



Future Educators Academy Governing Board Handbook

2026-2027

Future Educators Academy is an innovative early college academy focused on preparing tomorrow's elementary and special education teachers in Culpeper, Orange, Madison, Rappahannock, Clarke, Fauquier, Frederick, Page, Shenandoah, and Warren counties and the City of Winchester. Future Educators Academy is a collaboration between these school divisions, Germanna Community College, Laurel Ridge Community College, and Old Dominion University with one shared goal: provide high-quality, accelerated teacher education to produce exceptional teachers for the region.

Central Virginia has a critical teacher shortage. This shortage negatively impacts students, especially in the post-pandemic landscape where many children are behind and struggling socially and emotionally. Future Educators Academy addresses this problem in two ways. First, it reinvigorates the current teacher cadre with innovative opportunities to include Future Educators Academy learners in the classroom through observations and hands-on practicums. Second, it streamlines the pathway to teacher licensure and work for current Future Educators Academy students, who can complete their bachelor's degree in as little as two years after high school graduation. As Future Educators Academy grows, it promotes a virtuous cycle, with Future Educators Academy Alumni teaching in the region with a two-year minimum teaching contract and hosting new Future Educators Academy students for observations and practicums.

The future of education in Central Virginia is technological, agile, and diverse, so Future Educators Academy embeds training in educational technology, classroom management and problem-solving, and diversity and inclusion within the Academy. Future Educators Academy will begin their teaching careers when they are only 20 or 21 years old, so the Academy builds in industry and business-led professional development and soft skills training.

Students in Future Educators Academy will complete an associate degree while concurrently completing the requirements designated in the profile of a Virginia graduate to complete an advanced studies diploma. While the Future Educators Academy curriculum is rigorous and accelerated, the Academy is designed to be accessible to all students with a passion for teaching, including at-risk student groups and students with pandemic-related learning loss. Tutoring, intrusive advising, and substantial hands-on learning create the support network necessary to bolster enrolled students from admission to graduation. A steering committee comprised of faculty, staff, and leadership at Germanna Community College, Laurel Ridge Community College, and the school divisions of Culpeper, Orange, Madison, and Rappahannock worked collaboratively to:

- Align curriculum.
- Develop class schedules.
- Create student applications.
- Produce promotional materials for prospective students and families.
- Design a practicum and observation rotation.

Future Educators Academy is scalable, starting with seventeen students, and growing to ultimately include eight cohorts at two sites. Future Educators Academy is sustainable with significant support for the Academy and the future teachers it will train.

Future Educators Academy is a lab school designed on the pillars of innovation, acceleration, and passion for education. A core goal of the Academy is to maintain this level of innovation and to grow and iterate based on the guidance of current student surveys, alumni surveys, advisory board recommendations, and pedagogical advances. The work of innovation is never done- Future Educators Academy will continue adapting to best serve the learning needs of the students and the educator needs of its region.

Vision Statement

Future Educators Academy will provide an accelerated, high-quality teacher education and licensure pathway to a diverse group of high school juniors and seniors through collaborative partnerships between community colleges, universities, and public-school divisions.

Mission Statement

The mission of Future Educators Academy is to produce well-prepared future educators by providing accessible, supportive, and innovative learning experiences.

Belief Statement

FEA students will experience academic success through engaging and challenging curriculum and innovative instructional strategies focused on the development of content knowledge, communication skills, collaboration skills, educator preparedness, creative & critical thinking, and local/global citizenship.

Future Educators Academy Measurable Goals:

Student Outcomes:

4.1.1.1

- Expectation: Germanna FEA intends that the student body meets or exceeds state average and/or average of participating divisions for Standards of Learning performance, whichever is higher. Germanna FEA's progress toward this goal will be demonstrated by year-over-year progression over the term of this Contract.
- Measure: 100% of students will meet or exceed state average and/or average of participating divisions for the English 11 Standard of Learning assessment.

4.1.1.2

- Expectation: Germanna FEA will establish a baseline for student success metrics including fall-to-spring and fall-to-fall retention rate, completion rate, and practicum completion rate, to be reported to the Department annually.
- Measure: 100% of students registered in FEA will return semester to semester until completion of the program.

4.1.1.3

- Expectation: Germanna FEA will identify, create and/or map out an annual program and operational assessment to include FEA student outcomes, faculty and staff retention, fiscal management, and proposed changes for the upcoming academic year. The annual program and operational assessment report will also include a data table with performance measures including student SOL scores where applicable, student retention and completion rates, student demographic data, teacher and administrative data, and other performance measures as identified by the governing board. Data will be shared by the Department no later than July 1, 2025.
- Measure: See attached Chart to be completed and submitted yearly to VDOE no later than July 1.

4.1.1.4

- Expectation: Germanna FEA will create for each student a personalized pathway intended for completion of an associate degree that will result in accelerated progress toward ultimate teacher licensure.
- Measure: Pathway established by division partners instructional leaders. See attached VCCS Course Descriptions for Future Educators Academy.

4.1.1.5

- Expectation: Each student at Germanna FEA will be offered the opportunity to participate in a high-quality practicum experience prior to graduation, with artifacts from their experiences added to a portfolio.
- Measure: 100% of enrolled students will complete required practicums during EDU200 and EDU 204. Students will keep a reflection log from their experiences.

4.1.2.

- Expectation: FEA will facilitate faculty professional development and cross training for all FEA

instructors based on faculty and student feedback at the recommendations of the governing board- professional development recommendations for faculty will be produced annually.

- Measure: The FEA Coordinator will survey faculty and students on the quality of instruction within FEA. The FEA Coordinator will provide the FEA Governing Board with the results of the survey. The FEA Governing Board will make recommendations for professional development during a scheduled planning meeting based on the data from the survey for the upcoming school year. The FEA Coordinator takes the recommendations of the FEA Governing Board to plan and provide professional developments for the FEA instructors.

Future Educators Academy Benchmarks

Test Preparation for Licensure:

- 100% of students will take the practice praxis exams throughout Future Educators Academy. Students will show growth on these assessments.
- 100% of students will complete 80% of the provided practice session in preparation for the Praxis exam.

Academic Standing:

- 100% of students will earn a grade of “C” or higher in each FEA course.

Graduation/Retention Rate:

- 100% of students who enroll in the program will earn an associate degree concurrent with their high school diploma.

Future Educators Academy Governing Board

Future Educators Academy is governed by leaders from the participating institutions of higher education, school districts and local stakeholders. These leaders will provide executive guidance to Future Educators Academy. The governing board will receive insight and recommendations from the advisory board and the Future Educators Academy Coordinator. The governing board will work collaboratively to create or make changes to the Academy policy, establish annual goals for the Academy, and make strategic decisions for the Academy. The governing board will receive regular and substantive reports on the Academy's operations and metrics and will enact policy or implementation changes as necessary to support the Academy's success.

The board will consist of President or cabinet-level designee from Germanna Community College, President or cabinet-level designee from Laurel Ridge Community College, Superintendent or designee from Culpeper County Public Schools, Superintendent or designee from Madison County Public Schools, Superintendent or designee from Orange County Public Schools, Superintendent or designee from Rappahannock County Public Schools, Old Dominion University designee, and a community stakeholder. As Future Educators Academy expands, the governing board must include a superintendent or designee from any participating public school district. The governing board may include one or more representatives from 4-year colleges or universities with articulation agreements with the Academy.

School division superintendents on the governing board will each report to their respective school boards regarding student progress, Academy success, and finances. Community college presidents report to the Chancellor of Virginia Community College System and to their respective local college boards. The Old Dominion University representative reports to the president of the university. All members of the governing board will provide progress updates on Future Educators Academy to parent and community organizations. Engaging with and inviting, parents and community partners to participate in the Academy will be essential to the success of students and the Academy.

The Germanna Future Educators Academy Director reports to the governing board and all support personnel report to the coordinator and academic deans of the respective community college. The director will also oversee any community, parental, and student organizations associated with Future Educators Academy.

The board will hold quarterly meetings. Additional meetings or work sessions will be scheduled as needed. All governing board meetings will be publicized through Future Educators Academy's website.

Long Range Plan

Future Educators Academy will gradually increase enrollment year over year by increasing cohorts and sites. (Table for Reference and contingent on budget design from Laurel Ridge Community College)

Year	Sites		Cohorts		Total Enrollment
	Germanna	Laurel Ridge	Juniors	Seniors	
1	1	0	1	0	17
2	1	2	3	1	95
3	1	2	3	3	156
4	2	2	4	3	186

In year 1, 17 students are enrolled at Germanna's Daniel Technology Center. By year 2, up to 30 students will enroll at the Daniel Technology Center as juniors and up to 48 additional students will enroll at a second and third site at Laurel Ridge Community College. By year 3, up to 60 students will enroll at Daniel Technology Center as juniors, and 48 students at Laurel Ridge Community College.

With support and recommendations from Future Educators Academy governing board and advisory board, an additional cohort may be added to Germanna Community College at the Stafford or Fredericksburg Area Campus in year 4. Growth in cohorts is dependent on community support, student demand, and recommendations from Future Educators Academy leadership.

In four years after launch, Future Educators Academy graduates will begin to fill the educator ranks in participating counties, a critical first step in assuaging the teacher shortage in rural Central Virginia. Each year more Future Educators Academy students will graduate with teacher licensure and fill vacant educator positions increasing the teacher-to-student ratio and bringing innovative pedagogical practices and enthusiasm to classrooms throughout the region. Future Educators Academy alumni will be surveyed by Future Educators Academy three times – upon completion of the bachelor's degree, upon completion of the first year of teaching, and upon completion of the second year of teaching. These surveys will inform the governing board and generate continuous improvement for new cohorts.

After two years, Future Educators Academy alumni may choose to pursue employment outside of the participating school districts. Surveying alumni during pivotal points may guide teacher retention practices in the participating school divisions.

The governing and advisory board will work collaboratively to continue to build and strengthen connections within the community to sustain Future Educators Academy beyond the initial start-up funds. This will include working with educational boards, business leaders, and individual donors throughout the service areas. Supporting Future Educators Academy graduates will be asked to share their stories for marketing materials that will support donor relations.

Participating school divisions are committed to Future Educators Academy and growing the next generation of educators. This commitment is demonstrated through Memorandums of Understanding that facilitate a per-slot funding model should potential funding gaps arise. An all-hands effort to reduce the expenses of the program and pursue grant funding, individual donations, and business partnerships will persist to keep the program at no out-of-pocket cost for students in the Future Educators Academy.

Partnership Relationships

Future Educators Academy is a partnership between Germanna Community College, Laurel Ridge Community College, Old Dominion University, and the school divisions of Culpeper, Madison, Orange, Clarke, Fauquier, Frederick, Page, Shenandoah, Warren and Rappahannock Counties and the City of Winchester. The relationship between the school divisions and the community colleges is critical to the student success and access. A Memorandum of Understanding (MOU) has been developed between each community college and the participating school divisions in its region. These MOUs state the following:

Community colleges and school divisions understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

School district responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for Future Educators Academy scholars originating from your school division.
- Managing the logistics and costs of student extracurriculars including school sports for Future Educators Academy scholars originating from your school division.
- Providing meals to all Future Educators Academy scholars originating from your school division.
- Identifying and providing the necessary supports for students with disabilities, students who are identified as English Language Learners, students who are academically behind, and gifted students who reside in your school division.
- In collaboration with “Community College”, ensuring student access to counseling, support services, and accommodations as necessary for Future Educators Academy scholars originating from your school division.
- Managing attendance concerns for Future Educators Academy Scholars originating from your school division.
- Organizing SOL testing, W!SE testing, SAT testing, ACT testing, and other standardized learning assessments for Future Educators Academy students originating from your school district.
- Developing and maintaining relationships with potential donors in collaborations with “community college” to build program sustainability.
- Bill “community college” for \$1,599.53 per pupil annually for services rendered.

“Community College” responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Daniel Technology Center for Future Educator Academy students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all Future Educator Academy faculty and staff, including contracting adjunct instructors.
- In collaboration with school district, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessment and review on annual and three-year cycles for Future Educators Academy program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaborations with school district to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all Future Educators Academy scholars.
- Reporting attendance, mid-term, and final grades to school district.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU with school district under the guidance of Future Educators Academy governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between “Community College” and school district to develop a College Partnership Lab School pursuant to Section 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2024 through June 30, 2025 unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by GCC. In this circumstance, GCC will provide notice to school district and a termination date for the MOU.
- This MOU will terminate if the Future Educators Academy Lab School is not fully approved by the Virginia Department of Education Standing Committee on College Partnership Lab Schools and the Virginia Board of Education.
- Termination: Termination without cause may be affected by either Party to this agreement giving thirty (30) days written notice to the designated official identified below. Their terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: School district and “Community College” shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing is contained herein shall be construed as constituting any other relationship between the parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Future Educators Academy Staffing

Germanna Future Educators Academy Director: The director will report to Dr. Shashuna Gray, Vice President of Academic Affairs and Workforce Development for day-to-day management. The position will liaise with school division and community college personnel, including discipline-specific academic deans. The minimum requirements are a master's degree in education or a related field. Additionally, holding a Virginia Department of Education administrative license will be a preferred qualification.

Laurel Ridge Future Educators Academy Director: The director will report to Dr. Nicole Munday, Dean of Humanities and Social Sciences. The position will liaise with school division and community college personnel, including discipline-specific academic deans. The minimum requirements are a master's degree in education or a related field. Additionally, holding a Virginia Department of Education administrative license will be a preferred qualification.

Education Faculty: One education faculty will be selected at each site to serve as program lead including the Friday activities that pertain to training and dispositions, experiential learning opportunities, practicums, etc.

Future Educators Academy Advisors: An advisor will assist the director with the day-to-day operations of the Academy. Advisors will report school attendance, monitor student grades, and advise students; they will work closely with the coordinator to ensure student success is at the forefront of the Academy.

Teaching Faculty: Teaching faculty in Future Educators Academy will be employees of the community colleges. All faculty teaching in Future Educators Academy must have a minimum of a master's degree in the discipline or master's degree with 18 graduate hours in the discipline. All Teaching faculty must possess or be eligible for a valid Virginia Teaching License. All faculty selected to teach in Future Educators Academy will be seasoned educators who have taught in a community college for a number of semesters and who have excellent end-of-course student evaluations. A preferred qualification for Future Educators Academy teaching faculty is experience in early college, dual enrollment, or high school settings with the appropriate skills and disposition for teaching a younger cohort of students. Academic deans with oversight of the education program and humanities at the community college will be responsible for hiring faculty that teach in Future Educators Academy.

Student Support Services: Student support services will be jointly provided by the community college sites and the base high schools for each student.

The Future Educators Academy Director, Education Faculty Program Leads, and any full-time teaching faculty, and advisors will receive an annual contract for employment that outlines the terms and conditions of employment as outlined in HR policy respective to each community college.

Adjunct faculty will receive a semester-by-semester contract that outlines the terms and conditions of employment as outlined in HR policy.

Employee terms and policies are available to all Future Educators Academy faculty and staff on the Germanna and Laurel Ridge websites and will be discussed during employee orientation and onboarding.

Evaluation Plans

Full-time teaching faculty are evaluated according to the VCCS Teaching Faculty Development, Evaluation, and Recognition Policy. All faculty are evaluated according to faculty performance in four domains: (a) teaching; (b) scholarly and creative engagement; (c) institutional responsibility; and (d) service. Evaluation data comes from student, supervisor, and self-evaluation sources.

First-year faculty will be evaluated during each of the first two semesters of employment (exclusive of summer term). Second and third-year faculty members (and any other faculty members operating under one-year appointment) will be evaluated per year, near the end of the calendar year. Faculty working under a multi-year appointment will participate in the full evaluation process in the final year of the multi-year appointment. During the intervening years of the multi-year appointment, faculty will develop annual personal and professional development plans in collaboration with their supervisor.

Adjunct faculty are evaluated during the first semester of teaching and then on a five-year cycle thereafter.

Students complete end-of course evaluations each semester for all courses. Evaluations are reviewed by the division dean and teacher education program lead. The Future Educators Academy coordinator will work closely with the division deans at both community colleges to review evaluations.

All faculty can be observed and evaluated if there are any instructional or student-centered concerns.

All staff will be evaluated regularly. While official performance evaluations will be conducted in accordance with VCCS and community college policy, ongoing feedback will be part of the norm and culture of the Academy. This includes formative, anecdotal, and formal feedback, with the goals of professional growth and ensuring student success.

Qualifications Compliance

All qualifications of the faculty and administrators at the lab school will be in compliance with VCCS, SACSCOC, and VDOE (see § 22.1-349.9 of the Code of Virginia) regulations. For positions that require licensure and endorsement areas, community college faculty and staff will be monitored by the colleges' respective deans. All faculty and staff will follow policies outlined by Germanna and Laurel Ridge Community Colleges and the Virginia Department of Education.

Professional Development

High-quality professional development will be provided for all staff members of Future Educators Academy as outlined in the Standards of Quality (Standard 5) on quality instructional and educational leadership. Faculty are expected to stay current in their discipline and will receive training relevant to discipline-specific content.

Examples of professional development include, but are not limited to:

- Teaching early college scholars
- Teaching students with diverse learning needs
- Regular and Substantive Interactions
- Teaching Online and Hybrid Courses
- Trauma Informed Classrooms
- Active Learning Strategies
- Inclusive Classrooms
- Student Engagement Strategies
- Emerging Technologies
- Teaching Future Educators

Faculty and staff will participate in relevant professional development identified by the director of the Academy. Focus areas will include teaching and learning strategies that address the needs of underrepresented populations; specific subject area needs; engagement of parents; and preparation strategies for Praxis exams. Faculty will participate in professional development regularly with formal and informal

meetings of college faculty, staff, and administrators.

Conflicts of Interest:

The policy below is applicable to all community college administrative staff. A Statement of Economic Interests is filed annually by all administrative staff by policy.

§ 2.2-3100. Policy; application; construction.

The General Assembly, recognizing that our system of representative government is dependent in part upon (i) citizen legislative members representing fully the public in the legislative process and (ii) its citizens maintaining the highest trust in their public officers and employees, finds and declares that the citizens are entitled to be assured that the judgment of public officers and employees will be guided by a law that defines and prohibits inappropriate conflicts and requires disclosure of economic interests. To that end and for the purpose of establishing a single body of law applicable to all state and local government officers and employees on the subject of conflict of interests, the General Assembly enacts this State and Local Government Conflict of Interests Act so that the standards of conduct for such officers and employees may be uniform throughout the Commonwealth.

Secondary partners, including division superintendents, follow the State and Local Government Conflict of Interests Act (the Act), which applies to public school employees and officials. The Act creates uniform standards of conduct for all public employees and officials.

Student Recruitment and Enrollment

Informational meetings for students will be held in September and October of each academic year. College representatives will visit each high school to promote Future Educators Academy. Virtual, recorded, language-accommodated informational sessions for parental involvement will be held in mid-October. Application packets will be sent to directors of counseling in mid-October. Applications become available on November 1 or the first Monday following the weekend of November 1. A formal application kickoff will be held in early November. This will include daily announcements to the student body and information posted in newsletters and on each high school website. Information will also be posted on the websites of Germanna and Laurel Ridge Community Colleges. Complete applications are due to the counseling office at the base high school by January 30.

Once applications have been reviewed for eligibility (i.e., meeting the dual enrollment criteria), depending on the number of students (allocated by the number of available seats per site), students will be notified of their acceptance into the Future Educators Academy, or students will be entered into a lottery. Students will be notified by mid-February if they are accepted into the Academy or if they are eligible to be entered into the lottery.

Lottery Process

The lottery process is under the direction of the Commonwealth of Virginia legislation § 22.1-349.3. Establishment and operation of college partnership laboratory schools requirements.

B. Enrollment in college partnership laboratory schools shall be open through a lottery process on a space-available basis to any student who is deemed to reside within the Commonwealth. A waiting list shall be established if adequate space is not available to accommodate all students whose parents have requested to be entered in the lottery process. Such waiting list shall also be prioritized through a lottery process, and parents shall be informed of their student's position on the list. For college partnership laboratory schools that form a collaborative partnership with one or more local school divisions in accordance with subsection G, enrollment in the college partnership laboratory school shall be administered by one of the partnering divisions.

On October 3, 2023, the College Partnership Laboratory School Standing Committee (“Standing Committee”) directed staff at the Virginia Department of Education (“VDOE”) to provide Lab School Lottery Admissions best practices to the College Partnership Laboratory School Applicants. The proposed best practice document would be included as an Informational Addendum to the College Partnership Laboratory School Application (“Application”). Virginia State Law that governs the administration of University Laboratory Schools states that each applicant shall include a plan to conduct a lottery should the school experience applications in excess of the declared number of seats. It also states that laboratory school admission be opened to all students in the state.

Since the October 3, 2023, meeting, VDOE staff, along with support from the Office of Attorney General staff, has reviewed Virginia State Law and has proposed the following best practices.

LOTTERY SYSTEM POLICY AND PROCEDURE

Virginia State Law that governs the administration of University Laboratory Schools states that each applicant shall include a plan to conduct a lottery should the school experience applications in excess of the declared number of seats. It also states that laboratory school admission be opened to all students in the state.

The following is a suggested lottery policy and procedure for a College Partnership Laboratory School. This process is provided for the following purposes:

1. To provide the opportunity to administer an application and admission process where each student applicant has an equal opportunity to be admitted to the school. There are no qualifying requirements other than residency in the Commonwealth of Virginia.
2. The Lottery process is impartial and is intended not to advantage any particular student or student demographic. [while protecting the Governing Board and partnering school administration(s) with anonymity.]
3. To protect the privacy of the student applicants, including but not limited to protections afforded by FERPA.
4. “A College Partnership Lab School is subject to all federal and state laws and regulations and constitutional provisions prohibiting discrimination”.

The Laboratory School may develop and propose their own plan for a lottery; however, the school must provide an opportunity for all interested students in the Commonwealth to apply.

BEST PRACTICES FOR LOTTERY PROCESS FOR LABORATORY SCHOOLS

1. Determine the number of new students that will be admitted each year. This is the number of seats you will offer. State law requires that "Enrollment...shall be open on a space-available basis to ANY student who is deemed to reside within the Commonwealth."
2. Declare the date that the application process will open and the date it will end as well as the date of the lottery should it be necessary. As you receive applications, it is advisable to time stamp the date and time of the receipt of the application. This is done prior to determining student residency.
3. Identify who will be monitoring the lottery process. This is usually a neutral party or an employee of the VDOE. "For College Partnership Lab Schools that form a collaborative partnership with one or more local school divisions...enrollment in the "lab School" shall be administered by one of the partnering divisions." 22.1-349.3 (B)
4. Conduct your marketing campaign and student recruitment process. This process can begin prior to the date that the application process opens, or it can begin with the initiation of the application process.
5. The Virginia College Partnership Laboratory School Law states that these schools will be available to all children in the Commonwealth of Virginia. For purposes of the application, use general information to determine student eligibility such as the student's name, age (some schools ask for a birth certificate), parent/guardian name, address (to determine residency) and a number where the parent/guardian can be reached at the conclusion of the lottery. If at the end of the application period, you have more qualified applications than you have seats then you will conduct a lottery. If you do not have more applicants than you have available seats, then you will conduct your admission process in the order that applications were submitted based on their date 3 and time stamp. Qualification of students only refers to student residency that has been confirmed.
6. To prepare for the lottery, a roster listing each student's name is prepared. You can identify this list as the Qualified Applicant List. Give this list to the neutral party who will monitor your lottery.
7. In order to maintain student privacy and to facilitate randomization of the process, a ticket number composed of six to seven numbers are generated and is applied to a name on the list. In other words, each student's name is coupled with a different identifier number. This is called The Number Identifier List. This Number Identifier List is given to the neutral party who is monitoring the lottery process and is not shown to anyone else.
8. The lottery is run on the appointed day with the opportunity for interested individuals from the public to attend. It is very important that the neutral party attend. The Number Identifier List without the associated student name is generated by the neutral observer and given to whomever is running the lottery. The randomizing process of the Number Identifier List absent student names can take place using various software programs such as Excel. During the randomizing process the ticket numbers are randomized, and a rank order is created using only the list with the ticket numbers. Each applicant receives a rank order number. No ticket number is excluded.
9. A copy of this list is given to the neutral observer. The neutral observer provides the school administration with a copy of the newly rank-ordered list that pairs the student's name with their identifier ticket. This is now called the Master Admission List. The neutral Observer retains this list and gives a copy of it to the school administration.
10. The Administration begins the admission process. This process can be accomplished in any manner the Lab School desires. However, it is strongly recommended that the Lab School provide the parent or guardian

of the student with a document that they will sign that either accepts or rejects a seat in the class. Many schools who run lotteries have an orientation period with the parents of students either in a group orientation meeting or one by one. It is advisable to secure the signed document of acceptance or rejection as soon as possible after running the lottery.

11. Each month after the lottery, the administration will send a report to the neutral observer providing updates on which students accepted or rejected seats until such time the class is filled.

12. Students who receive a randomized ticket number in excess of the declared number of available seats shall constitute the waiting list and that order will not change unless or until their rank order is accessed to admit students to the new class after a student on the Master Admission List declines the offer of a seat in the incoming class. The waiting list shall be maintained until the cohort of students for that class graduate. If there is a vacancy that occurs in the cohort class at any time after the beginning of class for the cohort then the waiting list is used to reach out to parents and students to determine whether or not they would like to transfer to the Laboratory School. "Parents shall be informed of their student's position on the [waiting] list."

22.1-349.3 (B)

Co-Curricular and Extracurricular Programs

Students in Future Educators Academy will receive significant co-curricular learning opportunities via experiential learning rotations and a series of professional development, personal growth, and transfer-oriented training sessions held online or at a Future Educators Academy site throughout their two years in the Academy. FEA students will be invited on college tours, and participate in workshops and training on pedagogy, classroom management, teacher expectations, preventing burnout, and teacher soft skills.

In addition to co-curricular learning opportunities through Future Educators Academy, students will be welcome to participate in extracurricular activities at their base high schools. These extracurricular activities will be organized and funded by the participating school divisions, as stated in the MOUs.

Operational Incentives

All students will have the opportunity to dual enroll all credits leading to an Associate of Arts &

Sciences (AA&S) degree in Education through an annually signed Dual Enrollment contract between the school division and Germanna and/or Laurel Ridge Community College. Once students receive the AA&S degree in Education, students can transfer seamlessly to transfer institutions.

Pursuant to 8VAC20-131-420. Waivers and alternative accreditation plans, students shall be trained in emergency first aid, CPR, and the use of AED, including hands-on practice of the skills necessary to perform cardiopulmonary resuscitation. Students with an individualized education plan (IEP) or 504 Plan that documents that they cannot successfully complete this training shall be granted a waiver from this graduation requirement. All students will receive emergency first aid, CPR, and the use of AED, on a Friday as part of the experiential learning planned for the Academy. This is a requirement for all classroom teachers, so the training is a progression to the profession.

Future Educators Academy Homeschool Regulations

Transportation: Parents/Guardians are solely responsible for their student's transportation to and from Future Educators Academy for classes.

Enrollment: Homeschool students would fill out the application to be approved and entered in the lottery, as is the process with public school students. If chosen, the student would need to follow the procedures of an Independent Dual Enrollment student.

Discipline: Students shall be held accountable for the community college Code of Student Rights, Responsibility, and Conduct (Appendix 2), community college Technology Use Agreement, and Future Educators Academy Expectations for Behavior. Any infractions of codes of conduct from a Homeschool student, shall be referred to the Future Educators Academy Director and their recommendation for discipline will be reviewed by the Governing Board. The Governing Board will conclude the disciplinary action for the student.

Financial and Operations Information

Germanna Community College and Laurel Ridge Community College, as agencies of the Commonwealth of Virginia, maintain financial processes in accordance with the policies and procedures established by the Virginia Department of Accounts (DOA) and the laws of the Commonwealth. As members of the Virginia Community College System (VCCS), Germanna and Laurel Ridge also comply with the policies established by VCCS. Germanna and Laurel Ridge utilize a fund accounting system typical of institutions of higher education in accordance with generally accepted accounting principles. The fund accounting system is conducive to the rigorous administration of grant funding.

As part of the Virginia Community College System (VCCS), Germanna and Laurel Ridge are supported by an organizational structure that provides sound policies, effective advocacy with decision-makers in the Virginia government, and a risk-based financial system. VCCS, Germanna, and Laurel Ridge are routinely audited by the Commonwealth's Auditor of Public Accounts (APA). Audited financial statements are published on the VCCS website and the APA also publishes the Virginia Single Audit report. Moreover, as agencies of the Commonwealth, Germanna, Laurel Ridge, and VCCS employ a risk management program known as ARMICS – the Agency Risk Management and Internal Control System – to continually assess risk and the effectiveness of internal controls.

Germanna and Laurel Ridge's key decision-makers are committed to ensuring long-term financial sustainability. Local governments provide funding for student activities and for the expansion of facilities and programs. The colleges are partnered with the Germanna Community College Educational Foundation and the Laurel Ridge Community College Educational Foundation which fundraise throughout the two service regions to provide funding for students, programs, and facilities.

Salary and Personnel Expenses

Future Educators Academy will hire two full-time program advisors, one at each site. These program advisors will provide direct student support, guide and mentor FEA students, and report attendance and other critical metrics to the coordinator and partnering school divisions. The advisors will report to the Future Educators Academy Director at their respective sites. The Germanna advisor will be hired in year one, the Laurel Ridge advisor will be hired in year two.

Faculty are critical for the success of Future Educators Academy. Faculty leads at the sites will be supported by three full-time faculty members and a number of adjunct faculty hours. Faculty will be brought into FEA in two phases – in phase one, the Academy will onboard faculty for the Germanna site. Phase two will begin in anticipation of launching the Laurel Ridge site and will nearly double faculty and adjunct hours to accommodate two sites.

Future Educators Academy directors will be at both sites and collectively work together to ensure the autonomy of the Academy.

The Future Educators Academy Director will report directly to the governing board and provide guidance and insight to FEA faculty and staff in collaboration with the leadership at Germanna and Laurel Ridge Community Colleges.

Fringe costs are included in the budget for all faculty and staff associated with Future Educators Academy.

Germanna Community College:

The total cost for salary and benefits in year one is \$293,625. This rate adjusts as Future Educators Academy adds additional cohorts – year two salary and benefits will total \$408,685; year three salary and benefits will total \$429,011; year four salary and benefits will total \$561,140; year five salary and benefits will total \$1,692,461.

Laurel Ridge Community College

The total cost for salary and benefits in year one is \$80,993.01. This rate adjusts as Future Educators Academy adds additional cohorts – year two salary and benefits will total \$275,308.29; year three salary and benefits will total \$560,560; year four salary and benefits will total \$568,297.11; year five salary and benefits will total \$591,028.99.

Start-up and ongoing expenses

Students require access to a stable internet to complete assignments for FEA, something not all students may have at home. FEA will procure Wi-Fi hotspots for scholars to borrow to use at home on an as needed basis through their respective college.

Textbook and Material Costs

Germanna Community College:

Textbooks and materials for FEA are estimated based on cohort size. This cost will increase as additional students enroll in the Academy. In year one, textbooks and materials will total \$54,300; in year two these expenses will total \$64,200; in year three these expenses will total \$103,500; and in year four these expenses will total \$172,950.

Laurel Ridge Community College

Textbooks and materials for FEA are estimated based on cohort size. This cost will increase as additional students enroll in the Academy. In year one, textbooks and materials will total \$54,300; in year two these expenses will total \$64,200; in year three these expenses will total \$103,500; and in year four these expenses will total \$172,950.

Snack and Breakfast Costs:

Students in FEA participate in rigorous academic coursework, experiential learning, and personal and professional growth. Adequate access to meals and snacks is critical to high scholastic performance. Snacks and breakfast items will be provided at both sites for FEA students throughout the semesters.

Germanna Community College:

In year one, breakfast and snacks for one cohort will total \$7,200. In year two with the addition of two cohorts, this increases to \$14,400. In year three, breakfasts and snacks total \$18,000. In year four, the costs increase to \$27,000.

Laurel Ridge Community College

In year one, breakfast and snacks for one cohort will total \$7,200. In year two with the addition of two cohorts, this increases to \$14,400. In year three, breakfasts and snacks total \$18,000. In year four, the costs increase to \$27,000.

FEA will be using the planning grant award to develop and disseminate marketing and outreach materials therefore a line item for marketing has not been included as a start-up cost.

Start Up and Four-Year Cash Flow Projections

Per pupil funding eliminated by the Virginia Department of Education in June of 2024 and replaced with Operational Funds. Partnering school divisions will invoice FEA \$1599.53 per student enrolled in the program annually for services including transportation, nursing, school counseling, etc. per the MOU. MOUs will be reviewed and renewed annually.

Total Expenses:

Germanna Community College:

Total Operational Expenses for Year 1 are projected to be \$178,429, Year 2 projections are \$248,882, Year 3 projections are \$320,898, and Year 4 projections are \$467,397; with a Total of Operational Expenses to be \$1,215,607. Total Expenses, including Salaries and Fringe projected Year 1 are \$545,461, Year 2 \$759,739, Year 3 \$ 857, 162, and Year 4 \$1,168,822. The Total Expenses projected for all four years is \$3,331,183.

Laurel Ridge Community College:

Total expenses for Year 1 are projected to be \$524,231.31, Year 2 projections are \$1,008,308.99, Year 3 projections are \$1,204,723.70 and Year 4 projections are \$895,695.73; with a total of Expenses to be, including salaries and fringe, projected \$3,632,959,73.

During the first four years of the Academy and beyond, the Foundations at Laurel Ridge and Germanna Community College will leverage their strong donor relations and community support to fundraise for FEA. This may include providing donors an opportunity to sponsor a FEA scholar or cohort, covering all expenses associated with a student or cohort group and building a sense of connection between donors and future educators in our region.

Fundraising:

The Laurel Ridge Community College Educational Foundation and the Germanna Community College Educational Foundation are dedicated to securing private resources to strengthen the programs and services of Laurel Ridge Community College and Germanna Community College, respectively, and support FEA students through scholarships and emergency assistance. Fundraising efforts will be ongoing with the anticipation of covering the full costs of the FEA sites with fundraising contributions.

In the case that donors want to sponsor an FEA scholar, FEA course, or FEA cohort, the funding will be disseminated per the request of the donor – either only to one FEA site or divided evenly amongst the FEA sites. The FEA coordinator will work closely with the Laurel Ridge Community College Educational Foundation and Germanna Community College Educational Foundation on donor relations and fundraising.

Insurance Coverage:

As state agencies, Germanna Community College and Laurel Ridge Community College are insured through the Division of Risk Management which is part of the Virginia Department of the Treasury. This includes general liability, auto, and property, as stated in VA Code: § 2.2-1837. Risk management plan for public liability (virginia.gov).

All members of the FEA governing board, which includes secondary and postsecondary leaders, have approved the insurance coverage obtained for Future Educators Academy. Justification and evidence of each type of insurance coverage are available at Germanna Community College and Laurel Ridge Community College.

Facilities:

Germanna FEA cohorts will utilize instructional space at the Joseph R. Daniel Technology Center (DTC), a large high-tech learning center outfitted with lecture rooms, computer labs, science labs, study spaces, a library, and cantina. All classrooms and learning labs seat 24-30 students, an ideal size for a 24-student cohort. Located at the junction of U.S. Route 29 and State Route 3 just east of the town of Culpeper, DTC occupies 34 acres. Built on two levels, the 39,000-square-foot facility is designed primarily for workforce development instruction and technology training. A wide variety of credit classes are also offered.

Students at the Laurel Ridge cohort will utilize instructional space at the Middletown campus of Laurel Ridge located in Middletown, Virginia. Students will have access to classrooms, computer labs, science labs, study spaces, the library at each site, and cantina. All classrooms and learning labs are set for 24-30 students. The Middletown Campus consists of approximately 101 acres of state-owned property and an additional 20 acres owned by the Laurel Ridge Educational Foundation. The Middletown campus is conveniently located between Interstate 81 and US Route 11, just minutes from the Middletown exit on Interstate 81. The Middletown Campus consists of eight buildings comprising a total of about 226,000 square feet. The campus has substantial on-grade parking and ample green space.

Student records applicable to FEA will be stored electronically via ImageNow software, a secure document storage software and will be subject to Germanna or Laurel Ridge's standard policy for record management, site dependent. Students' base high schools will also retain student records following their policy for record management.

Students' base high schools are responsible for the safe administration and storage of medication for FEA scholars. An individualized plan would be developed for any student who needed regular and immediate access to medication during their learning time on campus or at experiential learning sites.

All FEA sites are fully compliant with building and fire codes. FEA is fully compliant with the federal Americans with Disabilities Act (ADA). Emergency evacuation routes are publicly posted throughout DTC and Middletown and shelter locations (in the instance of a tornado or other weather emergency) are identified. Full emergency and continuity of operation plans for Germanna and Laurel Ridge are available in Appendix 7.

All students will complete most of their coursework at Germanna Community College or Laurel Ridge Community College, depending on cohort site location. Financial arrangements with school divisions regarding facilities are detailed in the MOUs in Appendix 8.

Food Service:

Meals are the responsibility of the respective school division and parents. Students may eat in the cafeteria at their base high school upon returning to the school. Students on free and reduced lunch may secure a bagged meal from the cafeteria each morning before traveling to FEA or the experiential learning site. Light snacks will be provided to students during the break between the first and second block.

Student Records:

The student's secondary academic record lies with the school division where the student resides. Grades from the community college are reported to the counseling office at the base high school on a semesterly basis. If a student transfers from the school to another school division, the respective grades will be sent as requested by the parent or school division. High school transcripts are requested through the registrar at the respective high school.

Waivers:

The Curriculum Committee recommends that the Associate of Arts and Sciences degree in Education awarded by Germanna Community College or Laurel Ridge Community College be recognized as at least equal to an Advanced Studies Diploma. Students exiting the FEA will be prepared to enter a four-year university and seamlessly be admitted to the elementary education or special education programs. While there is room in the students' schedules to take a Level 3 language and a fourth science (required to meet the Advanced Studies Diploma), the student may prefer to take fine art or CTE classes instead. Eliminating the Level 3 language requirement and Level 4 science requirement would increase flexibility and opportunities to individualize a student's course schedule.

The Curriculum Committee, supported by the Governing Board, requests that the Virginia Department of Education provide a waiver for the third year of world language and the fourth lab science for students seeking the Advanced Studies Diploma.

Future Educators Academy Program of Studies

One week before fall semester begins, students will take Student Development	
SDV 101 Orientation to Education Professions	1 credit
Fall Semester Junior Year	
ENG 111 English Composition I	3 credits
EDU 200 Introduction to Teaching as a Profession	3 credits
MTH 154 Quantitative Reasoning	3 credits
HIS 121 United States History to 1877	3 credits
CST 100 Principles of Public Speaking	3 credits
TOTAL CREDITS	15 credits
Spring Semester Junior Year	
ENG 112 English Composition II	3 credits
EDU 207 Human Growth and Development	3 credits
MTH 245 Statistics I	3 credits
HIS 122 United States History to 1865	3 credits
ECO 150 Economic Essentials: Theory and Application	3 credits
TOTAL CREDITS	15 credits
Fall Semester Senior Year	
ENG 246 American Literature	3 credits
EDU 204 Teaching in a Diverse Society	3 credits
PLS 135 U.S. Government and Politics	3 credits
BIO 101 General Biology I	4 credits
ART 101 History of Art: Prehistoric to Gothic	3 credits
TOTAL CREDITS	16 credits
Spring Semester Senior Year	
EDU 250 Foundations of Exceptional Education	3 credits
PLS 136 State and Local Government and Politics	3 credits
GEO 220 World Regional Geography	3 credits
GOL 105 Physical Geology or GOL 106 Historical Geology	4 credits
TOTAL CREDITS	13 credits
TOTAL PROGRAM CREDITS	60 credits

VCCS Course Descriptions for Future Educators Academy

ART 101—History of Art: Prehistoric to Gothic

Surveys the history and interpretation of architecture, painting, and sculpture from the prehistoric era through the Gothic.

VDOE Standards of Learning or CTE Competencies: Visual Arts (the course could align to Standards for Visual Art and Design IV, especially standards under the History, Culture, and Citizenship). SCED Code: 05152 Art History

BIO 101—General Biology I

Focuses on biological processes with a chemical foundation, including macromolecules, cellular structure, metabolism, and genetics in an evolutionary context. Explores the core concepts of evolution; structure and function; information flow, storage, and exchange; pathways and transformations of energy and matter; and systems biology. Emphasizes the process of science, interdisciplinary approach, and relevance of biology to society. Part I of a two-course sequence.

Assignments require college-level reading fluency, coherent written communication, and basic mathematical skills.

VDOE Standards of Learning or CTE Competencies: Biology: Advanced Survey of Biology Topics. SCED Code: 03052

Advanced Survey of Biology Topics (if HS Biology is a prerequisite)

CST 100—Principles of Public Speaking

Applies theory and principles of public address with an emphasis on preparation and on the extemporaneous method of delivery. The assignments in this course require college-level reading and analysis of scholarly studies and coherent communication through written reports, including the production of at least one APA/MLA-formatted individual writing assignment.

VDOE Standards of Learning or CTE Competencies: N/A. SCED Code: 01151 Public Speaking

ECO 150—Economic Essentials: Theory and Application

Presents a broad overview of microeconomic and macroeconomic theory with application to current economic situations. Introduces concepts, policies, and theories in addition to models of domestic and global economies.

VDOE Standards of Learning or CTE Competencies: Economics and Personal Finance. SCED Code: 19262 Economics and Personal Finance

EDU 200—Introduction to Teaching as a Profession

Explores the foundational topics related to education. Emphasizes the historical, philosophical, social, legal, ethical, and professional aspects of teaching. This course requires a practicum with a minimum of 20 hours of observation in a K-12 setting.

VDOE Standards of Learning or CTE Competencies: Virginia Teachers for Tomorrow I and Virginia Teachers for Tomorrow II. SCED Code: 19151 Teaching Profession

EDU 204—Teaching in a Diverse Society

Examines how personal and professional identities, positioning, and intersectional positionalities, values, attitudes, beliefs, and behaviors impact teaching and learning. Develops an understanding of similar and unique characteristics of PreK-12 students and their families, including culture, race, ethnicity, religion, language and learning abilities, gender socializations and sexual orientation. This course requires a practicum with a minimum of 20 hours of observation in a K-12 setting.

VDOE Standards of Learning or CTE Competencies: N/A. SCED Code:

EDU 207—Human Growth and Development

Provides an overview of the physical, intellectual, cognitive, language, social, and emotional development of human beings from birth to death, with a focus on birth to adolescence. Emphasizes how hereditary and environmental influences impact the development of the whole child.

VDOE Standards of Learning or CTE Competencies: N/A. SCED Code:

EDU 250—Foundations of Exceptional Children

Explores the historical, ethical, social, cultural, and legal practices for providing educational services for individuals with exceptionalities including early intervention, inclusion, adapting environments, and supporting positive behavior. Includes the study of characteristics of individuals with exceptionalities and the influence of culture and environment on development. Focuses on models, theories, and trends in special education. VDOE Standards of Learning or CTE Competencies: N/A. SCED Code:
ENG 111—College Composition I Introduces and prepares students to the critical processes and fundamentals of writing in academic and professional contexts. Teaches the use of print and digital technologies to promote inquiry. Requires the production of a variety of academic texts, totaling at least 4500 words (15 pages typed) of polished writing. This course requires proficiency in using word processing and learning management software. Upon successful completion, students may be capable of and suited for the English Literature and Comp AP examination. VDOE Standards of Learning or CTE Competencies: English. SCED Code: 01103 Advanced Composition.
ENG 112—College Composition II Further develops students' ability to write for academic and professional contexts with increased emphasis on argumentation and research. Requires students to evaluate, integrate, and document print and digital sources to produce a range of academic and multimodal texts, culminating in a fully documented research paper. This course requires proficiency in using word processing and learning management software. Upon successful completion, students may be capable of and suited for the English Language and Comp AP examination. VDOE Standards of Learning or CTE Competencies: English. SCED Code: 01103 Advanced Composition.
ENG 246—American Literature Examines American literary traditions and texts from diverse time periods, genres, and authors. Analyzes literary works within their historical, cultural, social, and/or literary contexts. Emphasizes skills of close reading. Develops critical thinking and interpretive skills through discussion, interpretation, and analysis of these texts.
GEO 220—World Regional Geography Studies physical and cultural characteristics of selected geographical regions of the world. Focuses upon significant problems within each of the regions and examines the geographical background of those problems. Introduces the student to types and uses of maps. VDOE Standards of Learning or CTE Competencies: N/A. SCED Code:
GOL 105—Physical Geology Introduces the science of physical geology through a comprehensive systems-based examination of Earth's structure, composition, rocks and minerals, landforms, geomorphology, and agents responsible for shaping and modifying its environments. Explores the origin and evolution of Earth's topographic and bathymetric features, geological phenomena, and geologic hazards, resulting from plate tectonics. VDOE Standards of Learning or CTE Competencies: Earth Science II: Geology (Content Guidelines). SCED Code: 03002 Earth Science II: Geology
GOL 106—Historical Geology Traces the evolution of the earth and life through time. Presents scientific theories of the origin of the earth and life and interprets rock and fossil records. VDOE Standards of Learning or CTE Competencies: Earth Science II: Geology (Content Guidelines). SCED Code: 03002 Earth Science II: Geology
HIS 121—United States History to 1877

Introduces the history of the United States from its origins to 1877. Includes the European exploration, development of the American colonies and their institutions, the Revolution, major political, social, and economic developments, geographical expansion, the Civil War, and Reconstruction.

VDOE Standards of Learning or CTE Competencies: Virginia & U.S. History. SCED Code:

04101 U.S. History

Comprehensive

HIS 122—United States History Since 1865

Introduces the history of the United States from 1865 to present. Includes major political, social and economic developments since 1865, overseas expansion, the two world wars, the Cold War and the post-Cold War era. Upon successful completion, students may be capable of and suited for the U.S. History AP examination.

VDOE Standards of Learning or CTE Competencies: Virginia & U.S. History. SCED Code:

04101 U.S. History

Comprehensive

MTH 154—Quantitative Reasoning

Presents topics in proportional reasoning, modeling, financial literacy and validity studies (logic and set theory). Focuses on the process of taking a real-world situation, identifying the mathematical foundation needed to address the problem, solving the problem and applying what is learned to the original situation.

VDOE Standards of Learning or CTE Competencies: N/A. SCED Code: 02904 Quantitative Reasoning

MTH 245—Statistics I

Presents an overview of statistics, including descriptive statistics, elementary probability, probability distributions, estimation, hypothesis testing, correlation, and linear regression. Upon successful completion, students may be capable of and suited for the Statistics AP examination

VDOE Standards of Learning or CTE Competencies: Probability and Statistics (includes all standards for a year-long

course). SCED Code: 02201 Probability and Statistics

PLS 135—U.S. Government and Politics

Teaches the political structure, processes, institutions, and policymaking of the U.S. national government. Focuses on the three branches of government, their interrelationships, and how they shape policy. Addresses federalism; civil liberties and civil rights; political socialization and participation; public opinion; the media; interest groups; political parties; elections; and policymaking. The assignments in the course require college-level reading fluency and coherent communication through written reports. Upon successful completion, students may be capable of and suited for the Government and Politics: United States AP examination

VDOE Standards of Learning or CTE Competencies: Virginia and U.S. Government. SCED Code: 04151 Virginia & U.S. Government.

PLS 136—State and Local Government and Politics

Teaches structure, powers, and functions of state and local government in the United States as related to federalism; constitutionalism; elections; powers of legislative, executive, and judicial powers of state and local government; state-local-federal relations; fiscal matters; metropolitan issues; and policy issues, like health, education, criminal justice and welfare. The assignments in the course require college level reading fluency and coherent communication through written reports.

VDOE Standards of Learning or CTE Competencies: Virginia and U.S. Government. SCED Code: 04151 Virginia & U.S.

Government.

Student Code of Conduct

Future Educators Academy students should be committed to:

- Respecting and collaborating with diverse populations.
- Conducting themselves in a manner which positively affects the learning community's pursuit of its educational objectives.
- Being exemplary role models of the teaching profession while observing and participating in reflective practices.

Technology

Technology is an important instructional tool of Future Educators Academy. A student's participation in Future Educators Academy shall be contingent upon the ethical and appropriate use of teleconferencing, networking, and web-based systems of the community college.

Germanna and Laurel Ridge Community College's computers, networks and information systems exist to promote shared access to computing, communication and information systems necessary to support the College's mission of teaching research and community service. Thus, all account holders of College information facilities have responsibility to use these systems in a respectful, ethical, professional and legal manner.

Responsible Computing applies to any individual using GCC or LRCC-owned or leased computers, networks, Internet connections, and communications systems transmitting either data, voice or video information. Activities involving these systems shall be in accordance with the VCCS Computer Ethics Agreement, Policy on Use of the GCC or LRCC Web Server, GCC or LRCC Technology Security Plan, the College's Standards of Conduct for students, other related policies in the GCC or LRCC Faculty and Student Handbooks and relevant state federal and international laws.

All users of College information facilities are required to demonstrate respect for:

- the privacy of others.
- intellectual property rights (copyrights, trademarks, licenses, etc.) and ownership of information.
- the operation and integrity of the various information systems.
- individuals' rights to be free of intimidation, harassment, and unwarranted annoyances.
- relevant state and federal laws related to information technology.

While the College recognizes and respects the privacy of all users, it cannot guarantee confidentiality in the use of any College information system. Electronic records retained on College systems are subject to state and federal Privacy Acts as well as the Freedom of Information Acts. Individuals are advised that e-mail messages are written records that could be subject to review with just cause and they may be subject to Freedom of Information Act and legal investigation requests. In addition, College system administrators may view any files, including e-mail messages, while troubleshooting system problems. System administrators have the authority to do this and will treat any information on the systems as

confidential. World Wide Web information located in designated web directories will be considered public information if read access is granted.

Access to College information systems is a privilege and may be revoked for reasons including, but not limited to, violations include attacking the security of the system, modifying or divulging private information such as a file or mail contents of other users without their consent, modifying or destroying College data, or using the national networks in a manner contrary to established guidelines. Access may be revoked at any time on a permanent or interim basis by the College system administrators to safeguard College resources and protect College privileges. Individuals responsible for abusing the College's Responsible Computing guidelines will be held accountable and may be subject to disciplinary action. Revocations may be appealed via the procedures outlined in the GCC or LRCC Faculty, Classified Staff or Student Handbooks, as appropriate.

Persons who are victims of computer abuse, harassment, other's malicious behavior, and unauthorized account access should report them to the Academic Computing Center Supervisor or the Technical Services Manager. For investigative purposes, individuals are advised to retain harassing email messages, dates, and times of unauthorized access, etc. Cases will be handled confidentially.

Terms of Student Use:

- Students acknowledge that any issued device is the property of Germanna Community College or Laurel Ridge Community College. It is yours to use, but it is owned by the college. You will return the device to Germanna Community College or Laurel Ridge Community College upon withdrawal from the college, at announced collection times, or immediately upon the request of a faculty member. Failure to return the laptop, for any reason, when requested to do so, or when withdrawing from Germanna Community College or Laurel Ridge Community College will result in a full replacement charge. Students will not be issued a new laptop until the replacement fee is paid or the original laptop is returned.
- Students will make available for inspection by any school administrator or faculty any messages or files sent or received on their GCC or LRCC issued device.
- Students will report to responsible personnel any incidents of inappropriate electronic communications transmitted in any form using GCC or LRCC owned technology.
- Students will not, in any way, deface, mark on the device, or adhere any non-GCC or LGCC approved items.
- Students will bring their issued device, fully charged, with them to campus for all courses.
- Students will not disassemble any part of the laptop, seek out repairs from non-GCC or LRCC entities, or attempt any repairs on your own.
- GCC and LRCC are not responsible for any charges relative to data overages. As an example, operating systems will periodically update. Beware as this may be a large download if updates are not conducted regularly. Pursue free Wi-Fi when not on campus if possible.

- Students will adhere to these terms each time a device is used, including when not on school grounds.

Students shall be held accountable for the student codes of conduct for their local school division, community college Code of Student Rights, Responsibility, and Conduct, community college Technology Use Agreement, and Future Educators Academy Expectations for Behavior. Future Educators Academy students shall be responsible for their actions traveling to campus, on-campus, and on community field experiences. Any infractions of codes of conduct shall be referred to the student's home-based high school administration for disciplinary action as designated by the local school division. Students could also receive disciplinary actions from GCC or LRCC and will have an incident report filed in Maxient.

Parent/guardian shall be notified as prescribed by the local school division. Any infractions of codes of conduct from a Homeschool student shall be referred to the Future Educators Academy Coordinator and the Governing Board. The Governing Board will conclude the disciplinary action for the student.

The Future Educators Academy Expectations for Behavior

The Future Educators Academy students shall:

1. Attend school and report to all classes regularly and on time.
2. Demonstrate respect for other students, faculty, and staff.
3. Demonstrate respect for the property of Future Educators Academy, Germanna Community College, Laurel Ridge Community College, and any other educational, community, or business property involved in Future Educators Academy instructional activities.
4. Refrain from conduct that is disruptive to any Future Educator Academy, Germanna, or Laurel Ridge class or activity.
5. Remain on Germanna or Laurel Ridge campus during Future Educators Academy school hours.
6. Abide by the acceptable technology and internet use policies of home-based schools and the community college.
7. Keep their cell phone put away and out of sight during class time.
8. Refrain from abusive language, fighting, obscene conduct, public profanity, or theft.
9. Abide by regulations governing travel to and from Future Educators Academy on school buses and/or private vehicles.
10. Adhere to Germanna and/or Laurel Ridge campus safety and common courtesy expectations.
11. Not engage in any form of dishonesty, including cheating, plagiarism, or knowingly furnishing false information or documents.
12. Not be in possession of illegal or dangerous weapons, look-alike weapons, or other instruments intended to inflict bodily harm.
13. Not be in possession of or use of alcohol, tobacco, or other drugs. The Germanna or Laurel Ridge campus public smoking area is off-limits to Future Educators Academy students.
14. Not intentionally misuse or damage any of the Germanna or Laurel Ridge teleconferencing, internet, or learning management technology (Canvas).

15. Adhere to the loss/damaged textbook and/or material expectation and fees of their school divisions, Germanna, Laurel Ridge, or Future Educators Academy.
16. Adhere to appropriate dress that supports the campus or community learning activity for the day and is in compliance with their school division dress code.

Student Conduct and Representation

Students are expected to maintain exemplary behavior at their base high schools, as enrollment in the Future Educators Academy carries the responsibility of being a role model across all educational settings.

First Offense: Any student receiving an out of school suspension will be placed on internal disciplinary probation within the Future Educators Academy. Which could include not attending practicum placements based on the nature of the offense.

Second Offense: A subsequent out of school suspension will result in a referral to the FEA Disciplinary Committee, which may result in removal from the Academy.

Electronic Device Policy (SB108 Compliance)

In compliance with Senate Bill 108, signed into law by Governor Abigail Spanberger which takes effect on July 1, 2026, the Future Educators Academy maintains a "phones away" learning environment. To ensure a focused and distraction-free atmosphere, all cell phones and smart devices (including smartwatches and tablets) must be turned off and stored out of sight during Academy hours.

We recognize that urgent matters may arise. If a parent needs to reach their child, please contact the Future Educators Academy staff directly. Our team will promptly facilitate communication between the parent and student to ensure family needs are met without disrupting the educational experience.

Attendance:

The Future Educators Academy is a rigorous academic program and thus requires student absences be kept to a minimum. If a student knows in advance that they will be absent from class for personal reasons or a base school academic activity, it is the student's responsibility to connect with the instructor and obtain assignments prior to the absence.

Absences, tardies, and early dismissals shall be reported daily to the base high school. School division attendance policies shall be in effect. A parent/guardian shall contact the site director if a student will be absent for an extended medical situation. A doctor's excuse shall be required.

The Future Educators Academy Governing Board will annually adopt the academic calendar used by the respective community college. The academic-year calendar may be consistent with, but may not be exact, to the students' local school division's calendars. If a school division is open and Future Educators Academy is closed, a student shall be

responsible for web-based instruction to be completed at the student's base school. If a school division is closed and Germanna and/or Laurel Ridge are open Future Educators Academy coursework will be determined by the faculty member, students are not to report to Future Educators Academy in the event of inclement weather, and their base school division is closed.

Medical and Mental Health Support

Availability of Services

- Partnership Services: FEA partners with base school divisions to provide essential nursing and counseling services.
- On-Campus Facilities: There is no nurse stationed on the FEA campus. All FEA staff are CPR, First Aid, and AED certified.

Student/Parent Responsibilities

- Disclosure of Medical Needs: Students with existing medical conditions or specific medical needs must inform FEA staff prior to or upon arrival on campus.
- Collaboration: Students/Parents must provide staff with clear guidance on how to best support them during their time on campus.

Emergency Response Protocol

In the event of a medical or mental health emergency on the FEA campus, staff will assess the situation and initiate a response based on severity. Response actions include, but are not limited to:

- Tier 1: Contacting parents or legal guardians.
- Tier 2: Contacting the designated base school division nurse.
- Tier 3: Calling emergency services (911).

Note: The level of intervention will be determined by FEA staff based on the immediate severity and urgency of the emergency.

Transportation:

Future Educators Academy students shall be expected to follow the transportation expectations of their school divisions. All transportation issues shall be handled by the base high schools.

School divisions provide transportation to Future Educators Academy as delineated in the MOUs. Local school division policy shall determine whether permission will be granted for students to drive to Future Educators Academy at Germanna or Laurel Ridge or to be passengers in other students' cars. Students driving to Future Educators Academy must have the Transportation Form on file. School division buses shall be contracted for field experiences and transportation expectations shall be in effect.

Academic Honesty:

Academic honesty is essential to develop students' full intellectual potential and self-worth. All Future Educators Academy students will be expected to maintain a high standard of honor in their coursework. Forms of dishonesty in coursework include Cheating, plagiarism, unauthorized collaboration, deliberate interference with the integrity of the work of others, fabrication or falsification of data, as well as other forms of academic dishonesty. Each are considered serious offenses in college coursework for which disciplinary penalties can be imposed.

Future Educators Academy students shall maintain a high standard of honesty in their coursework. Students shall not give or accept unauthorized assistance. Unauthorized assistance includes sharing oral and written information during examinations, tests, quizzes, homework assignments, and consulting written materials or copying another's work without the instructor's expressed permission. Tests shall not be taken out of the examination room without the instructor's expressed permission and shall be completed within the allotted time. Notes or other sources shall not be consulted unless specifically authorized by the instructor administering the examination. Cheating shall include, but is not limited to, copying, plagiarism, authorized collaboration, and unauthorized divulging of information.

Plagiarism is defined as the presentation of someone else's idea or words as one's own. This includes the presentation of Artificial Intelligence (AI) generated ideas or words as one's own. Falsification includes the intent to mislead, as well as forgery of any signatures.

Lying or stealing violates the principles of integrity and respect for self, others, and property.

Clear expectations for all coursework will be prescribed in the course syllabus provided by each instructor for each course. The assignments, due dates, and consequences for violating trust in the coursework will be detailed.

Sexually Explicit Content

Senate Bill 656: Sexually Explicit Material:

The Virginia General Assembly created model policies concerning instructional materials with sexually explicit content. In compliance with Senate Bill 656 (SB 656) and amended Virginia code 22.1-16.8, the Future Educators Academy is required to adhere to the following:

1. Ensure advanced parental/guardian notification of the intended use of any instructional materials with sexually explicit content in their child's education;
2. Ensure parents/guardians have the opportunity to inspect and review instructional materials that are identified as including sexually explicit content; and
3. Ensure parents/guardians have the opportunity to select for their child the option of alternative instructional materials and related academic activities that do not contain sexually explicit content.

College Course	Potential Sexually Explicit Material under SB 656
SDV 100, College Success Skills	Modules include a video on the dangers of human trafficking – labor trafficking, sex trafficking of college-age students.
ENG 111, College Composition I	None to Report
MTH 154, Quantitative Reasoning	None to Report
HIS 121, U.S. History I	Course will contain references to non-consensual sexual relations between African American slaves and their masters.
CST 100, Principles of Public Speaking	None to Report
EDU 200, Foundations of Education	Students complete an online module, <i>Child Abuse and Neglect: Recognizing, Reporting, and Responding for Educators</i> . This includes a brief discussion of childhood sexual abuse. This module requires completion for Virginia teacher licensure.
ENG 112, College Composition II	None to Report
MTH 245, Statistics I	None to Report
HIS 122, US History to 1865	None to Report
EDU 207, Human Growth & Development	There is discussion on all stages of human growth including adolescence, puberty, and sexual development. This course is required for VA teacher licensure.
ECO 150, Economic Essentials: Theory and Application	None to Report
ENG 246, American Literature	None to Report
PLS 135, US Government and Politics	None to Report
EDU 204, Teaching in a Diverse Society	None to Report
BIO 101, General Biology 1	Human Anatomy and the reproductive system
Art 101, History of Art: Prehistoric to Gothic	Occasional nudity in painting and sculptures, no graphic sexual content
GEO 220, World Regional Geography	None to Report
GEO 105 Physical Geology	None to Report
PLS 136 State and Local Government and Politics	None to Report
EDU 250, Foundations of Exceptional Children	None to Report

Responsibility for Accountability Proceedings

The coordinator of Future Educators Academy shall be responsible for reporting a student's inappropriate behavior to the student's base school administrator and for collaborating with that administrator on an appropriate disciplinary resolution. For homeschool students, the coordinator will contact parents and the Future Educators Academy governing board for a resolution.

The Future Educators Academy coordinator may request dismissal of the student from the FEA for the following:

- Code of Conduct violations.
- Intentional misuse or damage of any of the Germanna or Laurel Ridge properties, including teleconferencing, Internet, or web-based technology.
- Academic Dishonesty.

The coordinator's request for a student's dismissal will be submitted to the student's base high school principal (or Future Educators Academy governing board for a homeschool student) and the student's parent/guardian. A meeting will be convened to review the request, based on due process, and to recommend appropriate action.

Future Educators Academy Nondiscrimination Policy

Future Educators Academy (FEA) promotes and maintains equal employment and educational opportunities, prohibiting discrimination in all of its education programs, recruitment efforts, employment opportunities, programs, services, and activities.

FEA strictly prohibits discrimination and harassment on the basis of:

- Race, color, ethnicity, or national origin
- Religion or political affiliation
- Sex, sexual orientation, or gender identity
- Pregnancy, childbirth, or related medical conditions (including lactation)
- Age (except when age is a bona fide occupational qualification)
- Marital status
- Status as a veteran
- Disability, or any other non-merit factors

Additionally, FEA prohibits sexual misconduct, including sexual violence or harassment.

This policy applies to all institutional practices, including but not limited to: recruitment, selection, promotion, transfer, demotion, compensation, benefits, layoff, training programs, accessibility, and job accommodation. No otherwise qualified person shall, solely by reason of disability, be denied access to, participation in, or the benefits of any program or activity operated by the Academy.

Student/Parent Signature Form

A student folder will be issued to each student once accepted into the Future Educators Academy. Each student and parent shall be expected to sign and date the last page indicating that they have read and understand the FEA Student Expectations for Behavior and the Germanna or Laurel Ridge Community College Code of Student Rights and Responsibilities, and the Virginia Community College System Computer Ethics Agreement. A copy of this signature form shall be kept on file at the Future Educators Academy.

Appendix 1: High School Handbooks

[Clarke County Public Schools](#)

[Culpeper County Public Schools](#)

[Fauquier County Public Schools](#)

[Frederick County Public Schools](#)

[Madison County Public Schools](#)

[Orange County Public Schools](#)

[Page County Public Schools](#)

[Rappahannock County Public Schools](#)

[Shenandoah County Public Schools](#)

[Warren County Public Schools](#)

[City of Winchester Public Schools](#)

Appendix 2: Community College Handbooks

[Germanna Community College](#)

[Laurel Ridge Community College](#)

Appendix 3: Transportation Waiver



Transportation Waiver and Release Form

Student Full Name _____

I, hereby give permission for my child to drive to and from the Future Educators Academy classes and events held at Germanna Community College-Daniel Technology Center, Culpeper, Virginia.

Parent/Guardian Name _____

Parent/Guardian Signature _____

Date _____

I, hereby give permission for my child to drive to and from practicum placements made by the Future Educators Academy while my child is enrolled in the Future Educators Academy.

Parent/Guardian Name _____

Parent/Guardian Signature _____

Date _____

I understand that FEA requires participating students to ride the school division buses to and from all FEA events, and a departure from this requirement will release Germanna Community College and the Future Educators Academy, its administrators, employees, faculty, and staff from any and all liability, loss, damages, claims, or actions to the maximum extent permissible by law, arising out of such transportation. I agree to release GCC and its administrators, employees, faculty, and staff from all liability with reference to the above-stated transportation.



Transportation Waiver and Release Form

Student Full Name (First and Last):

Permission for FEA Classes and Events

I hereby give permission for my child to drive to and from the Future Educators Academy classes and events held at Laurel Ridge Community College, Middletown, Virginia.

Parent/Guardian Full Name (First and Last):

Parent/Guardian Signature:

Date:

Permission for Practicum Placements

I hereby give permission for my child to drive to and from practicum placements made by the Future Educators Academy while my child is enrolled in the Future Educators Academy.

Parent/Guardian Full Name (First and Last):

Parent/Guardian Signature:

Date:

Acknowledgement of Liability Release

I understand that the Future Educators Academy requires participating students to ride school division buses to and from all FEA events. A departure from this requirement releases Laurel Ridge Community College (LRCC) and the Future Educators Academy (FEA), including its administrators, employees, faculty, and staff, from any and all liability, loss, damages, claims, or actions, to the maximum extent permissible by law, arising out of such transportation. I agree to release LRCC and its administrators, employees, faculty, and staff from all liability with reference to the above-stated transportation.

Appendix 4: Acknowledgement of Code of Conduct



Future Educators Academy Code of Conduct Parent/Guardian and Student Acknowledgement

I _____ (parent/guardian first and last name) have read and understand the Future Educators Academy Student Expectations for Behavior, the Germanna Community College Code of Student Rights and Responsibilities, and the Virginia Community College System Computer Ethics Agreement.

I _____ (student first and last name) have read and understand the Future Educators Academy Student Expectations for Behavior, the Germanna Community College Code of Student Rights and Responsibilities, and the Virginia Community College System Computer Ethics Agreement.

Parent/Guardian Name _____

Parent/Guardian Signature _____

Date _____

Student Name _____

Student Signature _____

Date _____

Please sign and date this form and return to the Future Educators Academy staff to be kept on file for student records.



Code of Conduct Parent/Guardian and Student Acknowledgement

Parent/Guardian Acknowledgement

I, the parent or legal guardian named below, have read and understand the Future Educators Academy Student Expectations for Behavior, the Laurel Ridge Community College Code of Student Rights and Responsibilities, and the Virginia Community College System Computer Ethics Agreement.

Parent/Guardian Full Name (First and Last):

Parent/Guardian Signature:

Date:

Student Acknowledgement

I, the student named below, have read and understand the Future Educators Academy Student Expectations for Behavior, the Laurel Ridge Community College Code of Student Rights and Responsibilities, and the Virginia Community College System Computer Ethics Agreement.

Student Full Name (First and Last):

Student Signature:

Date:

Please sign and date this form and return it to the Future Educators Academy staff. This document will be kept on file as part of the student's official record.

Appendix 5: FEA Grant

Future Educators Academy Grant

		1 of 17	1 of 30	2 of 30
	1 cohort of 17			
	# of cohorts	1	2	2
		Year 1	Year 2	Year 3
Expenses				
<u>FT Faculty and Staff</u>				
Program Advisor GCC		55,000	57,750	60,638
FEA Director		80,000	84,000	88,200
FT Faculty equivalent GCC		67,500	140,102	147,032
Fringe @45%		<u>91,125</u>	<u>126,833</u>	<u>133,141</u>
Total Salaries & Fringe		293,625	408,685	429,011
Indirect rate @25%		73,406	102,171	107,253
<u>Operational Expenses</u>				
Student Laptops		36,000	18,600	48,000
Textbooks and Materials		11,800	33,600	42,000
Tutoring Software Subscription		6,500	12,000	13,500
Student Professional Development Speakers		4,800	4,800	4,800
Certification and Testing		9,600	19,200	24,000
Food Supplies		7,200	14,400	18,000
School Division Transportation		38,312	76,624	95,780
Staff Professional Development		5,000	5,000	4,000
Staff Mileage to HS Locations		200	200	400
Instructor License & Testing Fees		5,806	5,806	5,806
Office Supplies		4,000	500	500
Special Event Expenses		5,600	4,150	4,750
College Tours		3,520	4,240	4,600
Marketing materials		5,329	15,000	20,000
ODU Admin Fee at 5% of operational funds received		<u>34,763</u>	<u>34,763</u>	<u>34,763</u>
Total Operational Expenses		178,429	248,882	320,898
Total Expenses		545,461	759,739	857,162

Appendix 6: Emergency Operations Plans

[Germanna Community College Emergency Operations Plan](#)

Appendix 7: Memorandums with School Divisions



MEMORANDUM OF UNDERSTANDING
Between
CULPEPER COUNTY PUBLIC SCHOOLS
And
GERMANNA COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2026, is made and entered into by the following: Culpeper County Public Schools (CCPS) and Germanna Community College (GCC) (each individually "Party" and collectively "Parties").

GCC and CCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Culpeper County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from CCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from CCPS.
- Providing meals to all FEA scholars originating from CCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Culpeper County.
- In collaboration with Germanna Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from CCPS.
- Managing attendance concerns for FEA scholars originating from CCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from CCPS.
- Developing and maintaining relationships with potential donors in collaboration with GCC to build program sustainability.
- Bill GCC for \$1,599.53 per pupil annually for services rendered.

Germanna Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Daniel Technology Center, Culpeper County, for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with CCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessment and review on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with CCPS to build program sustainability.



Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to CCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU with CCPS under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Germanna Community College, Culpeper County Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2026 to June 30, 2027 unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by GCC. In this circumstance, GCC will provide notice to CCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: CCPS and GCC shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Germanna Community College
Dr. Tashika Griffith President
2130 Germanna Highway



Locust Grove, VA 22508

Culpeper County Public Schools
Dr. Anthony Brads, Division Superintendent
471 James Madison Hwy, Suite 201
Culpeper, VA 22701

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Germanna Community College


Dr. Tashika Griffith, President

06/03/26
Date

Culpeper County Public Schools


Dr. Anthony Brads

6/5/2026
Date



MEMORANDUM OF UNDERSTANDING
Between
FAUQUIER COUNTY PUBLIC SCHOOLS
And
GERMANNA COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2026, is made and entered into by the following: Fauquier County Public Schools (FCPS) and Germanna Community College (GCC) (each individually "Party" and collectively "Parties").

GCC and FCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Fauquier County Public Schools responsibilities:

- Managing the logistics of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from FCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from FCPS.
- Providing meals to all FEA scholars originating from FCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Fauquier County.
- In collaboration with Germanna Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from FCPS.
- Managing attendance concerns for FEA scholars originating from FCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from FCPS.
- Developing and maintaining relationships with potential donors in collaboration with GCC to build program sustainability.
- Bill GCC for \$35,235.36 for transportation services no later than August 3, 2026.

Germanna Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Daniel Technology Center, Culpeper County, for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with FCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessment and review on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with FCPS to build program sustainability.



Germanna Community College
Dr. Tashika Griffith, President
2130 Germanna Highway
Locust Grove, VA 22508

Fauquier County Public Schools
Dr. Major Warner, Division Superintendent
320 Hospital Drive, Suite 40
Warrenton, VA 20186

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Germanna Community College

Dr. Tashika Griffith, President

06/03/26

Date

Fauquier County Public Schools

Dr. Major Warner, Division Superintendent

Date



Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to FCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU with FCPS under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Germanna Community College, Fauquier County Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2026 to June 30, 2027 unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by GCC. In this circumstance, GCC will provide notice to FCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: FCPS and GCC shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:



MEMORANDUM OF UNDERSTANDING
Between
FREDERICK COUNTY PUBLIC SCHOOLS
AND
LAUREL RIDGE COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2025, is made and entered into by the following: Frederick County Public Schools (FCPS) and Laurel Ridge Community College (each individually "Party" and collectively "Parties").

Laurel Ridge Community College and FCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Frederick County Public Schools responsibilities:

- Managing the logistics and cost of student transportation for FEA scholars originating from FCPS to and from the appropriate Academy site and to experiential learning rotation sites that are located within Frederick County Public Schools. FCPS may provide additional transportation to other activities directly related to the FEA program if LRCC submits a request to FCPS at least 45 days prior to the activity and if FCPS has buses available to provide the requested transportation. All other transportation will be provided by the student or student's parent/legal guardian.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from FCPS.
- Providing meals to all FEA scholars originating from FCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Frederick County.
- In collaboration with Laurel Ridge Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from FCPS.
- Managing attendance concerns for FEA scholars originating from FCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from FCPS.
- Developing and maintaining relationships with potential donors in collaboration with Laurel Ridge Community College to build program sustainability.
- Bill Laurel Ridge Community College \$1,599.53 per pupil annually for services rendered.

Laurel Ridge Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Middletown site of Laurel Ridge Community College for FEA students.

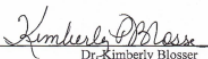
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: FCPS and Laurel Ridge Community College shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Laurel Ridge Community College
Dr. Kimberly Blosser, President
154 Skirmisher Lane
Middletown, VA 22645-1745

Frederick County Public Schools
Dr. George Hummer, Superintendent
1415 Amherst Street
Winchester, VA 22601

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Laurel Ridge Community College



Dr. Kimberly Blosser

8/26/25

Date

Frederick County Public Schools



Dr. George Hummer

9-4-2025

Date

- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with FCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessments and reviews on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with FCPS to build program sustainability.
- LRCC shall not penalize FEA scholars originating from FCPS for not attending experiential learning due to FCPS being unable to provide transportation.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to FCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU and FCPS with Laurel Ridge Community College under the guidance of the FEA governing board.

Contingent:

- This MOU is contingent upon an ongoing agreement between Laurel Ridge Community College and Frederick County Public Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2025, to June 30, 2026, unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by Laurel Ridge Community College. In this circumstance, Laurel Ridge Community College will provide notice to FCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.



MEMORANDUM OF UNDERSTANDING
Between
MADISON COUNTY PUBLIC SCHOOLS
And
GERMANNA COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2026 is made and entered into by the following: Madison County Public Schools (MCPS) and Germanna Community College (GCC) (each individually "Party" and collectively "Parties").

GCC and MCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Madison County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from MCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from MCPS.
- Providing meals to all FEA scholars originating from MCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Madison County.
- In collaboration with Germanna Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from MCPS.
- Managing attendance concerns for FEA scholars originating from MCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from MCPS.
- Developing and maintaining relationships with potential donors in collaboration with GCC to build program sustainability.
- Bill GCC for \$1,599.53 per pupil annually for services rendered.

Germanna Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Daniel Technology Center for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with MCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessment and review on annual and three year cycles for FEA program and courses.



- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with MCPS to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to MCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU with MCPS under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Germanna Community College, Madison County Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2026 through June 30, 2027 unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by GCC. In this circumstance, GCC will provide notice to MCPS and a termination date for the MOU.
- This MOU will terminate if the FEA Lab School is not fully approved by the Virginia Department of Education (VDOE) Standing Committee on College Partnership Lab Schools and the Virginia Board of Education.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: MCPS and GCC shall comply with all applicable state and federal laws and regulations.



- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Germanna Community College
Dr. Tashika Griffith, President
2130 Germanna Highway
Locust Grove, VA 22508

Madison County Public Schools
Dr. Anna Graham, Superintendent
60 School Board Court
Madison, VA 22727

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Germanna Community College



Dr. Tashika Griffith

06/03/26

Date

Madison County Public Schools



Dr. Anna Graham

6/22/26

Date



MEMORANDUM OF UNDERSTANDING
Between
ORANGE COUNTY PUBLIC SCHOOLS
And
GERMANNA COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2026, is made and entered into by the following: Orange County Public Schools (OCPS) and Germanna Community College (GCC) (each individually "Party" and collectively "Parties").

GCC and OCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Orange County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from OCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from OCPS.
- Providing meals to all FEA scholars originating from OCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Orange County.
- In collaboration with Germanna Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from OCPS.
- Managing attendance concerns for FEA scholars originating from OCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from OCPS.
- Developing and maintaining relationships with potential donors in collaboration with GCC to build program sustainability.
- Bill GCC for \$1,599.53 per pupil annually for services rendered.

Germanna Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Daniel Technology Center, Culpeper County, for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with OCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessment and review on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with OCPS to build program sustainability.



Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to OCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU with OCPS under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Germanna Community College, Orange County Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2026 to June 30, 2027 unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by GCC. In this circumstance, GCC will provide notice to OCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: OCPS and GCC shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:



Germanna Community College
Dr. Tashika Griffith President
2130 Germanna Highway
Locust Grove, VA 22508

Orange County Public Schools
Dr. Daniel Hornick, Division Superintendent
200 Dailey Drive
Orange, VA 22960

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Germanna Community College

Dr. Tashika Griffith

06/03/26

Date

Orange County Public Schools

Dr. Daniel Hornick

6/10/26

Date



MEMORANDUM OF UNDERSTANDING
Between
PAGE COUNTY PUBLIC SCHOOLS
AND
LAUREL RIDGE COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2025, is made and entered into by the following: Page County Public Schools (PCPS) and Laurel Ridge Community College (each individually "Party" and collectively "Parties").

Laurel Ridge Community College and PCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Page County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from PCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from PCPS.
- Providing meals to all FEA scholars originating from PCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Frederick County.
- In collaboration with Laurel Ridge Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from PCPS.
- Managing attendance concerns for FEA scholars originating from PCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from PCPS.
- Developing and maintaining relationships with potential donors in collaboration with Laurel Ridge Community College to build program sustainability.
- Bill Laurel Ridge Community College \$1,599.53 per pupil annually for services rendered.

Laurel Ridge Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Middletown site of Laurel Ridge Community College for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with PCPS, ensuring student access to counseling, support services, and accommodations as necessary.

- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Laurel Ridge Community College
Dr. Kimberly Blosser, President
154 Skirmisher Lane
Middletown, VA 22645-1745

Page County Public Schools
Dr. Bryan Huber, Superintendent
735 West Main Street
Luray, VA 22835

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Laurel Ridge Community College

Dr. Kimberly Blosser

9/29/25

Date

Page County Public Schools

Dr. Bryan Huber

9/18/2025

Date

Attachment: Transportation/Calendar Logistics Document

- Conducting program-level and course-level assessments and reviews on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with PCPS to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to PCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU and PCPS with Laurel Ridge Community College under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Laurel Ridge Community College and Page County Public Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2025, to June 30, 2026, unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by Laurel Ridge Community College. In this circumstance, Laurel Ridge Community College will provide notice to PCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: PCPS and Laurel Ridge Community College shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.

Laurel Ridge Community College
(Future Educators Academy)
Transportation Information 2025-2026

Students Requiring Transportation

On regularly scheduled PCPS school days, a car will depart from **Debbie the driver's home** each morning promptly at **8:10 am** to **1st student's home at 6:30 am**, and **2nd student's home at 6:55 am**, to transport FEA students directly to Laurel Ridge Community College (Middletown Campus). Each day a car will depart Laurel Ridge at 10:50 am and transport students directly back to their home base high schools.

If PCPS schools are on a one-hour delay, students will be transported to Laurel Ridge, beginning at 8:00 am. If PCPS schools are on a two-hour delay, students will be transported to Laurel Ridge, beginning at 9:00 am. An early dismissal should not affect the car returning students to their home base high schools.

If Frederick County Public Schools are closed due to inclement weather but Laurel Ridge Community College is open, students are not expected to report to Laurel Ridge Community College. FEA will follow the lead of FCPS to determine whether students should report to campus.

The FEA program at Laurel Ridge Community College follows the college's academic calendar. As a result, there may be days when Laurel Ridge is in session while Page County Public Schools are not. On such days, transportation will be provided, subject to car driver availability. Students are expected to attend classes at Laurel Ridge Community College on these dates unless transportation is an issue.

To help with planning, key dates from both Laurel Ridge Community College and Page County Public Schools for the 2025-2026 academic year are listed below:

<u>Laurel Ridge Community College is Open/PCPS is Closed</u> (transportation provided subject to driver availability)	
September 26	February 16
October 13	March 20
November 3	March 30 – April 6
January 20	April 29

Laurel Ridge Community College is Closed/PCPS is Open (students still report to their home school for core classes)
Spring Break: March 9 - 13

General Laurel Ridge Information

Fall Semester Begins: August 25
Fall Semester Ends: December 7

Spring Semester Begins: January 20
Spring Semester Ends: May 4

Students Driving To/From Laurel Ridge Community College

Students driving to and from Laurel Ridge Community College must first obtain approval from the college, parent/guardian and principal.

If Page County Public Schools are closed due to inclement weather but Laurel Ridge Community College is open, students are not expected to report to Laurel Ridge Community College.

If you have any questions, please contact Ms. Pam Hall, Supervisor of Transportation, at 540-743-6533.



MEMORANDUM OF UNDERSTANDING
Between
RAPPAHANNOCK COUNTY PUBLIC SCHOOLS
And
GERMANNA COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2026, is made and entered into by the following: Rappahannock County Public Schools (RCPS) and Germanna Community College (GCC) (each individually "Party" and collectively "Parties").

GCC and RCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Rappahannock County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from RCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from RCPS.
- Providing meals to all FEA scholars originating from RCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Rappahannock County.
- In collaboration with Germanna Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from RCPS.
- Managing attendance concerns for FEA scholars originating from RCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from RCPS.
- Developing and maintaining relationships with potential donors in collaboration with GCC to build program sustainability.
- Bill GCC for \$1,599.53 per pupil annually for services rendered.

Germanna Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Daniel Technology Center for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with RCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessment and review on annual and three year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.



- Developing and maintaining relationships with potential donors in collaboration with RCPS to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to RCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU with RCPS under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Germanna Community College, Rappahannock County Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2026 through June 30, 2027 unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by GCC. In this circumstance, GCC will provide notice to RCPS and a termination date for the MOU.
- This MOU will terminate if the FEA Lab School is not fully approved by the Virginia Department of Education (VDOE) Standing Committee on College Partnership Lab Schools and the Virginia Board of Education.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: RCPS and GCC shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.



- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Germanna Community College
Dr. Tashika Griffith, President
2130 Germanna Highway
Locust Grove, VA 22508

Rappahannock County Public Schools
Dr. Shannon Grimsley, Superintendent
6 Schoolhouse Road
Washington, VA 22747

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Germanna Community College

Dr. Tashika Griffith

06/03/26
Date

Rappahannock County Public Schools

Dr. Shannon Grimsley

6/8/26
Date



MEMORANDUM OF UNDERSTANDING
Between
SHENANDOAH COUNTY PUBLIC SCHOOLS
AND
LAUREL RIDGE COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2026, is made and entered into by the following: Shenandoah County Public Schools (SCPS) and Laurel Ridge Community College (each individually "Party" and collectively "Parties").

Laurel Ridge Community College and SCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy (FEA).

Shenandoah County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from SCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from SCPS.
- Providing meals to all FEA scholars originating from SCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Shenandoah County.
- In collaboration with Laurel Ridge Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from SCPS.
- Managing attendance concerns for FEA scholars originating from SCPS.
- Organizing SOL testing, WISE testing, SAT testing, and other standardized learning assessments for FEA students originating from SCPS.
- Developing and maintaining relationships with potential donors in collaboration with Laurel Ridge Community College to build program sustainability.
- Bill Laurel Ridge Community College \$1,599.53 per pupil annually for services rendered.

identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: SCPS and Laurel Ridge Community College shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Laurel Ridge Community College
Dr. Kimberly Blosser, President
173 Skirmisher Lane
Middletown, VA 22645

Shenandoah County Public Schools
Dr. Melody Sheppard, Superintendent
600 North Main Street
Woodstock, VA 22664

Laurel Ridge Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Middletown site of Laurel Ridge Community College for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with SCPS, ensuring student access to counseling, support services, and accommodations as necessary.
- Conducting program-level and course-level assessments and reviews on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with SCPS to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to SCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU and SCPS with Laurel Ridge Community College under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Laurel Ridge Community College and Shenandoah County Public Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2026, to June 30, 2027, unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by Laurel Ridge Community College. In this circumstance, Laurel Ridge Community College will provide notice to SCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Laurel Ridge Community College



Dr. Kimberly Blosser
6/11/26
Date

Shenandoah County Public Schools



Dr. Melody Sheppard
06/09/2026
Date



MEMORANDUM OF UNDERSTANDING
Between
WARREN COUNTY PUBLIC SCHOOLS
AND
LAUREL RIDGE COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2025, is made and entered into by the following: Warren County Public Schools (WCPS) and Laurel Ridge Community College (each individually "Party" and collectively "Parties").

Laurel Ridge Community College and WCPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

Warren County Public Schools responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from WCPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from WCPS.
- Providing meals to all FEA scholars originating from WCPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Frederick County.
- In collaboration with Laurel Ridge Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from WCPS.
- Managing attendance concerns for FEA scholars originating from WCPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from WCPS.
- Developing and maintaining relationships with potential donors in collaboration with Laurel Ridge Community College to build program sustainability.
- Bill Laurel Ridge Community College \$1,599.53 per pupil annually for services rendered.

Laurel Ridge Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Middletown site of Laurel Ridge Community College for FEA students.
- Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
- In collaboration with WCPS, ensuring student access to counseling, support services, and accommodations as necessary.

- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Laurel Ridge Community College
Dr. Kimberly Blosser, President
154 Skirmisher Lane
Middletown, VA 22645-1745

Warren County Public Schools
Dr. David Martin, Interim Superintendent
210 North Commerce Avenue
Front Royal, VA 22630

The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Laurel Ridge Community College


Dr. Kimberly Blosser

9/24/25
Date

Warren County Public Schools


Dr. David Martin

8/20/2025
Date

Attachment: Transportation/Calendar Logistics Document

- Conducting program-level and course-level assessments and reviews on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with WCPS to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to WCPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU and WCPS with Laurel Ridge Community College under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Laurel Ridge Community College and Warren County Public Schools to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2025, to June 30, 2026, unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by Laurel Ridge Community College. In this circumstance, Laurel Ridge Community College will provide notice to WCPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: WCPS and Laurel Ridge Community College shall comply with all applicable state and federal laws and regulations.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.

Laurel Ridge Community College
(Future Educators Academy)
Transportation Information 2025-2026

Students Requiring Transportation

On regularly scheduled WCPS school days, a bus will depart from Skyline High School each morning promptly at 6:30 am and travel to Warren County High School to pick up students at 6:45-6:50 am and then proceed to transport FEA students directly to Laurel Ridge Community College (Middletown Campus). Each day the bus will depart Laurel Ridge at 10:50 am and transport students directly back to their home base high schools.

If WCPS schools are on a one-hour delay, students will be transported to Laurel Ridge, beginning at 8:00 am. If WCPS schools are on a two-hour delay, students will be transported to Laurel Ridge, beginning at 9:00 am. An early dismissal should not affect the car returning students to their home base high schools.

If Frederick County Public Schools are closed due to inclement weather but Laurel Ridge Community College is open, students are not expected to report to Laurel Ridge Community College. FEA will follow the lead of FCPS to determine whether students should report to campus.

The FEA program at Laurel Ridge Community College follows the college's academic calendar. As a result, there may be days when Laurel Ridge is in session while Warren County Public Schools are not. On such days, transportation will be provided, subject to car driver availability. Students are expected to attend classes at Laurel Ridge Community College on these dates unless transportation is an issue.

To help with planning, key dates from both Laurel Ridge Community College and Warren County Public Schools for the 2025-2026 academic year are listed below:

Laurel Ridge Community College is Open/WCPS is Closed (transportation provided subject to driver availability)

September 26	February 16
October 13	March 20
November 3	March 30 – April 6
January 20	April 29

Laurel Ridge Community College is Closed/FCPS is Open (students still report to their home school for core classes)
Spring Break: March 9 - 13

General Laurel Ridge Information

Fall Semester Begins: August 25	Spring Semester Begins: January 20
Fall Semester Ends: December 7	Spring Semester Ends: May 4

Students Driving To/From Laurel Ridge Community College

Students driving to and from Laurel Ridge Community College must first obtain approval from the college, parent/guardian and principal.

If Warren County Public Schools are closed due to inclement weather but Laurel Ridge Community College is open, students are not expected to report to Laurel Ridge Community College.



MEMORANDUM OF UNDERSTANDING
Between
WINCHESTER PUBLIC SCHOOLS
AND
LAUREL RIDGE COMMUNITY COLLEGE

This Memorandum of Understanding (MOU) effective July 1, 2025, is made and entered into by the following: WINCHESTER PUBLIC SCHOOLS (WPS) and Laurel Ridge Community College (each individually "Party" and collectively "Parties").

Laurel Ridge Community College and WPS understand the need to work collaboratively to reach the mission and goals of the Future Educators Academy.

WINCHESTER PUBLIC SCHOOLS responsibilities:

- Managing the logistics and cost of student transportation to and from the appropriate Academy site and all experiential learning rotation sites for FEA scholars originating from WPS.
- Managing the logistics and cost of student extracurriculars including school sports for FEA scholars originating from WPS.
- Providing meals to all FEA scholars originating from WPS.
- Identifying and providing the necessary supports for students with disabilities, students who are English Language Learners, students who are academically behind, and gifted students who reside in Frederick County.
- In collaboration with Laurel Ridge Community College, ensuring student access to counseling, support services, and accommodations as necessary for FEA scholars originating from WPS.
- Managing attendance concerns for FEA scholars originating from WPS.
- Organizing SOL testing, WISE testing, SAT testing, ACT testing, and other standardized learning assessments for FEA students originating from WPS.
- Developing and maintaining relationships with potential donors in collaboration with Laurel Ridge Community College to build program sustainability.
- Bill Laurel Ridge Community College \$1,599.53 per pupil annually for services rendered.

Laurel Ridge Community College responsibilities:

- Providing classroom, laboratory, library, and study facilities at the Middletown site of Laurel Ridge Community College for FEA students.
 - Recruiting, supervising, developing, and managing salary and benefit awards for all FEA faculty and staff, including contracting adjunct instructors.
 - In collaboration with WPS, ensuring student access to counseling, support services, and accommodations as necessary.
- The relationship between the Parties is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between the Parties.
- Each Party shall be responsible for the acts and omissions of their respective officers, employees, and agents in connection with the performance of their obligations under this MOU.
- Notices and communications: all notices and communications hereunder by a Party to the other Parties pertaining to this MOU:

Laurel Ridge Community College
Dr. Kimberly Blosser, President
54 Skirmisher Lane
Middletown, VA 22645-1745

WINCHESTER PUBLIC SCHOOLS
Dr. Jason Van Heukelum, Superintendent
98 N. Kent Street
Winchester, VA 22601

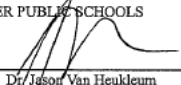
The Parties agree that this agreement may be electronically signed. The Parties agree that the electronic signatures appearing on this agreement are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

Laurel Ridge Community College


Dr. Kimberly Blosser

7/24/25
Date

WINCHESTER PUBLIC SCHOOLS


Dr. Jason Van Heukelum

7/22/25
Date

Attachment: Transportation/Calendar Logistics Document

- Conducting program-level and course-level assessments and reviews on annual and three-year cycles for FEA program and courses.
- Providing student access to online learning tools including Canvas LMS.
- Developing and maintaining relationships with potential donors in collaboration with WPS to build program sustainability.

Future Educators Academy responsibilities:

- Preparing scholars for a successful career in education through rigorous coursework and in-depth experiential learning.
- Providing individualized academic advising and career planning for all FEA scholars.
- Reporting attendance, mid-term, and final grades to WPS.
- Coordinating all experiential learning including but not limited to practicum experiences, observations, professional development workshops, guest speakers, and four-year university campus tours.
- Regularly reviewing and updating MOU and WPS with Laurel Ridge Community College under the guidance of the FEA governing board.

Funding Contingent:

- This MOU is contingent upon an ongoing agreement between Laurel Ridge Community College and WINCHESTER PUBLIC SCHOOLS to develop a College Partnership Lab School pursuant to § 22.1-349.1(A) of the Code of Virginia.

Term and Termination:

- The term of this MOU is July 1, 2025, to June 30, 2026, unless terminated earlier pursuant to the terms of this MOU.
- This funding-contingent MOU will terminate if sufficient funding for the lab school is not received by Laurel Ridge Community College. In this circumstance, Laurel Ridge Community College will provide notice to WPS and a termination date for the MOU.
- Termination: Termination without cause may be affected by either Party to this agreement by giving thirty (30) days written notice to the designated official identified below. The terminated Party will stop work no later than the date specified in the notice.

Miscellaneous:

- Required approvals: Parties are not bound by this MOU until it is approved by the appropriate officials in accordance with applicable Virginia laws and regulations as shown on the signature page of this MOU.
- Amendment: This MOU may be modified only by a written amendment executed by all Parties hereto and approved by the appropriate officials.
- State and federal compliance: WPS and Laurel Ridge Community College shall comply with all applicable state and federal laws and regulations.

WINCHESTER PUBLIC SCHOOLS
and
Laurel Ridge Programs Future Educators Academy
Transportation Information 2025-2026

Students Requiring Transportation

On regularly scheduled WPS school days, a bus will depart from John Handley High School each morning promptly at 6:45 am to transport students directly to Laurel Ridge Community College. Each day a bus will depart Laurel Ridge at 10:55 am and transport students directly back to their home base high school.

If WPS schools are on a one-hour delay, students will be transported to Laurel Ridge, beginning at 8:00 am. If WPS schools are on a two-hour delay, students will be transported to Laurel Ridge, beginning at 9:00 am. An early dismissal should not affect the buses returning students to their home base high schools.

If Frederick County Public Schools are closed due to inclement weather but Laurel Ridge Community College is open, students are not expected to report to Laurel Ridge Community College. FEA will follow the lead of FCPS to determine whether students should report to campus.

The FEA program at Laurel Ridge Community College follows the college's academic calendar. As a result, there may be days when Laurel Ridge is in session while Winchester Public Schools are not. On such days, transportation will be provided, subject to bus driver availability. Students are expected to attend classes at Laurel Ridge Community College on these dates unless transportation is an issue.

To help with planning, key dates from both Laurel Ridge Community College and Winchester Public Schools for the 2025-2026 academic year are listed below:

Laurel Ridge Community College is Open/WPS is Closed (transportation provided subject to driver availability)

August 29	March 13
October 13	March 30 - April 6
November 4	May 1
February 16	

Laurel Ridge Community College is Closed/WPS is Open (students still report to their home school for core classes)

Spring Break: March 9 - 13

General Laurel Ridge Information

Fall Semester Begins: August 25	Spring Semester Begins: January 20
Fall Semester Ends: December 7	Spring Semester Ends: May 4

Students Driving To/From Laurel Ridge Community College

Students driving to and from Laurel Ridge Community College must first obtain approval from the college, parent/guardian and principal.

If you have any questions regarding transportation, please contact Blair East at 540-667-4253, x17126.