

## MINUTES

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

Thursday, April 18, 2024

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

### IV. Introductions

Each member is listed in alphabetical order by locality.

#### Present:

Dr. Elaine Pearson, *School Board*, Dinwiddie Public Schools  
Ms. Meredith Moses, *School Board*, Goochland County Public Schools  
Mr. Bob May, *School Board*, Hanover County Public Schools  
Ms. Harwood Hall, *School Board*, King & Queen Public  
Mr. Kenneth Pritchett, *School Board*, Petersburg Public Schools

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

#### Also present:

Dr. Max Smith and Dr. Lisa Williams – MLWGS Administration  
Ginger O'Neil – MLWGS Foundation  
Wendy DeGroat, and David Bortz – MLWGS Staff

#### Not Required to be in Attendance:

Ms. Marchelle Hampton, *School Board*, Charles City Public Schools  
Ms. Lisa Hudgins, *School Board*, Chesterfield County Public Schools  
Mr. Steven Neece, *School Board*, Colonial Heights Public Schools

Ms. Alicia Atkins, **School Board**, Henrico County Public Schools  
Ms. Linda Hyslop, **School Board**, Hopewell Public Schools  
Ms. Heather Donbrosky, **School Board**, New Kent Public Schools  
Dr. James Taylor, **School Board**, Powhatan County Public Schools  
Ms. Jill Andrews, **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  
Ms. Haidee Napier, **Superintendent**, Colonial Heights Public Schools  
Dr. Kari Weston, **Superintendent**, Dinwiddie Public Schools  
Dr. Michael Cromartie, **Superintendent**, Goochland County Public Schools  
Dr. Michael Gill, **Superintendent**, Hanover County Public Schools  
Dr. Amy Cashwell, **Superintendent**, Henrico County Public Schools  
Dr. Melody Hackney, **Superintendent**, Hopewell Public Schools  
Dr. Carol Carter, **Superintendent**, King & Queen Public Schools  
Dr. John Farrelly, **Acting Superintendent**, Petersburg Public Schools  
Dr. Beth Teigen, **Superintendent**, Powhatan County Public Schools  
Dr. Lisa Pennycuff, **Superintendent**, Prince George Public Schools  
Mr. Jason Kamras, **Superintendent**, Richmond Public Schools

**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 Elaine Pearson, seconded by Meredith Moses, the agenda for this meeting was unanimously approved on a voice vote.

**VI. Approval of Minutes**

On a motion by Harwood Hall, seconded by Elaine Pearson, the minutes of the regular meeting and FY2025 budget adoption of March 21, 2024, were unanimously approved on a voice vote.

## VII. Recognitions

- **MLWGS is awarded the VMEA Blue Ribbon Award 2024...a first!**

Teacher Allison Barnes was on hand to address the board about the performing arts department's significant outcomes for AY2024.

Maggie L. Walker Governor's School will be awarded the VMEA Blue Ribbon Award for the **first time in school history!** The Blue Ribbon is the highest award given to school music programs in the Commonwealth of Virginia and recognizes excellence achieved in band, orchestra, and choral performance. All disciplines in a school must receive a rating of "Superior" at assessment to qualify for this award.

Approximately 10% of Virginia schools receive this designation from the VMEA.

Dr. Lowerre's remarks included information that, unlike athletics which is designed for schools to compete against systems or schools of similar sizes, music departments compete against regions, so in this case, our students were competing against Fairfax students.

Congratulations to our teachers, Allison Barnes, Nicholas Merillat, and Kelsey Snyder, and their students for their outstanding performances.



## 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.

No comments were received via the online form or presented in person at this meeting.

## IX. Consent Items

On a motion by Bob May to approve consent items as a slate, seconded by Meredith Moses, the following items were unanimously approved on a voice vote: personnel actions, fiscal status reports of March 31, 2024, and the donations report of March 31, 2024.

Before the vote, the director advised there was no meeting of the finance committee to review these reports, but committee members were provided these documents via email for their review.

## **X. Action Items**

### **a. Annual Authorization for Director to Issue Personnel Contracts** (*Second Read*)

The Regional School Board grants the Director of Maggie L. Walker Governor's School the authority to issue faculty/staff contracts based upon salary scales, clubs/activities, and athletic stipend scales incorporated within the FY2025 Operating Budget.

On a motion from Elaine Pearson, seconded by Harwood Hall, this action was approved on a unanimous voice vote granting the director authority to apply Human Resource policies and salary scales in issuing contracts to faculty and staff for FY2025.

### **b. FY2025 Student Fees** (*Second Read*)

The proposed student fee schedule has been updated for FY2025 with current projected costs for all subject areas.

Changes include the integration of additional technologies in English and new courses in Science and Senior Seminars. Cost increases for individual workbooks and specific lab fees in Science, Fine Arts, and International Languages reflect recent trends in inflation on all educational resources. Increases in Dual-Enrollment course fees reflect an increase in the VCU tuition. Overall reductions have been made in the lab fees and workbooks.

On a motion from Meredith Moses, seconded by Bob May, the MLWGS FY2025 Student Fee Schedule was approved on a unanimous voice vote.

### **c. International Trip Proposal to Peru 2025** (*Second Read*)

**PERU – JUNE 5-16, 2025**  
**SPONSOR: CELIE BOSWELL**

Ms. Boswell proposes the following international trip to Peru in June 2025:

We will have a guided tour of Peru's capital city, Lima. After a flight to Cuzco, the unofficial capital of the Sacred Valley of the Incas, we will tour the ancient site of Machu Picchu with a local guide. Students will deepen their connection to the land, people, and culture by working with locals on service projects with nonprofits and celebrating local customs, traditions, and cultural activities. Puno, Lake Titicaca, and the Uros floating islands will offer exposure to varied landscapes and connect with local communities.

**Educational Value:**

- First-hand experience of the geography, landscape, history, culture, food, customs, dress, and language that will bring to life our regional study of Magical Realism in Latin and South America.
- Practice Spanish language skills
- Meet artists and learn traditional weaving, pottery, ceramic tile design techniques, and other crafts celebrating the triumph of cultural heritage over colonization.
- Investigate global issues, explore social justice, and build leadership skills through service-learning projects.

On a motion from Bob May, seconded by Harwood Hall, Ms. Boswell's International Trip Proposal to Peru in June 2025 was approved on a unanimous voice vote.

**XI. Director's Report****A. Verbal Updates**

- **Guest Speaker Series at MLWGS, Thursday, April 10<sup>th</sup>**

TJ History Honor Society presents **Mary Beth Tinker [Tinker v. Des Moines]**



By 1965, about 170,000 U.S. soldiers were stationed in Vietnam. Graphic footage of the war was carried into households every day in this first “televised” war. As a 13-year-old student in eighth grade, Mary Beth was strongly affected by news of the war. She and her brothers and sisters, along with other students in Des Moines, decided to wear black armbands to school to mourn the dead on both sides of the Vietnam War. The armbands were also in support of a Christmas truce called by Senator Bobby Kennedy that year. The Des Moines school board tried to block the students from wearing the armbands, and most of the students who wore them were suspended, including John Tinker, Chris Eckhardt, Ross Peterson, Bruce Clark and Chris Singer.

The American Civil Liberties Union took the case to the Supreme Court for named plaintiffs John and Mary Beth Tinker and Chris Eckhardt. In 1969, the Court ruled in a landmark decision that students in public schools do have First Amendment rights. Justice Abe Fortas wrote in the majority opinion that students and teachers do not “shed their constitutional rights...at the schoolhouse gate.”

Mary Beth continues to educate young people about their rights, speaking frequently to student groups across the country.

Source: <https://tinkertourusa.org/about/tinkerbio/>

- **The We the People: The Citizen and Constitution National Finals**

WTP is an academic competition that allows students to display their civic knowledge, skills, and dispositions necessary to effectively participate in our constitutional democratic republic through simulated congressional hearings. Approximately one thousand students from forty-eight classes will participate in 648 half-hour hearings during the National Finals, **April 13-15, 2024**. This year marks MW's 26th appearance at nationals. While the team did not make it to finals this year, they were awarded the highest honor among the division of teams not qualifying.

- **4 Dragons to perform at the All-Virginia Band and Orchestra, April 18-20**

We are proud to have had four MLWGS students accepted into this year's [All-Virginia Band and Orchestra](#): Gabriel Harding ('24-Richmond), Trip Taylor ('25-Chesterfield), Peize Wang ('25-Henrico), and Peter Yanovitch ('26-Chesterfield). The event is April 18-20 at the Richmond Convention Center.

- **Grandparents Day, Friday, April 19<sup>th</sup>**

Sponsored by the GS Foundation, this is an afternoon event where we invite current students' grandparents (or other special family members and friends) to learn a little about our school, take a brief tour, and have a reception with their grandchildren.

- **Dare to Be a Dragon Day, April 27<sup>th</sup>**

200 fifth graders from all 14 partnering divisions are invited to our school to attend 6 exciting workshops on coding, math, languages, art, drama, creative writing, and more! Note: Gifted coordinators from our partnering divisions agreed to a specific number of invitations based on their current number of seats.

- **AP Testing May 6 – 17, 2024**

Students will take all exams in a paper-and-pencil, in-person format.

<b>Day – Date</b>	<b>Tests Administered</b>
Monday, May 6	US Government & Politics, Art History and Chemistry
Tuesday, May 7	Human Geography, Microeconomics, and Statics
Wednesday, May 8	English Literature & Composition, Comparative Government & Politics, and Computer Science A
Thursday, May 9	Chinese Language & Culture, Environmental Science and Psychology
Friday, May 10	European History, US History, Macroeconomics, and Spanish Literature and Culture

Monday, May 13	Calculus AB and Calculus BC, Precalculus, and Italian Language and Culture
Tuesday, May 14	English Language & Composition, African American Studies, Physics C – Mechanics, and Physics C – Electricity and Magnetism
Wednesday, May 15	French Language & Culture, World History: Modern, Computer Science Principles and Music Theory
Thursday, May 16	Spanish Language & Culture, Biology, and Japanese Language & Culture
Friday, May 17	German Language & Culture, Latin, Physics 1: Algebra-Based, and Physics 2: Algebra-Based

- **Teacher Appreciation Week, May 6 -10, 2024**
- **MLWG Prom, May 18, 2024 @ 7 pm** at The Hippodrome Theater.
- **Senior Art Exhibition at Artworks Gallery, Opens May 10<sup>th</sup>, running through May 18<sup>th</sup>**

The gala opening of the 2024 MLWGS Senior Art Exhibition: In Flight at Artworks Gallery is on Friday, May 10<sup>th</sup> from 6-8 PM. The show, which is the capstone event of our visual arts program, will highlight the collected works of 20 Maggie Walker seniors.

Come meet these amazing young artists and mingle with other Maggie Walker art lovers. Artworks Gallery is located at 320 Hull Street, RVA 23224 in the Manchester area of downtown Richmond. The show will continue through May 18<sup>th</sup>.



- **NCAA Athletic Signing Day for Seniors, May 21<sup>st</sup>**

Maggie Walker will recognize all students participating in varsity athletics at their selected college on Friday, May 5<sup>th</sup>. Recognition includes all students who have committed to play on a college team (whether Division I, II, or III).

***B. Coming Events***

April 18, 2024, through May 16, 2024

Thursday, April 18 <sup>th</sup>	<b>Executive School Board Meeting, 9:00 am, Room 153</b>
Through Monday, April 22 <sup>nd</sup>	MLWGS Robotics Team at FIRST Championship in Houston, TX
Thursday, April 18 <sup>th</sup> – Saturday, April 20 <sup>th</sup>	Walker students compete at the Japan Bowl at the University of Maryland
	Walker students compete at All State Band
Friday, April 19 <sup>th</sup>	Anna Julia Cooper school visit to MLWGS (AJC is an independent, faith-based school providing full tuition scholarships to K - 8th grade students of limited resources in Richmond's East End.)
	Grandparents Day at MLWGS, 2:30 pm, Auditorium
Monday, April 22 <sup>nd</sup>	Guest Speaker: Dr. Katherine Tossas, VCU Professor, Cancer Epidemiologist, 3:30 pm – 5 pm, Forum
Tuesday, April 23 <sup>rd</sup>	French language student takes field trip to William & Mary
Thursday, April 25 <sup>th</sup>	Multiple International Language Honor Societies Induction Ceremony, 11:30 am, Auditorium
	Annual Volunteer Appreciation Dinner, 5:30 pm, Cafeteria/Commons
Friday, April 26 <sup>th</sup> – Saturday, April 27 <sup>th</sup>	Wilderness and the American Mind Senior Seminar Field Trip to Assateague National Seashore
	One-Acts Festival, 7:00 pm, Black Box
Saturday, April 27 <sup>th</sup>	Dare to Be A Dragon Day, 8:30 am–noon, MLWGS
Tuesday, April 30 <sup>th</sup>	Class of 2024 Group Photo, 11:30 am, Grand Staircase
Wednesday, May 1 <sup>st</sup>	National School Principal’s Day Recognition
Friday, May 3 <sup>rd</sup>	<b>Spring Band and Orchestra Concert at MLWGS, 7 pm, Auditorium</b>
Monday, May 6 <sup>th</sup> – Friday, May 10 <sup>th</sup>	Teacher Appreciation Week
Monday, May 6 <sup>th</sup>	AP Testing - AM= US Government & Politics. PM= Art History and Chemistry
Tuesday, May 7 <sup>th</sup>	AP Testing – AM= Human Geography and Microeconomics. PM= Statistics
	VIRTUAL Planning Committee Meeting, 10 am
Wednesday, May 8 <sup>th</sup>	AP Testing - AM= English Lit & Comp. PM= Comparative Gov & Politics and Computer Science A
	<b>Spring Chorus Concert at MLWGS, 7 pm, Auditorium</b>
Thursday, May 9 <sup>th</sup>	AP Testing - AM= Chinese Lang & Culture and Environmental Science. PM=Psychology
Friday, May 10 <sup>th</sup>	AP Testing - AM= European History and US History. PM= Macroeconomics and Spanish Lit & Culture
	Senior Art Exhibition at Artworks Gallery, 6 pm-8 pm



Saturday, May 11 <sup>th</sup>	MLWGS Battle of the Brains v St. Christopher's on CBS-6, 10 am
Monday, May 13 <sup>h</sup>	AP Testing - AM= Calculus AB and BC. PM= Italian Lang & Culture and Precalculus
Tuesday, May 14 <sup>th</sup>	AP Testing – AM=English Lang & Composition. PM=African American Studies, Physics C: Mechanics and Physics C: Electric and Magnetism
Wednesday, May 15 <sup>th</sup>	AP Testing – AM= French Lang & Culture and World History: Modern. PM= Computer Science Principles and Music Theory
Thursday, May 16 <sup>th</sup>	AP Testing – AM= Spanish Lang & Culture. PM= Biology and Japanese Lang & Culture
	<b>Executive School Board Meeting, 9:00 am, Room 153</b>

**C. Graduation Invitation for the Class of 2024 with Kerry Sheppard, Sponsor**

Ms. Kerry Sheppard was not on hand but Dr. Lowerre informed members that an e-Invite had been sent to each of their email addresses for RSVP to this ceremony.

**XII. Unfinished Business**

**A. Strategic Plan Implementation Report**

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

The director mentioned that there hasn't been much change since the last report as the time frame covered spring break. However, he emphasized that we will soon need to develop a new strategic plan that will be in place by the end of the next academic year. The director also requested some help with this new plan.

Ms. Moses asked if the Virginia Literacy Act (VLA) applied to MLWGS, but Dr. Lowerre explained that it only pertains to K-8 schools.

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

**a. Approval of GS Foundation Officers 2024-2025 Per Amended and Restated Bylaws, Article I (First 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.

The Governance and Nominations Committee of the Maggie L. Walker Governor's School Foundation is pleased to recommend to the MLWGS Regional School Board the following individual for Director of the Foundation for a term of 3 years, beginning on July 1, 2024.

### **Officer Nominations**

- **Anikka Moore (Parent, Dinwiddie)**

Anikka Moore is a supervisor of environmental regulations in the Environmental and Sustainability Department at Dominion Energy, headquartered in Richmond, Virginia.

Having worked for the company for 14 years, Anikka spent many years working in various roles within the environmental field, including waste compliance supporting Dominion's Electric and Gas Operations, project lead for the implementation of a new environmental system, and most recently managing a team of environmental professionals within the Environmental Department's Waste Operations Team. She also spent time in the Energy Conservation group facilitating the implementation of energy conservation programs for Dominion Energy Virginia.

Anikka currently serves as Planning Team Sponsor for the 2nd Annual Dominion Energy Women's Conference scheduled for June 2024. She previously served as the Programming Committee Co-Chair for Dominion Energy's first Women's Conference held in 2023. From 2021 – 2023, she served as Co-Chair of the Dominion Energy Services Diversity Council and in years prior, she served as a member of the Council.

Possessing a tenacious drive and a strategic outlook combined with exceptional communication and collaboration skills, Anikka is willing to take on any challenge. She is known for her ability to build consensus while moving a group toward excellence.

In addition to her responsibilities at Dominion Energy, Anikka is Co-Chair of the Dragon's Lair and leads the PTSA Landscaping Committee at Maggie L. Walker Governor's School. She also served on the Board of Directors for the Lake Jordan Homeowners Association from 2020-2022.

Anikka is a graduate of North Carolina A&T State University and holds a Bachelor of Science in Environmental Engineering and a Master of Business Administration from Virginia Commonwealth University. She is a member of Delta Sigma Theta Sorority, Inc. where she most recently served on the Technology Committee for the Petersburg Alumnae Chapter in Petersburg, VA.

Anikka is married to her husband, Eugene. They have three children, Christopher (16), who currently attends Maggie L. Walker Governor's School, Kyler (13), and Kennedy (11). They reside in Dinwiddie County, VA, with their dog, Charlie.

- **Julie Seitz (Parent, Chesterfield)**

In her professional life, Julie Seitz worked for Accenture as a Managing Director in the public sector for over 23 years. She most notably managed statewide multi-year projects for the State of New York, the Commonwealth of Virginia, State of Ohio, and State of Connecticut. Julie has deep experience in financials, human capital management (HCM), and business intelligence. She is currently working part-time as an advisor to Charlotte-Mecklenburg Schools for their financials and HCM implementation.

On the personal side, Julie has a 16-year-old son, Jake Nelson, a sophomore at Maggie L. Walker Governor's School, and loving husband, Ben Pearson-Nelson. At MLWGS, Julie is on the:

- Foundation NOTD Committee - serving as the fundraising co-chair and PTSA liaison
- Foundation Development Committee - helped to organize the 2023 Giving Tuesday text-a-thon
- PTSA Fall Festival Coordinator - organized the full production and even in a monsoon, still made \$16,000 to support the student clubs and PTSA
- Class of 2026 Parent - support the activities for the class of 2026
- Music Boosters - serving as the fundraising co-chair and Disney trip coordinator

She brings multiple skills and acumen, including:

- Managing the overall contract and responsible for budget, scope, and schedule, and project reporting.
- Managing overall project teams (125+ resources) across implementation and production support activities.
- Facilitating client steering committee meetings and providing liaison services to executive leadership and project sponsors. Presenting monthly project status and risks and special topics to inform the steering committee of project procedures and scope.
- Managing project milestones and deliverable submissions/approvals.
- Coordinating weekly project manager meetings to discuss status, issues, risks, and phase progress of planned vs. actual work accomplished.
- Managing the change request process to account for changes in budget, scope, and schedule.
- Identifying, managing, and resolving risks and issues across the program. Creating templates and procedures for issue and risk management and escalation across teams.
- Coordinating meetings across project management, tower leads (application, development, technical, change leadership), and PMO. Facilitating project standards for conducting meetings, recording minutes, and agenda templates.
- Managing relationships with third-party vendors and subcontractors.
- Creating, managing, and coordinating updates to the MS Project Plan across all work streams (i.e., application, change management, technical, PMO) of the project for planned work. Managing estimated time to complete project resources to determine if additional resources, overtime, or schedule changes were required.
- Managing staffing including on-site and off-site resources.
- Responsible for working with HR to find and vet skilled resources for the project and gain client approval.
- Coordinating resources at different locations to adhere to standards and communicate status.

- **Board Officers**

The following Directors have agreed to serve as officers of the Board in 2024-2025. They will be officially elected at the Foundation's May Annual Meeting:

Chair–Beth Simms

Vice Chair–Veronica Chornodolsky

Treasurer– Karen Setzer '99\*

Secretary– vacant (to be filled by Julie Seitz, pending appointment to the Board)

- **Committee Chairs**

The following Directors have agreed to serve as committee chairs for Board committees in 2024-2025. They will officially begin their terms on July 1, 2024.

**Alumni Steering:**

Current (2023-2024): Erin Ortiz '06

2024-2025: Erin Ortiz '06\*

**Development:**

Current (2023-2024): Brian Baird

2024-2025: Brian Baird\*

**Events:**

Current (2023-2024): Beth Simms

2024-2025: Veronica Chornodolsky

**Finance:**

Current (2023-2024): Adam Powers '10

2024-2025: Adam Powers '10\*

**Governance and Nominations:**

Current (2023-2024): Emily Stegmaier Winbigler '00

2024-2025: Emily Stegmaier Winbigler '00\*

- **Directors Rolling Off the Board**

Three Directors will be rolling off the Foundation Board following the close of the Foundation's meeting on May 1, 2024, having each served two consecutive 3-year terms:

Neil Amin '95

Barrie Bowers

Jewel Caven

Approval of the GS Foundation 2024-25 slate of officers will be requested at the May 2024 Executive School Board meeting.

- b. **International Exchange Proposal, Germany 2025** (*First Read*)

**GERMANY, JUNE 17-JULY 3, 2025**

**SPONSOR: KRISTEN MACKLIN**

Brief description/overview of this trip:

The exchange trip is sponsored by the German American Partnership Program (GAPP), which is part of Germany's foreign cultural and education policy. The program is mainly funded by the German Foreign Ministry but also receives funding from the U.S. Department of State. The program is administered jointly by the Goethe-Institut (New York), GAPP, and PAD (Bonn).

GAPP exchanges are set up as school-to-school exchanges with the following goals (source: GAPP Guidelines for Implementation):

- The establishment of a long-lasting interest in the partner country and the deepening of the relations between Germany and the USA
- Promotion of German language studies at high schools in the USA
- Expanding students' and teachers' knowledge of the partner country
- Intercultural encounters of participants
- Acquisition and improvement of proficiency in the target language
- Continuing education for exchange coordinators

Estimated cost: \$2,500 (approximately) based on twenty students.

Approval of Ms. Macklin's German Exchange proposal in 2025 will be requested at the May 2024 Executive School Board meeting.

#### **XIV. Information Items**

- GSMUN XXVI raised \$12,000 for Charity
- Walker Robotics at FIRST Chesapeake District Championship, April 4-6
- Future Problem Solvers take 3rd Place at the State Bowl
- WTP at National Championship, April 13-15
- Scholar-Athlete of the Week #8: '24-Chesterfield, Grace Yoo - Girls Soccer
- Scholar-Athlete of the Week #9: '24-Goochland, Ethan Choe - Boys Tennis
- Scholar-Athlete of the Week #10; '26-Henrico, Anu Ramesh - Softball

#### **XVI. New Business**

None.

#### **XIX. Announcements/Additional Discussion**

Mr. May was pleased to announce Hanover teacher Avanti Yamamoto, was named the regional teacher of the year and the 2025 Virginia Teacher of the Year, and that the Hanover music program for the third year in a row has also won a distinction award.

#### **XX. Adjournment of Regular Meeting**

This meeting was adjourned at 9:40 am.

#### **Next Meeting**

May 16, 2024, at 9:00 am for the Executive School Board at MLWGS, 1000 N. Lombardy St., Room 153, Richmond, VA 23220. 804-354-6800 x2190.

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Kenneth Pritchett, 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: April 22, 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 <sup>th</sup> grade students in April 2023. We have hired a Coordinator for Strategic Engagement who will assist in implementing strategies for increased community outreach. While this goal is ongoing, the framework has been completed.		
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	<b>Access to wraparound services (Identify and fill gaps in student mental health and wellness programs)</b>	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	<b>Review and reform policies and procedures that impede inclusion (e.g. mental health intake, bathroom policies, club and extra-curricular policies)</b>	Counseling, Administration, AD, School Board	Bathroom policies have been addressed.		
1.2.4	<b>Enhance communications to make sure students have knowledge of and are able to seek resources</b>	Counseling	The Counseling Department has sent out multiple messages regarding mental health resources as well as holding parent training sessions.		
1.2.5	<b>Facilitate student input and feedback</b>	Administration, Counseling	Surveys completed by SAC and VSCS. New Outreach Coordinator will facilitate new surveys.		
1.2.6	<b>Analyze and strengthen the student onboarding process to prepare accepted students for the MLWGS experience</b>	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. A visit to TJST is taking place in November of		



			2023 to observe their freshman onboarding program.		
1.2.7	<b>Equip faculty with tools to foster an inclusive environment</b>	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.		
<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	<b>In compliance with FY 2021 Budget Item 145, C-27,l, 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.</b>	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	<b>Examine barriers to hiring and retaining diverse faculty.</b>	Dr. Lowerre, Dr. Williams,	Recruitment sub-committee has been created. A focused effort has been made to recruit a highly qualified and diverse faculty and staff that mirrors the diversity of our population.		
1.4.2	<b>Strengthen professional development resources for faculty.</b>	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.		
<b>GOAL 2</b>	<b>MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL ENGAGE STUDENTS WITH INNOVATIVE CURRICULA AND RESPONSIVE INSTRUCTION THAT FOCUSES ON STUDENT-CENTERED EXPERIENTIAL LEARNING. INSTRUCTION WILL BE INTERDISCIPLINARY AND ENRICHED BY LOCAL AND GLOBAL CONNECTEDNESS.</b>	<b>Responsible Party</b>	<b>Measurement</b>	<b>Year to begin Implementation</b>	<b>Cost to Budget</b>
				<b>2020-2021</b>	
<b>OBJ 2.1</b>	<b>Students will engage in exciting distinctive courses that are designed to deepen students interest.</b>				
2.1.1	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	<b>Expand student enrollment in SGC's and teacher-developed courses.</b>	Dr. Lowerre	New Courses have been taken to the Planning Committee and the RSB.		
2.1.6	<b>Augment opportunities for student travel and beyond-the-classroom experiences.</b>	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	<b>Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS</b>	Dr. Lowerre and Culture Sub-Committee	A sub-committee has been formed to review FIRC and re-imagine the freshman experience. A new model will be presented to the RSB in the Spring of 2024. FIRC is now MLWGS 101 and reflects the needs of the 21Century learner.		
<b>OBJ 2.2</b>	<b>Teachers will provide engaging, student-centered instruction.</b>				
2.2.1	<b>Encourage teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.</b>	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	<b>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.</b>	Admin	Departments have been reaching out to the community to bring in alumni and others to enhance instruction and learning. A trip to TJ SciTech was completed in November 2023.		
2.2.3	<b>Incentivize teachers to enhance student engagement, embed community engagement, and</b>	Admin			

	<b>integrate instructional technology within their curricula.</b>				
<b>GOAL 3</b>	<b>MAGGIE L. WALER GOVERNOR'S SCHOOL WILL BE A SAFE SCHOOL WITH EFFECTIVE MANAGEMENT OF RESOURCES.</b>	<b>Responsible Party</b>	<b>Measure- Ment</b>	<b>Year to begin Implemen- tation</b>	<b>Cost to Budget</b>
<b>OBJ 3.1</b>	<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	The issue has been discussed by the RSB.		
3.2.1	Purchase of on-line teacher receipting program.	Ms. Hoover; Ms. Charity	An web based fee payment program has been implemented.		
3.2.2	Implement field trip request and tracking software.	Mr. Smith	Online system has been put in place with appropriate policy changes.		
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	Train faculty on cyber security and teaching digital literacy.	Library and Technology	New training regarding AI and ChatGBT has been offered.		

<b>OBJ 3.4</b>	<b>Transition the fiscal expectations of MLWGS to a new fiscal agent.</b>			<b>2022</b>	
3.4.1	Research options for future fiscal processing.	Mr. Smith	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			