

**From:** Inwilliams2@fcps.edu <Inwilliams2@fcps.edu>  
**Sent:** Wednesday, May 12, 2021 3:39 PM EDT  
**To:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Subject:** Re: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

See below. Instead of the vendor, we

Thanks and this works

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

On May 12, 2021, at 1:37 PM, Claude, Michelle M. <MMClaude@fcps.edu> wrote: ■

**DRAFT:** (am I allowed to tell them this info?)

Dear Ms. Money,

Thank you for reaching out to my office so that I may address your inquiry.

We are very much aware that people outside of the FCPS community have been attempting to take the survey and the vendor is also aware that people within the community are attempting to take the survey multiple times. The vendor has many safeguards in place that assist them in determining where the response is coming from and if someone is attempting to take the survey more than once. These outside survey responses and duplicate survey responses are being removed from the master list of responses.

Thank you for your advocacy in ensuring that the integrity of the survey is upheld.

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**From:** Williams, Lisa N <Inwilliams2@fcps.edu>  
**Sent:** Wednesday, May 12, 2021 12:21 PM  
**To:** Claude, Michelle M. <MMClaude@fcps.edu>  
**Subject:** Fwd: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

Pls assist

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

Begin forwarded message:

**From:** "Anderson, Ricardy J (School Board Member)" <rjanderson@fcps.edu>  
**Date:** May 12, 2021 at 12:19:51 PM EDT  
**To:** "Williams, Lisa N" <Inwilliams2@fcps.edu>  
**Subject:** FW: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

Dr. Williams,

Please respond to this parent and cc both Rachna and me. Thank you.

**Ricardy Anderson, Ed.D.**

Chair  
Mason District Representative  
Fairfax County School Board

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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:** Candice Money **personal contact information**  
**Sent:** Tuesday, May 11, 2021 12:40 PM  
**To:** Anderson, Ricardy J (School Board Member) <rjanderson@fcps.edu>  
**Cc:** Sizemore Heizer, Rachna (School Board Member) <rsizemorehei@fcps.edu>; L. Kaye Kory <DelKKory@house.virginia.gov>  
**Subject:** Re: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

Thank you,

Also parents are taking it multiple times. All you have to do is clear the caches in your browser and anyone can take the surveys as many times as they want. Lots of parents are joking about it, which is embarrassing.

I used to write and administer surveys, did they hire a professional? This is not a professional survey, it had no controls and has no way to validate it is representative of the FCPS community: you can never use the data. Plus the questions are poorly written. Do yall need help with this? Id be more than happy to volunteer if yall need help.

Best  
Candice Money

**personal contact information**

On May 11, 2021, at 12:20 PM, Anderson, Ricardy J (School Board Member) <[rjanderson@fcps.edu](mailto:rjanderson@fcps.edu)> wrote:

Ms. Money,

Thank you for this information. I will send to FCPS leadership to investigate further.

**Ricardy Anderson, Ed.D.**

Chair  
Mason District Representative  
Fairfax County School Board

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**From:** Candice Money [redacted] **personal contact information**  
**Sent:** Thursday, May 6, 2021 5:26 PM  
**To:** Anderson, Ricardy J (School Board Member) <[rjanderson@fcps.edu](mailto:rjanderson@fcps.edu)>; Sizemore Heizer, Rachna (School Board Member) <[rsizemorehei@fcps.edu](mailto:rsizemorehei@fcps.edu)>  
**Cc:** L. Kaye Kory <[delkkory@house.virginia.gov](mailto:delkkory@house.virginia.gov)>  
**Subject:** [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

Just a heads parents are sending this to people outside the county to fill out and apparently folks outside the county are able to fill it out and submit it. So I do not think you all can use this survey as it has already been breached and is not representative of FCPS. Also, the questions are very confusing and at the end it forces you (there is no prefer to to answer) to select your race and a group you identify with...that really should not be on there as it should not matter and automatically makes the survey bias.

Candice Money

Begin forwarded message:

**From:** Fairfax County Public Schools <[e-Notify@fcps.edu](mailto:e-Notify@fcps.edu)>  
**Date:** May 6, 2021 at 11:10:34 AM EDT  
**To:** [redacted]  
**Subject:** Anti-Racism, Anti-Bias Curriculum Policy Survey  
**Reply-To:** Fairfax County Public Schools <[e-Notify@fcps.edu](mailto:e-Notify@fcps.edu)>

<image001.png>

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Dear FCPS Families and Community,

Fairfax County Public Schools (FCPS) is committed to realizing a vision of educational equity in which every FCPS student thrives academically, socially, and emotionally and is empowered as the next generation of change leaders for a more just world.

One key strategy to achieve educational equity is to analyze and address the beliefs and policies that inform teaching practices along with *what* is taught in schools. FCPS will begin by revising the existing Controversial Issues Policy and developing a new Anti-Racism, Anti-Bias Education Curriculum Policy.

We believe that hearing from all stakeholders (students, families, educators, and community) and collecting their input will support more inclusive and equitable curriculum policies. We are working with [The Leadership Academy](#) to support the revision and development of the two curriculum policies.

We invite you to participate in a survey to provide input on the development of the curriculum policy.

Please click to take the survey.

<https://survey.alchemer.com/s3/6322435/FCPS-Equity-Round1>

The survey is opens May 6 and will close on May 16.

We welcome and encourage your participation as we shape critical policy around student success and our caring culture. If you have additional questions regarding our policy work and to access the survey, please visit the [Anti-Racism, Anti-Bias Education Policy](#) web page.

As a part of the process, the Leadership Academy is also conducting a series of focus groups to gather the perspectives and input of all stakeholders.

The input from the survey and the focus groups will help inform the policy development. The information will be shared with the Fairfax County School Board this summer.

Working together, we can build a vision of educational equity for every child by name and by need.

Thank you for your participation.

Sincerely,

Scott S. Brabrand, Superintendent  
Fairfax County Public Schools

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Parents of FCPS students may update contact information online through [weCare@School](#) a feature of [FCPS 24-7 Learning: Parent View](#) (Blackboard) or by contacting the student information officer at their child(ren)'s school to have the contact information updated in the student information system.

FCPS employees may update contact information through [UConnect](#).

Individuals with no affiliation to the school system must fill out the [Removal Request](#) to have their contact information removed from eNotify.

**From:** Lloyd, Helen A <halloyd@fcps.edu>  
**Sent:** Tuesday, May 11, 2021 12:54 PM EDT  
**To:** Williams, Lisa N <lnwilliams2@fcps.edu>  
**Subject:** RE: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

I thought the glitch was delivered to stop people taking the survey more than once. I didn't think it needed resolving in the end. I think we need to reach out to Leadership Academy for clarity before we add/respond.

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**From:** Williams, Lisa N <lnwilliams2@fcps.edu>  
**Sent:** Tuesday, May 11, 2021 12:52 PM  
**To:** Lloyd, Helen A <halloyd@fcps.edu>  
**Subject:** RE: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

Leadership academy is looking into this. The reported "glitch" reported last week was "resolved" by removing participants ability to only respond once. We created this problem in our reactive tendency. Perhaps include this as well.

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**From:** Lloyd, Helen A <halloyd@fcps.edu>  
**Sent:** Tuesday, May 11, 2021 12:44 PM  
**To:** Williams, Lisa N <lnwilliams2@fcps.edu>  
**Subject:** FW: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

We need to add this to the questions we are answering today...

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**From:** Anderson, Ricardy J (School Board Member) <rjanderson@fcps.edu>  
**Sent:** Tuesday, May 11, 2021 12:21 PM  
**To:** Foster, John <jefoster@fcps.edu>; Lloyd, Helen A <halloyd@fcps.edu>; Smith, Marty K. <mksmith@fcps.edu>  
**Cc:** Ivey, Frances W <FWIvey@fcps.edu>; Williams, Lisa N <lnwilliams2@fcps.edu>; Brabrand, Scott S <ssbrabrand@fcps.edu>  
**Subject:** FW: [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

FYI

Are there any safeguards against non-fcps residents/parents completing this survey?

**Ricardy Anderson, Ed.D.**

Chair  
Mason District Representative  
Fairfax County School Board

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**From:** Candice Money <casht11@aol.com>  
**Sent:** Thursday, May 6, 2021 5:26 PM  
**To:** Anderson, Ricardy J (School Board Member) <rjanderson@fcps.edu>; Sizemore Heizer, Rachna (School Board Member) <rsizemorehei@fcps.edu>  
**Cc:** L. Kaye Kory <delkkory@house.virginia.gov>  
**Subject:** [External] Problem: This survey is Open to Non FCPS : Anti-Racism, Anti-Bias Curriculum Policy Survey

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Candice Money

Begin forwarded message:

**From:** Fairfax County Public Schools <e-Notify@fcps.edu>  
**Date:** May 6, 2021 at 11:10:34 AM EDT  
**To:** casht11@aol.com  
**Subject:** Anti-Racism, Anti-Bias Curriculum Policy Survey  
**Reply-To:** Fairfax County Public Schools <e-Notify@fcps.edu>