

Monitoring Report Response Document
Executive Limitation #10
Learning Environment/Treatment of Students
February 22, 2024

Board Member: Seema Dixit

The Board, on the date shown above, received and reviewed the official internal monitoring report of its Executive Limitation #10 submitted by the Superintendent.

With respect to the provisions of the *Executive Limitation #10, Learning Environment/Treatment of Students*, the Fairfax County School Board concludes that the Superintendent's performance during the previous year has been **one of the following**:

A. In compliance

Comments: Dr. Reid is in compliance with respect to executive
limitation # 10. there is ~~some~~ lot of need of restorative
justice & this is worth measuring & benchmarking.
For FOIA/ FERPA, following the best practices is really
critical to avoid any mistakes with sensitive data.

B. Making adequate progress towards compliance

Comments: _____

C. Not in compliance

Comments: _____

Additional remarks:

Please let teachers update middle & high school student
parents about their kids progress. Grade is only one way
to know how kids are performing in schools.

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Board Member: Melanie Meren

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With respect to the provisions of the *Executive Limitation #10, Learning Environment/Treatment of Students*, the Fairfax County School Board concludes that the Superintendent's performance during the previous year has been **one of the following**:

A. In compliance

Comments: Extensive effort during creation of strategic plan to engage students (meetings, surveys), to inform the plan. Professional development provided to staff, for DEI + SEL. Communications going home regularly via email + US mail, with progress reports in academics + SEL. Have taken actions to systemically safeguard student info, including the handling of confidential info. Have invested in cyber security staff + best practices. Expanding outdoor learning to access benefits of research-proven outdoor learning. Revisiting renovation approaches so improvements reach more schools, ~~more~~ faster. Facing challenges head-on with improvement plans. Very transparent! Have moved review of info requests under legal for close handling. Huge push to improve attendance - many strategies. Supporting LGBTQIA+ kids + adults.

B. Making adequate progress towards compliance

Comments: _____

C. Not in compliance

Comments: _____

Additional remarks:

Work to make PD required, not optional, to provide more intensive PD to apply DEI + SEL in instruction/classrooms. Work to create decrease adult to student ratios in classes + for counselors.
Work to make application of SR+R more uniform for infractions, + ensure that effective practices are used to curtail root causes of infractions. Work to create smaller learning communities - our schools are so big. Ensure staff information is as safeguarded as students' (i.e. staff pictures on FCPS website).

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Board Member: Ilryong Moon

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A. In compliance

Comments: _____

B. Making adequate progress towards compliance

Comments: _____

C. Not in compliance

Comments: _____

Additional remarks:

Need more starting point data to
determine whether there has been
adequate progress

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Board Member: Rachna Sizemore Heizer

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A. In compliance

Comments: ① need more focus on inclusion and on efforts to meet indicator 5 and indicator 6 (VDOE) as well as address barriers to inclusion at secondary schools (ms + Hs)
② special ed enhancement plan is still under development
③ expand anti-bullying and building positive relationships
efforts, especially efforts for students. ④ Expand principal Council type of organization to gain more breadth of

B. Making adequate progress towards compliance

Comments: _____

these need to go here.

student voice
↓
I am very impressed at our attendance efforts

great benchmarking and lots of good things going on and room to do even better!

C. Not in compliance

Comments: _____

Additional remarks:

Timestamp School Board Member **A. In Compliance** (Opt **B. Making Adequate F C. Not In Compliance**) **Additional Remarks** (Optional)

Timestamp	School Board Member	A. In Compliance (Opt B. Making Adequate F C. Not In Compliance)	Additional Remarks (Optional)
2/22/2024 22:38:56	Robyn Lady	I believe the EL-10 document outlines in great detail the myriad ways FCPS is addressing each item. I commend the superintendent for sharing data under several of the initiatives and for initiating benchmarking in areas where no data is being collected.	I am grateful that Dr. Reid took the initiative to write a corrective memorandum addressing item nine. I believe that the procedure moving forward is multilayered and will be implemented with fidelity.

School Board Member:	Anderson	
Executive Limitations:	#10 - Learning Environment and Relationships to	
Summative Rating: NOT IN COMPLIANCE		
Limitation Indicators	Evidence of Compliance or Progress	Making Adequate Progress: YES/NO
SUPERINTENDENT SHALL NOT FAIL TO:		
1. Maintain a climate that is characterized by support and encouragement for high student achievement across all demographic subgroups and identify barriers and solutions to inclusion and participation		not enough data to make a determination
2. Implement policies and procedures that promote a safe, welcoming, inclusive, accessible, and equitable learning environment for all students that promotes respect, belonging, and well-being. student information is properly used and protected.	* restorative justice practices and coaching model; regulation 2603	YES
3. Protect against discrimination, harassment, bullying, or other unsafe conditions that might threaten the academic performance, health or well-being of students, and provide a clear method to report and resolve such incidents.	clear method of reporting is in place; protection against discrimination is unclear given the data.	NO
4. Promote structures to engage students in providing input into their learning experience.	SEALS, SAC; POG plan for 2025-26	YES

<p>5. Ensure that each and every student and their family receive regular feedback on student progress through appropriate and effective communication that facilitates effective educational partnerships at all levels.</p>		<p>YES</p>
<p>6. Engage with teachers, administrators, students, and families in the development of administrative student discipline regulations that are clear, consistent, fair, and developmentally appropriate.</p>	<p>RDD teams;</p>	
<p>7. Ensure all discipline policies and procedures are clearly communicated and enforced fairly, consistently, equitably, and proportionally across schools and demographic groups.</p>		<p>not enough data has been provided to make a determination</p>
<p>8. Take reasonable steps to identify students at risk of failing to meet academic, behavioral, or attendance expectations and provide them with the necessary support in a clear and timely manner.</p>	<p>Tutor.com; high impact tutoring; 190 of 198 schools have shown improvement in chronic absenteeism as compared to the Feb. 2023.</p>	<p>YES</p>
<p>9. Ensure that all confidential student information is properly used and protected.</p>		<p>NOT yet</p>

Students

Comments/Areas for Growth	Questions	Potential Revisions to the EL		
<p>Provide data from the bias dashboard to support progress/compliance * The plans are a start, but they do not speak to whether the desired climate has been achieved. * means vs ends; * continued issues of bias/hate at schools among students-i.e. TJ in which black student is currently being</p>		<p>perhaps consider progress in lieu of compliance</p>		
<p>* Wjhat is the monitoring protocol for the implementation of these requiremetns? Are all schools at 100% compliance? How is this data captured?</p>	<p>What is the impact of SEL lessons, morning meetings and Responsive advisory Meetings assessed? * How are the results of the SEL screener used both for individual students who present concerns and collectively as a class, grade level, school? * Other than the notification, how are guardians/parents engaged?</p>			
<p>* The provisions appear to be adequate, but there is no information about their impact on student behavior?</p>	<p>* How would you predict this report will look in the next school year?; * How is it being monitored that students were protected against discrimination?</p>	<p>Is this a reasonable indicator? What does such protection look like?</p>		

<p>Consider a more consistent use of Schoology (at least in each building). Some teachers use it and others do not which makes it difficult for guardians/parents to track and monitor,</p>	<p>How can conference opportunities at the secondary level be better systemized/organized to becomce part of the Division's expectations? . ES schools have a clear plan and then a gap is presented in the middle schools. * Please elaborate on the direct feedback in Schoology.</p>	<p>Shall ensure consistent grading practices i.e. weighing of formative and summative assessments at secondary schools. Currently there are 10/90l 50/50 etc.</p>		
<p>If discipline policies and procedures were proportionally enforcd, then the RDD teams would not be needed for the 19 schools with with disproportional outcomes;</p>				
	<p>What is the current usage of Tutor.com; Can the Board be provided with periodic updates via the Board letter since it is such a significant investment?; * Is the high impact tutoring available at every schoo? - teacher or parent identified or both?</p>			
<p>In less than a year, the division has suffered 2 data breaches. Steps should be outlined to aovid unforced errors.</p>				