is elected and qualified, except that (i) each person who serves as an ex officio Director shall serve for as long as such person holds the office entitling him or her to be an ex officio Director unless a different term is provided therefore by the Board of Directors at the time of such person's election; and (ii) any Director filling a vacancy as a result of an increase in the number of Directors shall be designated to serve a term of one (1), two (2) or three (3) years as necessary to most closely achieve a result that one-third (1/3) of the members of the Board of Directors will be elected each year. At the expiration of the term of a Director, such Director shall be eligible for election to another term as a Director, except that no Director may serve more than six (6) years in succession without a break in service.

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

Lakshmi Algappan (Hanover)  
Erin Ortiz Searce '06 (Richmond)

Elected officers are Misty Morton Clark '96-Chair, Stinson Mundy '96-Vice-Chair, Karen Setzer '00-Treasurer, and Jewel Craven-Secretary.

Rolling off the board in June 2022 are Amy Weiss and Kristi Turner.

On a motion by Harwood Hall, seconded by Kenneth Pritchett, the Governor's School Foundation 2022-2023 Board of Directors and board members were unanimously approved on a voice vote.

***b. RFP for Housekeeping Services 2022-2023 (Second Read)***

An RFP for Housekeeping Services 2022-2023 was advertised on mlwgs.com for sealed bids on March 21, 2022. A legal notice was also placed in the Richmond Times-Dispatch on Wednesday, March 23, 2022, and run through their online service for seven days.

The purpose of this RFP is to attract written proposals from responsive and responsible vendors to establish a one (1) year term contract with three (3) optional one-year renewals to provide Housekeeping Services at Maggie L. Walker Governor's School.

It is anticipated the contract will be effective from July 1, 2022, through June 30, 2023. The RFP proposals were due from qualified vendors on April 26, 2022, @ 3:00 pm.

The recommended vendor is **Executive Building Maintenance**, 2000 Aerial Center, Suite 100, Morrisville, NC 27560 T: (804) 774-0087.

On a motion by Sarah Barber, seconded by Micky Ogburn, Executive Building Maintenance was unanimously approved as the winning vendor on a voice vote.

**c. RFP for Photography Services 2022-2023 (Second Read)**

An RFP for Photography Services 2022-2023 was advertised on mlwgs.com for sealed bids starting March 14, 2022. A legal notice was also placed in the Richmond Times-Dispatch on Wednesday, March 16, 2022, and ran through their online service for seven days.

The purpose of this RFP is to attract written proposals from responsive and responsible vendors to establish a one (1) year term contract with three (3) optional one-year renewals to provide Photography Services at Maggie L. Walker Governor's School. It is anticipated the contract will be effective from July 1, 2022, through June 30, 2023.

The recommended vendor is **LifeTouch**, 413 Branchway Rd, Richmond, VA 23236, T: (804) 893-4942.

On a motion by Kenneth Pritchett, seconded by Harwood Hall, LifeTouch was unanimously approved as the winning vendor on a voice vote.

**XI. Director's Report**

**a. Verbal Update**

- **Teacher Appreciation Week May 2-6.** The PTSA and school administration had several events for our teachers, including the following:
  - Monday Lunch provided
  - Tuesday Holiday – School Closed
  - Wednesday Breakfast provided
  - Thursday Lunch provided
  - Friday Lunch provided, NHS thank-you notes, and new magnetic name tags
- **National Merit Scholarship Winners as of this meeting:**
  - **Abhay V Duggirala (Henrico)** has been selected as a winner of the **National Merit \$2500 Scholarship.**
  - **Michael A Kish (Henrico)** has been selected as a winner of the **National Merit \$2500 Scholarship.**
  - **Emma R Hunter (Richmond)** has been selected as a winner of the **Truist Scholarship.**
- **Night of the Dragon Auction Tally:** The tally is in and with 275 attendees at the Altria Theater Ballroom and more than 450 supporters (attendees, auction item donors, and online bidders), the Night of the Dragon raised just over \$90,000 this year! This is great news because all proceeds go directly to support our students and teachers through the Foundation, booster groups, and the PTSA.
- **Senior Awards Assembly @ 1 pm, and Senior Recognition Night @ 7 pm, both on Thursday, June 2<sup>nd</sup> (Auditorium):** We are combining our events to honor our seniors and celebrate our students' successes while reflecting on their time here at MLWGS. The highlight of the evening for the students is always the Senior Slide Show.

- **Graduation:** Friday, June 17, at the Altria Theater in Richmond.

**b. Coming Events May 20<sup>th</sup> – June 21<sup>st</sup>, 2022**

Thursday, May 19 <sup>th</sup>	<b>Executive School Board Meeting, 9:00 am, Room 153</b>
Friday, May 20 <sup>th</sup>	Senior Assembly – ‘Making College Lead to a Career,’ 12:30-3:00 pm, Auditorium
Monday, May 23 <sup>rd</sup> – Thursday, May 26 <sup>th</sup>	SOL Writing Testing
Tuesday, May 24 <sup>th</sup>	International Languages Departments’ various Honor Societies Induction, 11:30 am, Auditorium
	Annual Music Department Picnic, 6 pm, Cafeteria
Thursday, May 26 <sup>th</sup>	DATE CHANGE Due to Inclement Weather from 5-6-2022: Spring Fling Dance, 7 pm, Commons
Friday, May 27 <sup>th</sup> - Monday, May 30 <sup>th</sup>	<b>Holiday – Closed</b>
Tuesday, May 31 <sup>st</sup> – Friday, June 3 <sup>rd</sup>	SOL Non-Writing Testing
Tuesday, May 31 <sup>st</sup> – Friday, June 3 <sup>rd</sup>	Senior Exams
Tuesday, May 31 <sup>st</sup>	Spring Orchestra, Band and Chorus Concert, 7 pm, Auditorium
Thursday, June 2 <sup>nd</sup>	Finance Committee Meeting, 8:30 am
	Senior Awards Assembly, 1 pm, Auditorium
	Senior Recognition Night, 7 pm, Auditorium
Friday, June 3 <sup>rd</sup>	Senior Financial Check-Out Day
	Richmond Urban Dance Recital, 6 pm, Auditorium (Outside Group Rental)
	Freshmen Lock-In, 10 pm, Gym and Commons
Wednesday, June 8 <sup>th</sup>	Senior Showcase Day, 8:45 am – 3:00 pm
Friday, June 10 <sup>th</sup>	Sophomore Lock-In, 7 pm, Gym and Commons
Monday, June 13 <sup>th</sup> – Thursday, June 16 <sup>th</sup>	Final Exams Week
Wednesday, June 16 <sup>th</sup>	Senior Baccalaureate Sponsored by the PTSA, 6:00 pm, Temple Beth El
Thursday, June 16 <sup>th</sup>	<b>Executive School Board Meeting, 9:00 am, Room 153</b>
Friday, June 17 <sup>th</sup>	<b>Graduation for the Class of 2022, 3 pm, Altria Theater</b>
Monday, June 20 <sup>th</sup>	Last Day for Teachers ( <i>Changed at this meeting to June 21 due to State Holiday</i> )
Tuesday, June 21 <sup>st</sup>	Report Cards Issued

**From the director:** It was recently noticed that the Juneteenth Holiday was not incorporated into the MLWGS operating calendar. The holiday is celebrated on June 19<sup>th</sup> which falls on a Sunday

this year. The State has designated this holiday will be observed on the Monday after, or June 20<sup>th</sup>. Students will have already left for the summer at this point and would not be impacted by any changes made; however, teachers would be getting out on this date, but we can move that back one day to June 21<sup>st</sup>. The director is asking for board approval to incorporate this holiday into the current MLWGS calendar on June 20<sup>th</sup> which action would align with several of our participating divisions.

Ms. Barber proposed the Executive Board vote on the director's request to incorporate the Juneteenth Holiday on June 20<sup>th</sup> into the school operating calendar. Members agreed with her suggestion.

On a motion by Sarah Barber, seconded by Micky Ogburn, the Juneteenth holiday will be observed on June 20<sup>th</sup> in the 2021-2022 MLWGS operating calendar unanimously approved on a voice vote.

**c. *2022 Virtual Senior Seminar with Les Cook Coordinator, June 8, 2022***

The culminating activity for the Senior Seminar/Mentorship Program is Senior Showcase. This event is devoted to the seniors who have spent the last year in either a seminar or mentorship studying and researching a field of particular interest. Seminar students work collaboratively in each of their respective seminars to create a presentation about their year of study. Mentorship students present their specific type of mentorship experience, as well as the research they undertook during that process.

This year's Senior Showcase event will return as an in-person event on June 8<sup>th</sup>.

Invitations were provided to parents, Board Members, Superintendents, Planning Committee Members, and mentors. Additionally, the entire student body selects presentations they are interested in attending and is provided a schedule on the morning of Showcase Day.

Ms. Barber noted this event is worth attending with the chair adding his agreement adding he is so impressed with the confidence of the students observed. Dr. Lowerre discerned the work our students present is typical of university-level research and presentations.

**XII. Unfinished Business**

**d. *Strategic Plan Implementation Report***

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

The director stated during this month we have not done much on the plan as personnel has been occupied by AP testing. However, next year will be a broader push for the cultural competency arc. In 2022-2023 we will focus on Asian Pacific Islander Desi-Americans, Middle Eastern Americans, and Native Americans.

The director added as a school we recently participated in the National School Climate Survey and we expect those results in August that will be reported to the board. The School Advisory Committee sub-committees will probably reconstitute a school-wide racial climate survey next year to compare its results to those of two years ago. And depending on what the State does with

the budget, the school would like to bring onboard a part-time DEI consultant to help us work through some of these issues, but it comes down to money. The chair proposed exploring working with the Center for Inclusive Growth but Dr. Lowerre responded we already have.

Ms. Barber stated her belief it is important to have someone who has diversity, equity, and inclusion in their job description because without that focus one doesn't have the right objectivity. She also asked about 'who' is filling out these surveys. Dr. Lowerre stated he thought it was the students, teachers, and parents. The chair added if we could have that data from the previous survey too for a better barometer of progress and presentation.

Reduction of paperwork is also a priority with us with Dr. Max Smith busy exploring a workflow through Google.

### **XIII. Items for Board Review and/or Discussion**

#### ***a. FY22 Assignment of Reserve Funds (First Read)***

The Governmental Accounting Standards Board statement 54 (GASB 54) establishes fund balance classifications and provides a hierarchy of spending constraints. MLWGS implemented GASB 54 beginning in FY2011.

Under GASB 54, the *Assigned fund balance* represents amounts *intended* to be used for a specific purpose; intent can be expressed by the governing body or by an official or body to which the governing body delegates the authority. The assigned fund balance also includes any portion of the fund balance that will be incorporated into the subsequent year's budget. The governing body must take formal action that specifies to whom the delegation of authority to recommend fund balance assignments is given (i.e., the Director).

*Unassigned* fund balance represents resources remaining after all other classifications have been met, and that are available for any purpose.

***It is estimated that on June 30, 2022 the General Fund balance will be \$\_\_\_\_\_ and the Capital Improvement Fund balance will be \$\_\_\_\_\_. I propose that by June 30, 2022 we move \$\_\_\_\_\_ from the General Fund to the Capital Improvement Fund which will bring the Capital Improvement Fund to \$\_\_\_\_\_, leaving \$\_\_\_\_\_ in the General Fund, \$\_\_\_\_\_ of which will be assigned to benefit reserve. That will leave a balance of \$\_\_\_\_\_ in unassigned reserve in the General Fund.***

FY22 estimates will be provided at their June meeting (today is too early for accurate projections at this time) for the distribution of assigned funds as required by GASB 54. Approval with amounts will be requested at the June 2022 meeting of the Executive Board.

Ms. Barber asked about what capital tasks were anticipated. Dr. Lowerre stated parking lot repaving and rooftop AC unit replacements which are twenty-two years old. The roof is currently in good shape but the building should be rekeyed soon.

In follow-up, Ms. Barber asked about furniture replacement as pieces have been here since the building opened. The director has tasked Dr. Lisa Williams with looking at this project.



#### **XIV. Information**

- Technology Student Association Results at Technosphere State Competition
- Dragon Advances to National History Day Competition
- MLWGS 'We the People' team takes 5<sup>th</sup> Place at Nationals
- Senior Art5 Solo Exhibition May 5, 2022
- Renowned Scientists Zoom-in for Polar Seminar Class
- Dragon Submission is Designated Official Entry in the 2022 VHSL Film Festival

#### **XV. New Business**

None.

#### **XVI. Announcements**

None.

#### **XVII. Adjournment**

On a motion by Sarah Barber, seconded by Micky Ogburn, this meeting was adjourned on a unanimous voice vote at 9:46 am.

The next scheduled meeting is the Executive Board, on June 16, 2022.

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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: May 19, 2022

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
<b>OBJ 1.1</b>	<b>MLWGS will engage and educate our school districts about the opportunities available to them in our learning environment.</b>				
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.		
<b>OBJ 1.2</b>	<b>MLWGS will create an environment that provides a sense of belonging and fosters student and family engagement.</b>				
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	Bathroom policies have been addressed. The school psychologist position is being increased to full-time.		
1.2.4	Enhance communications to make sure students have knowledge of and are able to seek resources	Counseling	School Psychologist has sent out multiple messages regarding mental health resources as well as holding parent training sessions		
1.2.5	Facilitate student input and feedback	Administration, Counseling	Surveys completed by SAC and VSCS		

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. Piloting Dragon Dialogues.		
1.2.7	Equip faculty with tools to foster an inclusive environment	Administration, External Trainers	Cultural Competency PD has been introduced.		
<b>OBJ 1.3</b>	<b>MLWGS will codevelop a plan with its districts to increase 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. RSB approved removal of Achievement Test as part of admissions process.		
<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	Examine barriers to hiring and retaining diverse faculty.	Dr. Lowerre, Dr. Williams,	Recruitment sub-committee has been created.		
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	We have actively targeted HBCUs and other colleges with information about employment openings.		
1.4.4	Develop outreach program for recruiting teachers from multiple districts and education graduate schools.	Dr. Lowerre	We have actively targeted HBCUs and other colleges with information about employment openings.		

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
	<b>OBJ 2.1</b> Students will engage in exciting distinctive courses that are designed to deepen students interest.			2020-2021	
2.1.1	Encourage a collaborative environment for ongoing innovation of all course offerings.	Admin, Mr. Zweerink	New classes have been offered and recommended for future years		
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.	Admin and School counseling	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	Dr. Lowerre and Culture Sub-Committee	A sub-committee is being formed to review FIRC and re-imagine the freshman experience.		
2.2.1	<b>OBJ 2.2</b> Teachers will provide engaging, student-centered instruction. 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	Admin			

	about enhancing student engagement, embedding community engagement, and integrating instructional technology within their curricula.				
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>Measurement</b>	<b>Year to begin Implementation</b>	<b>Cost to Budget</b>
<b>OBJ 3.1</b>	<b>Create and fund a ten-year capital improvement plan.</b>			<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>	<b>Create a better experience for students, teachers, and parents through available software solutions.</b>			<b>2021</b>	
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	Working to automate forms		
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	Participation in the Virginia School Climate Survey. Jan 2022		
3.3.2	Complete a full revision of the safety/crisis plan.	Mr. Smith	Completed Fall 2021		
3.3.3	Further develop relations with local fire, police, and EMS in order to incorporate best practices and facilitate external audits.	Mr. Jordan	Completed Fall 2021		

3.3.4	<b>Train faculty on cyber security and teaching digital literacy.</b>	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	<b>Research options for future fiscal processing.</b>	Mr. Smith			
3.4.2	<b>Secure board approval for a new fiscal agent.</b>	Dr. Lowerre	Discussions have begun		
3.4.3	<b>Create a transition plan.</b>	Ms. Hoover			