I. Welcome and Introductions (5 mins)

II. MSAAC Business (15 mins)

A. Ad Hoc Committee on Equity

1. School Board Equity Resolution passed
2. Request to establish permanent Ad Hoc Committee on Equity -
   a) Pending Information Item to School Board
   b) Next meeting on October 22 - Please join and show support!
3. Currently drafting Equity Policy
4. MSAAC Representatives: Wendy Caudle Hodge, Natalia Beardslee, Kellee Jenkins and Katrece Nolen
5. Chair of Ad Hoc Committee on Equity is School Board Vice Chair Brenda Sheridan; LCPS Liaison is Lottie Spurlock
6. Meetings are held 1st Thursday of the month at 5:30pm

B. School Board Policies Related to Equity

1. Dr. Williams requested that a sample of policies on Equity be reviewed:
   a) Policy 1040, Equal Opportunity for Equitable, Safe and Inclusive Environment (Adopted by the School Board on 2/26)
   b) Policy 8250, Bullying Prevention and Education (School Board on 10/8 & 10/22)
   c) Policy 7014, Harassment and Discrimination (proposed title change to Environments Free From Harassment, Discrimination and Abuse) - HRTD on 10/24
   d) Policy 8-6, Sex Discrimination and/or Sexual Harassment (will be Policy 8030, Harassment of Students) - 9/25/19

C. Engagement Opportunities

1. Communications Focus Group on 10/10
2. School Naming Committees
   a) Dulles North Area Elementary School (ES-23)
   b) Dulles South Area Elementary School (ES-29)
   c) Replacement may be needed for ES-23 committee due to medical emergency
3. Leveled Literacy Intervention Program (LLI)- 10/23, 10/30 & TBD
4. Academies of Loudoun: Hosting tours and focus groups to gather additional recruitment ideas from diverse organizations
5. HBCU Showcase at Tuscarora High on 10/17 at 6:30pm
6. Tour Level Up and Propel with Loudoun Education Foundation - 10/23
7. LCPS Connect & Discover Webinar - 12/3 at 6pm EST
   a) Join the Loudoun County Public Schools Recruitment Team for a virtual overview of our growing School Division and our 2020 Teacher Recruitment Event
8. LCPS Diversity Recruitment Experience Weekend - 2/21 & 2/22
   a) 1st annual event!
   b) 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
      (1) Welcome Reception & Networking Event
      (2) Career Fair
9. OPEN RECRUITING POSITION: Teacher Cadet & Ed Rising Programs + Candidate Care Program
10. Communications Focus Group on 10/10
    a) Complete survey if not yet done!
11. LLI Focus Group
    a) 3 volunteers requested
12. Academies of Loudoun hosting tours
    a) Inquire if interested
13. HBCU Fair
14. Tour of Level Up & Propel w/LEF
    a) Available to public
    b) LCPS webinar
15. LCPS Diversity Experience Weekend - 1st annual event!
16. Loudoun County Public Library
    a) 1book 1community - Meet the Author event on Nov. 23
    b) Strategic Retreat - Oct. 5
17. LC Multicultural Advisory Committee
    a) Membership invited to join Halloween Parade

III. LCPS Equity Update (15 mins)
    A. MSAAC continues to be a voice in the community and to be heard - Be intentional!
    B. LCPS and MSAAC are to affirm and review recommendations from MSAAC in previous years in alignment with Equity Assessment.
C. Equity work will take the effort of everyone towards our goals. Thanks to everyone in General Body in being ready for the work ahead.
   1. Delegate Participation - Want to ensure that Delegates able to provide leadership within their schools.

D. Professional Learning
   1. School Principals and administrators receive ongoing professional development in monthly meetings. October’s focus was on work in how to resolve racial incidents.
   2. Equity in the Center training
      a) Held for all administrators
      b) All teachers will have been trained by end of school year (held August, October, March)

E. LCPS Equity Webpage launched on Oct. 15
   1. Contacts available for each department
   2. Links directly to MSAAC and SEAC websites
   3. Long-range next step: LCPS Equity Plan will be posted on page will regular updates for accountability of action steps towards stronger equitable practices

F. Student Support & Social Emotional Learning
   1. Department of Pupil Services surveying what student affinity groups are in place at schools
   2. Student support on social and emotional learning

G. Social & Emotional Learning Work Staff: Department of Pupil Services
   1. Mrs. Stephanie LaPolla - Multi-Tiered Systems of Support Supervisor (spoken for by Dr. Lody due to illness)
   2. Dr. John Lody - Director of Diagnostic & Learning Services
      a) Responsible for support and educational diagnostics for students to include:
         (1) Early childhood identification at Child Find Center
         (2) Eligibility for special education
         (3) Placement for students under Section 504
      b) Works in providing student mental health support across division, in conjunction with Student Services
         (1) Programs to improve social and emotional health of all students
         (2) Unified Mental Health Teams - started in high schools, then grew capacity to support all students
         (3) Asked “What can we do earlier to help support kids build skills well before students face adversity in life?”
      c) Social & Emotional Learning (SEL):
         (1) Emotional Intelligence/Quotient (EQ) fundamentally important for all children/students
            (a) Proven to improve social and distal outcomes
         (2) 33 schools piloting Second Step curriculum
(a) 5 core competencies
   (i) Self-awareness, self-management, social awareness, relationship skills & responsible decision-making
(b) Ex: Morning meetings for students
(c) Mission: to improve outcomes for all children and how to extend to equity

3. Dr. Tracy Jackson - School Counseling Services Supervisor
   a) Education & Prevention, Course selection & Post-secondary planning
   b) Counselor ratios:
      (1) 1 Counselor to every 315 students at middle and high school levels
      (2) 1 Counselor to every 375 students at elementary school level
   c) Elementary level uses Second Step curriculum programming
   d) Secondary level - Counselors are 1st line for any student mental/social concerns

4. Dr. John Walker - Student Support Services Supervisor
   a) Provides student support via Social Workers
   b) Social Workers are trained to be student advocates, especially for those without a voice
   c) Racial literacy is important - Positioning to ensure that all students feel that they belong.

5. Let us all engage & do the necessary work!

IV. Workshop: Racial Literacy & Racial Socialization Tools for Reading, Recasting, and Resolving Racial Incidents (75 mins)
Dr. Valerie Adams-Bass
University of Virginia School of Education and Human Development / Youth-Nex / UVA Center to Promote Youth Development (https://curry.virginia.edu/faculty-research/centers-labs-projects/youth-nex)
University of Pennsylvania Graduate School of Education / Racial Empowerment Collective (https://www.recastgrace.com/)

- Media Examples - now more diversified, but unfortunately many media perceptions are stereotypes
  - Need to engage more personally - to counter media perceptions
  - Get “uncomfortable!”
  - Need to support students in this

- Who is responsible for preparing students in racial socialization?
  - Parents!
  - Black families/parents have always been responsible for this work
    - Protections made to prepare children
  - White families - “Don’t see color”
    - These assumptions do not help prepare children

- RECAST - Racial Encounter Coping & Socialization Theory
  - Racial stress can cause physical expressions - research by Dr. Enrique Neblett
  - Use racial socialization to reframe
  - Role-play and journal “racial encounters” with students to expose and prepare
• READ - Decoding the racial subtexts
  o Trauma needs to be acknowledged - how to channel into positive?
  o Colorism - Read the subtexts! They become normalized within us.
  o Achievement Gap - Where are the Black students placed?

• RESOLVE - Negotiating RSE (Racial Self-Efficacy) toward healthy conclusion
  o Requires preparation & practice
    ■ Deep breathing, etc.
  o Education is required to counter and decipher information in media. Not included in general history education.

• Telling Your Story
  o Meeting attendees asked to share first racial encounter memory
  o Practiced breathing exercise to re-center after sharing experiences.
  o Acknowledge high stress levels, and realize that in the case of racial encounters, children will require parent’s support.
  o Ensure that parents are prepared to support their children:
    ■ Be your child’s ally!
    ■ Teachers/Administration/Staff need to be allies!

V. Closing Remarks (10 mins)

A. Announcements -
  1. MSAAC Student Delegates - Kellee Jenkins leading development of Student Delegate Initiative

B. Student Affinity Organizations Acknowledgements
  1. Riverside HS - Riverside Rams
  2. Freedom HS - BSA (Black Student Association)

MSAAC Leadership

Chair Katrece Nolen MSAACChair@lcps.org
Vice Chair Andrea Weiskopf MSAACViceChair@lcps.org
Secretary Charlene Buensuceso MSAACSecretary@lcps.org
Membership Committee Wande Oshode MSAACMembership@lcps.org
Communications Committee Susan Hayden MSAACCommunications@lcps.org
Immediate Past Chair Wendy Caudle Hodge MSAACPastChair@lcps.org
LCPS Staff Liaison Lottie Spurlock Lottie.Spurlock@lcps.org
School Board Representative Brenda Sheridan Brenda.Sheridan@lcps.org

Stay Connected

Website: https://www.lcps.org/msaac
Facebook: https://www.facebook.com/lcpsmsaac/
Twitter: https://twitter.com/lcpsmsaac