

**From:** neking@fcps.edu <neking@fcps.edu>

**Sent:** Tuesday, December 07, 2021 10:48 AM EST

**To:** Silva, Claire <SCSilva@fcps.edu>

**CC:** Spikes, Iona M <imspikes@fcps.edu>; Gomez Portillo, Manuel <mdgomezporti@fcps.edu>; Amenabar, Kim B <KBamenabar@fcps.edu>; Eddy, Colleen A. <CAEddy@fcps.edu>; Thomas, Nina <JAThomas1@fcps.edu>; Merriweather, Shannon <semerriweath@fcps.edu>; Hunter, Alicia S <ashunter@fcps.edu>; Claude, Michelle M. <MMClaude@fcps.edu>

**Subject:** Re: Offer to Onboard to the Controversial Issues & Anti-Racism Anti-bias Policy Project Team

Hello,

I would definitely like to be brought up to speed. Please work with Michelle to find a time to meet.

Nardos

Nardos E. King Ed.D.  
Interim Chief Equity Officer  
Fairfax County Public Schools

On Dec 7, 2021, at 10:44 AM, Silva, Claire <SCSilva@fcps.edu> wrote:

Dear Nardos, Iona, Manny, and Kim:

The Controversial Issues & Anti-Racism Anti-bias (CI & AR/AB) Policy project team would like to invite you to an optional informational session for reviewing the past and present timeline of this project, orienting you to the project management structure, and answering any questions you might have about the deliverables and deadlines we are aiming to achieve for this project.

Would you like me to schedule an information for the CI & AR/AB project with you?

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

**From:** Baenig, Rebecca G <RGBaenig@fcps.edu>

**Sent:** Friday, December 03, 2021 2:27 PM EST

**To:** Region Assistant Superintendents <RegionAssistantSuperintendents@fcps.edu>; Region Executive Principals <RegionExecutivePrincipals@fcps.edu>; Greenfelder, Mark G. <mgreenfelde@fcps.edu>

**CC:** Ivey, Frances W <FWIvey@fcps.edu>; Long, Diane <dslong@fcps.edu>

**Subject:** Region Roundup - December 3

Good afternoon,

There is a lot in flux with our team this week! Congratulations to Nardos, Grace, and Dale on their recent appointments! We are so fortunate to have such talented individuals on our team who are deeply committed to FCPS and willing to step into these new leadership positions.

Here is this week's roundup. We are still waiting on some information from HR on midyear evaluations and will send out the info, our mutual agreements from the last meeting, and draft communications as soon as we have it!

Have a wonderful weekend all!

All the best,  
Becky

## **REGION ROUNDUP**

### **1. RAS/EP Meetings**

**Monday, December 6**

<b>RAS</b>	<b>EP</b>
<a href="#">Agenda</a> <a href="#">Link</a>	<a href="#">Agenda</a> <a href="#">Link</a>

### **2. CABINET HIGHLIGHTS**

#### ***Lewis Academy***

Sloan and Noel led the team through the presentation for the December 14 school board work session on the Lewis Academy. This work stemmed from a School Board Forum Topic from December of 2020. The purpose of the presentation will be to present a model for instructional programming that provides an inclusive, relevant, and rigorous student experience aligned to the concepts of Leadership, Service, Advocacy and Justice. In addition, the team will be seeking Board guidance on next steps for stakeholder engagement and program development.

#### ***Testing Updates***

The purpose of this agenda topic was to receive a check in on the testing program, current participation rates, and any recommended adjustments.

#### ***Governor's School Regional Board***

Lisa and Jeremy led a discussion on recommendations related to the Governor's School Regional Board that is on a future Governance Committee agenda. The presentation for this Governance Committee meeting outlines the implications of creating a Regional Governing Board for Thomas Jefferson High School for Science and Technology. Implementation of a Regional Governing Board at TJHSST would transition away from the current Policy 3355. Current policy indicates in Section IV that the FCPS School Board operates TJHSST as a Regional Governor's School at its direction. Creating a Regional Governing Board for TJHSST would remove the School Board from oversight of TJHSST and pass it on to the Regional School Board. Only a single member from the FCPS School Board would represent FCPS.

#### ***Boundary Consultant Report***

The team reviewed and discussed the Boundary Consultant Report in preparation for the December 14 School Board Work Session.

### **3. SENIOR LEADERSHIP HIGHLIGHTS**

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## Equity Policy

The team discussed Lisa's recommendations for policy development this year and associated follow up with stakeholders who were engaged through focus groups.

There are three policies the AR/AB Team is working to revise/develop:

1. Revision of the Controversial Issues policy and regulation
2. Education Equity policy
3. Anti-racism Anti-bias Curriculum policy

Given the current transition in the Office of the CEO, the team requested the following guidance/clarification from Cabinet around this work:

- The commitment to continue the momentum of bringing forth the Controversial Issues policy and regulation to Sr. Leadership Team/Cabinet and the School Board in December and January
- Clarity about moving forward with an Education Equity policy prior to Dr. Brabrand's departure
- Clarity about moving forward with the Anti-racism Anti-bias policy or pausing until the new CEO is named
- Guidance for how to reply to the Focus Group participants from the Spring to update them on the process and timeline. The members of the focus groups are unknown to FCPS as these were facilitated by Leadership Academy. We may need Leadership Academy's support with closing the loop on updating the Focus Group participants.

## FOIA

The team revisited a conversations around the publishing of certain professional development resources on the FCPS website as these have been the frequent subject of FOIA requests.

## 4. THIS AND THAT

### February 7 RAS/EP Meeting – Early Literacy Plan

As region leaders we play an important role in ensuring our students have equitable access to literacy. As you know, several changes were made to our elementary literacy program this year to:

- Ensure every PreK-2 student develops foundational skills in oral language development, phonological awareness, and phonics
- Provide explicit guidance on evidence-based intervention (ESSER III) grounded in science of reading for students in PreK-6
- Build teacher and administrator knowledge of evidence based literacy practices grounded in the science of reading

As we build our own knowledge and capacity around this work to support our school leaders, we thought it would be beneficial to engage in authentic learning around what this work looks like in our schools and some structured reflection and dialogue on how we can monitor and support the literacy program.

We are thrilled to share that we will be taking our RAS/EP meeting on the road to Canterbury Woods on February 7. The meeting will be from 8:30-11:00 and we will have the opportunity to engage in meaningful learning opportunities around literacy practices including classroom walkthroughs, debriefs, and some frontloading of key content. More information will be provided as the planning progresses.

## 5. SCHOOL BOARD MATTERS

### Regular Meetings

Meeting Date	RAS Representative	Agenda Highlights
December 16	Penny Gros	
January 13	Fabio Zuluaga	
January 27	Fabio Zuluaga	
February 10	Nardos King	
February 24	Becky Baenig	
March 10	Nardos King	
March 24	Becky Baenig	
April 14	Becky Baenig	
April 28	Nardos King	
May 12	Penny Gros	
May 26	Penny Gros	

June 16	Douglas Tyson	
June 30	Douglas Tyson	

Rebecca G. Baenig  
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