



**SCHOOL BOARD MEETING**  
**Quarterly Work Session**  
**CHARLOTTEVILLE CITY SCHOOLS**  
**Walker Upper Elementary, 1564 Dairy Road**  
**Saturday, October 29, 2022 (8:30 AM)**

**1.1 Call to Order:** School Board Chair Lisa Torres called the meeting to order at 8:30 a.m.

**2.1 Roll Call of Board Members:**

The following Board Members were present:	Mr. James Bryant	Ms. Lashundra Bryson Morsberger
	Ms. Emily Dooley	Dr. Sherry Kraft
	Ms. Jennifer McKeever	Mr. Dom Morse
	Ms. Lisa Torres	

The following Board Members were absent:	None
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The following Staff Members were present:	Dr. Royal Gurley	Ms. Kim Powell
	Ms. Carolyn Swift	Dr. Katina Otey
	Ms. Maria Lewis	Ms. Denise Johnson
	Ms. Julia Green	

The following Staff Members were absent:	Ms. Renee Hoover	Ms. Beth Cheuk
	Mr. Pat Cuomo	Ms. Leslie Thacker

**3.1 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, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse and Ms. Torres voting yes. 6 ayes, 0 nays. Ms. Morsberger was not present for this vote.

**4.1-2 Adoption of Consent Agenda:** The following items were included in the consent agenda; Personnel Recommendations. Ms. Dooley made a motion, seconded by Mr. Bryant to approve the proposed consent agenda with the new modifications to the personnel agenda. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting yes. 7 ayes, 0 nays.

**Items for Discussion**

**5.1 Board Training (Institutional Biases):** Dr. Royal A. Gurley, Jr., Superintendent, and T. Denise Johnson, Supervisor of Equity and Inclusion, presented information and training to the Board around Institutional Biases. Information presented included:

**#BetterTogether Creating a common vision**

- What does it take to create a community that the board shared

- Sense of Community
- Open minded
- Ability to have open conversations
- Work together to see the students succeed
- Identifying Institutional Bias
  - Structural
    - Cumulative policies and practices across institutions people rooted in laws, history and culture
  - Institutional
    - Systemic policies or practices within an institution or system
      - Dr. Gurley shared that institutionally the school board is here because you want what's best for all children. All the members value education. There is so much more than teaching we have to have relationships with students. We have made changes to policies and regulations because of the values of the board.
      - The board discussed institutional biases and how the board needs to come together with their biases and think on how they can move forward on making sure the students are successful and benefit everyone.
  - Interpersonal
    - How do we feel about others?
      - Includes implicit bias between individuals
        - Favoring one thing over another.
        - The board shared some of their biases.
        - Dr. Gurley shared that we spend a lot of time on implicit biases.
  - Internal
    - Beliefs within a individual
      - Respecting students within their core beliefs shared by the board.
- Creating a Common Vision
  - How do school boards create a common vision?
  - How do school boards articulate their vision to the community?
- Charlottesville City Schools- Equity Definition
  - Educational equity means that all children receive what they need to develop to their full academic and social potential.
    - Working towards equity includes but is not limited to:
      - Ensuring high outcomes for all participants in our educational system and removing the predictability of success or failure that may correlate with a social or cultural factor.
      - Interrupting and dismantling harmful or inequitable practices and policies; examining biases; and creating a truly inclusive multicultural school environment for adults and children.
      - Discovering and cultivating the unique gifts, talents and interests that every human possesses.
- Creating a Common Vision- Through Funding
  - What will our school look like, feel like, and sound like when all students are successful and we are achieving educational equity?
    - Engagement with our students. The Buford reconfiguration is one thing that we are doing to help engage our students.
    - Dr. Gurley shared that the Division is investing about \$100,000 to make sure students in Charlottesville can take AP tests. The Division pays for this regardless of whether the students are taking the tests. Is there any accountability on the AP tests? We can pay a salary to help with making sure students are on the right path instead of paying for the tests.
  - Budget Alignment and Tradeoffs
  - Equity Considerations

- Which specific student groups will be most directly impacted by changes or eliminations to programs, supports, and services next year?
  - Consider how we plan to mitigate any potential negative impacts.
- Creating a Common Vision- Quick Tips
  - Use funding to follow students/not adults
  - Use funding to follow data/not specific programs
    - Dr. Gurley shared that we have to have data to fund areas in the division. We have to have a long view on programs.
    - Be intentional about every decision (consider unintended consequences).

Dr. Kraft shared that the Division needs to broaden committees to analyze these funding areas.

Dr. Gurley highlighted the need to consider and weigh what is most valued in the Division adding that Charlottesville City Schools is not a private school and stressed the need to figure out strategies on how the Division can continue to offer current programs as well as meet the needs of all students.

**5.2 School Safety:** Kim Powell, Chief Operations Officer, provided an overview of safety practices and an update on actions & activities during October. Information presented included:

### Safety Overview

- Annual Drill Minimums (actual incidents may replace drills)
  - Evacuation: 12 Fire Drills
  - Shelter-in-Place: 1 Tornado & 1 Earthquake Drill
  - Lockdown: 4 Drills
- Crisis Management Plans & School Crisis Management Teams (CMT's)
- Safety Audits & Trainings
  - Summer Safety Seminar for admin & office staff
  - Online Canvas Course for all employees
  - Staff Meetings
  - Crisis Management Team (CMT) meetings
  - Annual DCJS audit plus CCS specific audits

4 Hoax or Accidental E911 calls in ~ 30 Days (September 19th - October 30th)

- 2 for CHS (9/19 & 9/23, plus a weapon search on 9/1)
- 2 for Buford (9/20 & 10/20)

### October Actions & Activities

- External door inspections completed for CHS & Walker
  - All CHS staff surveyed for key needs
    - 2 additional keys issued for CHS staff
  - Next up:
    - Continue external inspections with City Facilities at all schools
    - Interior door inspections
  - "Red Phones" roll-out in progress for all schools
  - Additional blind installations completed
  - Additional safety trainings & materials
    - CHS dedicated in-person professional learning on October 27th
      - Protocol Review & Drills / Climate & Culture
    - Additional guide & script provided to all principals for response protocols review with staff

The Board discussed the importance of strong relationships between staff and students (especially 9th and 10th graders) and the need for more positive interactions.

The Board also discussed changes to the master schedule at Charlottesville High School to ensure that classes are more diverse, the impact of offering Algebra 1 in 7th grade and how it impacts diversity, as well as the need for teachers to teach different levels of courses to get experiences with a more diversified group of students.

Dr. Gurley shared that the Division needs to implement a policy around student walk-outs as students are not allowed to leave the school campus during the school day. Dr. Otey shared that Hanover County Public Schools recently adopted a policy about student walk-outs.

**5.3 School Improvement:** Carolyn Swift, Director of Assessment and Accountability, presented an update on the Continuous School Improvement process. Information presented included State and Federal Accountability Requirements, Comprehensive Needs Assessment (CNA), Purpose of Comprehensive School Improvement Planning, School Support and Processes, and Next Steps.

Ms. Swift shared that she is working with Rodney Jordan, Buford Principal, on a grant to assist students with passing assessments.

The Board discussed next steps on assessment data check points. Ms. Swift shared that she has not received progress report data from the state. The Board agreed that they would like more assessment data before budget decisions are made.

**6.1 Comments from Members of the Community:** There were none.

**7.1 Upcoming Meetings:** Ms. Torres read the upcoming meetings.

**8.1 Adjourn:** The meeting adjourned at 11:47a.m.

A video of the October 20, 2022 meeting can be located at:

<https://drive.google.com/file/d/1cYwoCAfWTmbG0zrJMJEFCVpyRHmkFEjd/view?usp=sharing>

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James Bryant, School Board Chair

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Julia Green, School Board Clerk