

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 17, 2023

9:00 a.m.

I. Call to Order

Kenneth Pritchett, 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 Regional School Board and visitors stood and recited the pledge of allegiance.

IV. Introductions

Each member is listed in alphabetical order by locality.

Present:

Ms. Martha Harris, *School Board*, Charles City Public Schools

Ms. Barbara Pittman, *School Board*, Dinwiddie Public Schools

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

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

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

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

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

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

Dr. George Fohl for Dr. Merv Daugherty, **Superintendent**, Chesterfield County Public Schools

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

Dr. Jay McClain for Dr. Melody Hackney, **Superintendent**, Hopewell Public Schools

Dr. Carol Carter, **Superintendent**, King & Queen Public Schools

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

Dr. Beth Teigen, **Superintendent**, Powhatan County 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

Mr. Lucas Veale, **Deputy Clerk**, Maggie L. Walker Governor's School

Absent:

Ms. Debbie Bailey, *School Board*, Chesterfield County Public Schools
Mr. Steven Neece, *School Board*, Colonial Heights Public Schools
Mr. Bob May, *School Board*, Hanover County Public Schools
Ms. Sarah Grier Barber, *School Board*, New Kent Public Schools
Mr. Cecil Smith, *School Board*, Prince George Public Schools
Ms. Mariah White, *School Board*, Richmond Public Schools

Dr. Dalphine Joppy, **Superintendent**, Charles City Public Schools
Ms. Haidee Ratliff, **Superintendent**, Colonial Heights Public Schools
Dr. Kari Weston, **Superintendent**, Dinwiddie Public Schools
Dr. Michael Cromartie, **Superintendent**, Goochland County Public Schools
Dr. Amy Cashwell, **Superintendent**, Henrico County Public Schools
Dr. Tamara Sterling, **Superintendent**, Petersburg Public Schools
Dr. Lisa Pennycuff, **Superintendent**, Prince George Public Schools

Also present:

Dr. Max Smith – MLWGS Administration
Wendy DeGroat, Aparna Harger, Connie Hill, Christie Riles, Sam Ulmschneider, and Deborah Snagg – MLWGS Staff
Adria Scharf – Parent

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 John Wright, seconded by Linda Hyslop, the agenda for this meeting was unanimously approved on a voice vote.

VI. Approval of Minutes

On a motion by John Wright, seconded by Harwood Hall, the minutes of the executive meeting of June 15, 2023, 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.

Ms. Adria Scharf – Parent of a rising junior, addressed the board with the following remarks.

Ms. Scharf began with an introduction and by stating that the regionalism in this room is so incredible, there are so few contexts like this in our area.

My child has had the privilege of attending this extraordinary school. He has not only learned a tremendous amount, but he has also experienced acceptance, respect, and support from teachers and peers at this school which is just as important as the incredible classroom learning experienced. My son is a transgender boy and as a mother, I am very grateful.

Also, as a mother, I am personally very concerned by the new optional model policy language proposed by the Department of Education, and if it were to be implemented at the Governor's School, it would shatter the respectful healthy learning environment that the teacher's, staff, and board of the school have built. It would turn the school into a confusing and hostile place for my child and many others to navigate and inhibit their learning and growth.

Ms. Scharf urged the board to allow MLWGS to continue to be a safe space where students have confidence, will be addressed by their chosen names and pronouns consistent with their gender identity, and continue to have their privacy respected regarding the sex they were assigned at birth. Doing this will be consistent with your already existing philosophy to make sure every student is affirmed and respected for who they are.

Ms. Scharf thanked the board for the opportunity to share her position.

IX. Consent Items

On a motion by John Wright to approve consent items as a slate, seconded by Valarie Ayers, the following items were unanimously approved on a voice vote: personnel actions, fiscal status reports for June and July 2023, and the donations report for June and July 2023.

X. Action Items

a. Annual Authorization of DOE Signatures 2023-2024 – *Second Read*

The director recommended the reauthorization of Dr. Michael Smith to be the necessary designee signature utilized in the absence of the Director for the Virginia Department of Education through August 31, 2024.

On a motion by Valarie Ayers, seconded by Linda Hyslop, VDOE signature authorization for Dr. Michael Smith through August 31, 2024 in the absence of the director was unanimously approved on a voice vote.

b. Certification of the 2023-2024 Crisis Manual – *Second Read*

The director requested approval for updates as detailed below to the MLWGS Crisis Manual.

Record of Updates* to Plan

Date	Page(s)	Updates to Plan	Reason for Update
6/7/23	Cover	Date	New year
6/7/2023	90	Counseling Forms	New forms
6/27/2023	91	Added Threat Management	Descriptive Information
7/18/2023	2	Table of Contents: Added Lock-Out	For Potential Threats Outside
7/18/2023	22	Lock-Out	Definition
7/18/2023	23	Lock-Out	Procedure

*Minor updates made by Emergency Manager/Director will be incorporated, as necessary, into the annual revision.

Record of Revisions* to Plan

Page(s)	Revisions to Plan	Reason for Revision	Effective Date
	None		

On a motion by Micky Ogburn, seconded by John Wright, the Regional School Board unanimously approved updates to the adopted MLWGS Crisis Plan for certification to the Department of Criminal Justice Services (DCJS) by August 31, 2023.

The director acknowledged the work of the Maggie Walker Safety Director, Michael Jordan, who he cited as having done an amazing job of updating and enhancing school security.

c. 2023-2024 Student Handbook – *Second Read*

The director requested approval for updates to the following sections of the Student Handbook as listed below.

- Annual Revisions:
 - pp. 6-8 Updates on School Board membership, transportation contacts, and planning committee membership
 - pp. 8-9 Revisions to the calendar section to align with the current calendar
- Revisions to align with school practices:
 - p. 16 Deletion: the use of a student copier log
 - p. 26 Deletion: the requirement to take the AP exam to be exempt from the final exam.
 - p. 27 Additional language regarding the consequences of rules regarding cell phone usage.
- Revisions to practice or updates by policy:
 - p. 16 Addition: A notice that the school is moving toward an opt-in system for assigning lockers to students. This is done in response to our student population exceeding the number of lockers.
 - p. 21 Deletion: theft as a possible infraction that could be reviewed by the school's honor council upon request. This aligns with Policy #4000.
 - p. 65 Addition: A prohibition from using or downloading TikTok or WeChat while on campus. This complies with a new addition to the state code.

Dr. Lowerre noted that students are required to take a handbook test by September 5th to acknowledge they understand the rules of MLWGS.

On a motion from Linda Hyslop, seconded by Barbara Pittman, the 2023-2024 Student Handbook was unanimously approved on a voice vote.

d. **Health and Dental Contracts 2023-2024 – *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: a high-level coverage plan (Keycare 30 1000/30%/5000), a mid-level coverage plan (HK POS OA 25/20%/4500), and a low-level coverage plan (HK POS OA 25 500/30%/4500) for employees and retirees*. Anthem Vision and Dental are also offered for employees and retirees*. The final healthcare renewal proposed by Anthem would incur a **3.24% increase**. This is below budget projections and well below market trends for an organization of our size (14.4%).

The product for Anthem's mid-level coverage plan remains the same (85.6% of our employees are on this plan). Vision and dental rates and products remain the same. To bring down the initial healthcare renewal proposal of 7.37% the following bundling changes were made: long-term and short-term disability will transition from Hartford to Anthem (benefits remain the same); new products are being offered for the high-level coverage plan and the low-level coverage plan (increases to deductible, percentage of co-insurance, and out of pocket maximums were necessary). **All employees will see savings on monthly premiums.**

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.

Maggie L. Walker Gov.'s School
Anthem Health, Dental, Vision* 2023-2024
*(Anthem Health vision coverage is a voluntary stand-alone benefit)

Keycare 30 1000/ 30%/ 5000	Health Only	Dental Only	Health & Dental	% subsidy	School Contr. Health	School Contr. Dental	Employee Cont. Health only	Employee Cont. Dental only	Employee Contr. H&D
Employee Only	\$715.38	\$ 37.37	\$ 752.75	93%	\$ 662.08	\$ 36.28	\$ 53.30	\$ 1.09	\$ 54.39
Employee & Child	\$977.20	\$ 90.51	\$ 1,067.71	82%	\$ 802.00	\$ 75.43	\$ 175.20	\$ 15.08	\$ 190.28
Employee & Children	\$1,454.36	\$ 90.51	\$ 1,544.87	82%	\$ 1,190.00	\$ 75.43	\$ 264.36	\$ 15.08	\$ 279.44
Employee & Spouse	\$1,602.45	\$ 76.29	\$ 1,678.74	79%	\$ 1,259.00	\$ 61.32	\$ 343.45	\$ 14.97	\$ 358.42
Employee & Family	\$2,206.94	\$ 132.31	\$ 2,339.25	73%	\$ 1,602.00	\$ 98.33	\$ 604.94	\$ 33.98	\$ 638.92
Total									

HK POS OA 25/ 20%/ 4500 (72SE)	Health Only	Dental Only	Health & Dental	% subsidy	School Contr. Health	School Contr. Dental	Employee Cont. Health only	Employee Cont. Dental only	Employee Contr. H&D
Employee Only	\$762.01	\$ 37.37	\$ 799.38	97%	\$ 742.48	\$ 36.28	\$ 19.53	\$ 1.09	\$ 20.62
Employee & Child	\$1,040.90	\$ 90.51	\$ 1,131.41	84%	\$ 878.00	\$ 75.43	\$ 162.90	\$ 15.08	\$ 177.98
Employee & Children	\$1,549.16	\$ 90.51	\$ 1,639.67	83%	\$ 1,291.00	\$ 75.43	\$ 258.16	\$ 15.08	\$ 273.24
Employee & Spouse	\$1,706.90	\$ 76.29	\$ 1,783.19	80%	\$ 1,372.00	\$ 61.32	\$ 334.90	\$ 14.97	\$ 349.87
Employee & Family	\$2,350.79	\$ 132.31	\$ 2,483.10	74%	\$ 1,747.00	\$ 98.33	\$ 603.79	\$ 33.98	\$ 637.77
Total									

HK POS OA 25 500/ 30%/ 4500	Health Only	Dental Only	Health & Dental	% subsidy	School Contr. Health	School Contr. Dental	Employee Cont. Health only	Employee Cont. Dental only	Employee Contr. H&D
Employee Only	\$662.08	\$ 37.37	\$ 699.45	100%	\$ 662.08	\$ 36.28	\$ -	\$ 1.09	\$ 1.09
Employee & Child	\$904.39	\$ 90.51	\$ 994.90	97%	\$ 878.00	\$ 75.43	\$ 26.39	\$ 15.08	\$ 41.47
Employee & Children	\$1,364.01	\$ 90.51	\$ 1,454.52	95%	\$ 1,291.00	\$ 75.43	\$ 73.01	\$ 15.08	\$ 88.09
Employee & Spouse	\$1,483.05	\$ 76.29	\$ 1,559.34	93%	\$ 1,372.00	\$ 61.32	\$ 111.05	\$ 14.97	\$ 126.02
Employee & Family	\$2,042.51	\$ 132.31	\$ 2,174.82	86%	\$ 1,747.00	\$ 98.33	\$ 295.51	\$ 33.98	\$ 329.49
Total									

Renewal Anthem Dental Classic	Renewal Anthem Dental	% subsidy	School Cont. Dental	Employee Cont. Dental
Employee Only	\$ 37.37	97%	\$ 36.28	\$ 1.09
Employee & Child(ren)	\$ 90.51	83%	\$ 75.43	\$ 15.08
Employee & Spouse	\$ 76.29	80%	\$ 61.32	\$ 14.97
Employee & Family	\$ 132.31	74%	\$ 98.33	\$ 33.98
Total				

Anthem Vision	Anthem Vision	% Subsidy	School Cont. Vision	Employee Cont Vision
Employee Only	\$ 4.68	100%	\$ 4.68	\$ 0.00
Employee & Child	\$ 8.19	86%	\$ 7.04	\$ 1.15
Employee & Child(ren)	\$ 9.36	86%	\$ 8.05	\$ 1.31
Employee & Spouse	\$ 8.19	85%	\$ 6.96	\$ 1.23
Family	\$13.62	78%	\$ 10.62	\$ 3.00
Total				

The new plan year begins October 1, 2023.

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

On a motion from John Wright, seconded by Harwood Hall, health, vision, and dental rate renewals were approved on a unanimous voice vote.

e. September Executive School Board Meeting

After a discussion concerning a potential calendar conflict with VSBA activities in September, the board took no action to change the existing date of the September board meeting.

XI. Director's Report

A. Verbal Updates

• Academic Program Information from the MLWGS Website

- A rigorous academic program prepares students for admission to first-choice colleges and universities.
- Ten international languages are offered, and students must study at least two.

- Twenty-four Advanced Placement (AP) courses offered **1,355 assessments were administered in 2022-2023 to 487 students with 93.84% achieving scores of 3 or higher.**
- **In 2022-2023, 426 enrollments in 7 dual enrollment classes** earned students **1,278 hours of college credit** from Virginia Commonwealth University staff members.
- Each senior completes a Mentorship/Seminar as a capstone course that adds relevance to their learning.
- Community service is valued, and 140 hours (minimum) are required for graduation.
- 100% SOL pass rate in every area.
- **(1) Minute Reel of the RSB Approved Madrid, Paris, London Student Interdisciplinary Trip June 26 - July 5, 2023.**
- **(1 ½) Minute Reel of the RSB Approved German Exchange 2023.**
- **MLWGS Foundation Summer 2023 Support**

Dan Brown, Social Studies department, is taking his Taylor Teaching Award trip this summer provided by the Foundation, along with Foundation support for the Black Experience trip to London, Paris, and Madrid that is happening now, and student aid for students who went on the German exchange.

- **Activities for Opening**

- We will welcome 784 students out of 784 slots, including 212 freshmen from 14 school districts.
- College Boot Camp for Seniors 8-7 through 8-9
- New Teacher Orientation 8-9
- All Teachers Return 8-10
- Walker Way Welcome Day 8-14 (more information on next page of this report)
- Freshmen Orientation 8-15
- Professional Development 8-11 and 8-16
- Instruction begins 8-21 in-person
- Back to School Night, Thursday 9-7

- **Business Insurance Carrier Remains Unchanged**

MLWGS has renewed all non-medical insurance coverage to VACorp as of August 1. The yearly renewal premium for 2023-24 is **\$25,310.00** and includes general liability, educators' liability, environmental liability, cyber, crime, business auto, equipment breakdown, property, increased limits, inland marine, and security risk management.

The Worker's Comp renewal is **\$17,108.00.**

Total for Both Packages: \$42,418.00.

- **Middle School Information Visits Begin Shortly.**

- Participating divisions are beginning to schedule information sessions for their students

- Virtual sessions are available to the divisions, but in-person is also an option

- **Walker Way Welcome Day for Freshmen, Monday, August 14**

Revisiting our school branding, “**The Walker Way.**” You may be wondering, what exactly does this mean, and how it is different? Well, it’s not really different—it’s just a heightened sense of awareness about how we, individually and collectively, are able to bring the vibrant and multi-faceted culture of MLWGS to life.

The four pillars of **The Walker Way** are **courage, compassion, community, and collaboration**—all alliterative “C” words. We are using these four pillars to welcome incoming freshmen and to introduce them to the uniqueness of the school's mission. The framework of The Walker Way is based on the life and legacy of our school’s namesake. Maggie L. Walker, trailblazer and the first African-American woman bank president used her resources and influence to promote equality. She demonstrated **courage** and **compassion** to inspire **collaboration** that led to a stronger community. We are using the four pillars of The Walker Way to provide both information and encouragement to freshmen as they begin navigating their path and exploring myriad academic and social opportunities.

Courage “The Walker Way” means demonstrating fortitude, persistence, and integrity when confronting challenges.

Compassion “The Walker Way” means possessing a sense of empathy for the plight of others and a willingness to serve in order to improve the circumstances of others.

Community “The Walker Way” means understanding and accepting differences, but also acknowledging and celebrating the connectedness of the human experience.

Collaboration “The Walker Way” means harmoniously working together and using critical thinking skills to achieve a common goal.

- **MLWGS Ranked [#8 Best Public High Schools in the US by Niche 2023](#)**

Thomas Jefferson HS for Science and Technology in Fairfax ranked #7. MLWGS was ranked over TJHS last year.








Maggie Walker Governor's School Rankings







Niche rankings are based on rigorous analysis of data and reviews. Read more about how we calculate our rankings >








National

 Best Magnet High Schools in America #7 of 877	 Best Public High Schools in America #8 of 20,032	 Best College Prep Public High Schools in America #23 of 17,064
 Best Public High School Teachers in America #43 of 19,714	 Best High Schools for STEM in America #136 of 8,786	

Virginia

 Best Public High School Teachers in Virginia #1 of 326	 Best Public High Schools in Virginia #2 of 328	 Best College Prep Public High Schools in Virginia #2 of 322
 Best Magnet High Schools in Virginia #2 of 13	 Best High Schools for STEM in Virginia #4 of 261	 Best High Schools for Athletes in Virginia #80 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 30	 Best High Schools for Athletes in Richmond Area #14 of 79	

B. Coming Events

August 17, 2023, through September 21, 2023

Thursday, August 17 th	Regional School Board Meeting, 9:00 am, Room 153
	PTSA Provided Luncheon for Staff, 11:30 am, Cafeteria/Commons
	VRS Hybrid Presentation for Members, 12:30 am, Forum
Friday, August 18 th	Teacher Workday
Monday, August 21 st	First Day of Instruction with Student Classes on Campus
Tuesday, August 29 th – Wednesday, August 30 th	The Class of 2027 Parent Welcome Sponsored by the GS Foundation, 7 – 8:30 pm, Libbie Mill Clubhouse
Friday, September 1 st	Holiday – School Closed
Monday, September 4 th	Holiday – School Closed
Thursday, September 7 th	Underclasses and Staff Portraits with LifeTouch
	Back-to-School Night, 6:30 pm
Saturday, September 9 th	FIRST Tech Challenge Kick-Off, 9:00 am, MLWGS
Monday, September 11 th - Tuesday, September 12 th	Underclasses and Staff Portraits with LifeTouch
Friday, September 15 th	Q1-Interims available
Tuesday, September 19 th	Planning Committee Meeting, 10 am, Room 153
Thursday, September 21 st	Executive School Board Meeting, 9:00 am, Room 153

C. Meet the New Faculty Introduction Video

The board was presented with biographies of new faculty including **Kayleigh Conner**-English, **Aparna Harger**-Community Engagement Coordinator, **Matthew Ruskan**-Social Studies, **Juan Rivera**-Mathematics, **Dr. Ashley Sigrest**-Mathematics, **Kelsey Snyder**-Choral Director, **Diana Pedroza Perez-Wasiak**-Long Term Board Substitute, and **Colt Jordan**-Security.

D. Code of Virginia Regarding Governor's School

Code Update for Joint and Regional Schools

Audience: Superintendents, Directors; Academic Year Governor's School Directors

Contact: [Amanda Nevetral](#), Coordinator of Governor's Schools and Gifted Education (K-12)

On April 11, 2022, the General Assembly of Virginia added section § [22.1-26.2](#) as follows related to regional, academic year Governor's Schools.

§ [22.1-26.2](#). *Academic year Governor's Schools; certain practices prohibited and required.*

A. No academic year Governor's School or governing board member, director, administrator, or employee thereof shall discriminate against any individual or group on the basis of race, sex, color, ethnicity, or national origin in the process of admitting students to such school.

B. Each local school board that jointly manages and controls a regional academic year Governor's school pursuant to § [22.1-26](#) shall collaborate to ensure that each public middle school that is eligible to send students to attend such Governor's school offers coursework, curriculum, and instruction that is comparable in content and in rigor in order to provide each student in each such middle school with the opportunity to gain admission to and excel academically at such Governor's school.

E. MLWGS Regional Salary Comparison Report

The director introduced the MLWGS salary report from faculty representatives comprised of Dr. Max Smith, Ms. Connie Hill, and Mr. Sam Ulmschneider for school board information.

Dr. Lowerre noted the developing gap in compensation packages between what we offer our teachers at MLWGS and those offered at participating districts, and it is creating challenges both in recruiting high-quality faculty and staff as well as potentially retaining high-quality faculty and staff.

There is no expectation of a decision today, instead, we want to present this challenge and the need to work on a solution downrange. The nature of this school is we are one of three stand-alone Governor's Schools in Virginia not attached to a division. We have a building to maintain independently of a district with aging operating systems. Building repairs come from our own funding which comes to us from two sources, the State of Virginia for 25% and our local districts in the form of tuition for 75%. Trying to maintain this building and its infrastructure and to be up-to-date with technology, means the things we have needed to do to operate have forced us to not keep up competitively with salaries. We have offered to our staff what the State has provided over the last few years, but our divisions have been able to offer higher percentages than the State and additionally many have decompressed their salary scales a few years back putting us further and further behind.

Dr. Smith's PowerPoint presentation consisted of comparison salary information with three of our regional partners; i.e., Richmond, Chesterfield, and Goochland, with all three divisions using years of experience in their offerings.

For AY23: MLWGS is generally the lowest salary scale within the comparison group. Gaps are less pronounced with GCPS; however, both MLWGS and GCPS are below the mean of the comparison group. RPS is the highest salary scale. CCPS is above the mean. MLWGS is below the mean of the comparison group by \$1,400-\$7500 per year of experience depending on degree. The largest gaps are between years 10-20, but large gaps are still present in years 0-10 and years 20-30.

For AY24: The gaps are widening. MLWGS is generally the lowest salary scale among the comparison groups. Gaps are less pronounced with GCPS; however, both MLWGS and GCPS are below the mean of the comparison group. RPS is the highest salary scale. CCPS is above the mean. MLWGS is below the mean of the comparison group by \$2,400-\$7,800 per year of experience depending on degree. The largest gaps are between years 0-10 but large gaps are still present in years 0-10 and years 20-30.

Aggregate data is based on 200-day contracts. MLWGS teachers live in the following areas: RPS=36.1%, CCPS=24.6%, Henrico=14.8%, Hanover=8.2%, New Kent=6.6%, GCPS=6.6%, and Charles City=1.6%. In total, 63.9% of the faculty lives outside of RPS, creating greater commute times, travel expenses, and childcare needs. If salary gaps persist, these costs of living expenses may no longer make employment at MLWGS desirable.

Aggregate data continued with teachers by experience level. 17.1% of teachers have 30 plus years of experience, 17.1% have 25-30 years, 17.1% have 21-25 years, 12.2% have 16-20 years, 14.6% have 11-15 years, 15.9% have 6-10 years, and 6.1% have 0-5 years.

Salaries must be sufficient to resist the cost-of-living squeeze and maintain our advantage in recruitment and retention.

In summary, MLWGS is losing its competitive edge to recruit and retain talented teachers at all degree levels. The trend is historical and will continue without salary scale increases and decompression. Gaps in teacher compensation at MLWGS versus the region it serves will impact teacher morale, job performance, enthusiasm for new initiatives, and retirement savings. Ultimately, salary gaps will undermine MLWGS's ability to fulfill our strategic plan (recruit a diverse faculty, offer small class sizes, create unique courses) and our ability to fulfill our mission (to create global citizens skilled in collaboration, leadership, cultural competency, and communication).

Our ask: MLWGS requests alignment with the CCPS teacher salary scale over three years. Spreading the increases and decompression over three years will allow for a gradual transition that can be supported by our partner divisions. CCPS sends more students to MLWGS than any other partner division (nearly ¼ of the student body). This transition would be a significant improvement for MLWGS teachers. Please support MLWGS in delivering a world-class education to your students and in recruiting a diverse and highly motivated staff.

Teacher, Sam Ulmschneider, offered his testimonial as one of three full-time teachers here who is an MLWGS graduate and stays partly due to his personal devotion to the strong

foundation that his education at this school gave him. In his twelfth year as a teacher at MLWGS and the 'We the People' team sponsor, Mr. Ulmschneider indicated he could have made \$40-\$45k more had he been working in CCPS over these same years and how that impacts the basic cost of living expenses. COL examples he provided include childcare expenses with Virginia being one of the top ten most expensive states in the country for childcare. Average rental costs in this region between 2011-2022 increased by 35%. The home purchase price index increased by 110% over the same time.

Concern was expressed about how this salary gap with surrounding districts will impact recruitment and retention, especially as founding faculty and other teachers retire who have long been devoted to MLWGS and hold deep personal connections to their subject areas. In conclusion, Mr. Ulmschneider stated, "Unless the salary gap is addressed, it's questionable whether the next decades of MLWGS can be as impressive as our first three."

Ms. Connie Hill, Math Department Chair, arose to add her perspective as a twenty-four-year teacher at MLWGS and the ninth as chair. She stated, "Every part of what I imagined it would be to be a teacher I get to do here." However, we face challenges. With no central office, there are extra demands placed on me as a teacher and a department chair. Many of us take on additional roles here, not only because we are passionate about the school, but also to increase our income. She noted that for several years the faculty have been asking for the salary scale to be increased to be more in line with our surrounding districts and thanked the administration and specifically Dr. Smith for presenting meaningful data and making a well-supported plea for the closing of our pay gap.

Ms. Hill stated she is in her final decade of teaching and her focus is financially on retirement. She noted that VRS uses a member's three consecutive highest salary years of service to determine retirement pensions. The current situation has a significant impact on our long-term benefits. If the board takes three years to implement changes, she stated she will need to work six years for those changes to be fully reflected in her retirement.

One of Ms. Hill's student's favorite lessons is the one on time/value/money and demonstrated a math problem. If she invested \$8k per year at 5% annual interest compounded monthly for 10 years, it would equate to \$115k. However, if I waited 3 years to do this it would be \$78k, or a difference of \$38k, more than half of my yearly salary. The longer the pay gap is in place, the more profoundly it affects us.

Ms. Hill shared the challenging experience of hiring math teachers, two for this recent year. Recruiting for a math specialty is difficult, but when we have a below-average pay scale that process is even more difficult. Qualified candidates are unlikely to take pay cuts which means we need to offer them at least equal pay as that from where they are coming from, but that creates an inequity with current staff where teachers with the same number of years experience are being paid different yearly salaries. This leads to low morale and discontent within the building.

Concluding her remarks, Ms. Hill reflected on recent professional development in ethical leadership with Dr. Stewart Roberson (retired Hanover Superintendent) who stated: "The Maggie Walker Governor's School sets the tone for quality education, and that this school is what it is largely because of faculty devotion." He told us, "You are the best of the best."

Today I ask you to recognize that faculty devotion and demonstrate that you value their work by supporting Dr. Smith's request to bring our pay in line with Chesterfield County.

The board thanked the panel of presenters and proceeded with an open discussion and questions about this issue.

Ms. Ogburn asked if there is a remedy plan so the board could see the numbers. Dr. Smith mentioned that he has been collaborating with Dr. Lowerre to find ways to close the gap within the next three years. Their proposed solution is to increase tuition by 7% each year, as opposed to the usual 3-4%, in order to cover decompression and salary increases that would bring them in line with Chesterfield's level. Mr. Wright estimated this would result in a \$651 increase. However, if the board were to consider a one-time action to make the increase immediate, Dr. Lowerre estimated it would cost around \$450,000.

For the presentation, Dr. Smith stated he assumed a yearly increase of 5% in CCPS. However, predicting Chesterfield's salary scale in 2027 is a challenging task, making it even more difficult to catch up. Mr. Wright said this is great information and acknowledged that everyone in the room wants to find a solution to this problem, but financial constraints always come up. Goochland holds this conversation twice a year in an effort to keep pace. However, whenever they ask what other divisions are doing, they can't provide firm answers. He suggested it would be necessary to plan for at least \$1,000, even if currently, they only need \$651. But on the other hand, he did not want to go back to his division and ask for \$1,000 more per student. The board recognizes that this is a real problem and needs to be addressed urgently and needs to plan for more than what was currently being proposed due to the acceleration factor in these efforts.

Dr. Lowerre proposed potential options to address the financial challenges faced by MLWGS. The biggest issue is the high cost of maintaining the building, which amounts to \$300,000-\$400,000 per year. However, the divisions have options to choose how their projects are funded. For the past six years, the team has been exploring creative funding options for a capital improvement plan. One idea is to obtain a share of the division's capital plans and set up a separate entity for capital expenses that are not included in the operating budget. Another idea speaks to MLWGS having been underfunded for several years by the State, with this issue previously brought to the attention of the General Assembly. In the past, they proposed a solution that could have greatly helped, but unfortunately, it did not move forward. Although the team has made progress with some members of the GA, they sometimes lose their position due to elections, and the connection is lost. In the past, there was a proposal for State funding based on the SoQ model to alleviate the burden on divisions. To reactivate this concern, a more aggressive advocacy campaign could be helpful. Dr. Lowerre expressed concern about balancing this issue. While we want to take care of our people, pushing too hard could result in larger districts cutting enrollments, and achieving nothing. Dr. Lowerre believes this is a fixable problem and this board is known for problem-solving, he committed to sharing proposals at their October meeting.

Mr. Pritchett added this year there are many seats that are going to change in the GA and a great opportunity to reach out, and that includes outreach to the Governor and Secretary of Education.

Ms. Ayers, who has been on this board for several years, said she knows how much this community loves this school. She asked if there is any chance to raise outside money to help with MLWGS improvements. Dr. Lowerre said he would have a discussion with the Foundation to gauge their interest. Mrs. Ayers added, “The graphics Dr. Smith presented today are shocking and a perfect example of if you don’t keep up you have to catch up and we need to fix this.”

Ms. Pittman and Ms. Harris noted their divisions are struggling with this same issue.

F. AY23 Wellness Report (tabled from June 2023)

August 17th, 2023

Chairman Pritchett and Members of the MLWGS Regional School Board,

On behalf of the MLWGS Wellness Committee, I submit this report outlining the work of the committee during the 2022-2023 School Year.

Review of Practices

Similar to the previous year, the MLWGS Wellness Committee looked to our partner districts for a model that would provide structure to our wellness initiatives. We decided that the model used by Goochland County Public Schools (GCPS) most closely matched the components that we wanted to highlight. The Goochland model employs the CDC Healthy Schools model program “Whole School, Whole Community, Whole Child” (WSCSS) in order to take an inventory of what GCPS was currently doing that would fall under the ten components of WSCC. We also chose to set out to identify where MLWGS might have deficits as related to those components.

Within each component, we identified practices of MLWGS that benefit the health and wellness of our schools and community. Some examples of these more recent practices are as follows:

- Health Education
 - Mindfulness/Yoga sessions provided for 10th-grade students
 - Signs of Suicide training for all students
 - School-wide yoga
 - VCU stress and anxiety clinic for 9th graders
 - Continuous education regarding Covid-19 (prevention, transmission, etc.)
- Nutrition Environment and Services
 - Free in-school meals for qualified students
 - Healthy choice meals available at all meals
- Employee Wellness
 - Flu Vaccine clinics
 - Coordination with VDH for COVID-19 testing when needed for employees
- Social and Emotional School Climate

- Mindfulness programs and training
- Continuing relationship with VCU School of Education Office of Strategic Engagement
- Physical Environment
 - HEPA filters in classrooms/school spaces
 - New contract with building custodial company
- Health Services
 - Concussion Return to Play program (VCU)
- Family Engagement
 - Family support sessions provided by the PTSA

Conclusion

With the COVID pandemic largely behind us, we are now embarking on a two year initiative that will focus on wellness and mental health. The MLWGS Wellness Committee will continue to support the outreach and assistance that will be necessary for every student and every employee this school year.

Thank you for your support of the MLWGS Wellness Committee and for your care and attention to the health and welfare of all students who attend Maggie L Walker Governor's School.

Sincerely,

Robert Lowerre, Ph.D.
Director Maggie L. Walker Governor's School

XII. Unfinished Business

A. Audit(s) Update

The director was informed by the auditor they have completed FY20 and FY21. He also spoke to the discrepancy in the unofficial final number reported at the end of FY21 of a fund balance of approximately \$131,000 extra in the school's favor. So that means we have a little more than we accounted for in FY21. Based on the FY21 numbers until today, we have somewhere around \$1.4 million in reserve with the City of Richmond.

Richmond is still keen on ceasing to be our fiscal agent, but we expect the process of decoupling will take about a year. However, we cannot proceed with the decoupling unless a district agrees to take us on. We are making progress with the audits for the divisions, which will provide them with a better understanding of what they can expect.

Mr. Pritchett asked Ms. Ogburn if Henrico was willing to take on the task. She responded that it is still being discussed pending the audit results.

B. Revisit FY23 Assignment of Reserve Funds Per Chair Request

From June 2023:

Under GASB 54, *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. 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 are available for any purpose.

It is estimated that on June 30, 2023, the General Fund balance will be \$1,077,681.96, and the Capital Improvement Fund balance will be \$218.60. I propose that by June 30, 2023, we move \$0.00 from the General Fund to the Capital Improvement Fund which will bring the Capital Improvement Fund to \$218.60, leaving \$1,077,681.96 in the General Fund, \$426,314.00 of which will be assigned to benefit reserve. That will leave a balance of \$651,367.96 in unassigned reserve in the General Fund.

Martha Harris left the meeting.

Dr. Lowerre stated he doesn't believe the \$1,077,681 is accurate, he knows it's at least \$131,000 higher, and if you add in FY22 it could be even higher than that. Dr. Lowerre is interested in tapping into these funds for some capital improvement use, specifically HVAC replacement, but he doesn't know how the board feels about this because it's based on incomplete data. It is possible that by the next meeting if he presses, he could have exact numbers for the board, but having this money sitting there is not doing us any good right now. Ms. Pittman agreed stating that's what these funds are for, and in the HVAC world it will take several months to install a replacement.

Mr. Wright suggested we push this item to a future meeting since we know it's inaccurate. This item can be covered in an Executive Board meeting.

Ms. Ayers asked if there were any other anticipated large expenses. Dr. Lowerre said its HVAC and the parking lot which is decaying and needs to be repaved. Dr. Smith added there are 13 rooftop units, all the same age, all installed during the renovation in 2001. RTU 13 has an 8-month lead time and a cost of \$200,000 (one unit out of thirteen).

The last piece is we have lost our overflow parking as construction has started on the former James River lot. This is going to impact events at the school. Just for interest we explored what the construction of a parking deck would cost and found that \$20,000 per space is a good average estimate.

C. Strategic Plan Implementation Report

The Strategic Plan implementation update is located at the end of these minutes. Gaps have been closed in many areas.

Next year we need to put a team together to write the next five-year plan.

XIII. Materials for Board Review and/or Discussion

a. Policy and Regulation (First Read)

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

Policy #	RL	Name	New/Amended	Actions
Final	RL	Foundations		
		School Board Governance		
	<u>1000</u>	School Board Powers and Duties	Amended	Reflects amended Code: 1) specialized support positions, 2) back-to-school nights, 3) SNAP information and free and reduced meals application, changes the amount of notice required before public hearings (this bullet may not apply to MW-committee review). SNAP use forms must be updated annually. Also includes legal reference updates
	<u>1001</u>	Conflict of Interests and Disclosure of Economic Interests	Amended	COIA training update Also speaks to provisions regarding gifts from foreign dignitaries.
	<u>1005</u>	School Board Member In-Service Activities	NEW	Amended Code but highly edited to read that activity will occur in the home division
	<u>1012</u>	School Board Committees	Amended	Superintendents, finance and planning committees are listed in the constitution so

				removing from this policy. Policy and cross-references updated.
	<u>1012.a</u>	Advisory Committees to the School Board	Amended	Updates cross-references.
	<u>1012.b</u>	Policy Steering Committee	Amended	Updated to align with new policy 1020.1
	<u>1012.c</u>	Finance Committee	NEW	Created to compliment new policy 1020.1
	<u>1012.d</u>	Wellness Committee	NEW	Created to compliment new policy 1020.1
	<u>1013</u>	Notification of Meetings	Amended	Update cross-references.
	<u>1019</u>	Minutes	Amended	Update cross-references.
	<u>1020</u>	Electronic Participation in Regional School Board Meetings from Remote Locations	Amended	Policy title updated. Cross references updated.
	<u>1020.1</u>	Electronic Participation in Committee Meetings from Remote Locations	NEW	The committee consensus was to apply this policy to SAC and Wellness only as an advisory. Other committees are stipulated in the school constitution.
	<u>1022</u>	Regular Board Meetings	Amended	Update cross-references.
	<u>1025</u>	Voting Method	Amended	Update cross-references
	<u>1030</u>	Admission of Students	Reviewed – no change	Updates do not apply to MW. Policy reviewed but not changed.
	<u>1033</u>	Admission of Homeless Students	Reviewed – no change	Does not apply to MLWGS, this section not added to policy. Va code was amended to expand the definition of homeless to include students impacted by domestic violence
		Administration		
	<u>2006</u>	Appointment and Term of the Director	Amended	Legal references update. Do we consider the 3 paragraphs related to BOE appointing a

				director if the RSB cannot?
	<u>2007</u>	Qualifications and Duties for the Director	Amended	Code of Va updated regarding critical shortage areas. Must designate a school safety official.
	<u>2018</u>	Communicable Diseases	Amended	Updated Code. Cross and legal references are also updated.
	<u>2020</u>	School Crisis, Emergency Management and Medical Emergency Response Plan	Amended	Updated code - the director must designate a school safety official and provide information to VCSCS. Cross-reference update.
	<u>2023</u>	Threat Assessment Teams	Amended	Requires new threat assessment team members to get training. All members must get refresher training every three years. Cross-references updated.
	<u>2050</u>	Distribution of Information/Materials	Amended	Policy and cross-references updated.
	<u>2050-R</u>	Regulation for the Distribution of Information Materials to Students and Staff	Reviewed	Reviewed with no updates.
	<u>2065/3045</u>	Acceptable Computer System Use	Amended	Reflects enactment of new code. Restricts applications that can be accessed or downloaded to include TikTok and WeChat.
	<u>2065-R</u>	Technology Use Guidelines	Amended	Includes new restrictions related to applications in Guidelines
		Instruction		
	<u>3003.1</u>	The Virginia Assessment Program and Graduation Requirements	Amended	Enacted code of VA with special rules for students whose parents must move due to orders under Titles 22 or 50 of the US Code. Requires (if it applies to

				MW) waiving specific courses required for graduation.
	3003.8 Web link	Off-Site Instruction and Virtual Courses	DELETE	This is a duplicate of Policy 3031
	3009	Testing Programs	Amended	Amendment to VA Code. Parents, teachers and school leaders are provided with SOL assessment results as soon as practicable.
	3016	Advanced Placement Classes	Reviewed	Reviewed by the VSBA but not revised. Requires regulation.
	3016-R	Guidelines Pertaining to Honors or Advanced Placement Courses	NEW	Similar to CCPS #P7-08-005-R
	3018	Acceleration	Reviewed	Reviewed by the VSBA but not revised. Requires regulation.
	3018-R	Acceleration Grading	NEW	This is a blend of CCPS and Henrico Regulation
	3030	Home Instruction	Amended	Updated code. Cross-reference added.
	3031	Off-Site Instruction and Virtual Courses	Amended	Title change. Amended title and content for Virtual Course. Neither Henrico or CCPS have this policy. CCPS has Alternative Instructional Options #3050. Also looked at Goochland. This policy requires regulation. See 3031-R
	3031-R	Regulation: Selection, Implementation and Evaluation of Instructional Methods	NEW	Developed from CCPS
	3045/2065	Acceptable Computer System Use	Amended	Reflects enactment of new code. Restricts applications that can be accessed or downloaded to include TikTok and WeChat.
	3045-R	Technology Use Guidelines	Amended	Includes new restrictions related to

				applications in Guidelines
		Student Services		
	<u>4009</u>	Drugs in School	Amended	Policy revised to reflect content of legal references.
	<u>4020</u>	Student Immunizations	Amended	Amended Code. Changes language from nurse practitioner to advanced practice registered nurse.
	<u>4075</u>	Student Wellness	Amended	Personnel title changes in policy
	<u>4077/5091/6009.1</u>	Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
	<u>4077-R</u>	Regulation on Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
	<u>4095</u>	Administering Medicines to Students	Amended	Amended Code of VA. Requires a regulation.
	<u>4095-P</u>	Procedures for the Administration of Medicines to Students	Amended	Minor grammatical corrections
		Human Resources		
	<u>5000.3</u>	Staff Health	Amended	Amended Code. Changes wording of nurse practitioner to advanced practice registered nurse.
	<u>5004</u>	Professional Staff	Amended	Amended Code. The director can request the BOE to extend a teacher's 3-year provisional license accompanied by satisfactory performance evaluations for each year that the teacher was employed.
	<u>5016</u>	Supplemental Pay	Amended	This is identical to 7034 which was updated and approved in April 2023. VSBA reviewed but not revised.
	<u>5016.3</u>	Gifted Endorsement Stipend Add-on	NEW	Codifying in policy from employment contracts

	<u>5030</u>	Professional Staff Development	Amended	<p>Updated Code.</p> <p>Addresses training on management of student conduct and secure test violations.</p> <p>Training must be from a list provided by DOE or an alternative. Teachers can't be required to get this training more than once every 5 years.</p> <p>Each school board must report to the BOE & Gen Assembly by Oct 1, 2023 on the frequency with which each teacher participates in required training.</p>
	<u>5065-R1</u>	Sick Leave	Amended/Not by VSBA	<p>Committee should consider language to address what happens when one moves from f/t to p/t on sick leave. 2 categories of p/t= .5> and <.5.</p> <p>Under Item C - #11 doesn't apply anymore since front-loaded time.</p> <p>Under Item C-#1 pro-rated statement for those hired mid-year. C-#III-IV – delete. D – delete.</p> <p>Add a statement of accepting transferred sick leave for p/t?</p> <p>ALSO, discuss freezing sick-leave buy-out rate which is based on the sub rate.</p>
	<u>5065-R10.2</u>	Unpaid Leave for Living Organ Donors	NEW	<p>SB 1086 Organ Donation leave.</p> <p>Requires all employers of more than 50 employees to give up to 60 days of unpaid leave</p>

				for organ donation leave per calendar year
	<u>5074</u>	Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect	Amended	Amended Code. List of offenses expanded to include sexual molestation physical or sexual abuse or rape of a child.
	<u>5091/4077/6009.1</u>	Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
	<u>5091-R</u>	Regulation on Tobacco Products and Nicotine Vapor Products	Amended	No changes made.
	<u>5100</u>	Substitute Teachers	Amended	Title Change. Policy updated to reflect Acts 2023. Legal and cross-references updated.
		Community Relations		
	<u>6000.1</u>	Rights and Responsibilities	Amended	FOIA requires that the information in this Exhibit is made available to the public on request and that a link to the information is posted on homepage of the School Board's website (Specifically on Home Page)
	<u>6009.1/4077/5091</u>	Tobacco Products and Nicotine Vapor Products	Amended	Cross references updated.
	<u>6009.1-R</u>	Regulation on Tobacco Products and Nicotine Vapor Products	Amended	No changes made.
		Finance & Operations		
	<u>7003</u>	Annual Budget	Amended	Updated code, changes public notice from ten to seven days.
	<u>7006</u>	Food Services	Amended	Amended Code but may not apply to MW. Speaks to online forms for the National School Lunch Program -does not apply to MLWGS.

				Cross references updated.
	<u>7006-R</u>	MLWGS Meal Credit Program	Amended	Reviewed with only grammatical changes. New application form is included.
	<u>7013</u>	Commercial, Promotional and Corporate Sponsorships and Partnerships	Amended	Amended Code to include solicitation of listed offenses.
	<u>7014.1</u>	Purchasing Procedures	Amended	Updated code. Cross references are also updated.
		Student Conduct		
	<u>8002</u>	Student Conduct	Amended	Amended Code of VA regarding notification of bullying allegations and notification by the director when conduct is likely to result in suspension
	<u>8002.2</u>	Standards of Student Conduct Violations and Consequences	Amended	Updates to match student handbook pgs 34-43
	<u>8003</u>	Compulsory Attendance	Amended	Legal references updated. The director is required to create of list of children who are not enrolled or exempt from school attendance. After committee review, this section may be eliminated.
	<u>8090</u>	Student Suspension/Expulsion	Amended	Amended Code of VA, minor language change.
	<u>8090-P</u>	Procedure for Student Suspension/Expulsion	Amended	Minor grammatical changes.

Policies and regulations will be submitted for approval at the board's October meeting.

XIV. Information Items

- (2) MLWGS Students Attend Summer Governor's School for French and Spanish
- Summer: Quiz Bowl Team Attends PACE National Championship in Chicago

XV. Superintendent’s Steering Committee Report

Dr. Nichols stated the committee met this morning and discussed everything that was heard today by this board.

XVI. New Business

None.

XVII. Closed Meeting

None.

XVIII. Certification of Closed Meeting

N/A

XIX. Announcements/Additional Discussion

None.

XX. Adjournment of Regular Meeting

On a motion to adjourn by John Wright, seconded by Valarie Ayers, the meeting was adjourned at 10:23 am.

Next Meeting

Executive Board on September 21, 2023, at 9:00 am. MLWGS, 1000 N. Lombardy St., Room 153, Richmond, VA 23220. 804-354-6800 x2190.

Kenneth Pritchett, Chair

Robert Lowerre, Ph.D., Director

Minutes Recorded by:
Barbara Marshall, Regional Board Clerk

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

DATE: August 17, 2023

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
OBJ 1.1	MLWGS will engage and educate our school districts about the opportunities available to them in our learning environment.			2020	
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. A middle school counselor day took place in September of 2022. Dare to be a Dragon Day took place for 5 th grade students in April 2023. We have hired a Coordinator for Strategic Engagement who will assist in implementing strategies for increased community 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	Fall Festival begins before the end of the school day to eliminate the barrier of transportation. Also, SAC conducted a student survey during Fall		

			Festival to determine ways to eliminate barriers related to accessing and participating in activities		
1.2.2	Access to wraparound services (Identify and fill gaps in student mental health and wellness programs)	School Counseling	A Full-time School Social Worker has been hired. Professional Development efforts for 2023 will focus on wellness and mindfulness.		
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.		
1.2.4	Enhance communications to make sure students have knowledge of and are able to seek resources	Counseling	The Counseling Department 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. New Outreach Coordinator will facilitate new surveys.		
1.2.6	Analyze and strengthen the student onboarding process to prepare accepted students for the MLWGS experience	Counseling	Freshman Orientation is being studied as well as the process for registering for classes. Piloting Dragon Dialogues. The Walker Way Welcome Day was implemented in August 2022 and will happen again in 2023.		
1.2.7	Equip faculty with tools to foster an inclusive environment	Administration, External Trainers	Year one of Cultural Competency PD has been completed. Year two has also been completed		

			culminating in a full-day of PD on belonging led by a DEI expert. Year Three will include resources and activities on equity and inclusion.		
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. RSB approved removal of Achievement Test as part of admissions process.		
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,	Recruitment sub-committee has been created. A focused effort has been made to recruit minority faculty and staff candidates.		
1.4.2	Strengthen professional development resources for faculty.	Dr. Williams, Dr. Lowerre, Mr. Smith	Comprehensive PD has begun with positive feedback from staff.		
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
				2020-2021	
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, School Counseling	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 and we have established a strong dual enrollment program.		
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 including ones that target undertaught areas. Several new courses have been added to the Course Catalog.		
2.1.5	Expand student enrollment in SGC's and teacher-developed courses.	Dr. Lowerre	New Courses have been 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 has been established. We have also entered into an exchange program with a		

			school in Germany.		
2.1.7	Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS	Dr. Lowerre and Culture Sub-Committee	A sub-committee has been 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	Following the COVID pandemic, a renewed effort to assess and implement student-centered learning strategies has been taking place.		
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	Departments have been reaching out to the community to bring in alumni and others to enhance instruction and learning.		
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	Measure- Ment	Year to begin Implemen- tation	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	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.		
OBJ 3.3	Enhance our safe school environment.			2020	
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	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	Discussions have taken place with the superintendents.		
3.4.2	Secure board approval for a new fiscal agent.	Dr. Lowerre	Discussions have begun		
3.4.3	Create a transition plan.	Ms. Hoover			