



**MINUTES
SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Booker T. Reaves Media Center, Charlottesville High School
Thursday, October 3, 2019 (5:00 PM)**

1.1 Call to Order: School Board Chair Jennifer McKeever called the meeting to order at 5:00 p.m.

2.1 Moment of Silence: School Board Chair Jennifer McKeever asked all those present to observe a moment of silence.

3.1 Pledge of Allegiance: The Board began its meeting with the Pledge of Allegiance to the Flag of the United States of America.

4.1 Roll Call:

The following Board Members were present:

Mr. James Bryant	Dr. Sherry Kraft
Ms. Jennifer McKeever	Ms. Leah Puryear
Ms. Lisa Torres	Mr. Juandiego Wade
Adrian Anderson, Student School Board Representative	

The following Board Members were absent:

Mr. Ned Michie

The following Staff Members were present:

Dr. Rosa Atkins	Dr. Gary Blair
Mr. Jeff Faust	Ms. Gertrude Ivory
Ms. Renee Hoover	Dr. Kendra King
Ms. Denise Johnson	Ms. Beth Cheuk
Ms. Julia Green	Ms. Leslie Thacker

The following Staff Members were absent:

Mr. James Henderson	Ms. Kim Powell
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5.1 Approval of Proposed Agenda: Mr. Wade made a motion, seconded by Ms. Puryear, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

6.1 Comments from Members of the Community: Dede Smith noted the disparity of poverty in Charlottesville City Schools and urged the Board to consider how policies and budget decisions impact this disparity such as the reduction of funding in EBL and out of district student enrollment.

Mario Salas, Attorney with Just Children/Legal Aid Justice Center, addressed the Board highlighting the need for a good school climate and sufficient resources for Positive Behavioral Interventions and Supports (PBIS). He applauded efforts promoting positive school climate and noted the importance of keeping students in school. He stressed the need to delineate the boundary between students and SROs. He also commended the Equity/Anti-Racist Policy.

Lashundra Bryson-Morseburger addressed the Board with comments of concern related to both Walker and Buford being accredited with conditions and asked what measures are in place to make sure that SOL scores track upward. She also noted that the recent changes to the Quest Program do help address equity and inquired about how the division is seeking teachers' perspectives.

Educational Highlights

7.1 [Bridge Builders](#): Jeff Faust, Director of Technology, introduced Peggy Van Yahres and Kay Slaughter, representatives for Piedmont Preservation, who presented information on Drewary Brown, a civil rights leader, and 36 others honored on his West Main Street bridge. Mr. Brown and the other citizens crossed racial and economic divides to build a better community.

Special Recognition

8.1 [Resolution on Disability History and Awareness Month 2019](#): Dr. Kendra King, Director of Student Services and Achievement, presented the Resolution on Disability History and Awareness Month for Board approval. Public awareness, knowledge and understanding of disabilities promote full participation by students with disabilities into school and community activities. Heightened awareness of individual contributions by people with disabilities advances inclusive communities. Guided by these beliefs, a group of young people with disabilities who are alumni of the Virginia Board for People with Disabilities' Youth Leadership Forum initiated a resolution that was passed by the 2009 General Assembly designating October as Disability History and Awareness Month (DHAM). The following vision statement was developed by this group for DHAM. Disability history education and awareness will promote positive attitudes in schools creating a culture of mutual respect, understanding and equal opportunities for all. Youth with disabilities, parents, teachers, and staff from the Virginia Department of Education, the Virginia Board for People with Disabilities, and the Virginia Commonwealth University Partnership for People with Disabilities have supplemented the bank of DHAM resources first developed in 2009.

Dr. Kraft made a motion, seconded by Ms. McKeever, to approve the proposed Resolution on Disability History and Awareness Month 2019 with the revision from "attempt to obtain" to "obtain". Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

8.2 [Dyslexia Awareness Month 2019](#): Dr. Kendra King, Director of Student Services and Achievement, presented the Dyslexia Awareness Month Resolution for Board approval. Ms. Torres expressed gratitude to the Governor and the grassroots parent group decoding dyslexia who advocated for dyslexia training. She also noted appreciation to schools for their efforts and the partnership with Learning Ally who partners with students and case managers to provide audio books and different types of materials.

Mr. Wade made a motion, seconded by Ms. Torres, to approve the resolution on Dyslexia Awareness Month 2019. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

8.3 [Virginia School Boards Association Bullying Prevention Month 2019](#): Jeff Faust, Director of Technology, presented the Virginia School Boards Association Bullying Prevention Resolution for Board information. The Virginia School Boards Association has declared October 2019 as Anti-Bullying Month and is encouraging all school divisions to adopt resolutions designating it as such. Additionally, VSBA is encouraging all Virginia schools to plan activities to talk about bullying and strategies to stop bullying within our schools. All principals will be given a copy

of this resolution if it is adopted and asked to work with school staff members to plan activities during the month of October. Each principal will be asked to report back about activities and results of the efforts.

9.1 Board Member Comments: Ms. McKeever thanked Ms. Slaughter and Ms. VanYahres for their presentation, Adrian Anderson, Student School Board Representative, for his service, and members of the public for their attendance.

Dr. Kraft provided an update on recent activities she attended a course on race/racism in schools, Arts Education at Paramount, an event around bullying in schools. She noted that she would like to make sure the division is working to create a strong supportive climate in schools and would like to hear more about what the division is doing. Dr. Kraft also attended a showing of “A Different Side” film premiere presented by the Black Male Alliance and Light House Studio and the VSBA Legislative Advocacy Conference. Dr. Kraft noted that vaping will be a priority for the School Health Advisory Board and is of real concern among students of all ages. Encouraged parents to talk with their children about the issue.

Ms. Puryear provided an update on recent activities she attended such as the Jefferson School Education Advisory Board meeting, a visit to Charlottesville High School, the Curtis Elder Track dedication, a City of Promise meeting, and a Council of Urban Board of Education (CUBE) Conference.

Ms Puryear announced that the Grace Tinsley Scholarship is coming up and congratulated former and upcoming scholarship recipients.

Mr. Wade addressed the Board with comments that the division has made great strides but still have a way to go and expressed appreciation for support from the community and noted that every member of the system is committed to addressing equity. He urged members of the community to serve as mentors to students and noted the importance of community support in making changes.

Ms. Torres provided an update on recent activities such as serving food at the CHS Football game, faculty talent show, “A Different Side” film, Buford/CSG event to recognize the Charlottesville 12, the Special Education Advisory Committee, and a Housing Advisory Board meeting.

10.1-5 Adoption of Consent Agenda: Items from the consent agenda included **Personnel Recommendations, Minutes from the September 5, 2019 School Board Meeting, Business, Financial, Routine Reports, and Grant Awards.** Mr. Wade made a motion, seconded by Ms. Puryear, to approve the adoption Adoption of the Consent Agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

Action Items

11.1 Approval - 2019-2020 Advisory Committees to the School Board: Dr. Kendra King, Director of Student Services and Achievement, presented the 2019-2020 Advisory Committees to the School Board item for Board consideration upon first reading at the September 5, 2019 meeting. Additional parent representation has been added as discussed and the item was presented for approval.

Mr. Wade made a motion, seconded by Ms. Puryear, to approve the 2019-2020 Advisory Committees to the School Board. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

11.2 New Pathway for Gifted Education: Gertrude Ivory, former Associate Superintendent of Curriculum and Instruction, presented the New Pathway for Gifted Education item for Board approval. Charlottesville City Schools has created new pathways for gifted education that has all students engaged in differentiated learning in general education classrooms. The Virginia Department of Education requires the School Board approval of every school

division's gifted education model. It was requested that the Board approved the new pathways for gifted education as designed and presented to the School Board on June 13, 2019.

Dr. Atkins introduced and welcomed Ms. Ivory who is serving while another employee is out.

Ms. McKeever noted the need for routine reports/update on the Pathways for Gifted Education.

Ms. Catlin noted that she has presented updates on the changes at PTO meetings across the division.

Dr. Atkins thanked Dr. Brighton and Dr. Tomlinson for their work on training teachers.

Dr. Kraft a motion, seconded by Mr. Bryant, to approve the New Pathway for Gifted Education. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

11.3 Amend FY 2020 Budget for City's Additional Appropriation: Renee Hoover, Director of Finance, presented the Amended FY 2020 Budget for City's Additional Appropriation item for Board approval.

Amend FY 2020 Budget

- Additional City Appropriation \$468,000
- Increase General & ALL Funds Total Budget to \$88,523,130

	General Fund	Special Revenue	Total
FY 2020 (Amended)	\$73,373,105	\$14,682,025	\$88,055,130
Additional City Appropriation	468,000	0	468,000
FY 2020 (Amended)	\$73,841,105	\$14,682,025	\$88,523,130

Use of Additional City Appropriation & Fund Balance

- Add 8 Teachers - New Pathway for Gifted Education
 - City appropriation - 6 teachers
 - CCS open positions/fund balance - 2 teachers

It was noted that seven of the eight gifted education teacher positions are filled.

Action to Amend FY 2020 Budget

- Request the School Board approve amending the FY 2020 budget to include additional City Appropriation of \$468,000 and the designation of up to \$78,000 from the Budgeted Fund Balance for Gifted Education.

Dr. Kraft made a motion, seconded by Mr. Wade to approve amending the FY 2020 budget to include additional City Appropriation of \$468,000 and the designation of up to \$78,000 from the Budgeted Fund Balance for Gifted Education. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

Items for Discussion

12.1 Equity Updates and Equity and Anti-Racism Policy: Gertrude Ivory, former Associate Superintendent of Curriculum and Instruction, introduced Denise Johnson, Supervisor of Equity and Inclusion, and Beth Cheuk, Coordinator of Community Affairs and Development, who presented an update on Equity and an Equity and Anti-Racism Policy.

Equity Commitments highlighted:

1. Supported/Supportive Staff
2. Diverse, Inclusive, and Rigorous Learning Experiences
3. Growing Relationships/Community
4. Equity Foundations

Ms. McKeever and Dr. Kraft thanked Ms. Cheuk and Ms. Johnson for their work.

Ms. Cheuk noted that the presentation does not include all activities and that there are many programs that were already in place and were not included as they are not new equity initiatives.

Equity and Anti-Racism Policy:

Ms. Cheuk stated that Ms. Johnson reviewed policies from across the country and reviewed input from past work sessions to help develop the proposed policy and that efforts to gather feedback from the community will continue.

Mr. Wade pointed out that the proposed policy includes many items that the division is currently doing as well as new items and appears to be much easier for staff/community to follow.

Mr. Bryant noted that the policy includes the need for yearly evaluation/update and that he appreciates that.

Dr. Atkins stated that data will be included on the web page and include an array of measures of achievement.

Dr. Kraft asked why religious discrimination is not included in the anti-racism. There was discussion related to how to not leave any group out. Paragraph 3 - to be student and staff driven vs. corporation driven.

Ms. McKeever suggested that she and Dr. Kraft work with Ms. Cheuk, and Ms. Johnson to discuss how best to move forward.

12.2 Proposed Legislative Priorities for the 2020 General Assembly: On Tuesday, November 12, 2019, at 5:30 p.m. School Board members will meet with Senator Creigh Deeds and Sally Hudson, unopposed candidate for the 57th District, to discuss legislative priorities for the 2020 General Assembly. Beth Cheuk, Community Relations Specialist, presented a list of priorities for Board consideration.

Items highlighted:

- Funding and Budget
- Local Control
- School Safety
- School Modernization
- Teacher Shortages

12.3 Measures of Educational Outcomes, Growth, & Access to Opportunities: Dr. Kendra King, Director of Student Services and Achievement, presented the Measures of Educational Outcomes, Growth, & Access to Opportunities item for Board information.

Dr. Atkins introduced and thanked Coordinators and Principals from Charlottesville City Schools. She noted that additional accreditation and performance data can be found on the Virginia Department of Education website and that Dr. King will present accreditation rates during her presentation. Dr. Atkins added that many media outlets publish federal calculations which do not factor in student growth. In comparison, local/state calculations include growth. Some of Charlottesville City Schools qualify for Community Eligibility Provision (CEP) where 100% of students at those schools receive free & reduced lunch and that skews the data. SOL tests in the last 10-11 years have changed three different times and it seems that students make progress then the state makes changes to

the test which results in the need to change curriculum. Literacy tests are now computer adaptive tests which allows the computer to determine the next level of rigor.

Ms. Ivory presented information on the division's GPS Redesign and Development Project:

Goal - Assure all students have access to high quality, standards-aligned, rigorous lessons everyday

- Phase 1 - Standards-Aligned Lesson Plans
 - Planned, purposeful process to create positive improvements in our educational system to increase the learning and academic achievement of all students
 - Build capacity and confidence of teachers to design and deliver high quality lessons that meet the needs of students and result in increased learning and academic performance
- GPS Redesign and Development Project
 - Revise Quarter 2 - Quarter 4 pacing guides
 - Build a bank of standards-aligned lessons
 - Targeted Focus Areas:
 - Literacy - Grades 3-8
 - Science - Grades 5-8
 - Mathematics - Grades K-4
 - Social Studies - Grades 5-8 (Summer 2020)

Questions/comments from the Board:

Mr. Bryant commended Dr. King for the presentation and welcomed Ms. Ivory back to the division.

Mr. Wade noted that Mecklenburg County is moving toward offering Dual Enrollment courses instead of Advanced Placement courses.

Ms. Torres expressed gratitude for all those who worked on the data collection and presentation.

Ms. McKeever stated that Mr. Michie sends his apologies that he couldn't attend the meeting. She noted that during prior school board retreats there has been a focus on improving graduation rates which has been successful. She added that results do not come overnight and that she is glad to see the proposal for the GPS redesign.

12.4 [2020-2021 Proposed Budget Calendar](#): Ms. Renee Hoover, Director of Finance, presented the 2020-2021 Budget Calendar for Board information. This item will be presented at the November 7, 2019 meeting for approval. The School Board Clerk is working with the City Council Clerk to identify dates for the City Council / School Board Budget discussion and will update the schedule when confirmed.

12.5 [School Board Visits to Schools - October 7-11, 2019](#): Ms. Jennifer McKeever, School Board Chair, presented the School Board Visits to Schools item to the Board for information. School Board Protocols include that Board Members will set aside a day for visiting schools to shadow teachers, and walk around and check out our school buildings. While Board Members are encouraged to and do visit the schools and attend events throughout the school year, this is a more formal process where Board Members would be assigned schools to go to. The plan is for each Board Member to visit three schools. The dates selected for school visits are October 7 - 11, 2019. The school board clerk distributed a list of visitation options to Board Members on September 19, 2019.

Board Response to Written Reports

13.1 [CLASS Program Update](#): James Henderson, Associate Superintendent of Curriculum and Instruction, and Bev Catlin, Coordinator of Gifted Programs, ESL Program, & C.L.A.S.S., prepared the CLASS Program Update for Board information. It was noted that CLASS still has vacancies and that recently two offers had been made but the

applicants had taken other jobs. Staff noted the importance of families having contingency plans and that there are efforts to partner with community organizations to assist in after-school care.

13.2 Human Resources Update: Dr. Gary Blair, Director of Human Resources, prepared the Human Resources Update written report. Ms. McKeever recognized HR for hiring a diverse staff and Dr. Atkins recognized Ms. Clemmons-Nazeer for her efforts on recruitment.

14.1 Comments from Members of the Community: Bekah Saxon, addressed the Board with comments around the anti-racism policy noting her support of keep the racial focus of the policy.

Chris Meyer addressed the Board with comments urging the Board to look at the multiple years comparison and also comparison with state scores. Black student's math scores at Johnson had a five year trend downward while statewide data trended upward. He also noted that he was disappointed that the presentation focused on accomplishments instead of the challenges and questioned how we know if we are on the right path. He highlighted that there were increased suspensions of Black students, that there are disparities between schools on the identification of gifted students, and that CLASS should charge wealthier families more for after-care to help subsidize those in poverty.

15.1 Board Member Comments: Ms. Torres thanked those who provided public comment and expressed support for Dr. Atkins and teachers for the work they are doing to support students. She stated that she has always been conflicted about testing and the anxiety it causes students however the division has to adhere to the state requirements. She noted appreciation that changes are being made in how schools are being accredited. Ms. Torres also expressed support for what teachers may need and that she is grateful for principals and teachers.

Ms. Puryear expressed her appreciation that the report presented actual numbers and not percentages as it helps better identify students and outcomes. She noted that the constant negative focus on what students are not achieving has an effect on what students believe they are able to accomplish and highlighted the need to remember how negative narratives affects students.

Dr. Kraft stated that the division does monumental work in dealing with the needs of students and the factors that affect their learning while continuing to look at what can be done better. She noted that the Board has discussions around the larger factors in the community that affect students such as poverty and situations where students who come into the division developmentally behind their peers. Dr. Kraft stressed the importance of knowing what the community is like for these students and families and suspects that reconfiguration will help tremendously.

Mr. Bryant said that after listening to the presentation he felt a sense of resilience. He spent 29 years in the school system as an educator and has seen many issues surrounding equity. He learned that struggling students often went far beyond the call of duty to be successful in the classroom when their teachers make connections with them. Mr. Bryant noted that he thinks the division is moving in the right direction, that black and brown students have struggled for a long time, and that programs are now being put in place to allow those students to be on a level playing field.

Ms. McKeever noted that the middle school transition years seem to be years that student achievement is suffering.

16.1 Superintendent's Comments: Dr. Atkins thanked the Board for their support and noted that if student value is measured by a test score then we do them a disservice by telling them that all of black/white/brown/other scores should be in the same place as they do not all start at the same place. She noted that year after year discussion has focused on student deficits and highlighted the importance of building student confidence with a positive narrative while helping them continue to make progress. Dr. Atkins also provided an update on the following activities (excerpts):

- On September 9, 2019, Governor Ralph Northam announced that Dr. Janice Underwood, former Director of Diversity Initiatives at Old Dominion University, will serve as Virginia's first-ever Director of Diversity, Equity, and Inclusion.
- On September 11, 2019, Dr. Adam Hastings, Walker Principal, Dr. Jesse Turner, Buford Principal, and Dr. Eric Irizarry, CHS Principal, held a forum to discuss programming updates.
- On September 19, 2019, the Charlottesville Alliance for Black Male Achievement and Light House Studio premiered a second documentary "A Different Side..." that highlighted a different side to the story that is often told about young Black men in our community from the perspective of five Black Charlottesville High School students.
- Burnley-Moran School-Wide Morning Meeting - September 27, 2019
- Johnson School-Wide Morning Meeting - October 1, 2019
- Inside Out Charlottesville: This Is What Community Looks Like!
- Update on CLASS After-School Program Enrollment
- Buford Middle School and City Schoolyard Garden 10th Annual Harvest Festival - October 4, 2019 at 5:30 p.m.
- Plaque Commemorating the Desegregation of Johnson School, 1962 - Unveiling event to be held with Mr. and Mrs. Eugene Williams at Johnson School on October 23, 2019

17.1 Work Session Wrap-Up - Dr. Kendra King: There were two requests from the Board:

- Change wording in Resolution on Disability History and Awareness Month to " each school should strive to have every student obtain a standard or advanced studies diploma".
- Determine what will be the measures for the new pathway for gifted education.

18.1 Upcoming Meetings: Ms. McKeever read the list of upcoming meetings and activities.

19.1 Adjourn: The meeting adjourned at 9:12 p.m.

A video of the October 3, 2019 meeting can be located at:

<https://drive.google.com/file/d/1Bhyl8c1OqoDSH7bmp5nyXdJjVtPs1N9/view?ts=5d976c59>

Jennifer McKeever, School Board Chair

Leslie Thacker, School Board Clerk