

# Minority Student Achievement Oversight Committee Meeting Notes

April 12, 2023

## Members in Attendance:

K. Amenabar	E. Bonhomme	M. Lavalley	D. Quan	T. Temple
S. Ashok	Q. Craig	V. Long	E. Rodriguez	M. Vereb
G. Becerra	L. Henry	G. Nagaraja	N. Samaniego	D. Walker
M. BenOmran	L. Henson	E. Osborne	R. Shaw	K. White
J. Bensinger	K. Kardelis	R. Pérez	P. Simpkins	

24 members were present. Quorum was met.

## Other Attendees:

K. Keys-Gamarra N. King J. Kwon K. Maloney N. Oladimeji H. Orland S. Presidio

## 6:30 pm Welcome:

Kenny White welcomed the group.

**6:35 pm Member Highlight:** Kirsten Maloney, Coordinator of Advanced Academic Programs (AAP) and Jackie Kwon, AAP Educational Specialist gave brief overview of AAP in place of Margot Dickey who was unable to attend. FCPS is mandated by the state to identify and provide services to students who demonstrate the need for gifted services. FCPS is not focused on labels but on providing services at all points in students' academic careers. There is a continuum of services ranging from lessons for all students to the full time Level IV placement. In addition, the Young Scholars model is designed to provide affirmation, access, and advocacy for students from historically underrepresented groups.

## 6:45 pm Subcommittee Work Time

Work teams met to finalize their reports and presentations.

## 7:10 pm School Environment Subcommittee Report

Focus for the report is on emotional wellness and belonging. Key points named were:

- Using an equity lens to collect, analyze, and review data as well as create meaningful opportunities for transformation.
- Supporting teachers by helping them create culturally responsive experiences in the classroom
- Prioritizing student wellness for school success
- Ensuring families feel welcome and heard.

Recommendations include:

- Create a full-time school-based equity lead position to build capacity of staff as well as to work with students and families in their self-advocacy.
- Develop a school specific multi-tiered mental health and wellness strategy

## 7:30 pm Partnership & Engagement Subcommittee Report

The current state of Family Engagement is inconsistent. Many schools have great work going on, but much is dependent on the individual leadership of the school. Some of the practices favor the dominant groups. The group proposes a paradigm shift to build equitable partnerships that are asset based, celebratory, and capacity building. They stressed the importance of finding culturally responsive modes of communication. Recommendations include:

- Fund school-based Family Enrichment Institutes to be piloted at a Title I school in each Region.
- Develop a culturally responsive communication framework in the Office of Communication and Community Engagement.

Lynette Henry shared that recommendation in the Teaching and Learning section could be added to this section as it related to funding a Family Partnerships Specialist to support a virtual and in-person Family Academy.

### **7:55 pm School Operations Subcommittee Report**

The subcommittee focused on hiring and retention of diverse staff and collected data from the Human Resources office. The number of qualified candidates has decreased but the staffing needs and hiring have increased. Even HR itself is understaffed. There are many good plans however the execution is lacking. Recommendations include:

- Evaluate HR's practices so they incorporate standardized practices across schools.
- Expand the Affinity Group mentoring program in the office of Professional Learning and Equity
- Participate in the Call Me Mister program to increase diverse male teacher retention
- Expand efforts to retain and advance staff
- Tie salary increases to market scale adjustments

### **8:10 pm Teaching & Learning Subcommittee Report**

The key areas of focus for the subcommittee are access to programming and opportunities for advanced coursework. Students with disabilities, those receiving ESOL services and those who receive FRM are the groups who access programming less than other groups. Those who participate in the AVID program access higher level programming at greater rates.

Recommendations include:

- Provide 0.17 staffing for AVID Coordinators at all AVID schools
- Provide at least 1 AVID teacher at each grade level at each AVID middle and high school
- Pilot AVID Excel at a minimum of 3 schools
- Fund 5 staff (1 per region) to support high quality work-based learning experiences
- Specialist position in CCCR to work continually with students after they leave HS to ensure they enroll in college.
- Fund the 6 positions on the Math Team, currently provided through an ESSER grant, to increase access to algebra I by 8<sup>th</sup> grade.
- Fund an Elementary Math Resource Teacher (EMRT) for all elementary schools
- Expand access to full time AAP services at all middle schools
- Cap the number of hours Advanced Academics Resource Teachers (AARTs) are in the master schedule so they can provide Young Scholars services
- Reimburse teachers for courses they must take to attain credentials to teach Dual Enrollment courses.

### **8:25 pm Committee Business:**

- Approval of March Minutes – A motion was made by Qia Craig, seconded by George Becerra to approve the minutes of last month's meeting. A vote was taken with all in favor. The minutes were approved.

- Update on Dr. Bussey Award – The nomination forms and website are in development. We will need volunteers for the selection committee and to create and frame the certificate or plaque. Everyone should plan to spread the word to their respective groups and communities.
- Equity Policy – It would be helpful members of this committee who represent school board districts to connect with their respective SB members and ask when the work session will be scheduled. All members should plan to attend the meeting to show support.

**8:40 pm Call for Motion to Adjourn:**

Emmanuel Bonhomme proposed the motion to adjourn which was seconded by Dana Walker. With all in favor, the meeting was adjourned.

**Next Meeting: May 10, 2023, 6:30pm**