

**From:** Inwilliams2@fcps.edu <Inwilliams2@fcps.edu>

**Sent:** Tuesday, April 13, 2021 12:21 PM EDT

**To:** Eddy, Colleen A. <CAEddy@fcps.edu>

**CC:** Silva, Claire <SCSilva@fcps.edu>; Smith, Leona M.3 <LMSmith3@fcps.edu>; Hunter, Alicia S <ashunter@fcps.edu>; Klimenko, Noel C. <ncklimenko@fcps.edu>; Thomas, Nina <JAThomas1@fcps.edu>; Claude, Michelle M. <MMClaude@fcps.edu>; Presidio, Sloan <sjpresidio@fcps.edu>

**Subject:** Re: feedback

Hello all,

We were able to meet with Karl to discuss progress and we should prepare in the following way:

1. Prepare written update on progress in May for full board (memo form)
2. Submit to governance by last week in June

We need to have a draft for discussion in teams of board members prior to submitting to governance.

He was amenable to our process.

Lisa

Lisa Williams, Ed.D.  
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On Apr 13, 2021, at 10:49 AM, Eddy, Colleen A. <CAEddy@fcps.edu> wrote:

Thank you for this feedback, Dr. Williams! In connection with what you have shared, #3 - I am thinking we could benefit from defining race, and #4 - If we can name our aspirations, I wonder if we might find opportunity in the policy work to align our priorities & paradigms of anti-racism, anti-bias, SEL, and the Portrait of a Graduate.

Looking forward to the team meeting today,

Colleen

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**From:** Williams, Lisa N <Inwilliams2@fcps.edu>

**Sent:** Monday, April 12, 2021 12:06 PM

**To:** Silva, Claire <SCSilva@fcps.edu>; Smith, Leona M.3 <LMSmith3@fcps.edu>; Hunter, Alicia S <ashunter@fcps.edu>; Eddy, Colleen A. <CAEddy@fcps.edu>; Klimenko, Noel C. <ncklimenko@fcps.edu>; Thomas, Nina <JAThomas1@fcps.edu>

**Cc:** Claude, Michelle M. <MMClaude@fcps.edu>

**Subject:** feedback

Survey construction

1. There are many items that are double loaded. In cases where questions are asking two or more ideas in one question, you can't interpret the response.

Ex Learning experiences in FCPS about **identity** and **bias** happen as often as they should

2. Institutional racism is often experienced as a series of institutional barriers to opportunities.... In the context of curriculum, institutional barriers in accessing learning, engagement, teaching

You may want to consider add a few questions about institutional barriers

3. Race and Racism are used in a manner that suggests these ideas are interchangeable, I would reconsider using these terms in that way... we can talk about race without involving racism
4. Also, having these discussions can be about our aspirations. I wonder if there is a way to query about that.

Last, these ideas are not offered as an invitation to increase the number of questions. I think you can consider which questions you might want to remove. What counsel have you received on the appropriate number of questions?

Let me know if meeting with a member of the team would be the easiest way to discuss these items. This work is shaping nicely!!!

Thanks for all you do!  
Lisa

Lisa Williams, Ed.D.