

motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

4.3 Appoint Clerk and Deputy Clerk of the Board: In accordance with School Board Policy, BCA, School Board Organizational Meeting, upon the recommendation of Dr. Atkins, Ms. McKeever made a motion, seconded by Ms. Torres, that the Board approve the appointment of Ms. Julia Green as Clerk to the School Board and Ms. Leslie Thacker as Deputy Clerk to the School Board effective January 1, 2021. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. Bryson Morsberger, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

Approval of Agenda

5.1 Approval of Proposed Agenda: Ms. McKeever made a motion, seconded by Dr. Kraft, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, Mr. Wade voting yes. 7 ayes, 0 nays.

6.1 Comments from Members of the Community:

- Stephanie Gist shared concerns of having SROs in schools.
- Sage Bowyer shared concerns of having SROs in schools
- John Wells shared concerns on the Division's plans of splitting Pre-K - 2 and 3 - 6 graders.
- Jessica Taylor, teacher at Clark Elementary and President of the Charlottesville Education Association, shared concerns on returning for in-person learning.

6.2 Public Comment 2021-2022 Budget:

- Dede Smith highlighted the importance of the need to have 3rd grade students be on grade-level and how that leads to success.

7.1 Adoption of Consent Agenda: Items from the consent agenda included: [Minutes from the November 19, 2020 School Board Meeting](#), [Minutes from the December 3, 2020 School Board Meeting](#), [Minutes from the December 17, 2020 School Board Meeting](#), [Personnel Recommendations](#), [Business, Financial, and Routine Reports](#). Mr. Wade made a motion, seconded by Dr. Kraft, to approve the adoption of the consent agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

Action Items

8.1 Approval - Policy Revisions - JM- Restraint and Seclusion of Students and KNAJ - Relations with Law Enforcement Authorities: Dr. Kendra King, Director of Student Services and Achievement, presented revised policies for JM - Restraint and Seclusion of Students and KNAJ - Relations with Law Enforcement Authorities at the December 3, 2020 meeting. Since that meeting Policy JM was reviewed by the school board attorney and was presented for action. Policy KNAJ is also being presented for action. No changes were made to KNAJ.

- Ms. Bryson Morsberger questioned the policy portion of school personnel implementing physical restraint or seclusion in an emergency situation. Dr. King shared that policy states the only time that our staff should be using restraint is in an emergency.
- Ms. McKeever shared her concern of having this policy in place. She does not feel that we should have to use any of these types of restraints.
- Mr. Bryant asked if the restraining is the last resort. Dr. King shared that this would be the last resort and only in an emergency. Mr. Bryant also asked who all would be trained in this type of restraint. Dr. King shared that all the staff would be trained.
- Ms. McKeever shared her concern on how the policy is written and would like to rearrange the way the policy is written.

- Ms. Bryson-Morseberger stated that she does not like the policy KNAJ and would like to take out some of the language in the first paragraph. Dr. Atkins shared that she can meet with 2 board members to look at this policy so that we have the board approve this policy.
- The board discussed changing the paragraph “The School Board encourages the use of positive behavioral interventions and supports to reduce and prevent the need for the use of physical restraint and seclusion” to the beginning of the policy.

The Board tabled Policy KNAJ for a later date. Ms. Byron Morsberger and Ms. McKeever will review the proposed policy and suggest changes.

Dr. Kraft made a motion to approve, seconded by Mr. Bryant, to approve the adoption of the revisions to policy JM. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

8.2 Approval - 2021-2022 Program of Study: Dr. Katina Otey, Chief Academic Officer; Dr. Eric Irizarry, CHS Principal; C'ta DeLaurier, Buford Assistant Principal; Pam Davis, Buford Assistant Principal; Dr. Adam Hastings, Walker Principal; and Ms. Stephanie Carter, Director of CATEC, presented the 2021-2022 Program of Study for Board information on December 3, 2020. The Program of Study was presented for action. Ms. Puryear made a motion, seconded by Mr. Bryant, to approve the 2021-2022 Program of Study. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

8.3 Continuation of the Families First Coronavirus Response Act: Employee Paid Leave: Dr. Keith Hubbard, Director of Human Resources, presented information on the Continuation of the Families First Coronavirus Response Act: Employee Paid Leave. The School Board was asked to authorize the CARES Employee Paid Leave through June 30, 2021, temporary paid leave for employees affected by COVID-19. An employee will be allowed to take up to two weeks (80 hours), or a part-time employee’s two-week equivalent) of paid sick leave if the employee is unable to work, including unable to telework, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis; or
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2) above.
5. an employee will be allowed to take up to 12 weeks of expanded family medical leave if the employee is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons.

Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the continuation of the Families First Coronavirus Response Act. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

Items for Discussion

9.1 Review of Metrics - Return to Face to Face Learning - COVID-19: Dr. Beth Baptist, Coordinator, Career and Technical Education and Special Projects, presented current CDC Risk Metrics and an update on COVID-19 vaccination efforts. Dr. Rosa Atkins, Superintendent, presented recommendations for Return to Face-to-Face Learning:

Action from the December 17, 2021 Board Meeting: the Board approved the Superintendent’s recommendation to move forward with a Return to Face-to-Face Learning using Model A (with a plan to review CDC and VDH metrics on January 7, 2021 and change course as data metrics indicated).

Factors considered when developing the Superintendent's recommendation for January 7, 2021:

- Student and Staff Safety
- Community Spread Levels
- Imminence of COVID-19 vaccinations for school personnel

Recommendation:

- **February 22, 2021** - Return to Face-to-Face Learning using **Model A**

Discussion/Comments:

- Ms. McKeever asked how the Division will advocate for school staff expediting vaccinations. Dr. Baptist shared that we will push for the staff and encourage them to get the vaccine. Dr. Atkins shared that we have given information to our staff that we are wanting our staff to volunteer. She also shared that she will get the vaccine and wanted to encourage our black community to get the vaccine.
- Ms. McKeever shared her concern of the recommendation of February 22. She would like for us to look at this at the February 17 meeting and then starting 3 weeks later. She feels like the students that are vulnerable and need more face to face instruction should be able to come and get the instruction that they need.
- Ms. Bryson Morsberger shared concern about returning face to face on February 22 and noted that she would prefer that teachers be fully vaccinated before returning.
- Dr. Kraft noted that due to the current infection surge she would prefer to wait to return face to face and that she is hoping teachers and staff will be vaccinated by the end of February. She would like for us to work on the plan for our 3rd - 6th graders and get a better understanding of this plan of bringing back those that are in need of help academically.
- Mr. Wade stated that we should have our students that need more face to face instruction come into school and get the instruction that they need. He shared his support of the February 22 date of returning back face to face.
- Mr. Bryant stated that he is in support of the return based on the metrics as we have discussed in the December meeting. We have vaccination coming for our staff soon which is a game changer. The students that are in need academically are the most vulnerable for us to get them in the schools face to face.
- Ms. Puryear said she is in support of the superintendent's recommendation of the February 22 date. She noted that we have a few more meetings before this date so that we can look at the metrics and could have the option of delaying the opening at those times.
- The board discussed looking into returning face to face after our staff being vaccinated. They also discussed what the best date will be for returning face to face. They want to make sure they have more face to face for the students that have more academic needs.

Mr. Wade made a motion, seconded by Dr. Kraft, to approve Model A with a March 8th start date. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Puryear, and Mr. Wade voting yes. and Ms. McKeever, Ms. Torres and Ms. Bryson Morsberger voting nays. With a final vote of 4 ayes and 3 nays.

9.2 Literacy Update: Dr. Katina Otey, Chief Academic Officer, introduced Stephanie Tatel, Division Literacy Coordinator, who presented an update on literacy. Information presented included:

English / Literacy Update

- Literacy is a civil right that has the power to create equitable outcomes for every student. Our work is to eliminate educational impediments to reading achievement and foster a lifelong love of reading for every student.
 1. Map a PK-12 curriculum progression of culturally-responsive practices and high quality instructional resources to build knowledge and literacy skills of every student
 2. Start strong with foundational skills based on the science of reading so that every student can strategically and efficiently read complex text.

3. Build instructional capacity of our teachers and leaders through sustained professional learning.
 4. Strengthen tiered system of supports to intervene early and systematically for students who do not make expected progress with strong Tier 1.
- Definition: Science of Reading
 - The simple view of reading
 - Where are we now?
 - Implications for PK-5
 - EBL COVID Revisions for 20-21 School Year
 - 6-8 Update: Year 1 of New Curriculum
 - 9-12 Update: Writing and Eng/Hist Collaboration

Discussion/Comments:

- Mr. Wade asked for an explanation of the JMU scaffolding grade level text. Ms. Tatel responded with an explanation.
- Dr. Kraft thanked Ms. Tatel for her presentation and what were her thoughts on getting the students back on track in literacy after getting through the pandemic. Ms. Tatel shared that we are continuing to teach on level and not as much on remediation. We are already looking into next year and how we will teach to have all the students on level.
- Ms. Bryson Morsberger asked for a breakdown of PALS testing data by ethnicity.

9.3 [Student and Family Engagement/Early Connections Update](#): Dr. Katina Otey, Chief Academic Officer, introduced Bianca Johnson, Student and Family Engagement Facilitator, who provided an update on student and family engagement. Information presented included:

CCS Student and Family Engagement Update

- Updates From:
 - January 2020 to Pre-Covid March
 - Workshops, Division PD, Parent University
 - March - June 2020
 - Supplies Drive, PD, Resources
 - July 2020 - Now
 - Return to Learn Video, Division PD, Community Partnerships, REN, Family University
- January-March (Pre-Covid)
 - Continued with planned activities
 - Cooking classes
 - In partnership with Aetna
 - Supported school based events (morning meetings, family nights, etc)
 - Professional Development:
 - Starting to Sustaining: Session C
 - Family Engagement Academy through SURN at William and Mary
 - Presented PD to division in February 2020 titled "Strengthening Family Engagement"
 - Parent University March 2020
- January-March (Pre-Covid)
 - Coordinated a supplies drive
 - Stayed in touch with community centers and partners
 - Reading, Math and Science Connection Flyers still distributed monthly (virtually)
 - Culture of Love Book Study
- 2020-2021 School Year
 - Created the division Return to Learn video for families
 - Virtually presented "An Introduction to Family Engagement Within CTSS" for new division staff
 - Continued Partnership with Readykids Readysteps program virtually
 - Virtually presented the 6 Types of Parent Involvement by Joyce Epstein

- Response to Essential Needs (R.E.N.)
- Extra support in supply distribution, home visits, etc.
- Survey canvassing
- SURN Family Engagement Academy
- Joined the District Leaders Network of Family and Community Engagement through IEL in Washington D.C.
- Winter break activities calendar
- Family University (Formally Parent University)
 - Still being finalized
 - Timing is a challenge
 - Virtual format, weekly workshop for 4-6 weeks
 - More info on topics, presenters, and days will be publicly shared soon

9.4 [Update on Diversity, Equity, and Inclusion Initiatives](#): Dr. Katina Otey, Chief Academic Officer, introduced Denise Johnson, Supervisor of Equity and Inclusion, who provided an update on Diversity, Equity, and Inclusion Initiatives. Information presented included:

Equity Update

- Mission - Every Learner. Everyday. Everyone.
 - Where we are mutually accountable for everything that happens in our division...
- Process
 - 2018 & earlier
 - On-time graduation rates for African-American students rise 25 points since 2006
 - “Early adopter” of 1:1 work to distribute devices to students in grades 3-12
 - Build-out of engineering program and iSTEM program to build a pathway for all to engineering, coding, design thinking skills
 - Extensive & early commitment to social-emotional learning and mental wellness
 - Developed a model for unlevleed classes, initiated standards-based grading, and other practices to promote equity
 - 2018-2019
 - October- New York Times Article
 - October-May- Series of Equity Focused Listening and Feedback sessions
 - Planning for new model for gifted learning
 - Continued expansion of unlevleed classes
 - Established family engagement position
 - Added living wage provision to 2019-20 budget
 - Continued PL to support areas such as social-emotional learning, restorative justice, cultural responsiveness, and more
 - May- Supervisor of Equity and Inclusion hired
 - 2019-2020
 - 4 Key Areas of Focus Created
 - Continued work within focus area including Quest Program dismantled/ Push-In and Unlevleing models expanded
 - Equity and Anti-Racism Policy adopted
 - Equity Councils and Division-Level Committee developed
 - Conducted 18 school-based and division level workshops and 3 parent workshops on equity topics such as implicit and institutional bias
 - Held 5 community discussion panels including hosting
 - Governor Northam’s Equity Task Force.
 - Provided support for an equitable response to the COVID-19 pandemic
 - 2020-2021
 - Continuously working with over 30 community partners to inform, organize and support students, virtual learning and learning centers.

- Back to School Bash
 - Partnering to create the Support C'Ville Education Equity website
 - 2 REN Extravaganzas
 - Freedom School
 - Extended City of Promise MOU
 - Men of Color, Honor and Ambition/Women of Color, Honor and Ambition (MOCHA/WOCHA) Mentoring Program
 - In partnership with Dr. Kevin McDonald and UVA's Office for Diversity, Equity, and Inclusion
 - Will initially work with Buford Students
 - Will include an apprenticeship program
- Equity Lunch & Learns
 - Asset-Based Thinking- Dr. Paul Harris, University of Virginia
 - Family Engagement- Bianca Johnson, Family Engagement Coordinator
 - Mapping C'Ville- Jordy Yager, Jefferson School
 - Mindfulness- Carly Dirghangi, Lugo-McGinness Academy
 - LGBTQ+ Basics- Side by Side Organization
 - Self-Care- Jodie Murphy, Mental Health Coordinator
 - Virtual Learning Panel- VIP Award Winners-Muggsie Marini, Maggie Pfuntner, and Christine Thalwitz and Paula Culver-Dickinson-PL Coordinator
- Equity Councils:
 - All school-based equity councils are engaged and meeting
 - Focused on establishing equity foundations on a school level including knowledge, awareness, and application of division mission statement, equity definition, and 4 key focus areas
 - They have also been asked to deep dive into an equity topic choosing from Institutional Bias, Implicit Bias, Asset-Based Thinking, and/or Culturally Responsive Teaching
- Equity Committee:
 - Division-level Equity Committee has been broken down into 2 subcommittees charged with working on creating our
 - Inclusive Excellence Framework (developed by Dr. McDonald and adopted by State of Virginia)
 - Data Dashboard
- Other Equity Work:
 - Candidates identified for all 5 new Engagement Support Assistant positions
 - Adopt-a-CHS Senior Initiative
 - Anti-Bias Trainings
 - HR Department received training by Charlene Green
 - PE Department received training by SIDE by SIDE
- Upcoming Equity Work:
 - Equity Minute Videos - brief recorded conversations with students, staff and community members.
 - Anti-Bias Community Conversations and Training
 - Creating Anti-Bias Framework and PL with Paula Culver-Dickinson, Coordinator of PL
 - Series of Equity Focus Groups engaging students, staff, and community members.
 - (What are we missing? What would you like to see? What's improving?)
 - Continued Learning opportunities:
 - February 18-Eddie Glaude- UVA Hosted followed by CCS Discussion February 26- Equity-centered Professional Learning Day
 - March- "Pushout" movie screening and discussion on decriminalization of black youth
 - April 21- Ibram X. Kendi- UVA Hosted followed by CCS Discussion

- Ms. McKeever questioned the 5 new Engagement Support Assistant positions. Ms. Johnson shared that these positions will help engage those students who have disengaged. Dr. Atkins shared that we have used some CARES money and Title 1 money to help pay for these positions. These positions will work on relationships with these students to help get them engaged.

9.5 [2021-2022 Budget Development Update](#): Kim Powell, Assistant Superintendent for Finance and Operations, presented the 2021-2022 Budget Development Update for Board information.

- Highlights from the Governor’s Proposed Budget
 - 2 percent Bonus for SOQ – funded instructional and support personnel effective 7/1/2021
 - “No Loss” Funding in ADM for FY 2021 and 2022
- Key School Board Budget Dates
 - January 16th Saturday Budget Work Session
 - January 28th Joint School Board Budget Work Session with City Council
 - February 4th Superintendent’s Proposed Budget & Public Hearing
 - February 9th School Board Work Session
 - February 18th School Board Approval of Proposed Budget
 - March 1st School’s Presentation to City Council

9.6 [Locally Awarded Verified Credit \(LAVC\) Review Panel](#): Dr. Kendra King, Director of Student Services and Achievement, presented the Locally Awarded Verified Credit (LAVC) Review Panel item for Board consideration. The State Board of Education revised Emergency Guidelines to remove barriers to earning a verified credit for students who continue to be impacted by ongoing pandemic conditions. The emergency guidelines allow students enrolled in any high-school credit-bearing course that was eligible for a verified credit in the fall of 2020 to earn a locally-awarded verified credit through a locally-determined verification process. According to School Board policy, IKFA - Locally Awarded Verified Credits, the School Board appoints review panels of at least three educators to consider evidence of the student’s achievement. Students enrolled in high school credit bearing courses at Buford, Charlottesville High, and Lugo-McGinness Academy may use the flexibility of the guidelines to earn a locally verified credit.

Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the review panel. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

Board Response to Written Reports

10.1 [2020-2021 Course/Program Enrollment Update](#): Dr. Kendra King, Director of Student Services and Achievement, prepared the Course/Program Enrollment report for Board information. There were no questions from the Board.

11.1 Comments from Members of the Community

- Beth Ike voiced concern of approving the model A with face to face learning. She asked why we were not still on the same plan as 9 at a time that was presented in the beginning of the school year.

12.1 Board Member Comments:

- Ms. McKeever shared her thoughts on what is not working with virtual learning. Would like to understand more about the engagement support positions.
- Ms. Puryear congratulated Ms. Torres and Mr. Bryant for their new positions, and thanked Ms. McKeever for working together over the last months as your vice chair.
- Mr. Bryant thanked Ms. Puryear for the nomination and all the board for the votes. We are not a divided board we all have a difference in opinion. We as a school division need to get our students back face to face and we need to make sure that students and staff are safe.

- Mr. Wade congratulated Ms. Torres and Mr. Bryant. Excited that we have set the March 8th date to have our students face to face.
- Ms. Bryson Morseberger stated that we should be looking at equity. She also stated that if staff is comfortable with coming back to help their students that are vulnerable that they should be able to.
- Dr. Kraft this is a process that we don't have a process to and we are doing the best we can. Thanked the board for the robust conversations that we have had on getting the students face to face. She also shared that we still need to lobby our legislators for our division. Thanked the engagement team for all the work that they are doing.
- Ms. Torres thanked Ms. McKeever and Ms. Puryear for all the work that they have done for the board. We are all doing our best on the board trying to make the best decision for the division. This is hard and we need to support each other during this time. Thanks Dr. Atkins for her team that has presented tonight.

13.1 Superintendent's Comments: Dr. Atkins thanked the board for the robust discussion that the board had tonight. Virtual Instruction Pro (VIP) winners were highlighted.

14.1 Work Session Wrap-Up: There were two wrap up items from the Board:

- Schedule meeting with Dr. Atkins and two board members to revise draft of policy KNAJ
- Provide PALS Fall 2020 data by race

15.1 Upcoming Meetings: Ms. Torres read the list of upcoming meetings.

16.1 Adjourn: The meeting adjourned at 9:31 p.m.

A video of the January 7, 2021 meeting can be located at:

<https://drive.google.com/file/d/1Gae6cDdsmcDGT3Z3t7gOvHP2AWu6lyZJ/view?ts=6033d3eb>

Lisa Torres, School Board Chair

Julia Green, School Board Clerk