

## MINUTES

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

Thursday, August 15, 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 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 County Public Schools  
Ms. Meredith Moses, *School Board*, Goochland County Public Schools  
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, **Board Clerk**, Maggie L. Walker Governor's School  
Mr. Lucas Veale, **Deputy Clerk**, Maggie L. Walker Governor's School

#### Also present:

Wendy DeGroat and David Bortz– MLWGS Staff

#### Absent:

Mr. Bob May, *School Board*, Hanover County Public Schools  
Ms. Harwood Hall, *School Board*, King & Queen Public

#### 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. Lisa Pennycuff, **Interim Superintendent**, Hanover County Public Schools  
Dr. Amy Cashwell, **Superintendent**, Henrico County Public Schools  
Dr. Melody Hackney, **Superintendent**, Hopewell Public Schools  
Ms. Yolanda Brown, **Acting Superintendent**, Petersburg Public Schools  
Dr. Beth Teigen, **Superintendent**, Powhatan County Public Schools  
Dr. Joseph Cox, **Acting 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 Elaine Pearson, seconded by Meredith Moses, the minutes of the June 20, 2024, executive meeting were unanimously approved on a voice vote.

**VII. Recognitions**

None.

**VIII. Public Comments**

None.

**IX. Consent Items**

On a motion by Meredith Moses to approve the consent items as a slate, seconded by Elaine Pearson, the following items were unanimously approved by the Executive School Board on a voice vote: personnel actions, fiscal status reports for June and July 2024, and the donations report for June and July 2024.

**X. Action Items**

**a. Annual Authorization of DOE Signatures 2024-2025 – Second Read**

The director recommended authorization for 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, 2025.

On a motion by Elaine Pearson, seconded by Meredith Moses, VDOE signature authorization for Dr. Michael Smith in the absence of the Director was unanimously approved by the Executive School Board on a voice vote.

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

Each school board shall ensure that every school that it supervises shall develop a written school crisis, emergency management, and medical emergency response plan, consistent with the definition provided in this section. MLWGS has developed such a plan, and it describes the components of a medical emergency response plan in coordination with local emergency medical services providers, the training of school personnel and students to respond to a life-threatening emergency, and the equipment required for this emergency response. The Regional School Board shall review this plan annually and has the authority to withhold or limit the review of any security plans and specific vulnerability assessment components as provided in subdivision 7 of §2.2-3705.2. The Superintendent (Director) shall certify in writing that review has taken place no later than August 31 of each year to the Virginia Center for School Safety VCSS.

**The existing Crisis Plan was originally approved by the Regional School Board on August 21, 2008.**

**Record of Updates\* to Plan**

<b>Date</b>	<b>Page(s)</b>	<b>Updates to Plan</b>	<b>Reason for Update</b>
6/11/24	Cover	Dates	New Dates
7/22/24	1	Record of Distribution	New Dates

7/22/24	22	Lockdown Procedures	Add Lock-out
7/22/24	2	Add Lockout to Code Red	Update Table of Contents

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

#### **Record of Revisions\* to Plan**

<b>Page(s)</b>	<b>Revisions to Plan</b>	<b>Reason for Revision</b>	<b>Effective Date</b>
22	Add Lock Out Procedures	Addition to Lockdown	8/19/24

\*Revisions are reviewed and approved by School Board annually.

Necessary updates and revisions to this plan will be made whenever:

- Experience with crises or from exercises or drills reveal deficiencies or shortfalls.
- Community conditions impact school change.
- Applicable legal and/or regulatory requirements related to crisis management change.

On a motion by Meredith Moses, seconded by Elaine Pearson, the Executive School Board unanimously approved on a voice vote updates to the adopted MLWGS Crisis Plan for certification to the Department of Criminal Justice Services (DCJS) by August 31, 2024.

#### **c. 2024-2025 Student Handbook – Second Read**

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

Over the summer, updates to the student handbook took place. Dr. Smith, Dr. Williams, and Dr. Lowerre conducted a comprehensive review. The Counseling Department, School Social Worker, and Leadership Team were asked for input. Below is a summary of the substantive changes. These changes and other formatting revisions have reduced the document from 76 pages to 61.

- Title Page: A link for Anonymous Alerts has been added. This resource, new to MLWGS, allows users to report bullying, safety concerns, harassment, or possible abuse.
- Directory: Reordered and reformatted to arrange topics by theme for ease of use.
- P4: Adding new courses to diploma requirements (Contemporary Voices and MLWGS 101).
- P6: The new schedule B has been added to be used most Fridays. This allows for an advisory period for freshmen.
- P8: The Assessment Guidelines are included in the student handbook, and a work request form ticket was created.

- P12: A notation that bus passes will no longer be issued to students outside their home district has been added.
- P16: Absences with no documentation are permanently coded as absent unexcused.
- P18: Outline of procedures for an office referral based on unexcused tardies to school or class.
- P21: Simplification of dress code and removal of gender-specific garments.
- P22: Clothing should fit, be neat and clean, and conform to standards appropriate to a school setting. Clothing must cover the area between the armpit and upper thigh. Examples of prohibited clothing include, but are not limited to: low-cut necklines, clothing constructed of see-through materials, and head coverings, unless required for religious or medical purposes. Shorts, skirts, and dresses must at least cover the upper thighs.
- P25: Outline of founding procedures and the meaning of probationary club status.
- Student Code of Conduct: Removal of language regarding Title 9 procedures applicable to college-level concerns.

The director stated the handbook does not address the issue of cell phones yet as we, along with all other divisions and schools in Virginia, await guidance from the State coming in late September. He added, that because Maggie Walker does not have a one-to-one initiative with computers/laptops, taking away cell phones from our students could be problematic for some classes as the phone is their access to research. A cell phone ban would require the school to provide resources to replace the phone and we're not there yet budget-wise.

On a motion from Elaine Pearson, seconded by Meredith Moses, the 2024-2025 Student Handbook was unanimously approved by the Executive School Board on a voice vote.

d. **Health and Dental Contracts 2024-2025 – Second Read**

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

The final healthcare renewal proposed by Anthem would incur a 3.98% increase. This is below budget projections (10%) and well below market trends for an organization of our size (16.2%).

The product for Anthem's mid-level coverage plan remains the same (84.2% of our employees are on this plan). Products for the high and low-level plans remain largely the same. Vision and dental rates and products remain the same. All employees will see the same monthly premiums as last year.

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%/5000) for employees and retirees\*. Anthem Vision and Dental are also offered for employees and retirees\*.

Open enrollment for employees is scheduled for mid-August through mid-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\* 2024-2025  
 \*(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	1	\$754.14	\$ 38.49	\$ 792.63	93%	\$ 701.96	\$ 36.28	\$ 52.18	\$ 2.21	\$ 54.39	
Employee & Child	0	\$1,030.21	\$ 93.23	\$ 1,123.44	83%	\$ 854.90	\$ 78.26	\$ 175.31	\$ 14.97	\$ 190.28	
Employee & Children	0	\$1,533.24	\$ 93.23	\$ 1,626.47	83%	\$ 1,268.77	\$ 78.26	\$ 264.47	\$ 14.97	\$ 279.44	
Employee & Spouse	0	\$1,689.36	\$ 78.58	\$ 1,767.94	80%	\$ 1,345.80	\$ 63.72	\$ 343.56	\$ 14.86	\$ 358.42	
Employee & Family	0	\$2,326.64	\$ 136.28	\$ 2,462.92	74%	\$ 1,721.46	\$ 102.54	\$ 605.18	\$ 33.74	\$ 638.92	
Total	1										

School Contr. Health /Mo	School Contr. Health /Yr	Employee Semi-Monthly Health	Employee Semi-Monthly Dental
\$ 701.96	\$ 8,423.52	\$ 26.09	\$ 1.11
\$ -	\$ -	\$ 87.66	\$ 7.49
\$ -	\$ -	\$ 132.24	\$ 7.49
\$ -	\$ -	\$ 171.78	\$ 7.43
\$ -	\$ -	\$ 302.59	\$ 16.87
\$ 701.96	\$ 8,423.52		

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	31	\$790.90	\$ 38.49	\$ 829.39	98%	\$ 772.49	\$ 36.28	\$ 18.41	\$ 2.21	\$ 20.62	
Employee & Child	6	\$1,090.38	\$ 93.23	\$ 1,173.61	85%	\$ 917.37	\$ 78.26	\$ 163.01	\$ 14.97	\$ 177.98	
Employee & Children	2	\$1,607.91	\$ 93.23	\$ 1,701.14	84%	\$ 1,349.65	\$ 78.26	\$ 258.26	\$ 14.97	\$ 273.23	
Employee & Spouse	6	\$1,771.63	\$ 78.58	\$ 1,850.21	81%	\$ 1,436.62	\$ 63.72	\$ 335.01	\$ 14.86	\$ 349.87	
Employee & Family	13	\$2,439.94	\$ 136.28	\$ 2,576.22	75%	\$ 1,835.91	\$ 102.54	\$ 604.03	\$ 33.74	\$ 637.77	
Total	60										

School Contr. Health /Mo	School Contr. Health /Yr	Employee Semi-Monthly Health	Employee Semi-Monthly Dental
\$23,947.19	\$ 287,366.28	\$ 9.20	\$ 1.11
\$ 5,504.22	\$ 66,050.64	\$ 89.51	\$ 7.49
\$ 2,699.30	\$ 32,391.60	\$ 129.13	\$ 7.49
\$11,492.96	\$ 137,915.52	\$ 167.51	\$ 7.43
\$23,866.83	\$ 286,401.96	\$ 302.02	\$ 16.87
\$67,510.50	\$ 810,126.00		

HK POS OA 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	8	\$702.52	\$ 38.49	\$ 741.01	100%	\$ 703.64	\$ 36.28	\$ (1.12)	\$ 2.21	\$ 1.09	
Employee & Child	2	\$959.65	\$ 93.23	\$ 1,052.88	97%	\$ 933.15	\$ 78.26	\$ 26.50	\$ 14.97	\$ 41.47	
Employee & Children	0	\$1,428.23	\$ 93.23	\$ 1,521.46	95%	\$ 1,355.11	\$ 78.26	\$ 73.12	\$ 14.97	\$ 88.09	
Employee & Spouse	0	\$1,573.65	\$ 78.58	\$ 1,652.23	93%	\$ 1,462.49	\$ 63.72	\$ 111.16	\$ 14.86	\$ 126.02	
Employee & Family	0	\$2,167.29	\$ 136.28	\$ 2,303.57	86%	\$ 1,871.54	\$ 102.54	\$ 295.75	\$ 33.74	\$ 329.49	

School Contr. Health /Mo	School Contr. Health /Yr	Employee Semi-Monthly Health	Employee Semi-Monthly Dental
\$ 5,629.12	\$ 67,549.44	\$ (0.56)	\$ 1.11
\$ 1,866.30	\$ 22,395.60	\$ 13.25	\$ 7.49
\$ -	\$ -	\$ 36.56	\$ 7.49
\$ -	\$ -	\$ 55.58	\$ 7.43
\$ -	\$ -	\$ 147.88	\$ 16.87

Renewal Anthem Dental Classic		#	Renewal Anthem Dental	% subsidy	School Cont. Dental	Employee Cont. Dental
Employee Only	38	\$ 38.49	98%	\$ 36.28	\$ 2.21	
Employee & Child(ren)	9	\$ 93.23	84%	\$ 78.26	\$ 14.97	
Employee & Spouse	8	\$ 78.58	81%	\$ 63.72	\$ 14.86	
Employee & Family	15	\$ 136.28	75%	\$ 102.54	\$ 33.74	
Total	70					

School Contr. Dental/ Month	School Contr. Dental/ Year	Employee Semi-Monthly Dental
\$ 1,378.64	\$ 16,543.68	\$ 1,462.62
\$ 704.30	\$ 8,451.60	\$ 839.07
\$ 509.77	\$ 6,117.19	\$ 628.64
\$ 1,538.14	\$ 18,457.67	\$ 2,044.20
\$ 4,130.85	\$ 49,570.14	\$ 4,974.53

Anthem Vision		#	Anthem Vision	% Subsidy	School Cont. Vision	Employee Cont. Vision
Employee Only	33	\$4.68	100%	\$ 4.68	\$0.00	
Employee & Child	1	\$8.19	86%	\$ 7.04	\$1.15	
Employee & Child(ren)	8	\$9.36	86%	\$ 8.05	\$1.31	
Employee & Spouse	10	\$8.19	85%	\$ 6.96	\$1.23	
Family	16	\$13.62	78%	\$ 10.62	\$3.00	
Total	68					

School Cont. Vision Total Monthly	School Cont. Vision Total Yearly	Empl Semi-Monthly Vision
\$ 154.44	\$ 1,853.28	\$ 154.44
\$ 7.04	\$ 84.52	\$ 8.19
\$ 64.40	\$ 772.76	\$ 74.88
\$ 69.62	\$ 835.38	\$ 81.90
\$ 169.98	\$ 2,039.73	\$ 217.92
\$ 465.47	\$ 5,585.67	\$ 537.33

Total Health 71  
 Total Dental 70

	Monthly	Yearly
Health Care Cost	\$ 75,707.88	\$ 908,494.56
Dental Care Cost	\$ 4,130.85	\$ 49,570.14
Vision Care Cost	\$ 465.47	\$ 5,585.67
Total	\$ 80,304.20	\$ 963,650.37
Total H-C Budget FY24	\$ 91,471.50	\$ 1,097,658.00
Budget +/-	\$ 11,167.30	\$ 134,007.63

The new plan year begins October 1, 2024

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

On a motion from Elaine Pearson, seconded by Meredith Moses, health, vision, and dental rate renewals were approved by the Executive School Board on a unanimous voice vote.

e. **Trip Proposal to Tulsa and OK City, Spring 2025 – Second Read**

The Black Legacy/Black Lives: African American History and Culture senior seminar (taught by NaKita Lee) is planning an experiential learning trip to Tulsa and Oklahoma City, Oklahoma for March 13-16, 2025.

The trip intends to help students connect deeply to critical moments concerning race, religion, gender, and equity in the United States. The course aims to provide a nuanced understanding of the vibrant tapestry of African American experiences through experiential learning such as a field trip to one of the landmarks of what has been historically called Black Wall Street.

Estimate per Student Cost (12 students): \$1,400  
 Chaperones (2) Nakita Lee and Lisa Williams

On a motion from Meredith Moses, seconded by Elaine Pearson, the trip proposal to Tulsa and OK City was approved by the Executive School Board on a unanimous voice vote.

## XI. Director's Report

### A. Verbal Updates

- **Summer Cadence Theatre Youth Camp at MLWGS #1 June 2024**
  - Into the Woods *and* Lion King Kids

**“Our Jammin’ in June and July programs are sold out.”**

*Experience the magic at Cadence Camps Jammin' in June with a dazzling summer production of Disney's The Lion King KIDS! Disney's The Lion King KIDS highlights beloved songs from the Broadway musical and animated film, such as “I Just Can't Wait to Be King,” “He Lives in You,” and “Hakuna Matata.” Young performers will also acquire a variety of theatrical skills, including mask-making and puppetry, fostering a creative exploration of this cherished story.*

*Step into a world of enchantment at Cadence's Jammin' in June featuring Into the Woods JR. Follow the quests of a baker and his wife longing for a child, Cinderella yearning for the King's festival, and Jack hoping for his cow to give milk. With unforgettable roles, minimal dancing, and a refined score crafted for young performers, Into the Woods JR promises a magical experience.*

For the June camp, the following **MLWGS students worked as camp counselors**: Shakylia Jones ('25-Chesterfield), Piper White ('27-Richmond), Lola Aquista ('27-Chesterfield), and graduates Mykayla (Kit Kat) Mann ('24-Richmond), and Yuna Chen ('24-Henrico).

- **Summer Youth Camp with Cadence Theatre at MLWGS #2, July 2024**
  - Finding Nemo Kids *and* Disney's The Little Mermaid JR

*Dive into the depths of enchantment with Cadence Jammin' in July Camp, presenting Disney's Finding Nemo KIDS, a 30-minute musical adaptation of the beloved 2003 Pixar film with new music by an award-winning songwriting team. Join Marlin, an anxious clownfish, and his adventurous son Nemo, living in the Great Barrier Reef.*

*Embark on a captivating underwater journey with Cadence's Jammin' in July Camps featuring Disney's The Little Mermaid JR! Join Ariel and her oceanic companions in this enchanting adaptation from Disney's Broadway production and movie,*

For the July camp, the following **MLWGS students worked as camp counselors**: Shakylia Jones ('25-Chesterfield), V Lowden, Sahana Manohar, and graduates Mykayla (Kit Kat) Mann ('24-Richmond), Yuna Chen ('24-Henrico), and Leland Gates.

Every year we open the door first to MLWGS students to receive a meaningful experience and paid and/or volunteer opportunities with our camp. We also allow MLGS staff members to enroll their children and youth for free!

- **A few facility updates.**
  - RTU1 was replaced
  - The split unit in the server room was replaced.
  - Waxing was completed on all floors.
  - Costen refinished the gym floor.
  - American Glass installed a new window at the attendance office and will place barrier glass around the security station.
  
- **Activities for Opening**
  - We will welcome 796 students out of 797 slots, including 201 freshmen from 14 school districts.
  - College Boot Camp for Seniors 8-5 through 8-7
  - New Teacher Orientation 8-7
  - All Teachers Return 8-8
  - Walker Way Welcome Day 8-12 (more information below)
  - Freshmen Orientation 8-13
  - Professional Development 8-9 and 8-15
  - Instruction begins 8-19 in-person
  - Back to School Night, Thursday 9-5
  
- **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 12**

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.

***B. Coming Events***

August 15, 2024, through September 19, 2024

Thursday, August 15 <sup>th</sup>	<b>Executive School Board Meeting, 9:00 am, Room 153</b>
	Professional Development Day
Monday, August 12 <sup>th</sup>	<b>First Day of Instruction with Student Classes on Campus</b>
Tuesday, August 20 <sup>th</sup> – Tuesday, August 20 <sup>th</sup>	The Class of 2028 Parent Welcome Sponsored by the MLWGS Foundation, 7 – 8:30 pm, Libbie Mill Clubhouse
Friday, August 30 <sup>th</sup>	<b>Holiday – School Closed</b>
Monday, September 2 <sup>nd</sup>	<b>Holiday – School Closed</b>
Tuesday, September 3 <sup>rd</sup>	Monthly Faculty Meeting, 3:30 pm, Forum
Thursday, September 5 <sup>th</sup>	Senior Portraits with LifeTouch
	Back-to-School Night, 6:30 pm
Monday, September 9 <sup>th</sup> - Tuesday, September 10 <sup>th</sup>	Underclasses and Staff Portraits with LifeTouch
Friday, September 13 <sup>th</sup>	Q1-Interims available
Tuesday, September 17 <sup>th</sup>	Planning Committee Meeting, 10 am, Room 153
Thursday, September 19 <sup>th</sup>	<b>Regional School Board Meeting, 9:00 am, Room 153</b>

The director discussed the currently scheduled September 19, 2024, RSB meeting that currently conflicts with a VSBA conference that will result in MLWGS not having a quorum. We offered a poll to members, and many responded that Wednesday, September 18 would be an option, but more members still need to respond to the poll as the proposed date has not yet achieved a quorum for September 18 either.

Another item for the board to consider in the coming months is that Mr. Pritchett and Ms. Hall will both be rolling out of the leadership chairs on the board at the end of the year and members need to consider who will occupy those positions for 2025. The director will add this as a topic for discussion at the September meeting.

***C. Scenes from the 2024 RSB-approved trip to London/Paris/Madrid in July***

A brief video was played for the board.

***D. Meet the New Faculty Introduction Video***

The board was presented with biographies by video of new faculty including **Erin MacPherson**-English, **Alison Manning**-Spanish/International Languages, **John Clark**-Social

Studies, **William Ryba**-Science, **David Smail**-Science, **Joseph Revell**-Choral and Drama Teacher, **Jennifer McLaughlin**-English, **Dr. Tyler Goldberger**-Social Studies, **William Cottrell**-Science, **Andrew Maples**-English, **Kayla Jeffreys**-P/T Security Guard, and **Bradley Jenkins**-P/T Security Guard.

## **XII. Unfinished Business**

### **A. Strategic Plan Implementation Report**

The director reported no updates to report coming off the summer break. However, he stressed that the existing plan expires at the end of June 2025 so we will start this fall to develop a new plan. Board members, faculty, community, and others will be asked to participate in its development.

Dr. Lowerre also informed the board that 2024-2025 is the year the school is due for its official VDOE site visit which will occur in October. These reviews occur every six or seven years. He concluded by adding the review team will want to speak with board members.

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

### **a. FY19 – FY21 Audit Reports – First Read**

Cherry, Bekaert CPA's presents the following audit reports to the Regional School Board that contain the auditor's responsibilities and opinions. Links are provided below to each report.

[Report of Independent Auditor on Internal Control Over Financial Reporting](#)

[Audit Management Letters](#)

[Audit Opinions](#)

[FY2019](#)

[FY2020](#)

[FY2021](#)

The director reported the fund balance for FY2021 is \$1,459,455. held by Richmond Public Schools. He expects that FY22, 23, and 24 should add some more monies as we never go negative and the time may be upon us to pull some of those funds for major capital improvements the school needs; 2-3 more HVAC units and the track reflufluffing.

Dr. Lowerre has been told by the auditor that FY22 and FY23 should be done in the next few months as they are in development now. Plus, it's easier to get audits done now as we are not so many years in arrears. He also recognized the efforts of the auditor's newest team member who has been so dedicated to the project.

Lastly, the director reminded that Richmond had expressed a desire to remove its responsibility as fiscal agent for MLWGS to another division. Henrico had expressed an

interest at one time but wouldn't consider the responsibility until the school's audits were up-to-date.

Later in the meeting, Ms. Moses asked if everything was fine with the audits (placed here in the minutes for parring with the subject). Dr. Lowerre responded there were just a few technical items related to suggestions of transactions happening at the end of June and beginning of July, also known as carryovers. Everything that was reported in the wrong month was fixed but we need to work on closing out June cleaning. One of the glitches involved a double payment that was reimbursed to the wrong fiscal year. These matters are listed in the audit opinion papers.

**b. Policy and Regulation from Spring 2024 - First Read**

To begin, Dr. Lowerre recognized Ms. Moses for her work on the Policy Steering Committee which was invaluable over the summer work sessions.

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

<b>Final</b>	<b>RL</b>		<b>New/Amended</b>	<b>Actions</b>
		<b>Foundations</b>		
		<b>School Board Governance</b>		
	<b><u>1004.1</u></b>	School Board Member Liability Insurance	<b>NEW</b>	Stipulates coverages provided by MLWGS
	<b><u>1007</u></b>	School Board Member Compensation and Benefits	<b>NEW</b>	Each respective board member submits salaries and expenses incurred with/for official duties to the home division.
	<b><u>1012.a</u></b>	Advisory Committees to the Board	Amended	Cross-reference added and legal references deleted. Deleted the term of service of an advisory committee
	<b><u>1017</u></b>	Board Staff Communication	Reviewed	Update not necessary as we have not adopted collective bargaining
		<b>Administration</b>		
	<b><u>2016</u></b>	Lactation Support for Employees	Amended	Title updated. Cross-reference added and legal references added/deleted. Policy tweaked to include 'and free from intrusion.'
	<b><u>2021.1</u></b>	School Closings	Amended	Cross-reference added. Policy language updated adding in-person instruction option.

	<u>2022</u>	Emergency First Aid, CPR, and AED Certified Personnel	Amended	Changes languages of nurse practitioners to advanced practice registered nurse in multiple places.
		<b>Instruction</b>		
	<u>3003.1</u>	VA Assessment Program and Graduation Requirements	Amended	Deleted a legal reference. Other edits in the policy did not apply to MLWGS as they covered children of certain federal employees
	<u>3004</u>	School Year School Day	Amended	Adds new cross-reference. Also, language is added limiting to 10 days of remote learning.
	<u>3007</u>	Administration of Surveys and Questionnaires	Amended	Policy formatting changed to reflect the content of legal references.
		<b>Student Services</b>		
	<u>4076</u>	Lactation Support	Amended	Title updated. Cross-reference added and legal references added/deleted. Policy tweaked to include ‘and free from intrusion.’”
	<u>4091</u>	Student-Athlete Sudden Cardiac Arrest	Amended	Removes gender expression.
		<b>Human Resources</b>		
	<u>5014</u>	Staff Board Communication	Amended	Minor edits (also see #1017)
	<u>5017.1</u>	Staff Compensation Procedures	Amended	Reviewed, minor edit.
	<u>5017.2</u>	Notice of How Employees Who Work Less Than 12 Months Are To Be Paid	<b>NEW</b> – Policy Committee worked on this previously, but was not Adopted	Codifies our current practice.
	<u>5020</u>	Professional Staff Discipline	Amended	Minor update to gender language.
	<u>5065-R10.1</u>	Regulation on Leave Without Pay	Amended	Policy updated to reflect content of legal references. Legal reference added.
		<b>Community Relations</b>		
Also updated summer 2024-use that version	6010.1	Community Use of School Facilities	Amended	This was deleted by the VSBA so it does not duplicate the Regulation, but its language does not IMO. One sentence and one cross-reference was added.

	<u><b>6010.2</b></u>	Regulation Regarding Authorized Use of School-Owned Facilities and Materials	Reviewed	Reviewed – no changes. This is the same as our application form used by the public.
	<u><b>6013</b></u>	Public Complaints About Learning Resources	Amended	It was updated to present two possible procedures for considering complaints regarding learning resources.
	<u><b>6013.1-F</b></u>	Form: Request for Reconsideration of Learning Resources	Amended	Exhibit updated.
	<u><b>6026</b></u>	Naming of School Facilities	<b>NEW</b>	Is this the right category?
		<b>Finance &amp; Operations</b>		
	<u><b>7002.1</b></u>	Inventory and Reporting of Loss or Damage	Amended	Deleted cross-reference.
	<u><b>7004</b></u>	Funds for Instructional Materials	Amended	Policy updated to reflect RSB’s designation of a second person to sign checks disbursing funds.
	<u><b>7014</b></u>	Purchasing Authority	Amended	Policy reorganized for clarity. Cross-references added.
	<u><b>7016</b></u>	Non-Locally Funded Programs	Amended	Minor grammatical errors which we had already fixed. But there is a question about board authorization of grants.
	<u><b>7019</b></u>	Petty Cash Funds	Amended	Minor grammatical errors which we had already fixed. Consider the necessity of bond coverage for person responsible for Petty Cash.
	<u><b>7020</b></u>	Payment Procedures	Amended	Minor edits related to gender language.
		<b>Student Conduct</b>		
	No Policy updates at this time for this section			

Policy and regulation updates from spring 2024 will be presented for Regional School Board approval at their meeting in September 2024.

**b. Policy and Regulation from Summer 2024 - First Read**

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

<b>Final</b>	<b>RL</b>		<b>New/Amended</b>	<b>Actions</b>
		<b>Foundations</b>		
	<u><b>0001</b></u>	School Goals and Objectives	<b>Reviewed</b>	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<u><b>0002</b></u>	Facilities Planning	<b>Reviewed</b>	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<u><b>0003</b></u>	Construction Planning	<b>Reviewed</b>	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
	<u><b>0004</b></u>	Education Facilities Specifications	Amended	Cross-reference of 0005 added. (8-19-21)
	<u><b>0005</b></u>	Accommodations for Individuals with Disabilities	<b>NEW</b>	Needed for cross-reference in other policies (0004 and 0011)
	<u><b>0011</b></u> and 5012 and 8001	Nondiscrimination	Amended	Policy and legal references updated. Cross-reference added. (10-20-22).
	<u><b>0012</b></u>	Education Philosophy	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u><b>0013</b></u>	Strategic Plan	Amended	Updated to reflect reports to the Regional Board and the public during regular meetings. Also posted to the school website. (10-15-20) <b>NOTE: public hearing needed before new plan RSB approval.</b>
		<b>School Board Governance</b>		
	<u><b>1002</b></u>	Unexpired Term Fulfillment	<b>Reviewed</b>	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<u><b>1003</b></u>	Board Member Oath of Office	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet

				date requirements but not revised (10-15-20)
<u>1007</u>	<u>1007</u>	Evaluation of School Board Operational Procedures	<b>NEW</b>	We used the Goochland version along with the evaluation tools provided by Chesterfield. Board to discuss when the self-evaluation tool is best completed. September or October is recommended.
	<u>1007-P</u>	Procedure for Evaluation of School Board Operational Performance	<b>NEW</b>	Mirrored to the process used by CCPS.
	<u>Manual</u>	MLWGS Operating Protocols Manual	<b>NEW – if adopted will be introduced with Code of Conduct in January</b>	Manual mirrored to one used by CCPS
	<u>1009</u>	Rules of Order	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>1009.1</u>	Items for Adoption, Revision, Suspension	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>1016.1</u>	Administration in Policy Absence	Amended (not by VSBA)	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-20-20)
	<u>1017</u> and 5014	Board-Staff Communication	Amended (not by VSBA)	<b>Cross reference added.</b> Reviewed by MLWGS Policy Committee to meet date requirements
	<u>1017-R</u> and 5014.1R	Two-Way Communication System	<b>Reviewed</b>	<b>Minor edits to reflect gender language standards.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20).
	<u>1020</u>	Electronic Participation in School Board Meetings from Remote Locations	Amended	Per VSBA – this policy must be adopted annually. Policy and legal references updated. Changes: expands rules for RSB members to participate remotely, new

				provision for if a member is a caretaker and defines caregiver, if the member has a disability and uses remote participation counts toward quorum. If an RSB member using remote participation is challenged - the RSB votes on whether to allow it. Local policies cannot prohibit or restrict an RSB member who is participating remotely.
	<b><u>1021</u></b>	Quorum	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<b><u>1022.1</u></b>	School Board Organizational Meeting	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<b><u>1024</u></b> and 6030	Public Participation at School Board Meetings	Amended	Includes students for public participation. Legal reference update.
	<b><u>1024-R</u></b>	Regulation for Public Participation at School Board Meetings	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21) Minor edits to reflect gender language standards.
	<b><u>1029</u></b>	Allocation of Commitment Slots	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20) Minor grammatical edits.
	<b><u>1030</u></b>	School Admission	Amended (not by VSBA)	VSBA policy update includes kinship rules, but that update doesn't apply to MLWGS and is not included. Otherwise, this update consists of a minor grammatical change.
	<b><u>1030-R1</u></b>	Reg: Admission of Students	Amended (not by VSBA)	Updated to reflect current admissions handbook procedures. (10-21-21) Adds 'Regulation' to the title.



	<u><b>1030-R2</b></u>	Reg: Admissions Assessments	Amended (not by VSBA)	Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21) Adds 'Regulation' to the title.
	<u><b>1031</b></u>	Admission of International Students	Amended (not by VSBA)	Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20) This update includes minor grammatical changes along with content changes.
	<u><b>1032</b></u>	Admission of Foreign Exchange Students	Amended (not by VSBA)	Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20) This update consists of minor grammatical changes.
	<u><b>1036</b></u>	Relations with Private Schools	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>1040</b></u>	School Attorney	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<u><b>1050</b></u>	School Advisory Council By-Laws	Amended (not by VSBA)	Reviewed to meet date requirements but not revised. <b>SAC should also review.</b> (10-15-20)
	<u><b>1071-P</b></u>	Non-School Sponsored International Travel Procedure	Amended (not by VSBA)	<b>Changes are grammatical, not content. Adds word Procedure in title.</b> Not VSBA reviewed (10-21-21).
		<b>Administration</b>		
	<u><b>2010</b></u>	Administration Goals	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>2011</b></u>	Policy Administration	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u><b>2012</b></u>	Administration in Policy Absence	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<u><b>2013.1</b></u>	Educational Facilities Specifications	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not

				revised (8-19-21) <b>Cross-reference added.</b>
	<b><u>2016</u></b> and 4076	Lactation Support	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised. (10-15-20)
	<b><u>2017</u></b>	Possible Exposure to Viral Infections	<b>Reviewed</b>	<b>Minor gender language change.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<b><u>2020</u></b>	School Crisis, Emergency Management and Medical Emergency Response Plan	Amended	Legal reference update. Note: each building evacuation plan must include provisions that seek to maximize the opportunity for students with mobility impairments to evacuate alongside non-mobility-impaired students. 10-17-23
	<b><u>2021</u></b>	Safety Drills	Amended	The number of fire drills held each year now comes from the Statewide Fire Prevention Code. Legal reference updated. 10-21-21
	<b><u>2021.1</u></b>	School Closings	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<b><u>2021.2</u></b>	Electronic Room Partitions	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<b><u>2022</u></b>	Emergency First Aid, CPR and AED Certified Personnel	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>2024</u></b> and 8033 and 5089	Weapons in School	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>2024-R</u></b>	Reg: Weapons in School	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>2026</u></b>	Authorized Use of School-Owned	<b>Reviewed</b>	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee

		Facilities and Materials		to meet date requirements (10-15-20)
	<u>2026-R</u>	Regulation Regarding Authorized Use of School Facilities	<b>Reviewed</b>	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<u>2030</u>	Reports Acts of Violence and Substance Abuse	Amended	Cross-reference added. 10-20-22
	<u>2049</u>	Public Information Program	Amended	Legal reference added. 8-19-21
	<u>2051</u>	Media Relations	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>2070</u>	Internet Privacy	Amended	Policy updated. VA Code requires each public body, including schools, that has a website to make its internet privacy policy available on the website in a conspicuous manner. 8-19-21
	<u>2070-R</u>	Internet Privacy Policy Statement	<b>Reviewed</b>	<b>Minor changes of MLWGS acronym to the full name.</b> Otherwise, reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
		<b>Instruction</b>		
	<u>3000.1</u>	National Motto	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>3000.2</u>	Pledge of Allegiance	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>3001</u>	Instructional Goals and Objectives	Amended	Updated legal and cross-references to comply with the VA Literacy Act and College and Career Ready VA.

	<u><a href="#">3001.1</a></u>	Notification of Learning Objectives	Amended	Policy updated but not all updates may apply to MW
	<u><a href="#">3002.1</a></u>	Class Size	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><a href="#">3002.2</a></u>	Grading Scale	Amended	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><a href="#">3003</a></u>	Academic Standards and Community Service Policy	Amended	<b>Added cross-reference.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<u><a href="#">3003.2</a></u>	Retaking SOL Assessments	Amended	Legal reference updated. Other VSBA updates do not apply to MW as they are intended for K-8.
	<u><a href="#">3003.6</a></u>	Teaching About Controversial Issues	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><a href="#">3003.9</a></u>	Human Research	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><a href="#">3003.10</a></u>	Remediation Recovery Program	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	3004	School Year/School Day	See Spring Update	This version is <b>UNCHANGED from the VSBA February 2024 update.</b> This one corrected a footnote. We will submit the February version which the committee reviewed in the spring and will be submitting to the board in August
	<u><a href="#">3005</a></u>	Instructional Materials	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u><a href="#">3006</a></u>	Textbook Selection, Adoption, and Purchase	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet

				date requirements but not revised (8-19-21)
	<b><u>3006.1</u></b>	Supplementary Materials Selection and Adoption	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<b><u>3007</u></b>	Administration of Surveys and Questionnaires	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<b><u>3008</u></b>	Acceptance of Electronic Signatures and Records	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<b><u>3011</u></b>	School Counseling Program	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<b><u>3011.2</u></b>	College and Career Readiness	Amended	Legal and cross-references updated. HS students are provided access to courses sufficient to complete College and Career Readiness VA Program and removed Advanced/Alternative Courses for credit language to avoid duplication (a policy we don't use or have)
	<b><u>3012</u></b>	Health Education/Physical Education	Amended	Cross-references updated. Health instruction topics added. RSB may accept participation in JROTC and offers research based hazing prevention that must include an online option.
	<b><u>3015</u></b>	Character Education	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<b><u>3016</u></b>	Advanced Placement Classes and Special Programs	Amended	Legal and cross-references updated. Policy updated.
	<b><u>3018</u></b>	Acceleration	Amended (not by VSBA)	Remove cross-reference 3019 – Programs for the Gifted. This policy was never adopted.

	<u>3020</u>	Teaching about Drugs, Alcohol, and Tobacco	Amended	High schools must annually distribute fentanyl education and awareness info developed by DOE during the first two weeks of school. Cross references added.
	<u>3021</u>	Homework	Reviewed	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>3021.1R</u>	Regulation for MLWGS Homework Guidelines	Reviewed	<b>Adds Regulation to Title.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
	<u>3031</u>	Virtual Courses	Amended	Legal and cross-references updated. Includes reference for definitions in the policy.
	<u>3032</u>	Study Abroad	Reviewed	Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
	<u>3035</u>	Parent and Family Engagement	Reviewed	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u>3036</u>	Community Resource Persons School Volunteers	Reviewed	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
		<b>Student Services</b>		
	<u>4000</u>	Maggie L. Walker Governor's School Honor Code	Amended	<b>Sent to Max Smith for review and update. Title updated to include school name.</b> (1-16-20).
	<u>4005</u>	VHSL Sport and Activity Policy	Amended	<b>Minor gender edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
	<u>4006</u>	Field Trips	Reviewed	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>4006.P</u>	Field Trip Procedures	Amended	<b>Gender edits made throughout policy.</b> Reviewed by MLWGS Policy Committee to meet date requirements (4-15-21)

	<u><b>4008</b></u>	Suicide Prevention	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>4008.P</b></u>	Suicide Prevention Procedures for the Contact of Parents	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>4009</b></u>	Drugs in School	Amended	Legal and cross-references updated. (3-21-24)
	<u><b>4010</b></u>	Substance Abuse-Student Assistance	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<u><b>4012</b></u>	Child Abuse and Neglect Reporting	Amended	<b>Minor gender edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21) <b>Note: mandatory reporting training of suspected sexual abuse of minors is included in employee orientations as well as employee in-service training. School posts notice on website.</b>
	<u><b>4019</b></u>	Student Health Services	Amended (not be VSBA)	Reviewed by MLWGS Policy Committee to meet date requirements. Revised to include nurse language (10-15-20)
	<u><b>4030.P</b></u>	Procedures for Student Organization and External Group Activities	Amended	Name Update. Multiple revisions to update the procedure to current practice. (8-19-21)
	<u><b>4030.1</b></u>	Sororities and Fraternities	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u><b>4031</b></u>	Fund Raising and Solicitation	Amended (not be the VSBA)	<b>Minor gender edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements (4-15-21) <b>Note: The director periodically furnishes the Regional School Board with an up-to-date listing of all fundraising activities being</b>

				conducted in the school – email Activities Director
	<u>4032</u>	Student Publications	Amended	Minor edits and cross-references updated. (8-19-21)
	<u>4044</u>	Parental Rights and Responsibilities	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>4045</u>	Student Records	Amended	Legal and cross-references updated. Definition of ed record includes electronic communications. Federal agency name change. Records retention rule change, and consent not needed to transfer records for transferring students. (10-15-20)
	<u>4046</u>	Student Transcripts	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u>4050</u>	Release of Student Data-Records	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<u>4070</u>	Directory Information	Amended (not be VSBA)	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<u>4073.R</u>	Regulation Pertaining to School Attendance with Blood Borne Contagious or Infectious Disease	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>4075.R</u>	Implementation of a Wellness Program	Amended (not by VSBA)	Grammatical changes. Also deleted support staff from roster of members and added health professionals. (2-20-20)
	<u>4076</u> And 2016	Lactation Support	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised. (10-15-20)
	<u>4090.R</u>	Guidelines for Concussion Management	Amended (not by VSBA)	<b>Minor grammatical changes.</b> Reviewed by MLWGS Policy Committee



				to meet date requirements (10-17-19)
	<u>4094</u>	Anaphylaxis Policy	Amended (not by VSBA)	<b>Minor edits – changes clinic aide to school nurse.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
		<b>Human Resources</b>		
	<u>5000</u>	Personnel Policies Goals	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>5000.1</u>	Staff Hiring	<b>Reviewed</b>	<b>Minor grammatical changes.</b> Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5000.1P</u>	Hiring Procedures	<b>Reviewed</b>	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5000.2</u>	Employment of Family Members	Amended	Updated to revise gender pronouns.
	<u>5000.4</u>	Communicable Tuberculosis	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5001</u>	Personnel Records	Amended	Policy and legal references updated. School Boards must respond within 10 working days to another SB for employment verification.
	<u>5003</u>	Acceptance of Electronic Signatures and Records	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u>5004</u>	Professional Staff	Amended	Policy updated to reflect amendment to VA Code. Director may issue a provisional teacher license to an individual. Also adds local eligibility license.
	<u>5006</u>	Evaluation of Professional Staff	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)

	<u><b>5006.1</b></u>	Evaluation of Support Staff	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>5007</b></u>	Support Staff	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5007.4</b></u>	School Bus Drivers	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5007.4P</b></u>	Procedures for Educational Materials for School Bus Drivers	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5009</b></u> and 7032	Expense Reimbursement	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5009-R</b></u> and 7032R	Regulation for Expense Reimbursement	<b>Reviewed</b>	<b>Question on policy.</b> Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5009.1R</b></u> and 7032.1R	Regulation for Travel Reimbursement	<b>Reviewed</b>	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5010</b></u> and 7033	Supplemental Compensation for Administrators	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5011</b></u> and 8000, 0011	Prohibition Against Harassment and Retaliation	Amended	<b>Minor edits on pages 1 and 3. Legal and cross-reference added.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<u><b>5011.2</b></u>	Prohibition of Abuse Work Environment	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u><b>5012</b></u>	Equal Employment Opportunities	Amended (not be the VSBA)	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee

	and 0011, 8001			to meet date requirements (10-21-21)
	<u><b>5013</b></u>	Drug & Alcohol-Free Workplace	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5014</b></u>	Staff-Board Communication	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u><b>5014.1R</b></u> and 1017R	Two-Way Communication System	<b>Reviewed</b>	<b>Includes gender edits and policy number edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15- 20)
	<u><b>5015</b></u>	Professional Staff Contracts	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5016</b></u>	Supplementary Pay	Amended	Policy updated to reflect content of legal references.
	<u><b>5016.1</b></u>	Tutoring for Pay	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>5017</b></u>	Staff Salary Schedules	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>5017.1</b></u>	Staff Compensation Procedures	Amended (not by the VSBA)	Deleted cross reference. (8- 19-21)
	<u><b>5017.1R</b></u>	Masters or Master+30 Salary Schedule Regulation	Amended (not by the VSBA)	<b>Clarification of second Master degree on the salary schedule</b> (10-15-20)
	<u><b>5020</b></u>	Professional Staff Discipline	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5020-R</b></u>	Regulation for Professional Staff Discipline	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>5022</b></u>	Suspension of Staff Members	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)

	<u>5025</u>	Access to Employee Social Media Accounts	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<u>5028</u>	Staff Participation in Political Activities	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>5030</u>	Professional Staff Development	Amended	Each SB must provide training in science-based reading research and evidence-based literacy instruction. Each SB must provide training implementing the VA IEP for special ed teachers. Each SB must provide training in instructional practices designed to support specifically designed instruction for inclusive settings.
	<u>5040</u>	Third Party Complaints Against Employees	Amended (not by the VSBA)	<b>Minor edit for gender identification.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-20-20)
	<u>5050</u>	Virginia Retirement System	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5050.1</u>	Voluntary Retirement Savings Program	Amended (not be the VSBA)	<b>Add 'full-time' staff.</b> (10-15-20)
	<u>5050.2R</u>	Regulation Pertaining to Retirement	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>5050.3R</u>	Regulation Pertaining to Post Retirement Earnings	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>5060</u>	Reduction in Professional Staff Work Force	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>5060-R</u>	Reduction in Force Regulation	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet

				date requirements but not revised (10-15-20)
	<u>5062</u>	Staff Benefits	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u>5062-R</u>	Regulation on Health and Dental Care	Amended (not by the VSBA)	<b>Minor edits made.</b> Reviewed by MLWGS Policy Committee to meet date requirements (2-25-21)
	<u>5064</u>	Staff Time Schedules	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u>5065</u>	Staff Leaves and Absences	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5065-R</u>	Information Pertaining to the Fair Labor Standards Act	Amended (not by the VSBA)	<b>Fair Labor Standards Act (FLSA) rate is still \$7.25/but VA Dept of Labor (VDOL) is \$12/hr</b> (10-15-20). Edits out any mention of compensatory time for non-exempt employees plus the FLSA government link.
	<u>5065-R1</u>	Sick Leave	Amended (not by the VSBA)	<b>Update to buyout rates based on substitute pay and other minor edits to policy</b> (10-19-23)
	<u>5065-R2</u>	Personal Leave	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>5065-R3</u>	Regulation: Vacation Leave	Amended (not by the VSBA)	<b>Changed section on compensatory time (not applicable for non-exempt employees). Added cross-reference.</b> (10-21-21)
	<u>5065-R4</u>	Religious Leave	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5065-R5</u>	Professional Leave	<b>Reviewed</b>	<b>Minor gender edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)

	<u>5065-R6</u>	Regulation: Compensatory Time for Employees	Amended	<b>Added Exempt to policy title.</b> Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<u>5065-R7</u>	Paid Bereavement Leave	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5065-R8</u>	Civil Leave	<b>Reviewed</b>	<b>Minor edit for gender language.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<u>5065-R10</u>	Leave of Absence Without Pay	<b>Reviewed</b>	<b>Minor edits for gender language.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<u>5065-R10.1</u>	Leave Without Pay	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
	<u>5065-R11</u>	Education Leave Without Pay	Amended (not by the VSBA)	<b>Minor edits and grammatical gender changes.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<u>5065-R12</u>	Absence Without Approved Leave	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u>5065-R13</u>	Worker's Compensation and Job Related Injury Leave	Amended (not by the VSBA)	Updated with new carrier information (VACorp) (10-15-20)
	<u>5065-R14</u>	Civic Leave	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>5066</u>	Absenteeism and Tardiness	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<u>5070</u>	Family and Medical Leave	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)

	<b><u>5075-P</u></b>	Procedure: Child Abuse and Neglect Reporting	Amended (not by the VSBA)	<b>Updates to phone number and link. Minor gender edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-19-21)
	<b><u>5080</u></b>	Staff Research and Publishing	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-19-21)
	<b><u>5089</u></b> and 8033 and 2024	Staff Weapons in School	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>5090</u></b>	Unlawful Manufacture, Distribution, Dispensing, Possession, or Use of a Controlled Substance	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<b><u>5100</u></b>	Substitute Teachers	Amended (not by VSBA)	See paragraph with years (23-24). (10-19-23)
	<b><u>5101</u></b>	Nonschool Employment by Staff Members	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
		<b>Community Relations</b>		
	<b><u>6001</u></b>	Community Resource Persons School Volunteers	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<b><u>6002</u></b>	Parental Involvement	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>6003</u></b>	Goals for School-Community Relations	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<b><u>6006</u></b>	Sex Offender and Crimes Against Minors Registry Information	Amended	Edit to correct typo in policy title (4-15-21)
	<b><u>6009</u></b>	Tobacco Use on School Property	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet

				date requirements but not revised (10-15-20)
	<u><b>6010.1</b></u>	Community Use of School Facilities	Amended	Also updated during spring 2024 review of this committee. This version incorporates both updates. VSBA also updated in May with legal and cross-references added.
	<u><b>6011</b></u>	School Visitors	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>6015</b></u>	Public Conduct on School Property	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<u><b>6020</b></u>	Reproduction of Copyrighted Materials	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
DELETED	<u><b>6025</b></u>	Public Dedication of New Facilities	DELETED BY VSBA	Policy is not legally required.
	<u><b>6027</b></u>	Retirement of Facilities	<b>NEW</b>	This category?
	<u><b>6030</b></u> and 1024	Public Participation at School Board Meetings	Amended	Includes students for public participation. Legal Reference update.
		<b>Finance &amp; Operations</b>		
	<u><b>7001</b></u>	Support Services	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<u><b>7003.2</b></u>	Financial Accounting and Reporting	Amended (not by the VSBA)	<b>Minor edit.</b> Reviewed by MLWGS Policy Committee to meet date requirements (8-20-20)
	<u><b>7005</b></u>	Food Service Management	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<u><b>7005.1</b></u>	Food Sanitation Program	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)



	<b><u>7006.1R</u></b>	Regulation Regarding Distribution of Excess Food	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>7008</u></b>	Administrative Stipend for Travel and Cell Phones	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>7009</u></b>	Management of Funds	Amended	Legal and cross-references added.
	<b><u>7010</u></b>	Advertising in School	Amended	Paragraph removed not required by law.
	<b><u>7012</u></b>	Grant Programs	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>7015</u></b>	Small Purchasing	Amended	Updated policy to reflect amendment of Code 2.2-403 by HB 1116
	<b><u>7019-R</u></b>	Petty Cash Funds Regulation	Amended (not by the VSBA)	Minor typo correction. Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<b><u>7021</u></b>	Custody and Disbursement of School Funds	Amended	Legal and cross-references updated.
	<b><u>7032-R</u></b>	Regulation for Expense Reimbursement	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>7032.1R</u></b>	Regulation for Travel Reimbursement	Amended (not by the VSBA)	Edits to Regulation. Reviewed by MLWGS Policy Committee to meet date requirements (10-15-20)
	<b><u>7033</u></b> and 5010	Supplemental Compensation	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>7050</u></b>	Public Gifts to the School	Amended	Policy updated and cross-reference added.
	<b><u>7060</u></b>	Disposal of Surplus Items	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
		<b>Student Conduct</b>		

	<b><u>8000</u></b> and 5011, 0011	Prohibition Against Harassment and Retaliation	Amended	<b>Minor edits on pages 1 and 3. Legal and cross-reference added.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<b><u>8001</u></b> and 5012	Equal Opportunities/ Nondiscrimination	Amended (not by the VSBA)	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<b><u>8001.1</u></b>	Section 504 Nondiscrimination Policy and Complaint Procedures	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<b><u>8004</u></b>	Religion in School	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>8005</u></b>	Sportsmanship: Ethics and Integrity	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)
	<b><u>8009</u></b>	Student Conduct on School Buses	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (8-20-20)
	<b><u>8013</u></b>	Disciplining Students with Disabilities	Amended (not by the VSBA)	<b>Minor edits.</b> Reviewed by MLWGS Policy Committee to meet date requirements (10-21-21)
	<b><u>8015</u></b>	Teacher Removal of Students from Class	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-21-21)
	<b><u>8030</u></b>	Gang Activity or Association	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (4-15-21)
	<b><u>8033</u></b> and 5089 and 2024	Weapons in School	<b>Reviewed</b>	Reviewed by MLWGS Policy Committee to meet date requirements but not revised (10-15-20)

The board was advised to review new policies 1007, 1007.P, and the board's operating protocols manual that together will comprise the board's self-evaluation tools.

Policy and regulation updates from summer 2024 will be presented for Regional School Board approval at their meeting in September 2024.

**XIV. Information Items**

- Monday, Aug 12 was Walker Way Welcome Day at MLWGS for freshmen.

**XVI. New Business**

- The September 19 Regional School Board meeting must be rescheduled due to a conflict with a VSBA conference. The clerk will poll the board for a new date to establish a quorum and advise the board.

**XIX. Announcements/Additional Discussion**

None.

**XX. Adjournment of Executive Board Meeting**

On a motion by Meredith Moses, seconded by Elaine Pearson, the meeting was adjourned at 9:34 am.

**Next Meeting**

Regional School Board on September TBD, 2024, 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 15, 2024

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			