A Collective Voice for Change

Welcome and Introductions
The Minority Student Achievement Advisory Committee (MSAAC) is dedicated to partnering with Loudoun County Public Schools (LCPS), parents, and the community to acknowledge and promote the needs of minority students. MSAAC is also dedicated to building a school system that is culturally and socially competent and positioned to provide fair and equitable learning experiences for all students.
Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has. - Margaret Mead
A COLLECTIVE VOICE FOR CHANGE

UNITED
Many Groups Joining Together

VOCAL
No Longer Silent, Using our Voice to Eliminate Bias

CHANGE AGENTS
Being Intentional About Moving Forward With Actions
AGENDA

MSAAC Business

LCPS Equity Update

Featured Topic: Addressing Racial Encounters

Closing Remarks
MSAAC Business

Approval of September 2019 Meeting Minutes

Ad Hoc Committee on Equity

Engagement Opportunities

MSAAC Delegates
Ad Hoc Committee on Equity

• School Board Equity Resolution (Passed)
• Request to Establish Permanent Ad Hoc Committee on Equity - Pending Information Item to School Board
• Drafting Equity Policy
• MSAAC Representatives (4): Wendy Caudle Hodge, Natalia Beardslee, Kellee Jenkins and Katrece Nolen
• Chair of Ad Hoc Committee on Equity is school board Vice Chair, Brenda Sheridan; LCPS Liaison is Lottie Shurlock
• 1st Thursday of the Month @ 5:30pm

MSAAC
Minority Student Advisory Committee
• Policy 1040, Equal Opportunity for Equitable, Safe and Inclusive Environment (Adopted by the School Board on 2/26)
• Policy 8250, Bullying Prevention and Education (School Board on 10/8 & 10/22)
• Policy 7014, Harassment and Discrimination (proposed title change to Environments Free From Harassment, Discrimination and Abuse) - HRTD on 10/24
• Policy 8-6, Sex Discrimination and/or Sexual Harassment (will be Policy 8030, Harassment of Students) - 9/25/19
LCPS Engagement Opportunities

- Communications Focus Group on 10/10
- School Naming Committees
  - Dulles North Area Elementary School (ES-23)
  - Dulles South Area Elementary School (ES-29)
- Leveled Literacy Intervention Program (LLI)- 10/23, 10/30 & TBD
- Academies of Loudoun: Hosting tours and focus groups to gather additional recruitment ideas from diverse organizations
- HBCU Showcase at Tuscarora High on 10/17 @ 6:30pm
- Tour Level Up and Propel with Loudoun Education Foundation - 10/23
LCPS Engagement Opportunities

• LCPS Connect & Discover Webinar - 12/3 @ 6pm EST
  ○ Join the Loudoun County Public Schools Recruitment Team for a virtual overview of our growing School Division and our 2020 Teacher Recruitment Events

• LCPS Diversity Recruitment Experience Weekend - 2/21 & 2/22
  This unique experience will provide educators interested in learning more about LCPS the opportunity to experience Loudoun County through networking, information sessions, and a career fair with school administrators. *Travel and lodging assistance for eligible participants
  ○ Welcome Reception & Networking Event
  ○ Career Fair

OPEN RECRUITING POSITION: Teacher Cadet & Ed Rising Programs + Candidate Care program.
External Engagement Opportunities

- Revolutionary Educators’ Book Club (with LEA) - 10/24
- Loudoun County Library System
  - Strategic Plan Community Retreat - 10/5
  - 1Book1Community - Hey, Kiddo, by Jared J. Krosoczka - 11/23
- Google Data Center - 10/10
- Loudoun County Multicultural Advisory Committee (MAC) - Leesburg Halloween Parade
The Minority Student Achievement Advisory Committee is tasked to:

• Advise the school system on the educational and cultural needs of minority students.
• Cultivate an equitable educational experience for all students that will positively impact achievement.
• Create a forum for safe and respectful communication between parents, teachers and administrators.
• Help parents and educators collectively understand the importance of nurturing a climate of cultural sensitivity in an increasingly diverse academic and social environment.

Your school is dependent upon you as the MSAAC delegate and alternate to perform the following roles and responsibilities;

• Attend monthly MSAAC general body meetings and share the information with your home school.
• Represent and advocate for particular needs of minority students within your home school.
• Comprise the body of voting members for MSAAC board elections or amendments to bylaws.
MSAAC DELEGATES
ELEMENTARY SCHOOLS

- ALDIE
- ALGONKIAN
- ARCOLA
- ASHBURN
- BALL'S BLUFF
- BANNEKER
- BELMONT STATION
- BUFFALO TRAIL
- CARDINAL RIDGE
- ROSA LEE CARTER
- CATOCTIN
- CEDAR LANE
- COOL SPRING
- COUNTRYSIDE
- CREIGHTON'S CORNER
- KENNETH CULBERT
- DISCOVERY
- DOMINION TRAIL
- FREDERICK DOUGLASS
- EMERICK
MSAAC DELEGATES
MIDDLE SCHOOLS

- BELMONT RIDGE
- BLUE RIDGE
- BRAMBLETON
- EAGLE RIDGE
- FARMWELL STATION
- HARMONY
- HARPER PARK
- LUNSFORD
- MERCER
- RIVER BEND
- SENECA RIDGE
- J.L. SIMPSON
- SMART’S MILL
- STERLING
- STONE HILL
- TRAILSIDE
- WILLARD INTERMEDIATE
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FOCUS AREAS

A COLLECTIVE VOICE FOR CHANGE

Enrichment to Move Beyond Barriers and Biases

Alliance Among LCPS Stakeholders

Diverse Hiring
RACIAL ENCOUNTERS OF THE PERSONAL KIND
WHAT NOW? WHAT’S NEXT?

FEATURED SPEAKER: DR. VALERIE ADAMS-BASS

University of Virginia Curry School of Education and Human Development
Youth-Nex | The UVA Center to Promote Effective Youth Development
University of Pennsylvania Graduate School of Education
Racial Empowerment Collaborative
A Collective Voice for Change

Closing Remarks
2019 - 2020 Meetings

- **LCPS EQUITY ASSESSMENT**
  - September

- **ADDRESSING RACIAL TRAUMA**
  - October

- **DISCIPLINE DISPARITY W/SEAC**
  - November

- **CULTURALLY RELEVANT INSTRUCTION & EQUITY IN THE BUDGET**
  - January

- **CULTURALLY COMPETENT WORKFORCE/ DIVERSITY RECRUITMENT**
  - February

- **INCREASING DIVERSITY IN THE STEM PIPELINE**
  - March

- **REPRESENTATION IN CHILDREN'S LITERATURE**
  - April

- **MSAAC AWARDS**
  - May