



Wednesday, May 19, 2021 School Board Business Meeting

The School Board of the City of Norfolk (School Board) must continue to discuss and transact the business statutorily required or necessary to continue operating the Norfolk Public School Division. Therefore, pursuant to the combined authority of declarations of emergency of the Governor of the Commonwealth of Virginia, declarations of emergency of the Council and City Manager of the City of Norfolk, Virginia Code Section 2.2-3708.2(A)(3) of the Virginia Freedom of Information Act as modified by provisions within the Commonwealth's Budget Act (Chapter 1289 of the Acts of Assembly 2020), and resolutions of the School Board: the School Board will hold a meeting by a combination of electronic communication and in-person means. A quorum or more of the Board may be physically assembled at the single location identified in this notice along with all staff necessary to physically hold the meeting. The purpose of this meeting is as indicated in the agenda for this meeting.

Members of the public may physically attend the meeting to the extent possible while observing the requirements of the current pandemic emergency orders, including social distancing. The size of the meeting room is such that the number of members of the public able to physically attend the meeting under social distancing rules will be extremely limited. Members of the public will be admitted on a first come basis until all public seating is filled. In addition, members of the public will be able to observe the meeting through live streaming on

<https://norfolkpublicschools.swagit.com/live/>, YouTube at <https://www.youtube.com/user/NPSk12va/live>, or tune in to Ch. 47.

The School Board accepts public comments during School Board Business Meetings only. Members of the public physically present may comment in person. All others may provide public comments for Agenda and Non-Agenda items via Zoom Webinar by registering in advance using the link: https://norfolkpublicschools.zoom.us/webinar/register/WN_QAhqi_YiSy6z5iMr0PNvVg.

Public comments may also be submitted via e-mail to the School Board at schoolboard@nps.k12.va.us by May 18, 2021, at 4:30 p.m.


The physical location of the meeting will be: School Administration Building (800 E. City Hall Avenue, 23510), School Board Room, 12th floor, on Wednesday, May 19, 2021, at 11:00 a.m. (Governance Training), 5:00 p.m. (Closed Session), and 7:00 p.m. (Business Meeting) streamed live at <https://norfolkpublicschools.swagit.com/live/>, <https://www.youtube.com/user/NPSk12va/live>, or tune in to WNPS Ch. 47.

1. Call to Order -- 11:00 AM

Subject	1.01 Call to Order
Meeting	May 19, 2021 - School Board Business Meeting
Category	1. Call to Order -- 11:00 AM
Type	Procedural

Streamed live at <https://norfolkpublicschools.swagit.com/live/>, <https://www.youtube.com/user/NPSk12va/live>, or tune in to WNPS Ch. 47.

Register to speak
at https://norfolkpublicschools.zoom.us/webinar/register/WN_QAhqi_YiSy6z5iMr0PNvVg.
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Please print the agenda using the *print icon*  at the top of the panel on the left side of the screen or print the agenda from the *Active Meetings* home page.

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5-YEAR STRATEGIC PLAN STRATEGIES:**We will promote NPS as the cornerstone of our community's well-being.**

*Big ideas: Technology, Facilities, Competition, Alumni, Early Learning/Literacy

We will empower and facilitate meaningful family and community partnerships.

*Big ideas: Family dynamics, Poverty, Wrap-around Services, Crisis Interventions, Support Systems, Neighborhood Hubs, Community/Family/Parent Engagement, Volunteer Pathways

We will relentlessly pursue engaged learning through high-quality instruction.

*Big ideas: Highly qualified AND highly effective staff, Professional Learning, Closing the GAP, Funding/Grants; Accountability, College and Career Readiness, Human Resources

We will host environments in which all individuals feel safe and secure.

*Big ideas: Cultural Proficiency, Safety, Climate, Relationships, External Influences, Eco-friendly buildings, Alternative Programs, Facilities

We will nurture a culture of excellence, equity and justice through continuous improvement.

*Big ideas: Cultural Proficiency, Closing the GAP, Increasing Resources, Program Evaluation, Early Learning/Literacy, Zoning, School Choice/Open Enrollment, Accountability, Disproportionate populations, Technology, College and Career Readiness

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Board and Division Priorities:

1. Increase the percentage of schools earning full accreditation (100% fully accredited by 2022)
2. Increase the percentage of VDOE Continuous Improvement Schools and NPS High Academic Performing Schools
3. Decrease all subgroup achievement gaps (5% or less by 2024)
4. Increase the On-Time graduation (85% by 2024)
5. Provide Educational Equity, Options, and Opportunities
6. Attract and retain highly qualified & effective staff (fully staffed at start of school)
7. Expand Educational Planning and create a Five Year Capital Improvement Plan for facilities and technology
8. Promote a culture of safety, high attendance rates, decreased dropout rate, positive organizational culture, and student behavior
9. Attract and retain community partnerships and strengthen family engagements
10. Strive to Improve Relationships and Increase Governance Capacity (School Board only)

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NOTE:

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https://norfolkpublicschools.zoom.us/webinar/register/WN_QAhqi_YiSy6z5iMr0PNvVg

2. School Board Governance Training

Subject	2.01 School Board Governance Training with AJ Crabill and Cindy Elsbernd (Council of Great City Schools)
Meeting	May 19, 2021 - School Board Business Meeting
Category	2. School Board Governance Training
Type	Information, Discussion

File Attachments

Student Outcomes Focused Governance Manual.docx (51 KB)

Comprehensive Needs Analysis.pdf (654 KB)

NPS School Board Community Input Synopsis.pdf (79 KB)
 School Board Governance Options.pdf (74 KB)

Subject	2.02 Motion to Enter Into Closed Executive Session (vote required)
Meeting	May 19, 2021 - School Board Business Meeting
Category	2. School Board Governance Training
Type	Action, Action (Consent), Information
Recommended Action	<p>MOTION TO ENTER EXECUTIVE SESSION May 19, 2021 Move that the members of the School Board go into a closed session for the purposes which are set out in subsection (A) of section 2.2-3711 of the Virginia Freedom of Information Act (Act), as amended for:</p> <p>(a) Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of the Norfolk Public Schools, pursuant to subsection (1) of the Act. The subjects of this portion of the session is the discussion of today's regular personnel agenda and discussion of the qualification of candidates for positions on various School Board Committees.</p> <p>(b) Discussion or consideration of disciplinary and any other matters concerning students in Norfolk Public Schools that would involve the disclosure of information contained in a scholastic record pursuant to subsection (2) of the Act. The subject of this portion of the session is the discussion of today's regular student support services agenda.</p> <p>(c) Consultation with legal counsel and briefing by staff members concerning actual or probable litigation or specific legal matters requiring the provision of legal advice by counsel pursuant to subsections (7) and (8) of the Act. The subjects of this section of the motion are the matters set out above in subsections (a) and (b) of this motion.</p>

MOTION TO ENTER EXECUTIVE SESSION
May 19, 2021

Move that the members of the School Board go into a closed session for the purposes which are set out in subsection (A) of section 2.2-3711 of the Virginia Freedom of Information Act (Act), as amended for:

- (a) Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of the Norfolk Public Schools, pursuant to subsection (1) of the Act. The subjects of this portion of the session is the discussion of today's regular personnel agenda and discussion of the qualification of candidates for positions on various School Board Committees.
- (b) Discussion or consideration of disciplinary and any other matters concerning students in Norfolk Public Schools that would involve the disclosure of information contained in a scholastic record pursuant to subsection (2) of the Act. The subject of this portion of the session is the discussion of today's regular student support services agenda.
- (c) Consultation with legal counsel and briefing by staff members concerning actual or probable litigation or specific legal matters requiring the provision of legal advice by counsel pursuant to subsections (7) and (8) of the Act. The subjects of this section of the motion are the matters set out above in subsections (a) and (b) of this motion.

Our adopted rules of Parliamentary Procedure, Robert's Rules of Order (newly revised 11th edition), provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the Consent Agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the Consent Agenda at the request of any board member.

3. Closed Executive Session -- 5:00 PM

Subject	3.01 Personnel Matters
Meeting	May 19, 2021 - School Board Business Meeting
Category	3. Closed Executive Session -- 5:00 PM

Type Information, Discussion

Subject 3.02 Student Support Matters

Meeting May 19, 2021 - School Board Business Meeting

Category 3. Closed Executive Session -- 5:00 PM

Type

Subject 3.03 Resolution Certifying an Executive Closed Session (vote required)

Meeting May 19, 2021 - School Board Business Meeting

Category 3. Closed Executive Session -- 5:00 PM

Type Action, Action (Consent), Information

Recommended Action A RESOLUTION CERTIFYING AN EXECUTIVE MEETING OF THE SCHOOL BOARD OF THE CITY OF NORFOLK IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT.

WHEREAS, the School Board of the City of Norfolk has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by the School Board of the City of Norfolk that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE BE IT RESOLVED that the School Board of the City of Norfolk hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the executive meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed, or considered by the School Board of the City of Norfolk.

A RESOLUTION CERTIFYING AN EXECUTIVE MEETING OF THE SCHOOL BOARD OF THE CITY OF NORFOLK IN ACCORDANCE WITH THE PROVISIONS OF THE VIRGINIA FREEDOM OF INFORMATION ACT.

WHEREAS, the School Board of the City of Norfolk has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by the School Board of the City of Norfolk that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE BE IT RESOLVED that the School Board of the City of Norfolk hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the executive meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed, or considered by the School Board of the City of Norfolk.

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4. Business Meeting -- 7:00 PM

Subject 4.01 Call to Order and Welcome


Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type Information, Procedural

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Subject	4.02 Roll Call
Meeting	May 19, 2021 - School Board Business Meeting
Category	4. Business Meeting -- 7:00 PM
Type	Information, Procedural

Subject 4.03 Pledge of Allegiance: Student Representative Georgia Simpson

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type

Subject 4.04 Student Musical Performance: Armon Newkirk, Norview HS (All State Chorus Delegate), under the direction of Sarah Tilghman

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type Information

Subject 4.05 Superintendent's Report

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type

Subject 4.06 School Board Clerk's Report (Recognitions & Observances: June 2021)

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type Information

JUNE 2021:

- National Physical Fitness and Sports Month
- Asian-American and Pacific Islander Heritage Month
- Get Caught Reading Month
- June 19: Juneteenth, Emancipation Day in Texas in 1865

Subject 4.07 Citizens' Comments on Agenda Items Only

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type

Subject 4.08 Citizens' Comments on Non-Agenda Items

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type

Subject 4.09 Approval of Consent Agenda (vote required)

Meeting May 19, 2021 - School Board Business Meeting

Category 4. Business Meeting -- 7:00 PM

Type Action (Consent), Information

Recommended Action Approval of Consent Agenda (vote required)

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5. Consent Agenda

Subject 5.01 Personnel Report

Meeting May 19, 2021 - School Board Business Meeting

Category 5. Consent Agenda

Type Information, Discussion

Subject 5.02 Student Support Services Report

Meeting May 19, 2021 - School Board Business Meeting

Category 5. Consent Agenda

Type

Subject 5.03 Bills & Payroll Reports

Meeting May 19, 2021 - School Board Business Meeting

Category 5. Consent Agenda

Type Action (Consent), Information

Recommended Action Bills & Payroll Reports

Bills, Payroll & Facilities Report

File Attachments

[Bills Payroll Report FY21 P10 April 2021.pdf \(819 KB\)](#)

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Subject **5.04 Use of Facilities Report**

Meeting May 19, 2021 - School Board Business Meeting

Category 5. Consent Agenda

Type

File Attachments
[School Facilities Report FY21 P10 April 2021.pdf \(173 KB\)](#)

Subject **5.05 Policy Approval**

Meeting May 19, 2021 - School Board Business Meeting

Category 5. Consent Agenda

Type Information, Procedural

Policy Approval:
GBL -- Personnel Records
KBC -- Media Relations

File Attachments
[GBL - Personnel Records.pdf \(105 KB\)](#)
[KBC - Media Relations.pdf \(79 KB\)](#)

Subject **5.06 Approval of Minutes (April 14 & April 21, 2021)**

Meeting May 19, 2021 - School Board Business Meeting

Category 5. Consent Agenda

Type Action, Information, Discussion

Recommended Action Approval of Minutes (April 14 & April 21, 2021)

Approval of Minutes (April 14 & April 21, 2021)

File Attachments
[SB Work Session Minutes-4-14-21.pdf \(174 KB\)](#)
[SB Gov. Training-SB Business Meeting Minutes-4-21-21.pdf \(236 KB\)](#)

6. Decision/Discussion Agenda

Subject **6.01 Monthly Financial Report (vote required)**

Meeting May 19, 2021 - School Board Business Meeting

Category 6. Decision/Discussion Agenda

Type Action (Consent), Information

Recommended Action Monthly Financial Report (vote required)

File Attachments
[School Board Financial Report Per 10 - April 2021.pdf \(1,341 KB\)](#)

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Subject 6.02 Superintendent's Recommendation for the School Board Budget (vote required)

Meeting May 19, 2021 - School Board Business Meeting

Category 6. Decision/Discussion Agenda

Type

File Attachments
[Agenda Packet - FY 2022 Budget Revisions 2021-05.pdf \(959 KB\)](#)

Subject 6.03 Policy JMZ Restraint and Seclusion

Meeting May 19, 2021 - School Board Business Meeting

Category 6. Decision/Discussion Agenda

Type

File Attachments
[JMZ - Restraint and Seclusion of Students.pdf \(178 KB\)](#)

Subject 6.04 Renaming of Schools -- Community Engagement

Meeting May 19, 2021 - School Board Business Meeting

Category 6. Decision/Discussion Agenda

Type

Subject 6.05 Matters of the Board: A. Student Representative Report and B. Board Committee Reports

Meeting May 19, 2021 - School Board Business Meeting

Category 6. Decision/Discussion Agenda

Type Information

Matters of the Board: A. Student Representative Report and B. Board Committee Reports

7. Adjournment

Subject	7.01 Business Meeting Adjourned
Meeting	May 19, 2021 - School Board Business Meeting
Category	7. Adjournment
Type	Information
Business Meeting Adjourned	