

Minority Student Achievement Oversight Committee

March 13, 2024

Committee Members in Attendance

A. Aldave	M. Dickey	C. Kim	E. Rodriguez
K. Amenabar	C. Farrish	M. Lavalley	R. Shaw
G. Becerra	C. Fuller	V. Long	M. Smith
J. Bensinger	L. Henry	S. McKinney	L. Tate
E. Bonhomme	L. Henson	L. Mondragón	M. Vereb
R. Brown Small	A. Janan	G. Nagaraja	K. White
Q. Craig	W. Kang	E. Osborne	

Committee Members Absent

Z. Abughazaleh-Limparis	H. M. Capps	J. Potten	A. Sparrow-Kamara
	K. Kardelis	D. Quan	D. Walker
	T. Narcisse	N. Samaniego	

Staff and Guests in Attendance

N. King	J. Melendez	M. Reid
M. Kneale	S. Presidio	M. St. John-Cunning

Minutes

Topic	Notes
Old Business	<p>Call to Order</p> <p>Cheronda Farrish opened the meeting. The minutes from the February meeting were voted on and approved as submitted.</p> <p>Dr. Bussey Library Dedication</p> <p>Qia Craig shared that the dedication of the Dr. Larry Bussey Family and Community Library was held in February and was well attended by his family, MSAOC members, and others who knew Dr. Bussey.</p> <p>Annual Report Draft Deadline</p> <p>Kim Amenabar shared that subcommittee drafts of the annual report sections will be due by our May 8th meeting. At that meeting subcommittees will give a brief presentation of their section and recommendations so committee members can ask questions and the Executive Committee can be familiar with the recommendations prior to the presentation which is tentatively scheduled for June 20th.</p>

Topic	Notes
Four Pillars of the Strategic Plan	<p>Dr. Michelle Reid, Division Superintendent, addressed the committee. She thanked the MSAOC for their work and stated that this group’s work is the work. Dr. Reid shared that they are creating a dashboard to be able to make decisions in real time which are driven by the data. She noted that there has been an intense focus on what the data is, but we haven’t done anything with it. An example of a data driven change is that a new program called “Spring Sprouts” will allow students who have been chronically absent to get days credited back to them by attending classes during spring break. Another positive change is that Noel Klimenko and the Equitable Access to Literacy team have done an excellent job reviewing and selecting the new literacy curriculum. This will be the first time in almost 30 years that FCPS will be using basal curriculum, giving teachers the same materials across the division. Dr. Reid also shared the importance of sticking with current initiatives saying that next year we’re going to double down and stay on course and not get pulled off course by something new.</p> <p>Dr. Reid stated that it’s not just what happens in the classroom but what happens in the whole school that connect children to school. She shared that Math and Science Olympiad have been initiated at every Title I school to make opportunities available across the division. Middle School sports programs have also been very popular. The division is trying to make sure that everything we do is intentional across the county.</p> <p>Marcy Kneale, Assistant Superintendent for Strategy Planning & Learning presented information on the implementation of plans to address the Four Pillars of the Strategic Plan.</p> <p>Overview of the Strategic Plan Work: This is a 7-year plan. The pillars are the “How” and the goals are the “What”. Student outcomes are the focus of the plan, and the Pillars are the work that is happening to ensure that we achieve the student goals. We’re currently in the process of detailed reports to the school board to provide baseline data. So far there have been two Goal reports and there is another next week. Staff is bringing data to the board on each of the goals to show the current state, any disparities, and what we think the causes might be.</p> <p>What’s being done to examine the pillars: Baseline reports will give us a starting point. Then we can understand where we need to shift resources. For example, we know our workforce is changing. Becoming a new teacher is different than it was in the past. We plan to place our instructional coaches where there are large numbers of new teachers so they can work day to day with those teachers in their first three years to make them strong and want to stay. There are many attempts to open pathways to teaching beyond traditional programs in universities. We’re seeing more teachers coming from those pathways and they haven’t had the same preparation, so we need to support them and make sure they’re successful.</p> <p>Goal Teams: Our plan was to start these sooner but as we did the baseline reports we started to see overlap with the goal teams. Champions of each team have been named but as we dig into the data, we are seeing a lot of crossover so the goal teams are a work in progress.</p>

Topic	Notes
	<p>Family involvement in Strategic Plan implementation: Schools can't do it alone and there needs to be a partnership. Dr. Reid still has community conversations and there is a need for additional family and student voices. We have to engage with families in different ways to get different results. We've been fortunate to work with Dr. Henry to think of ways to partner differently. There is an advisory group that meets with Dr. Reid regularly. Dr. Reid wanted to make sure she was hearing from every school, so each school was asked to invite 2 representatives. They are divided into 4 groups which meet with her every other month. These meetings are a way to combat some urban legends and also to bring information back to schools. Some topics have discussed have been safety, boundaries, and programming. This is a way to establish two-way communication with families.</p> <p>What happens to the pillars if the goals aren't met: We would need to revisit what is being done. As we develop data systems in real time it's helped us be more agile in addressing the issues. Not meeting goals would make us think differently about what strategies we're using to meet goals. Our SIIPs are all aligned, and 190 schools had improvement in attendance, so we know that using real time data is useful in making real time changes.</p> <p>Equity Commitments: We're presenting data very intentionally and we interrogate data to see where we are not making goals, but we need to speak with families before we start implementing strategies or figuring out root causes. We have to talk to families if we're going to engage in work to improve their experiences and their outcomes. Dr. King added that her office is resetting the Equity Leads program work to support the Equity Commitments. It is necessary to be intentional about talking to the communities that are having challenges. The youth survey provides one type of information but doing empathy interviews can get to a different set of experiences.</p> <p>Work of the Strategy, Planning, and Learning Office: We are focused on aligning the efforts and resources as well as building the structures to get the whole division to work in alignment. We also have regular engagement with the county government because community work impacts the schools.</p>
Subcommittee Work	<p>Learning Environment, Workforce, and Partnership subcommittees met in small groups to work on the sections of the annual report. They were given a template to support the development of their drafts.</p>
New Business	<p>Budget Advocacy Letter</p> <p>A letter is being drafted to send to the School Board regarding the budget process and MSAOC's input. This will be circulated to the committee prior to sending.</p> <p>Dr. Bussey Memorial Equity Award</p> <p>The 2nd annual award will be presented at the Equity Symposium. The website and information flyer are being updated. Information will be sent to the committee to share with their organizations. Committee members who would like to be part of the selection committee should email Kim Amenabar.</p>

Topic	Notes
	<p data-bbox="467 205 769 233">Advisory Board Manual</p> <p data-bbox="561 254 1390 348">There were no major edits to the document that was shared last month. The School Board hopes to have training for Advisory Committee Chairs to help them be more aligned in their work.</p> <p data-bbox="467 369 919 396">Strategic Plan Advisory Committee</p> <p data-bbox="561 417 1425 485">Some members of the MSAOC participate on a new committee to advise the staff regarding the implementation of the Strategic Plan.</p>

Meeting Adjourned Time: 8:30 p.m.