Minority Student Achievement Advisory Committee (MSAAC)
General Body Meeting Minutes
September 15, 2021, 7pm – 9pm
Virtual Meeting

I. Welcome and Introductions (15 min)
   A. MSAAC 2021-2022 Executive Board (Talia Bush)
      1. Chair: Talia Bush
      2. Vice Chair: Krystal Rascoe
      3. Secretary: Sheryl Gusman
      4. Outreach and Communications: Ranaulda Richardson
      5. Membership: Neelam Ahmed
      6. Past Chair: Keaira Jennings
      7. LCPS Staff Liaison: Lottie Spurlock
      8. School Board Representative Brenda Sheridan

   B. Additional Attendees
      1. Dr. Scott Zeigler, LCPS Superintendent,
      2. Harris Mahedavi, School Board Member
      3. Ryan Tyler, Director, Research Assessment

   C. Remembrances and Honoring of School Board Member Leslie King
      1. MSAAC Statement read by MSAAC Chair Talia Bush
      2. Additional Remarks on behalf of the Loudoun County School Board by LCPS School Board Chair Brenda Sheridan

   D. MSAAC Mission Statement (Talia Bush)
II. MSAAC Business (10 min)

A. Equity Committee Update Presentation (Lottie Spurlock) She shared:
   1. The why and definition of equity
   2. Last years’ accomplishments and statistics
   3. Diversity = representation
   4. Equity = shared power
   5. Inclusion = participation
   6. Division wide equity statement, so shows all are valued
   7. Year in review:
      a. Comprehensive equity plan
      b. Support of equity
      c. Support of culturally responsive instruction and culturally responsive framework
   8. Work of equity leads
   9. Protocol to respond to hate speech and racial slurs
   10. Professional learning opportunities and training
   11. Affinity groups
   12. Student Equity Ambassadors Program
   13. Year so far:
      a. Passed and published Policy 8040 and FAQs
      b. Work on student engagement
      c. Lessons from the pandemic
      d. Culturally Responsive Lens
      e. 3 new equity positions in the Department of Instruction
      f. Equity policy
      g. Students:
         I. Every student
         II. All seen
         III. All affirmed
         IV. Everyone belongs
      h. Equity success is a journey – individual change is difficult, but collective change is monumental

III. Guest Speaker (30 min)

A. Introduction by MSAAC Chair
B. Presentation on “Can Schools be Anti-Racist?” by Dr. Horton
C. Key points:
   1. “Students do not fail, it’s the social structures that we create as a society that fail our students.”
2. MIRACLES Framework
3. Assess – Analyze – Plan – Educate - Build Equity Policy
4. Aims to fix the oppressed, not the oppressor
5. REAL – Racial Equity Analysis Protocol
6. Achievement Gap
7. Opportunity Gap
8. Expectation Gap
9. MIRACLES Framework
   a. Motion Towards Equity
   b. Improved Instructional Core
   c. Relevant and Rigorous Course of Study
   d. Attract and Retain High Quality Staff
   e. Commitment to Accountability
   f. Learning Environments that Support Student Success
   g. Establish Expected Targets Driven by Results
   h. Sound Fiscal Stewardship
10. Parent University
11. Racial Equity Policy Building Equity Taxonomy, 5 levels
12. Fists up!

IV. Q & A (10 min)

V. Closing Remarks (5 min)
   A. MSAAC Newsletter posted
   B. Membership drive is forthcoming
   C. Parent Panelist for October 20 General Body Meeting
   D. Community Partnerships

MSAAC Leadership
Chair: Talia Bush  MSAACChair@lcps.org
Vice Chair Krystal Rascoe  MSAACViceChair@lcps.org
Secretary: Sheryl Gusman  MSAACSecretary@lcps.org
Membership Chair: Neelam Ahmed  MSAACMembership@lcps.org
Outreach and Comms Chair: Ranaulda Richardson  MSAACOutreach@lcps.org
Immediate Past Chair Keaira Jennings  MSAACPastChair@lcps.org
LCPS Staff Liaison: Lottie Spurlock  Lottie.Spurlock@lcps.org
School Board Representative: Brenda Sheridan  Brenda.Sheridan@lcps.org

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