



**MINUTES
SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Booker T. Reeves Media Center, Charlottesville High School
Thursday, August 1, 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	Mr. Ned Michie
	Ms. Leah Puryear	Ms. Lisa Torres

The following Board Members were absent:	Mr. Juandiego Wade
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The following Staff Members were present:	Dr. Rosa Atkins	Dr. Gary Blair
	Mr. Jeff Faust	Mr. James Henderson
	Ms. Renee Hoover	Dr. Kendra King
	Ms. Kim Powell	Ms. Denise Johnson
	Ms. Beth Cheuk	Ms. Julia Green
	Ms. Leslie Thacker	

The following Staff Members were absent:	None
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5.1 Approval of Proposed Agenda: Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, and Ms. Torres voting yes. 6 ayes, 0 nays.

6.1 Comments from Members of the Community: Emanuel, City School Yard Garden Intern, and Ms. Tamara Wright, CSG Community Fellows Advocate, presented the Board with an update on the goal to improve breakfast and lunch by increasing nutritional value of food choices.

Amyah Limbacher and Grace King, Youth Food Justice Interns with CSG, updated the Board on the summer program and urged the Board to consider school meals as an equity issue.

Rosa King, Food Justice Advocate, asked the Board to support youth and better school meals.

Makayla Howard, CSG Food Justice Intern, offered comments of support for increasing advertising at school around the effects of poor food choices.

Rebecca, CSG Food Justice Advocate, addressed the Board with comments of support for youth.

Rodrigo Nunez, CSG Food Justice Advocate, also supported increasing the quality of food preparation and storage of meals.

Shantell Bingham, Charlottesville Food Justice Network Program Director, provided an update on the work of City SchoolYard Garden and Food Equity Initiative.

Jeanette Abi-Nader, Executive Director for City Schoolyard Garden, thanked the Board for their support.

7.1 Board Member Comments: Dr. Kraft welcomed those present and thanked those who provided public comments. She added that food justice is an important topic and thanked City SchoolYard Garden for their advocacy.

Ms. Puryear thanked those that provided public comment and also thanked students and parents who participated in the Public Education Foundation STEAM Camp. Ms. Puryear also provided an update on the VSBA Conference on Education and served on an education roundtable.

Ms. Torres thanked those who provided public comments and appreciates the hard work of the Food Justice Interns.

Ms. McKeever announced that the Charlottesville City School Board is seeking Student School Board Representatives and encouraged CHS students to apply. She also announced that August 1, 2019 is the opening date for submitting college common applications for rising seniors. Ms. McKeever thanked the City SchoolYard Garden and the Food Justice Interns for their advocacy and comments.

8.1-4 Adoption of Consent Agenda: Items from the consent agenda included **Personnel Recommendations, Minutes from the June 13, 2019 School Board Meeting, and Business, Financial, Routine Reports**. Ms. Puryear made a motion, seconded by Ms. Torres, to approve the Adoption of the Consent Agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, and Ms. Torres voting yes. 6 ayes, 0 nays.

Action Items

9.1 Approval - 2019-2020 Policy Update: Dr. Kendra King, Director of Student Services and Achievement, presented the 2019-2020 Policy Update for Board consideration upon first review at the June 13, 2019 meeting. Suggested changes and updates have been applied and the item was presented for action.

The following files were reviewed at the June 13, 2019 School Board Meeting and were presented for approval:

1. Chart for Policies with Minor Content Changes
2. 2019 Policies with Minor Revisions
3. Chart for Policies with Major Content Changes
4. 2019 Policies with Major Content Changes
5. Chart for Policies reviewed Not Revised
6. 2019 Policies reviewed Not Revised

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

Items for Discussion

10.1 Facilities/Security Update: Kim Powell, Assistant Superintendent for Finance and Operations, provided an update regarding the access control installations at Walker, Buford & CHS and introduced Paul Oberdorfer, Public Works Director, and the Public Works team who provided an update on planning for the reconfiguration capital projects.

Access Control Installations - 2019 Project Summary

- 23 Doors at Walker:
 - 13 Access Controlled
 - 10 Monitored
- 22 Doors at Buford:
 - 13 Access Controlled
 - 9 Monitored
- Video Buzz-In at the Main Entrance for Walker, Buford & CHS
 - All schools now have main entrance visitor management systems

Access Control System

- Genetec Inc.
 - Founded 1997 in Montreal, Canada
 - Global, Privately Owned
 - Open Architecture Manufacturer of Core IP Security Platforms
 - Video surveillance
 - Access control
 - License plate recognition
 - Leading Global Provider of IP Security Solutions
 - # 1 Global Video Management Provider – 2019 IHS Research
 - # 1 North America – 8 Consecutive years
 - Top 5 Global Provide Access Control Provider
 - Over 1,400 employees worldwide
 - 500+ Engineers in 8 locations worldwide
 - 400 Engineers Dedicated to Delivery Management
 - Organic growth of 29% CGAR in past 10 years
- Benefits & Features
 - Cost effective to maintain the integrity of building perimeter security
 - Will reduce metal keys in circulation
 - Inexpensive replacement/cancellation of credentials (vs. keys)
 - Synchronized with bell system for open campuses
 - Integration with K12 & Active Directory
 - Secure remote system access
 - Monitoring and alarms
 - Event logs and reporting
 - Integration with camera system

Dr. Kraft asked how substitutes will be allowed access. Ms. Powell responded that the system will allow for one-day or multiple day access and can be configured in many ways to allow flexibility.

Michael Goddard, Project Manager, provided an update on the design process for the CCS Reconfiguration Project noting that City Council allocated \$3 million for design. Once the design phase is completed, City Council will then

decide whether to fund the design as is or recommend changes. Mr. Goddard also provided information on the design and construction process including:

- Issue RFP for design services and select Architect
- Programming
- Conceptual Design (massing)
- Schematic Design
- Cost Estimate
- Funding/Design Decision
- Design Development
- Construction Documents
- Contractor Selection
- Construction

Ms. McKeever thanked Mr. Goddard for his expertise.

Dr. Kraft asked for a sense of the timetable for the phases. Mr. Goddard responded that Facilities staff will begin the RFP process once school summer construction projects come to a close. Dr. Kraft also noted that Youth-Nexis is working on a project around “Remaking Middle School” and asked where a representative might be helpful to the process.

Mr. Goddard stated that the FY22 CIP process (December 2020 estimates - Spring 2021 CIP process) will be when funding decisions will be made.

Mr. Michie asked what input will be gathered from the Board and City Council. Mr. Goddard responded that Facilities Management will reach out with draft versions and collect input.

Dr. Atkins thanked Mr. Goddard for his work and asked if the RFP will include both Walker and Buford. Mr. Goddard responded that it will. Dr. Atkins noted that once Buford is completed it is contingent on Walker being completed so that preschool students can be located there.

10.2 Equity Update: Denise Johnson, Supervisor of Equity and Inclusion, and Beth Cheuk, Coordinator of Community Relations, presented and update on Equity. Information presented included:

2019-2020 Equity Priorities

- Process
 - Public/Staff Input
 - Equity Committee
 - Research of Best Practices
- Four Key Areas
 - Supported/Supportive Staff: This includes diversifying our staff and equipping our educators to succeed and help all students succeed.
 - Growing Relationships: As we help our staff and students feel connected, supported, and safe, we will learn from one another for our mutual gain.
 - Diverse, Inclusive, and Rigorous Learning Experiences: Let’s embrace our diversity -- in classrooms’ student composition and in richly varied and challenging learning activities.
 - Equity Foundations: We want to be systematic and proactive as we make positive change. Let’s follow -- and establish -- best practices.
- Supported and Supportive Staff: This includes diversifying our staff and equipping our educators to succeed and help all students succeed.
 - Goals for hiring/supporting a diverse and culturally responsive staff:
 - Vigorous recruitment plan to attract a staff that reflects and embraces our students’ diversity

- Supports include (for all teachers):
 - Revised mentoring program for 1st- and 2nd-year teachers
 - Revised instructional coaching model for all teachers
 - Supports for teachers of color include making connections with groups such as the Black Professional Network and AATF
 - Equity is not just about students; it's also about staff. As we look for ways to better support our students of color, let's extend that awareness and support to our staff of color.
- Three emphases for professional learning to equip teachers to succeed and support all:
 - Differentiation, particularly within unlevleed classes
 - Cultural Competence and Responsiveness
 - School Culture (PBIS, responsive classroom, social-emotional learning, trauma-responsiveness, etc.)
- UPDATES:
- Supported and Supportive Staff
 - Successful year in recruiting highly qualified teachers and admin of color
 - Continued work rolling out:
 - Revised mentoring program for 1st- and 2nd-year teachers
 - Revised instructional coaching model for all teachers
 - Support for teachers of color include making connections with groups such as the Black Professional Network and AATF
 - Professional learning to equip staff to succeed and support all:
 - Implicit and institutional bias
 - Restorative justice (CHS) and social-emotional learning/responsive classroom (elementary)
 - Rethinking Grades workshop with Dr. Ken O'Connor
 - Educational equity conferences
- Diversifying Classrooms and Learning Experiences: Diversity benefits us all as we learn new perspectives, celebrate differences, and find our shared commonality.
 - Two strategies for diversifying classrooms for the benefit of all:
 - Unlevleed or honors-option classes at CHS, Buford, Walker
 - Redesign of Quest (gifted program)
 - Alongside this, we will continue our good efforts to make sure that our curricula, media spaces, and programming reflect a wide variety of voices, perspectives, and experiences and challenge our students to grow and do their best work.
 - Differentiation, particularly for expanded unlevleed/honors-option classes at CHS, Buford, and Walker (Carol Ann Tomlinson at U.Va.)
 - Gifted program redesign for both identification and push-in, collaborative model of instruction
 - Continued work with Virginia Foundation for the Humanities and others on "Changing the Narrative," a project with six VA school divisions to address racism and bias and develop a more inclusive and locally-informed history curriculum
- Growing Relationships, Community, and Communication: This includes both face-to-face relationships and the formal and informal channels that we use to communicate and build relationships with families.
 - This includes initiatives such as
 - Intentional community-building
 - Positive school culture and proactive, equitable behavior supports
 - Social-emotional learning
 - Building out support networks with partnering organizations
 - Creating a city-wide mentorship program
 - Revising communications practices to be more student- and family-friendly
 - Hired second Family Engagement Facilitator
 - Conducting extensive pre-registration outreach in numerous neighborhoods
 - Holding parent meetings at Buford/Walker about honors-option/unlevleed classes

- Continued work on “Bring Back the Village” community network for mentoring and more
 - Offering wifi hotspots to help all families be more connected
- Equity Foundations: After a year of listening and taking some key first steps, it’s time to build out a framework to guide and sustain this work.
 - This includes:
 - Clarifying the work of the division’s Equity Committee
 - Establishing school-based Equity Councils
 - Aligning ourselves with one or more regional or national equity initiatives, including the Racial Equity Leadership Network
 - Establishing key goals, definitions, metrics
 - Thinking and acting systemically about policy and practices
 - Draft Equity Policy
 - Meetings with all principals to further ground this work in the schools
 - Establishing school-based Equity Councils
 - Reconvening division Equity Committee in fall
 - Dr. Atkins traveled to first cohort meeting with Racial Equity Leadership Council (in partnership with National Equity Project)

Ms. McKeever asked if there are any updates around recommended courses for students. Ms. Cheuk responded that CHS changed redesigned their practice around recommendations last year. Ms. McKeever asked for an update around the process.

There was discussion around what Equity Committees in schools might look like and what the vision is.

Ms. Torres thanked Ms. Cheuk and Ms. Johnson for their work and stated that she would like to see the list of resources around best practices, would like to see highlights around the specific numbers of minority hires, and would like to see future presentations to include more specific details on actions such as a list of changes that were made to the instructional coaching model as it relates to equity.

Dr. Atkins provided an update on the August 5, 2019 presentation to City Council around funding to support the proposed Gifted Education Model and for hiring eight Gifted Education Specialists. She thanked Council for their support and provided an update that four positions have been filled and that Dr. Catherine Brighton will work with elementary schools and Dr. Carol Tomlinson will work with the upper levels.

10.3 Equity Policy Update: Dr. Kendra King, Director of Student Services and Achievement, introduced Denise Johnson, Supervisor of Equity and Inclusion, and Beth Cheuk, Coordinator of Community Relations, who presented an update on the process for developing an Equity Policy. It was recommended that the Board review and discuss the policy presented and to expect further discussion at the September 5, 2019 meeting. The proposed date for action is October 3, 2019.

Ms. Cheuk asked if the Board would like to add more specific language around the definition of Equity. Dr. Atkins noted that the Equity Committee discussed the definition using many stakeholders. The Board agreed that a definition should be included. Ms. Cheuk noted that the next version the Board receives will include a draft definition.

Ms. Cheuk noted that this policy seems to focus on students and asked if the Board would like to see language around support of teachers and staff. The Board agreed to include language that includes staff.

Ms. Cheuk also asked if the four goals included in the proposed policy are timely or do they need to be revised to be more general. Ms. Torres responded that she would support more specific language. Ms. McKeever would like to see specific goals and outcomes. Would like to hear recommendations from the Equity Committee.

10.4 Technology - Hot Spots Updated: Jeff Faust, Director of Technology, presented an update on Technology - Hot Spots. Charlottesville City Schools will have a limited number of portable hotspot devices available for students to check out at CHS, Buford and Walker. Portable hotspot devices can be used to provide internet access on student devices across a cellular signal. These hotspots will be able to be checked out to students through their school library. CCS wants these to be used to address a known need in our community and is part of our ongoing effort to eliminate the access gap and promote equity.

Information presented included:

- **Equity of Access:** Education in current times requires access to resources and tools online to help students learn, apply and create as part of their educational experience. Connecting every student to educational opportunity both at school and at home is a priority.
- **CCS Student Hotspots:** Charlottesville City Schools will have a limited number of portable hotspot devices available for students to check out at CHS, Buford and Walker.
- **Program Details:**
 - Portable hotspot devices can be used to provide internet access on student devices across a cellular signal. These hotspots will be able to be checked out to students through their school library.
 - The hotspot traffic will be routed through CCS's internet filter. All use of the hotspots is expected to comply with [Policy GAB-IIBEA Acceptable Use of Technology Policy](#)
 - Hotspots are intended to support learning and access to educational resources when students are not at school. These can assist students that do not have access to internet at home or for students in situations where they will be away from internet connections for extended periods of time (athletic competitions, student organizations on outings etc.)
 - Students checking out a mifi assume responsibility for the device. CCS wants these to be used to address a known need in our community and as part of our ongoing effort to eliminate the access gap and promote equity.
- **Parental Permission:** Students will be able to check out the hotspots from the library but will need to get a permission form signed and returned prior to checking out the hotspot.

Mr. Michie asked if the discounted Comcast Internet Essentials is still available. Mr. Faust responded that it is.

There was also discussion around the previous discussions with City Council around the placement of internet at community centers.

11.1 Comments from Members of the Community: Ms. Margarita Figueroa addressed the Board with comments of concern around the condition of Walker Upper Elementary School and in particular the restrooms.

12.1 Board Member Comments: Ms. Torres provided an update on her recent activities such as Charlottesville Housing Advisory meeting, the Virginia is for All Learners sponsored by VDOE, and thanked and commended Dr. Atkins for her leadership around educational equity. She also attended the Standard Based Grading presentation by Ben O'Connor and a Building Good Foundation meeting.

Ms. Puryear expressed support of Ms. Torres' comments around equity and support of Dr. Atkins. She added that there will be many voices. Some supportive and some not. We must continue the work and be supportive of the work.

Dr. Kraft noted that she has grown from her experiences around the discussion of equity and expressed gratitude for Dr. Atkins' leadership.

Mr. Bryant noted that he is excited to be a part of the movement forward so that all students are valued and expressed appreciation and support for Dr. Atkins. He also expressed appreciation for the CSG Food Justice Interns and their presentation, for the new hot spots allowing students to have internet access, and for the school access security implementation. Mr. Bryant announced that Westhaven will hold its 22nd Annual Community Day on

August 3 from 10-6 and that the C'ville Sing Out will be held on August 10. Mr. Bryant, Ms. Puryear, and Dr. Atkins plan to participate.

Mr. Michie thanked board members for their comments of support for Dr. Atkins and also commended her for her hard work.

Ms. McKeever provided an update on the Central Virginia Region VSBA Legislative Positions Committee meeting and she also thanked Mr. Cook for allowing her to chaperone the chorus trip to France.

13.1 Superintendent's Comments: Dr. Atkins thanked the Board for their courage around equity, shared some personal experiences of discrimination, announced that the opening of the Curtis Elder Track will be September 12, 2019, and thanked City SchoolYard Garden representatives and the Food Justice Network for their work. She also provided an update on the following activities (excerpts):

- 2019 Urban Superintendents Summer Academy
- Southern Education Foundation Racial Equity Leadership Network Cohort 3 Kick-Off
- Exploring Engineering: A Summer STEAM Experience at the UVA School of Engineering and Applied Science
- Update on CLASS After-School Program Enrollment
- Welcome our new Assistant Principals
- Open Houses & Back to School Events

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

- Frequent updates on the RFP for Walker and Buford renovations
- Share the process on student selection of courses
- Share and update on the progress on the Charlottesville Youth Council goals
- Share data for recent/summer hires

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

17.1 Adjourn: The meeting adjourned at 8:30 p.m.

A video of the August 1, 2019 meeting can be located at:

<https://drive.google.com/file/d/15izA5XMAJLN2iuh5IKGcRkElcwKRPekM/view?ts=5d444cc3>

Jennifer McKeever, School Board Chair

Leslie Thacker, School Board Clerk