



Wednesday, March 15, 2023 School Board Business Meeting & Public Hearing

Wednesday, March 15, 2023

Workshop (4:00 p.m.) & Closed Session (5:00 p.m.)

Business Meeting (7:00 p.m.)

Public Hearing

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School Administration Building

12th floor, Board Room

The meeting will be streamed live at <https://norfolkpublicschools.swagit.com/live/>,
<https://www.youtube.com/user/NPSk12va/live>, or tune in to WNPS Ch. 47.

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PUBLIC COMMENTS SUBMITTED:

The School Board accepts public comments during School Board Business Meetings and Public Hearings only. If you would like to provide public comments in person for Agenda and Non-Agenda items, you may sign up at the beginning of the meeting until 7 p.m. or call prior to the start of the meeting, or email the School Board Clerk (schoolboard@nps.k12.va.us) by March 14, 2023 at 4:30 p.m. The School Board does not respond to public comments. We cannot guarantee anonymity for those submitting public comments. You are required to note "Please post for Public Comment" or "Do not post for Public Comment" in the subject line or within your e-mail message. All comments will be provided to board members for that meeting.

The School Board does not respond to public comments.

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SCHOOL BOARD MEETINGS LIVE STREAMING: <http://www.npsk12.com/live-streaming>

SCHOOL BOARD MEETINGS ARCHIVES: [https://www.youtube.com/playlist?](https://www.youtube.com/playlist?list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG_91)

[list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG_91](https://www.youtube.com/playlist?list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG_91)

For School Board Business Meetings prior to January 2016, please call WNPS Channel 47 at 757-628-3459 to purchase a DVD copy for a nominal fee.

The School Board does not respond to public comments.

1. School Board Workshop -- 4:00 PM

Subject **1.01 Call to Order**

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing


Category 1. School Board Workshop -- 4:00 PM

Access Public

Type Information

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

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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:

- 100% IDENTIFICATION VERIFICATION IS IN FORCE...Please remember to bring proper identification (PICTURE ID) to enter the School Administration Building.
- The Central Administration Building and all Norfolk Public School facilities are NO SMOKING zones.

Subject 1.02 Roll Call

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 1. School Board Workshop -- 4:00 PM

Access Public

Type Information

Subject 1.03 Discussion of the Superintendent's Proposed Operating Budget for FY2024

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 1. School Board Workshop -- 4:00 PM

Access Public

Type Discussion

File Attachments

[NPS FY2324 Motion - Building Administrators.pdf \(91 KB\)](#)
[NPS FY2324 Motion - IGNITE.pdf \(43 KB\)](#)
[NPS FY2324 Motion - SMART Goals and Outcomes.pdf \(48 KB\)](#)
[NPS FY2324 Motion - Classified.pdf \(36 KB\)](#)
[NPS FY2324 Motion - Innovate Carry Forward.pdf \(40 KB\)](#)
[NPS FY2324 Motion - Teacher.pdf \(56 KB\)](#)
[NPS FY2324 Motion Pandemic Spending Supporting and Caring Learning Environments .docx \(14 KB\)](#)
[NPS FY2324 Motion- STUDENT EXCELLENCE-LITERACY NUMERACY.docx \(536 KB\)](#)
[Supt Recommendation for Approval of FY 2024 Budget with Feb Presentation.pdf \(4,145 KB\)](#)
[SAMSHA 2022 National Guidelines for Child and Youth Behavioral Health Crisis Care.pdf \(1,187 KB\)](#)
[JLARC PandemicImpactonPublicK12Education.pdf \(7,076 KB\)](#)
[MH-BA-Time is Now- Responding to Youth MH Crisis Handout.pdf \(221 KB\)](#)
[2022 Compensation Report of Findings and Rec 12 13 22 FINAL.pdf \(2,507 KB\)](#)
[InstructionalExperienceBasedStepPayScale-2.pdf \(226 KB\)](#)
[UnifiedExpBasedPayScale.pdf \(756 KB\)](#)
[philosophy.pdf \(149 KB\)](#)
[Goals and Guardrails with Interim Measures \(Byrdsong FINAL - 9-10-21\).pdf \(276 KB\)](#)

Executive File Attachments

[Supt Recommendation for Approval of FY 2024 Budget with Feb Presentation.pdf \(4,145 KB\)](#)

Subject **1.04 Motion to go into Executive Closed Session (vote required)**

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 1. School Board Workshop -- 4:00 PM

Access Public

Type Action (Consent)

Recommended Action MOTION TO ENTER EXECUTIVE SESSION
 MARCH 15, 2023
 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 School Board of the City of Norfolk, pursuant to subsection 2.2-3711 (A) (1) of the Act. The subject of this portion of the session is the personnel on today's regular personnel agenda.
 (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 2.2-3711 (A) (2) of the Act. The subject of this portion of the session is the discussion of students on today's regular student support agenda.
 (c) Consultation with legal counsel and briefing by staff members or consultants pertaining to actual or probable litigation where discussion in open session would adversely affect the School Board's negotiating or litigating posture, and consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by counsel pursuant to subsections 2.2-3711 (A) (7) and (8) of the Act. The subjects of this portion of the session are those set out above in subsections (a) and (b) of this motion.

MOTION TO ENTER EXECUTIVE SESSION
MARCH 15, 2023

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 School Board of the City of Norfolk, pursuant to subsection 2.2-3711 (A) (1) of the Act. The subject of this portion of the session is the personnel on today's regular personnel agenda.
- (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 2.2-3711 (A) (2) of the Act. The subject of this portion of the session is the discussion of students on today's regular student support agenda.
- (c) Consultation with legal counsel and briefing by staff members or consultants pertaining to actual or probable litigation where discussion in open session would adversely affect the School Board's negotiating or litigating posture, and consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by counsel pursuant to subsections 2.2-3711 (A) (7) and (8) of the Act. The subjects of this portion of the session are those 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.

2. Closed Executive Session -- 5:00 PM

Subject	2.01 Personnel Matters
Meeting	Mar 15, 2023 - School Board Business Meeting & Public Hearing
Category	2. Closed Executive Session -- 5:00 PM
Access	Public
Type	Information

Executive File Attachments

[03.15.23 SB Personnel Docket revised.pdf \(1,026 KB\)](#)

Subject	2.02 Student Support Services Matters
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Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 2. Closed Executive Session -- 5:00 PM

Access Public

Type Information

Executive File Attachments

[DSSS School Board Report March 15 2023.pdf \(790 KB\)](#)

Subject 2.03 Resolution Certifying an Executive Closed Session (vote required)

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 2. Closed Executive Session -- 5:00 PM

Access Public

Type 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.

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. Reconvene Business Meeting -- 7:00 PM

Subject 3.01 Call to Order

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information

Subject 3.02 Roll Call

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information, Procedural

Subject 3.03 Pledge of Allegiance: Nya Muir (Student School Board Representative)

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information

Pledge of Allegiance led by Nya Muir (Student School Board Representative).

Subject 3.04 Adoption of the Business Agenda (vote required)

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Action

Subject 3.05 Student Musical Performance (NPS Students)

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information

Subject 3.06 School Board Clerk's Report

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information

MARCH OBSERVANCES/PROCLAMATIONS:

- Music In Our Schools Month
- Youth Art Month
- National Social Work Month (Proclamation)
- Public Purchasing Month (Proclamation)
- Read Across America Day (March 2)
- School Social Work Week (March 5-11)
- National School Breakfast Week (March 6-10)

Subject 3.07 Superintendent's Report

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information

Subject 3.08 Citizens' Comments on Agenda Items Only

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Information

Subject 3.09 Approval of Consent Agenda (vote required)

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 3. Reconvene Business Meeting -- 7:00 PM

Access Public

Type Action (Consent), Information

Recommended Action Approval of Consent Agenda (vote required)

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.

4. Consent Agenda

Subject	4.01 Bills & Payroll Reports
Meeting	Mar 15, 2023 - School Board Business Meeting & Public Hearing
Category	4. Consent Agenda
Access	Public
Type	Action (Consent), Information
Recommended Action	Bills & Payroll Reports
Bills & Payroll Reports	

File Attachments

[Bills and Payroll Report FY23 P08 FEB 23.pdf \(256 KB\)](#)

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.

Subject	4.02 Use of Facilities Report
Meeting	Mar 15, 2023 - School Board Business Meeting & Public Hearing
Category	4. Consent Agenda
Access	Public
Type	Action (Consent)

File Attachments

[School Facilities Report FY23-P08-FEB.pdf \(211 KB\)](#)

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.

Subject	4.03 Student Support Services Report
Meeting	Mar 15, 2023 - School Board Business Meeting & Public Hearing
Category	4. Consent Agenda
Access	Public
Type	Action (Consent)

Executive File Attachments

[DSSS School Board Report March 15 2023.pdf \(790 KB\)](#)

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.

Subject **4.04 Approval of Minutes (Feb. 1 & Feb. 15, 2023)**

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 4. Consent Agenda

Access Public

Type Action (Consent)

Approval of Minutes (Feb. 1 & Feb. 15, 2023).

File Attachments

[SB Gov. Training-Work Session Minutes-2-1-23.pdf \(1,609 KB\).](#)
[SB Business Meeting Minutes for 2-15-23.pdf \(2,250 KB\).](#)

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.

5. Discussion/Decision Agenda

Subject **5.01 Monthly Financial Report (vote required)**

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 5. Discussion/Decision Agenda

Access Public

Type Action (Consent), Information

Recommended Action Monthly Financial Report (vote required)

File Attachments

[Monthly Financial Report Fiscal Year 23 Period 8 February 2023.pdf \(1,305 KB\).](#)

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.

Subject **5.02 Appropriation of Unassigned Fund Balance and City Revenue Sharing (vote required)**

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 5. Discussion/Decision Agenda

Access Public

Type Action (Consent)

File Attachments

[Agenda - Request for approval of resolutions with attachments.pdf \(192 KB\)](#)

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.

Subject 5.03 Discussion of the School Board's FY2024 Operating Budget (vote required)

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 5. Discussion/Decision Agenda

Access Public

Type Information

File Attachments

[Supt Recommendation for Approval of FY 2024 Budget with Feb Presentation.pdf \(4,145 KB\)](#)

Subject 5.04 Personnel Report

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 5. Discussion/Decision Agenda

Access Public

Type Information

Executive File Attachments

[03.15.23 SB Personnel Docket revised.pdf \(1,026 KB\)](#)

6. Citizens' Comments on Non-Agenda Items

Subject 6.01 Citizens' Comments on Non-Agenda Items

Meeting Mar 15, 2023 - School Board Business Meeting & Public Hearing

Category 6. Citizens' Comments on Non-Agenda Items

Access Public

Type Information

Public Comments:

J. Haas

File Attachments

[Public Comments-3-15-23 \(J. Haas\).pdf \(781 KB\)](#)

7. Adjournment -- 9:00 PM

Subject	7.01 School Board Business Meeting -- Adjourned
Meeting	Mar 15, 2023 - School Board Business Meeting & Public Hearing
Category	7. Adjournment -- 9:00 PM
Access	Public
Type	Information
Business Meeting -- Adjourned	