

Shari Byrne

From: Zerell Welch <zjohnsonwelch@gmail.com>
Sent: Monday, November 19, 2018 4:02 AM
To: LCPS-SUP-CLERK
Subject: Statement of Interest Zerell Johnson-Welch
Attachments: Johnson-Welch Statement of Interest.pdf; Johnson- Welch. Zerell LCPS Resume.pdf; Voter Registration .pdf

Good morning Ms. Coleman,

Attached please find my Statement of Interest. Proof of Residency and Voter Registration, and a resume. Please advise if additional information is required.

I understand that designated members of the public are permitted to speak on my behalf at the public hearing next Monday. Would you be kind of enough to provide the details regarding that process?

I look forward to hearing from you.

Sincerely,

Zerell Johnson-Welch

Zerell S. Johnson-Welch
42220 Big Springs Court
Leesburg, Virginia 20176
zjohnsonwelch@gmail.com

November 18, 2018

Christine Coleman
Clerk of the Loudoun County School Board
clerk@lcps.org
Loudoun County Public School Administration Offices
21000 Education Court, Ashburn Virginia

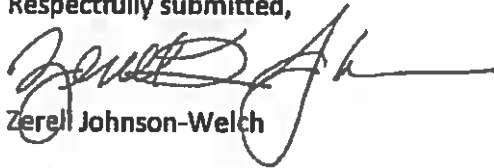
**RE: Statement of Interest in Appointment to the Catoclin District Seat of
the Loudoun County School Board**

Dear Ms. Coleman,

Please accept the enclosed Statement of Interest in my appointment to the Catoclin District seat of the Loudoun County School Board (LCPS). You may contact me at 301.356.6383 to discuss the enclosed filing and answer any questions you may have.

I thank you for your attention to this matter, and I look forward to being interviewed by the School Board during the special meeting at 6:30 p.m. on Monday, November 26th.

Respectfully submitted,


Zerell Johnson-Welch

Statement of Interest of Zerell Johnson-Welch

In Appointment to the Catoctin District Seat

On the Loudoun County School Board

Hello, my name is Zerell Johnson-Welch, and I am writing to express my interest in being appointed to the Catoctin Election District (Catoctin District) seat on the Loudoun County School Board (Board). I currently reside in the Catoctin District at 42220 Big Springs Court, Leesburg, Virginia 20176. I have lived, and have been a registered voter, in the Catoctin District for a decade. I have attached a copy of a Commonwealth of Virginia Voter Card evidencing that I am a qualified registered voter in, and a resident of, the Catoctin District. I appreciate the opportunity to serve on the Loudoun County School Board. I believe that I am qualified to occupy the Catoctin District seat because of the following reasons.

First, I raised three children in the Catoctin District; each of them graduated from Tuscarora High School- which is located in the district. In fact, I am very proud to say that one my children graduated in the each of the first three graduating classes of Tuscarora High School between the years of 2012 thru 2014. During this time, one of our children participated in LCPS' Academies of Science program and another participated in the Monroe Technology program. Our children's experiences in the LCPS system and, specifically, in the Catoctin District, helped prepare each of our children for acceptance and entry into three (3) excellent Virginia colleges, i.e., Virginia Tech, William & Mary and the University of Virginia. Our children are now recent graduates of these fine schools; two of them are engineers and working in their fields of study, while the other is in medical school at UVA.

Our children have been very fortunate; I am grateful for that, and I want every child in the County to have the same opportunity to succeed as did mine. I was a very active and informed parent. I was involved with various parent organizations including the Minority Student Achievement Advisory Committee of LCPS. I held several leadership positions including chairperson of MSAAC from 2012 through 2014. During this time, I developed very productive working relationships with many LCPS teachers and administrators, as well as with students and parents from all over the County. MSAAC serves in an advisory capacity to the Loudoun County School Board and worked collaboratively with Office of the Superintendent, Directors, teachers, and parents on matters impacting student success, such as academic and disciplinary gaps, equitable resources for all students, unintended bias in the classroom. This position required an ability to deal tactfully and persuasively with sensitive matters, and more importantly, understand views, values, and perspectives of various demographics. Because of my personal educational journey and having raised three children who recently graduated from three Virginia Universities, I am uniquely and keenly aware of the academic, cultural, gender and diversity- related issues and barriers facing students that experience the world differently. This was a valuable opportunity and I learned a lot. I was able to observe, firsthand, how the School Board worked to address the

concerns of these families as the Board strove to provide a school system that worked for all of its students.

I am also qualified to occupy this seat because I sincerely love all children and want what's best for them. I enjoy assisting in their development into smart, confident and productive people. One example of this aspect of my character is reflected in my experience as a gymnastics coach. I have spent the last twenty (20) years teaching young gymnasts how to flip, twist and swing their bodies in a dynamic yet controlled manner. Gymnastic is not an easy sport, and the skills become more difficult each year. I am able to help young girls learn that they can achieve goals that, initially, may seem beyond their capacity. I enjoy guiding these young girls as they navigate their feelings of doubt and failure, and I smile and cheer loudly when they conquer their fear and accomplish things they never dreamed about. They learn that with discipline, hard work and a commitment to excellence, they can achieve impressive results; and these lessons go well beyond the mastery of gymnastics skills. They share with me stories about school, friends, family and their likes and dislikes; and I always take the time to listen.

Another reason why I believe that I am qualified to occupy the Catoctin District seat on the School Board has to do with my education and work experience. I am an attorney by training, I have served on the board of directors of a non-profit organization, and I have served as the Executive Director of two non-profit organizations. I believe that my advocacy and negotiation skills, as well as my ability to identify and resolve complex issues, are essential for this position. I am a quick learner, and have very good analytical skills. I have assisted several Boards with developing clear visions and goals for their organizations.

I believe in transparency and accountability. If appointed to the School Board, I will encourage transparency and demonstrate a willingness to communicate directly with the community about the Board's progress and its challenges. I will be accountable to the community, and will strive to ensure we have appropriate tools that measure each district's success and the superintendent performance.

The School Board is the best steward of the county's resources. I have developed budgets, monitored expenditures and often was required to make difficult decisions which ultimately supported a more fiscally sound organization. A strong Board must be willing to consistently re-assess, review and adjust when there is evidence that supports a more efficient use of resources.

I look forward to speaking with you further about my interest in being appointed to the School Board and to answering any questions I that you may have. Thank- you for your consideration.

ZERELL S. JOHNSON-WELCH, ESQUIRE

42220 Big Springs Court
Leesburg, VA 20176
301.356.6383

zjohnsonwelch@gmail.com

Admitted to The Commonwealth of Pennsylvania and The United States Supreme Court
Bar License # 66848

EXECUTIVE PROFILE

High performing executive leader with over ten years of blended experience in program development, strategic planning contract review/ negotiations, client advocacy, mediation, and fiscal management. Passionate and highly committed to entities that serve as agents of change. Excellent communicator, with a strong work ethic, able to maintain cultural sensitivity, establish and sustain relationships with members of diverse groups and promote team cohesiveness.

EMPLOYMENT

Bethany, Inc. Washington, DC

February 2005- March 2015

Executive Director Successfully, lead a non-profit, housing development organization that provided transitional housing and supportive service to low income families.

Increased Revenue/Financial Management-Increased Bethany funding, and improved its overall financial position. Developed budgets, and was responsible for the fiscal management of the organization. Established and maintained long-term relationships with state and federal officials, community partners, and other stakeholders, that resulted in contracts and another fee for service agreements valued between 125, 000 to 600, 000 dollars.

Prepared, and implemented a department restructure that provided for a more efficient use of resources and distribution of program services, generating on average 52,000.00 in surplus annually. Developed and implemented an annual fundraising strategy and that resulted in over 75, 000 income yearly; Cultivated a donor base and nurtured a strong community foundation of philanthropic support. Improved the company financial statements by developing fiscal procedures and policies that incorporated more accountability and oversight. Established, and maintained \$50, 000,00 reserve account. Solicited developer's investment in building permeant affordable housing. Served as Interim Board Treasurer, 5 Years. Negotiated a loan modification which resulted in an annual \$27,000.00 savings on 15- year loan.

Contract Management/ Compliance

Negotiated the reinstatement of \$200, 000 HUD contract and ensured the timely production of deliverables and other reports. Re-established organization's nonprofit, in good standing status. Prepared all quarterly and annual progress reports in order to preserve the opportunity for future RFPs. Worked with HUD federal officials, and other stakeholders regarding permanent outcomes, and placement for at-risk families. Responsible for seeking out and entering into grant agreements and another fee for service contracts to provide revenue to the organization.

External Accountability

Ensured the timely filing of state and federal non-profit income tax reports, and financial A- 133 audits. Oversaw the proper payment of employment taxes for hourly and salaried personnel. Successfully responded to unscheduled, and scheduled federal and state audits.

Organizational

Developed year-end goals and objectives necessary to accomplish the organization's mission. Prepared, implemented a department restructure that provided for a more efficient use of resources and distribution of program services. Handled all staffing needs, sourced, screened, interviewed and hired qualified candidates for all position's levels in the organization. Partnered with local college recruiting groups and executive search firms to identify best-fit candidates for all position levels. Designed offer packages, with included salary negotiation, benefit and other onboarding incentives. Managed the legal and fiduciary responsibilities of the organization as it relates to federal housing regulation and policy, principals/ practices protocols for equal employment. Handled all human resources matters and issues, which included hiring, retention, termination, benefits development, and employee performance reviews. Managed the legal and fiduciary responsibilities of the organization as it relates to federal housing regulation and policy. Gave numerous public speaking engagements on behalf of the organization addressing issues relating to homelessness families, child poverty, and other barriers as a national and local problem

Access Housing, Inc., Washington DC **April 2003- February 2005**
Executive Director - Non-profit, housing development organization that provided transitional and permanent housing and supportive services to homeless male and female veterans. Ensured program structure/ facility followed Federal and local government guidelines and requirements. Hired, developed and managed a clinical case management team that provided a highly structured therapeutic environment for clients; developed operational and supportive service budgets; Streamlined operational expenditures; Negotiated contracts; Prepared written a report to government agencies to maintain compliance requirements. Served as the public spokesperson for the organization within the community; pursued funding opportunities; wrote grant proposals; supervised a staff of 17 employees and 6 subcontractors.

Contract Attorney

Fronteo, Inc. Washington, DC **September 2018- Current**
Hogan and Hartson, Washington, DC **February 2002-April 2002**
Howrey, Simon, Arnold and White, Washington, DC **August 2001-January 2002**
Performed a detailed attorney-client privilege, review of documents pursuant to the Department of Justice's request in a review of the major corporate merger; considerable experience working on several privilege logs.
National Association of Security Dealers Regulation, Inc., Rockville, MD **February 2001-August 2001**
Assisted manager with the overall adherence to CRD/PD, NASD, and SEC policies and guidelines. The reviewed court ordered expungements and supporting documentation. Re-examined and further clarified issues, which were forwarded to Policy and Guidelines for assessment and approval. Executed a quality control review of the expungements to ensure that all information had been deleted and instructions to programmers were accurate and complete.

Boise, Schiller & Flexner, LLP, Washington, DC **October 2000- December 2000**
Extensive document review for major airline carrier accused of intentional monopolization in relevant markets and predatory pricing practices. Utilized a computerized records management program. Prepared memorandums of law based to help posture the potential litigation. Participated in strategy meetings with the litigation team.

Crowell & Moring LLP, Washington, DC **April 2000-October 2000**
Managed an attorney document review & coding computerized coding records management team, which resulted in 15,000-page document log subject to attorney-client privilege. The subject litigation involved the alleged violation of antitrust laws stemming from the internet-related products of an international telecommunications company. Assisted litigation team with computerized and internet-based research; reviewed financial statements, SEC filings and other substantive business-related documents of competitors in preparation for trial. Oversaw a team of attorneys, paralegals in the preparation of witness folders for use in direct and cross-examination. Reviewed national and local publications in major products liability case and provided comprehensive analytical support during settlement discussions in several class actions pending against the major corporate client.

Superior Court of the District of Columbia, Washington, DC **September 1991- August 1996**
Law Clerk, Honorable Judge Eugene N. Hamilton, Chief Judge, Superior Court.

Prepared memorandums of law relating to confidential Grand Jury proceedings. Made recommendations regarding probation revocations. Responded to emergency petitions that challenged doctor-patient privilege and court ordered medical procedures. Advised on the legal status of fugitives pursuant to interstate parole agreements. Prepared speeches for the judge. Wrote memorandums and orders in response to motions for collateral attack. Coordinated the judicial calendar and courtroom assignments for twenty judges. Supervised and trained incoming judicial clerks.

Law Clerk, Honorable Judge Eugene N. Hamilton, Presiding Judge, Probate and Tax Division. Researched and advised judge on the application of complex wills and trust principles as it related to the proper administration and final disposition of decedents' estates and intervention proceedings. Wrote various memorandums of law relating to the appeals of residential and commercial property tax issues.

Bell and Gardener, P.C., Detroit, Michigan **May 1990-August 1990**
Summer Associate. Researched civil and government contract issues. Prepared appeals for interlocutory review. Drafted motions and orders for federal and states cases. Prepared interrogatories for criminal cases. Assisted attorneys in probate and wrongful discharge matters.

Equal Employment Opportunity Commission, Washington, DC June 1989-August 1989
Legal Intern, Office of Legal Counsel. Advised legal counsel on the legal implications and consequences of recent United States Court decisions and their impact on the EEOC's handling of employment, gender-based and age-related discrimination issues. Prepared interrogatories; worked directly with the litigation team.

COMMUNITY OUTREACH

Minority Student Achievement Advisory Committee
Loudoun County Public Schools Ashburn Virginia
Immediate Past Chair/ Chairperson/ Delegate

May 2012- June 2016

Advised local school board, administrators and educators about the equitable needs of a growing diverse student body, with a specific focus on students identified in the achievement and discipline gap. Initiate/facilitate discussions, with Loudoun County Public Schools staff and community workgroups, directed at developing actions plan to address opportunity gaps. This included making an inventory of existing plans and initiatives, analyzing data, and making recommendations for change and increased accountability. Submit periodic reports, memorandum of concerns /recommendations on how to improve the educational experience of students in the community, specifically the need to develop a more diverse teacher workforce. Organized and moderated, monthly discussion forums, for parents, teachers and other stakeholders that provide resources to support the growth of a more welcoming classroom environment for students. Developed a strong positive working relationship with various elected officials, department administrators, teachers, and community advocacy groups whose policies, procedures and oversight influenced the availability of resources and opportunities for students. Guided the committee to develop six key strategic actions which included the development of equity department, extensive review of hiring practices and recruitment, student mentorship to support applications to Academies of Loudoun, building hiring and the development of culturally competent teacher workforce, and improvement of a system-wide tracking and oversight resulting in measurable outcomes for all students; Participated in Educator for a Day Program.

Parent Teacher Service Organization
Tuscarora High School, Leesburg Virginia
Charter Member

All Night Graduate Party – Executive Committee
Tuscarora High School, Leesburg, Virginia

Loudoun County Board of Elections, Leesburg VA
Election Officer

Community Engagement Coalition
Charter Member

Northern Virginia Business and Professional Women's Club
Charter Member

EDUCATION

Washington College of Law, The American University, Washington, DC
Juris Doctor, Full Tuition Merit Scholarship- Patricia Roberts Harris
Admitted to practice in the Commonwealth of Pennsylvania, Admitted to the United States Supreme Court Bar
State University of New York at Stony Brook, Stony Brook, New York, *Bachelor of Arts, Psychology /Social Interdisciplinary Sciences, Music Minor*
Colgate University, Hamilton, New York,
Personal Interest/ Certifications Gymnastics USAG Member Junior Olympic Coach- 20 years, Women's Competitive Tennis; Event Planning;



**COMMONWEALTH OF VIRGINIA
VOTER CARD**

ID NO. 81235281 DATE ISSUED 11/7/2018
ZERELL SHEREE JOHNSON-WELCH
42220 BIG SPRINGS CT
LEESBURG, VA 20176-6288

LANGUAGE PREFERENCE: English



VOTING LOCATION:
TUSCARORA HIGH SCHOOL
801 N KING ST
LEESBURG, VA 20176-

*** THIS CARD CANNOT BE USED AS IDENTIFICATION TO VOTE. A PHOTO ID IS REQUIRED TO VOTE IN PERSON. ***

ZERELL SHEREE JOHNSON-WELCH
42220 BIG SPRINGS CT
LEESBURG, VA 20176-6288

FOR TOWN ELECTIONS:
TOWN:

TOWN PRECINCT / DISTRICT:

TOWN ELECTION VOTING LOCATION:

F O L D H E R E

LOCALITY: LOUDOUN COUNTY
PRECINCT: 413 - TUSCARORA
DISTRICTS: CONG 10 SEN 033 HSE 033
LOCAL: CATOCTIN DISTRICT

Voter Registration Office
750 MILLER DR SE STE C
LEESBURG, VA 20175-8816
703-777-0380

F O L D H E R E

Use back of form if your Address, Name
and/or Language Preference has changed
ELECT 13 REV 4/07

Above is your new Voter Registration Card. It provides the location where you vote and the districts assigned to your representatives in the U.S. House of Representatives (CONG), the Senate (SEN) of Virginia and House of Delegates (HSE) of Virginia, your local governing body and, if elected, your school board (LOCAL).

Please check the personal information on this card. If accurate, detach and keep the card. If any information is incorrect, now or in the future, please enter the corrections on the back of this card, sign it, and return it to the Registrar in person or by mail. A new card with your corrections will be mailed to you.

Ms. Darnell C. Wise Lightbourn

Ashburn, VA 20148

November 19, 2018

Christine Coleman, Clerk
LCPS Administrative Offices
21000 Education Court
Ashburn VA 20148

Dear Ms. Coleman:

I am pleased to write this letter of recommendation for **Ms. Zerell Johnson-Welch, Esq., 4220 Big Spring Court, Leesburg, Virginia 20176** to be considered to fill the vacancy on the School Board seat for the Catoclin District.

Ms. Johnson-Welch has been an advocate for educational excellence and a positive role model for over a decade in the Leesburg Community. As a parent, she has served as a champion for closing the "achievement gap" for minority students in Loudoun County. She is a qualified registered voter and resident of the Catoclin Election District.

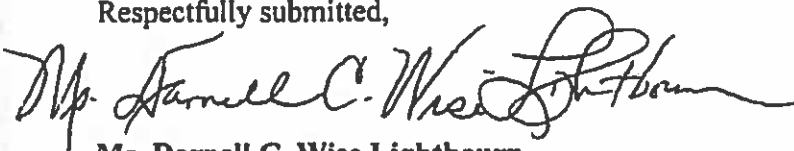
She continues to help young people prepare for a better future and shows stability in leadership and seeks to develop ways to increase sound educational initiatives.

I have observed her exemplary works through her community service efforts in organizing a Town Hall to address current issues with "Bridging the Gap between Law Enforcement and our Youth." Ms. Johnson-Welch works with developing young leaders in the community and encourages young women who demonstrate academic excellence and outstanding community service through the Northern Virginia Business and Professional Women's Club of which she is an officer.

Having known her for the past six years, I have observed her willingness to serve and work as a team member to provide meaningful connections for a positive outlook in the Catoclin District.

Ms. Zerell Johnson-Welch will be a positive asset if selected to serve on the School Board.

Respectfully submitted,



**Ms. Darnell C. Wise Lightbourn,
Former Asst. Principal
Sterling Elementary School
Loudoun County Public Schools**