

**From:** Inwilliams2@fcps.edu <Inwilliams2@fcps.edu>  
**Sent:** Monday, August 30, 2021 8:03 AM EDT  
**To:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Subject:** Re: Request from Laura Jane re: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum  
Pls remove that. Thx

Lisa Williams, Ed.D.  
Chief Equity Officer  
Fairfax County Public Schools  
571-205-4571

On Aug 30, 2021, at 8:01 AM, Claude, Michelle M. <MMClaude@fcps.edu> wrote:

Including the highlighted section?...

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**From:** Williams, Lisa N <Inwilliams2@fcps.edu>  
**Sent:** Monday, August 30, 2021 8:00 AM  
**To:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Subject:** RE: Request from Laura Jane re: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum

Works for me

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**From:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Sent:** Monday, August 30, 2021 7:58 AM  
**To:** Williams, Lisa N <Inwilliams2@fcps.edu>  
**Subject:** FW: Request from Laura Jane re: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum  
**Importance:** High

Circling back on this – not sure if you had the opportunity to review so wanted to bring it back to the top of your inbox.

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**From:** Silva, Claire <SCSilva@fcps.edu>  
**Sent:** Friday, August 27, 2021 9:43 AM  
**To:** Presidio, Sloan <sjpresidio@fcps.edu>; Williams, Lisa N <Inwilliams2@fcps.edu>  
**Cc:** Claude, Michelle M. <MMClaude@fcps.edu>; Smith, Leona M.3 <LMSmith3@fcps.edu>; Eddy, Colleen A. <CAEddy@fcps.edu>; Hunter, Alicia S <ashunter@fcps.edu>  
**Subject:** RE: Request from Laura Jane re: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum  
**Importance:** High

Dear Sloan and Lisa:

The Anti-racism Anti-bias Core Team met this morning to draft an answer to the SB AA's request below. Would you mind reading our drafted response and providing feedback and your sign off for it to be sent over to the SB AA for Laura Jane Cohen today?

The [FCPS Portrait of Graduate](#), the [Virginia Profile of a Graduate](#), as well as the Virginia Standards of Learning emphasize the value of critical thinking and understanding multiple perspectives across grade levels and content areas. These skills are core to the mission of teaching and learning in FCPS. **We do not seek to indoctrinate students:** we seek to prepare students with the knowledge and skills needed for success today and in the future.

When applying these skills in the classroom, educators seek guidance on how to enact the promises of One Fairfax, a joint policy of FCPS and Fairfax County Government. The policy calls on FCPS to provide an "education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life." When addressing controversial issues in the classroom, we seek increased clarity in our policy and regulation on how to affirm human rights, students' humanity, race, and identity in an inclusive classroom while maintaining our focus on disciplinary and interdisciplinary skills including critical thinking, multiple perspectives, research, and classroom discussion.

Thank you for your help and guidance.

Be Well,  
Claire Silva  
Manager, Project Support Coach  
Certified Scrum Master (CSM)  
Equity Lead  
Instructional Services Department  
Fairfax County Public Schools  
(571) 423-4709 or on Twitter@ClaireSilvaData

"Not everything that is faced can be changed, but nothing can be changed until it is faced." - James Baldwin

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**From:** Claude, Michelle M. <[MMClaude@fcps.edu](mailto:MMClaude@fcps.edu)>  
**Sent:** Thursday, August 26, 2021 9:22 AM  
**To:** Smith, Leona M.3 <[LMSmith3@fcps.edu](mailto:LMSmith3@fcps.edu)>; Silva, Claire <[SCSilva@fcps.edu](mailto:SCSilva@fcps.edu)>  
**Subject:** FW: Request from Laura Jane re: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum

Leona and Claire,

Do we have any updated language we can share with community stakeholders around the "whys" of the potential revision to the controversial issues policy (see highlight below). I feel like this work is still being conducted to see what revisions may be made. Is that correct?

Michelle

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**From:** Sheridan, Stephanie <[srsheridan@fcps.edu](mailto:srsheridan@fcps.edu)>  
**Sent:** Thursday, August 26, 2021 8:45 AM  
**To:** Lloyd, Helen A <[halloyd@fcps.edu](mailto:halloyd@fcps.edu)>; Claude, Michelle M. <[MMClaude@fcps.edu](mailto:MMClaude@fcps.edu)>  
**Cc:** Sheridan, Stephanie <[srsheridan@fcps.edu](mailto:srsheridan@fcps.edu)>  
**Subject:** Request from Laura Jane re: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum

Good morning Helen and Michelle,

Do we have any recent talking points about how the anti-bias, anti-racism survey results will be used? I see talking points from April 29<sup>th</sup>. If those still apply I will use them.

In addition, are there any talking points regarding the revision of the controversial issues policy? In the April 29<sup>h</sup> talking points I see mention that the policy will be revised, however, it doesn't state specifically why it's being revised other than to align with the goals of One Fairfax.

I'm trying to provide as much information as possible to address the constituent's concerns (highlighted at bottom of thread) and answer his requests.

Many thanks for your assistance.

Stephanie Sheridan (she, her, hers)  
Executive Administrative Assistant to the School Board for:  
**Laura Jane Cohen – Springfield District**

Fairfax County School Board Office  
[srsheridan@fcps.edu](mailto:srsheridan@fcps.edu)  
Phone: 571-423-1065  
Fax: 571-423-1067

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**From:** Cohen, Laura Jane H (School Board Member) <[lhcohen@fcps.edu](mailto:lhcohen@fcps.edu)>  
**Sent:** Wednesday, August 25, 2021 10:08 PM  
**To:** Sheridan, Stephanie <[srsheridan@fcps.edu](mailto:srsheridan@fcps.edu)>  
**Subject:** Fwd: [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum

Do we have any recent feedback about how the survey will be used?

What about the controversial issues policy?

Thanks!

LJ

Laura Jane Cohen  
FCPS School Board Member  
Springfield District

Please be aware that correspondence with School Board members is subject to the Virginia Freedom of Information Act. This means that your correspondence may be made public if (1) it deals with FCPS business and (2) someone requests it—even if you have asked that your message be kept confidential. Only a few topics are exempt from the disclosure requirement, such as information about identifiable students, and personnel information about individual employees.

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**From:** Ian Talbot <[REDACTED]>  
**Sent:** Wednesday, August 25, 2021 8:29:22 PM  
**To:** Cohen, Laura Jane H (School Board Member) <[lhcohen@fcps.edu](mailto:lhcohen@fcps.edu)>  
**Subject:** [External] Re: CASE-0000575095 Anti-racism, Anti-bias Curriculum

**CAUTION:** This email originated from outside of FCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ms Cohen,

Please address my concerns with the superintendent's plan. Specifically revision of the "controversial issues policy" and use of the problematic Leadership Academy survey?

Thanks, Ian

On Wed, Aug 25, 2021 at 9:36 AM Cohen, Laura Jane H (School Board Member) <[lhcohen@fcps.edu](mailto:lhcohen@fcps.edu)> wrote:

Good morning Mr. Talbot,

I reached out to our Instructional Services Department regarding the implementation of the anti-racism, anti-bias curriculum, and was provided with the following information.

*FCPS has not developed topical or prescribed lessons for anti-bias or anti-racism education. All FCPS schools utilize the Virginia Department of Education's Standards of Learning as the curriculum. Recently, in collaboration with the School Board, we have engaged our community in our efforts to develop policy that would clarify how best to address learning experiences related to bias and racism. We believe this process will support the [One Fairfax](#) commitment to intentionally consider equity when making policies or delivering programs and services. The policy shared with the county government calls on FCPS to provide an "education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life."*

For issues specifically related to K-12 social studies, FCPS Social Studies invites community members to share their perspectives about local and state curriculum and instruction by sending an email to [FCPSSocialStudiesReform@fcps.edu](mailto:FCPSSocialStudiesReform@fcps.edu)

If you continue to have questions or concerns please don't hesitate to reach back out to me.

My best regards-

Laura Jane

Laura Jane Cohen  
FCPS School Board Member  
Springfield District  
[LauraJane.Cohen@fcps.edu](mailto:LauraJane.Cohen@fcps.edu)

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Created by: Talbot, Ian, at 8/21/2021 10:39:27 AM

Requester: Talbot, Ian  
Summary: Anti-Racism/Anti-Bias Work

Requester Email Address: [REDACTED]

The following information was entered in the School Board Portal:

Client Selected: Springfield - Laura Jane Cohen

Client Lives in: Springfield - Laura Jane Cohen

Address:

[REDACTED]

Details: Dear FCPS Board Members, I am concerned and oppose the superintendent's plan to issue a new "Anti-Racism, Anti-Bias Curriculum Policy" and revise the "Controversial Issues Policy" that makes certain that teachers are fair and impartial when they discuss controversial issues in the classroom. All teachers should remain fair and impartial when they discuss controversial issues in the classroom. FCPS should keep the current policy! The Leadership Academy survey has enough problems that its results should be discarded and the School Board should direct the development of an independent, legitimate, and unbiased survey that seeks authentic parental and community input. Parents and community members should be provided the opportunity to comment on whether critical race theory should be embedded in the curriculum and the professional development of teachers and staff. The Fairfax County School Board must focus on the needs of our children, focus on academics, and it must be trustworthy in communicating with parents and community members. We must defend our country's children and their education. They deserve high-quality education — not indoctrination. R, Ian Talbot