A Collective Voice for Change

MSAAC
Minority Student Achievement Advisory Committee
AGENDA

Welcome and Introductions

MSAAC Overview

Overview of the LCPS Equity Assessment

Panel Discussion: LCPS Equity Assessment & Next Steps

Closing Remarks
Welcome and Introductions
A Collective Voice for Change

MSAAC Overview
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.
FOCUS AREAS

A COLLECTIVE VOICE FOR CHANGE

Opportunity Gap and Achievement Gap

Discipline
Disproportionality

High School Graduation Rate
FOCUS AREAS

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Community Awareness

Access to Academic, Cultural and Social Resources

Input into Policies, Procedures and Practices
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Enrichment to Move Beyond Barriers and Biases

Alliance Among LCPS Stakeholders

Diverse Hiring
2018-2019 ACCOMPLISHMENTS

Successfully advocated for the following:

- Ad Hoc committee on Equity
- Establish Equity positions within LCPS
- Mandatory implicit bias training for all LCPS employees

Community Collaboration to bring awareness to issues students of color face regarding access to advanced academics and enrichment opportunities to close the opportunity gap;

- Loudoun School for the Gifted,
- Jack Kent Cook Foundation,
- NAACP
- Hosted parent focus groups to better understand and advocate for the needs of our diverse families

Provided recommendations to LCPS administration and school board on hiring practices, opportunity gap, budget and discipline
SCHOOLS’ COMMITMENT TO BLACK STUDENTS QUESTION

By Debbi Wilgoren
June 30, 1994

1994

25 Years Later......

‘Growing sense of despair’: A wealthy, diversifying school system in suburban D.C. confronts racism and hate in schools

By Debbie Truong
September 8, 2019 at 5:07 p.m. EDT

2019
The panel is charged with examining whether the school system is biased in its treatment of African American students and parents, and with finding ways to make the school environment more hospitable to minorities.

1994

25 Years Later......

The Loudoun County School Board does hereby create an Equity Ad Hoc Committee to review appropriate policies and practices associated with enhancing equity across the Division.

2019
AVOIDING EQUITY DETOURS
By Paul Gorski, Park View Alumni

PACING FOR PRIVILEGE DETOUR
The pace of equity progress prioritizes the comfort & interests of people who have the least interest in the program.

POVERTY OF CULTURE DETOUR
Attributing educational disparities to students’ cultures

DEFICIENT IDEOLOGY DETOUR
Attempting to "fix" students of color

CELEBRATING DIVERSITY DETOUR
Attempting to "fix" students of color
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
OPPORTUNITIES TO ENGAGE

STUDENTS
- Affinity Groups
- Diversity & Inclusion Workshops
- Speak at School Board Mtgs

PARENTS
- MSAAC Delegates
- Host Community Events
- Workshops on Equity
- Speak at School Board Mtgs

TEACHERS/ADMIN
- Diversity & Inclusion Training
- Support Student Affinity Groups
- School Based Equity Teams

Advocate and Work to Revise Policy and Practices
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
MSAAC DELEGATES
ELEMENTARY SCHOOLS

- MILL RUN
- MOOREFIELD STATION
- MOUNTAIN VIEW
- NEWTON-LEE
- PINEBROOK
- POWTOWMACK
- FRANCES HAZEL REID
- ROLLING RIDGE
- ROUND HILL
- SANDERS CORNER
- SELDEN'S LANDING
- STERLING
- SUGARLAND
- SULLY
- SYCOLIN CREEK
- JOHN W. TOLBERT
- WATERFORD
- WAXPOOL
- STEUART WELLER
MSAAC DELEGATES
MIDDLE SCHOOLS

FILLEd

VACANT

- 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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www.lcps.org/msaac
The Equity Collaborative - LCPS Equity Assessment
Panel Discussion: LCPS Equity Assessment - Next Steps
A Collective Voice for Change

Closing Remarks