



**Parent Delegate Pre-Meeting
 October 26, 2016
 6:00-7:00 PM
 Loudoun County School Administration Building**

Executive Board/ Committees

Minority Student Achievement Advisory Committee (MSSAC)

Chairperson/Vice Chair	Jamie Johnson	In attendance
Secretary	OPEN	
Membership Chair	Natalia Beardslee	In attendance
Program Chair	OPEN	
Communications Chair	OPEN	
Asst. Superintendent of Instruction & Curriculum	Cindy Ambrose	In attendance
Director of Teaching & Learning	James Dallas	In Attendance
Supervisor of Outreach Programs	Wendall Fisher	In attendance
Supervisor of Research	Dr. Ryan Tyler	In attendance
School Board Representative	Jill Turgeon	Not in attendance

Agenda

1. Welcome

- a. Mrs. Beardslee explained in further detail the purpose of this years theme “Building Relationships”, and why it is so important to MSAAC’s mission.
- b. Building relationships translates into student success
- c. Building relations creates familiarity with cultures other than your own
- d. Misunderstanding cultural differences can result in children being hurt
- e. Becoming aware of our own bias is the first step
- f. After becoming aware of our own bias it is our obligation to then create positive perceptions.

2. Cluster Activity—Whats’ in a Name?

- a. Within each cluster you were to talk to someone you didn’t know and ask them about their name.
- b. Does your name have special meaning to you? What is it?
- c. Do you know the origin of your name?
- d. What does your name mean to you?
- e. Do you have a nickname? What does it mean to you?

3. Closing and Adjournment

- a. The meeting concluded with the members of the board going around the room and asking the delegates to share what they learned about each other.



**General Body Meeting
October 26, 2016
7:00-9:00 PM
Loudoun County School Administration Building**

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**Called to order by MSAAC Interim Chair & Vice Chair, Ms. Jamie Johnson; 7:07PM;
Adjourned 9:00PM**

Agenda

1. Welcome & Introductions

2. Minutes

- a) Motion to approve May & September meeting minutes
- b) Motion: Mrs. Beardslee
- c) Second: General Body
- d) Motion Passed- Minutes approved

3. Announcements

- I. Ms. Johnson introduced Wendy Hodge as candidate for secretary.
 - a. Motion: Ms. Jamie Johnson
 - b. Second: General Body
 - c. Motion passed-Wendy Hodge voted as Secretary for 2016-2017
- II. Jennifer Zecher, VP from Countryside elementary gave report on how she is implementing diversity practices at her school.
 - a. Did the animal activity from the September meeting with her staff and plans to do it with the extended staff; classroom assistants, resource teachers, parent liaisons, etc
 - b. Shared "Classroom not a Courtroom" video with staff by artist *Aloeblaac*

- c. Discussed trip she made to Alabama to help develop cultural understanding activities to implement at her school
- III. Monroe Technology Center Shadowing day deadline reminder
- IV. Madam Interim Vice-Chair shared her personal story.
 - a) Gave a first-hand account of what it feels like to be treated with bias because of the way you look, because of physical/health challenges and because of learning challenges.
 - b) Returning back to the theme Madam Vice Chair reminded us we must identify our own bias and commit to change before we can build a relationship with anyone we perceive as different.
 - c) We must not allow our bias to determine the destiny of another, especially a child.

4. Dr. Williams, Strategic Vision address for LCPS 7:25-8:05PM

Mission Statement: *Empowering all students to make meaningful contributions to the world*

One to the World Program

- a) What is one to the world and how does it affect LCPS students
 - i. Short Video presentation on One to the World program featuring students who have benefited from this program
 - ii. Helps make students knowledgeable and able to apply that knowledge in real world situations
 - iii. Help students develop life skills
 - iv. Student driven but teacher guided
 - v. Many OTTW projects require collaboration and the use of different learning styles. This gives students an opportunity to build relationships with others that work/learn differently.

Discipline Disproportionately

- b) Actions in place to minimize Discipline gap between Minority students and Majority students.
 - i. Ongoing professional development for faculty to teach better ways to assess if discipline is actually necessary and if so alternative ways to discipline.
 - ii. Bias training for faculty to help make them aware that a bias may be influencing their decision to discipline.
 - iii. A shift in focus to Positive Behavior Intervention support (PBIS) as opposed to meeting a perceived negative behavior with a negative response.
 - iv. Restorative Practices allowing students who may have been hurt by the disciplinary process to be heard and help restore trust with all involved.

Diversity in Recruitment

- c) Actions in place to help LCPS faculty more accurately reflect the community they serve.
 - i. School board has hired two full time employees to recruit minority teachers and teachers with diverse experiences.
 - ii. School board has approved a diversity consultant
 - iii. Existing hiring practices are currently under review
 - iv. LCPS is currently developing new hiring practices with a focus on diversity

- v. LCPS attends college Job fairs and is increasing campus visits to promote diversity in hiring. LCPS visits HBCU's and colleges in more urban areas as well as many out of state colleges to recruit.
- vi. LCPS has made efforts in recruiting Latino candidates by recruiting in communities with a strong Latino presence
- vii. LCPS is registered at 179 career websites

Differentiated Resources

- d) Actions in place to provide resources to meet the needs of a diverse student body
 - i. Each school determines what it needs
 - ii. Needs are not limited to ethnic background. Socioeconomics, Special Needs, LEP students are all considered for differentiated resources.
 - iii. LCPS has hired additional Differentiated Resource providers this year

5. Dr. Tyler-Annual Measurement Objectives/ Guided Cluster Activity, 8:05-8:40

- a) Dr. Tyler gave a slide presentation marking the differences in minority student achievement within different counties in Virginia as well as the entire state of Virginia.
- b) While Loudoun County scores higher overall, there are other counties who have a higher rate of success in minority student achievement
- c) Discussed the National Benchmarking standards and Accreditation and how LCPS measure up and the steps taken if a school does meet standards
- d) Cluster Activity: Using Dr. Williams vision plan, what questions will you ask the administration at your school to create a dialogue and effect change?
- e) As the members worked in cluster, Dr. Tyler was asked to speak in greater detail about the objectives.
- f) Mr. Dunn, past chair, gave remarks LCPS as compares to other counties and the positive changes he notices in MSAAC and the education community

6. Closing and Adjournment

- a) Questions from the general body were asked and answered.
- b) Closing remarks from Madam Interim Chair/Vice Chair about the activity and what we will take back to our schools.
- c) Members encouraged to build relationships with the administration and staff in an effort to build a partnership to effect change.

7. Action Items

- a) Email MSAAC Membership to become a parent Delegate or Alternate for your school; msaacmembership@gmail.com
- b) Stay connected
- c) Facebook: <https://www.facebook.com/loudounmsaac>
- d) MSAAC Twitter: @LCPSMSAAC
- e) MSAAC LCPS web site: <http://www.lcps.org/Page/1494>