

**Special Education Advisory Committee (SEAC)  
Norfolk Public Schools - Draft Minutes 2/3/22**

Meeting Date and Time: This meeting was held as an electronic meeting due to the emergency and disaster represented by the spread of COVID-19, pursuant to and in compliance with Norfolk City Ordinance 48,161. This meeting was conducted by the following electronic communication means telephonically and electronically through Zoom. The public may participate by providing their comments in an email to the Chairpersons or Department of Learning Support in advance of the meeting or by phone or video. Via Zoom, 2/03/2022, 6:00 pm

<b>Members present:</b>	Halima Akar (Co-Secretary), Dr. Nicole Anthony (Standing Rules Subcommittee Chair), Mr. Vashti Washington (Chair), Sarah Bailey, Rita Bell (Co-Secretary), Charlene Christopher, Mildred Goolsby, Vicky Greco (Co-Vice Chair), Tasha Washington, Susan Williams, Akea Holman-Boyd, Edna (Diane) Outlaw, Christopher Keyes (Co-Vice Chair), Matthew Moynihan
<b>Members absent:</b>	Nathaniel Almeida
<b>NPS Consultants present:</b>	Dr. Glenda Walter, Learning Support Senior Director,
<b>Guests:</b>	Nicole Broe, Kim Wint, Nathan Whitlow, Sommer Hoffman, Shantae Brown, Katelyn Conway, Aqueelah Epps, Rodney Jordan (NPS School Board member)

**Welcome/Introductions/The Purpose of SEAC:** Ms. Greco called the meeting to order at 6:00 p.m. Dr. Walter admitted guests from the Zoom virtual "waiting room." Ms. Greco read the purpose of the SEAC. On behalf of the SEAC, Ms. Greco welcomed guests and invited them to introduce themselves. A number of our guest attendees have recently submitted applications to join the SEAC committee.

**Adoption of September Minutes:** Following the Committee review of the draft minutes, Mr. Washington made a motion to adopt the minutes from the January 6, 2022 meeting as amended. Susan Williams seconded and the motion carried.

**Announcements:**

Sarah Bailey announced that the Endependence Center wants to get together members from different SEACs at the Regional SEAC meeting on Saturday, February 26 from 10 am to 11:30 am. SEAC members are asked to RSVP to Sarah Bailey: Education Advocacy Coordinator, [sbailey@endpendence.org](mailto:sbailey@endpendence.org) or call 757-351-1585 no later than Tuesday, February 22 by 5 pm. The Regional SEAC meeting flyer, which had also been forwarded to the SEAC electronically in advance of tonight's meeting, lists info for attending in-person and by Zoom.

The Endependence Center continues to provide classes on independent living skills for young people 18 to 25 years of age. The classes meet one Saturday a month from 10 am to 12:30 pm. For more info or to register, please contact Ms. Bailey or the Center's Youth Independent Living (IL) Coordinator Amy Ouellette at [aouellette@endependence.org](mailto:aouellette@endependence.org).

Ms. Bailey had shared a letter, forwarded to the SEAC along with tonight's meeting materials, from the U.S. Department of Education stating school administration strategies to use the ESSER funds to mitigate staff shortages. U.S. Education Secretary Dr. Miguel Cardona released the December 16, 2021 letter to educators regarding financial resources and strategies for retaining and keeping our highly qualified and effective teachers and staff.

Ms. Greco reported that the School Board held a business meeting on January 19 and that the three speakers who gave citizen comments were educators. The mid-year board retreat can be observed on Friday, Feb 4 from 9 am to 1 pm and is being broadcasted. There was a board work session yesterday/February 2 that included reading and math STAR data discussion for those interested in watching it: SCHOOL BOARD MEETINGS ARCHIVES: [https://www.youtube.com/playlist?list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG\\_91](https://www.youtube.com/playlist?list=PLJkCBujRQwOFwHwxEET-2POv3Qq0OG_91)

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Dr. Walter shared that Learning Support has American Rescue Plan (ARP) emergency relief funds that were awarded this year as part of flow-through funds, in addition to the division's regular flow through federal funds. She stated that she reached out to VDOE in an inquiry based on the U.S. Department of Education's December 16, 2021 "Dear Colleague Letter" to learn more about the parameters on those particular funds and the broader division funds, as well as determine if there are things that the NPS Learning Support/Special Education department can do in collaboration with Human Resources and other NPS departments in using those funds to help recruit and retain existing staff. She discussed that the division has to have some policies in place, and she has been in communication with Chief Academic Officer Dr. James Pohl, who is one of the liaisons to the School Board Advisory Committees (SBACs).

SEAC Co-Chair Ms. Theresa Apker has resigned her officer and member positions from the SEAC as of January 18, 2022.

**Public Comment:** There were no public comments received or discussed.

### **Learning Support Updates:**

Dr. Walter reported that the VDOE is going to be revising the 2016 mathematics standards of learning (SOLs). She encouraged the members and guests to review the mathematic standards and provide public comments on how those standards are written to meet the needs of all learners, including student instruction and preparation for passing SOL assessments and accessing post-secondary transition opportunities. Dr. Walter asked that the SEAC take the time to review and share the call for public comments regarding the revised math SOLs once the info is released by the VDOE.

The VDOE has set cultural competency guidelines for educators and staff in Virginia. Dr. Walter noted that she planned to share this professional development information with the Committee in a follow-up email.

Dr. Walter reported that community information regarding the window to submit SEAC membership applications has been communicated and posted on the NPS website as requested by the Committee. She has forwarded approximately 15 applications that have been submitted to date to the Membership Subcommittee and SEAC officers. Information regarding the application to the School Board Advisory Committees (SBACs) was included in the NPS Now newsletter with a link to meeting information. Dr. Walters is going to follow up with the Communications department about posting the information via the City's Nextdoor social media platform that posts to over 100 neighborhoods throughout the City.

Ms. Greco requested a current heat map of our membership representation to help the Committee understand where our underrepresented schools and neighborhoods fall and where we could spread the word to parents and community members. Mrs. Christopher added to the Committee discussion regarding questions about applicants' zip codes and the City residency requirement as provided for in the SEAC bylaws and Board guidelines.

Ms. Greco noted a recent conversation with a member of the community regarding lesson plans for students with disabilities (SWDs) and if NPS includes SOL-based goals/objectives on lesson plans by grade level or individualized ability. Dr. Walter stated that it depends on the present level of academic and functional performance of the child.

### **Ongoing Business:**

Ms. Greco asked for an update on how the transition for students whose Autism classroom was consolidated with a classroom at Richard Bowling Elementary due to staffing issues, as well as the impact on our students based on division-wide special education staffing shortages. Dr. Walter shared that she believes the transition went well but noted the transition was affected by quarantining of students as necessary as one of the bigger challenges in the post-winter break return to school. As far as staffing in general, we are not as a division 100% staffed. For special education teachers' staffing, it varies by school.

Dr. Anthony asked a question that was brought up at the last School Board Meeting about special education teachers being pulled to cover classes and how NPS is monitoring the number of service minutes. Dr. Walters discussed proactive

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compensatory service conversations with families and other strategies. As far as teachers being pulled, NPS is using staff to cover classes during their planning when they are not providing services or instruction and providing staff compensation for teachers for giving up their planning periods. She continued to discuss the staff shortage and how NPS is considering options that the administration has not had to consider in the past before the pandemic.

Ms. Christopher suggested that the Committee follow the legislative session in Richmond and the bills relating to teachers and public education.

The second School Board Budget Hearing is Wednesday, March 2. Ms. Greco asked others to contact her if they are interested in speaking or have questions about giving citizen comments.

The Committee discussed how to follow up with the School Board regarding the recommendations included in the SEAC's annual report which was distributed to the Board at the December 16, 2021 budget hearing. The SEAC also needs to start thinking about the annual report that is due at the end of this school year by June 15.

It was discussed that the SEAC stands with the School Board on the current mask-wearing mandate in schools as an effective mitigation strategy.

**Adjournment:** The meeting adjourned at 7:18 p.m. The next SEAC meeting is scheduled for Thursday, March 3, 2022, at 6 p.m.

Respectfully submitted,

Rita Bell  
2021-22 Co-Recording Secretary