



MSAAC General Body Meeting Minutes

September 16, 2020

7:00-9:00 PM

Virtual

I. Welcome and Introductions (5 min)

A. MSAAC 2020-2021 Executive Board (Keaira Jennings)

1. Chair: Keaira Jennings, MHA MSAACChair@lcps.org
2. Vice Chair: Paulina-Marie Ransom, MBA MSAACViceChair@lcps.org
3. Secretary: Claudia Matteo, PsyM MSAACSecretary@lcps.org
4. Membership: Morgan Smith MSAACMembership@lcps.org
5. Communications: Sofia Saiyed MSAACCommunications@lcps.org
6. Past Chair: Katrece Nolen, MBA MSAACPastChair@lcps.org
7. LCPS Staff Liaison: Lottie Spurlock Lottie.Spurlock@lcps.org
8. School Board Rep: Brenda Sheridan Brenda.Sheridan@lcps.org

B. MSAAC Mission Statement (Keaira Jennings)

1. 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.
2. 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.

II. MSAAC Business (30 min)

A. Annual Theme: Advancing Equity through Action (Keaira Jennings)

B. MSAAC Handbook (Keaira Jennings)

1. Focus Areas
2. Tasks
3. Delegate Roles & Responsibilities
4. Benefits
5. Policies
6. Considerations
7. Contact Information
8. Helpful Resources

C. Student Representative Overview (Kellee Jenkins)

1. Increase student participation in MSAAC meetings, empower students to advocate for equitable practices at their local schools and further increase the collective student voice within the parameters of MSAAC's vision of building a school system that is culturally and socially competent
2. MSAAC Student Representative Initiative is a function of MSAAC, not the Equity Committee or LCPS directly
3. Please send any questions to MSAAC Student Representative Coordinator Kellee Jenkins joyspecialist@gmail.com

- D. Loudoun Student Mentors (Cameryn Hunter)
 - 1. Cameryn is a current Penn State Senior and LCPS alum who created Loudoun Student Mentors with other former LCPS alumni who are also now in college
 - 2. Loudoun Student Mentors gives back to the community by mentoring LCPS high school students of color to promote professional and academic development in students
 - 3. Link for Loudoun Mentors [Parent Interest Form](#)
 - 4. Instagram: @LoudounMentors
 - 5. Facebook: <https://www.facebook.com/LoudounStudentMentors/about>
 - 6. [m.me/LoudounStudentMentors](https://www.instagram.com/LoudounStudentMentors)
 - 7. loudounstudentmentorsinfo@gmail.com
- E. Current Events and Updates (Keira Jennings)
 - 1. *LCPS Plan to Combat Systemic Racism*
 - a) *School board and school administration proposed 16 actions to hold people accountable in promoting equity*
 - 2. *Academies of Loudoun (AOL) Admissions*
 - a) *Among the proposed actions in the LCPS Plan to Combat Systemic Racism is an approved change to the AOL admissions process for better accessibility for children of lower economic status*
 - 3. *LCPS and LCSB Apology*
 - a) *A press release was published last month regarding an upcoming apology by LCPS, Loudoun County School Board (LCSB), and Board of Supervisors to be issued along with a video at end of September or beginning of October for operating segregated schools long after Brown vs Board of Education and followed up with action*

III. **Committee Reports (5 min)**

IV. Overview (Keira Jennings)

- A. Awards (Keira Jennings on behalf of Paulina-Marie Ransom)
 - 1. Students to be awarded for social activism at end of the year
- B. Budget (Keira Jennings on behalf of Paulina-Marie Ransom)
 - 1. MSAAC has been allocated a nominal budget for the school year
- C. Communications (Sofia Saiyed)
 - 1. Email
 - 2. Monthly MSAAC Newsletter
 - 3. Facebook, Instagram, Twitter
 - 4. All are welcome to submit content to share by sending an email to MSAACcommunications@lcps.org
- D. Equity (Natalia Beardslee/Kellee Jenkins)
 - 1. MSAAC representatives on the Equity Committee: Katrece Nolen, Kellee Jenkins, Natalia Beardslee, and Wendy Caudle-Hodge (Natalia thanked Wendy who is stepping down)
 - 2. In February 2019, LCPS launched an equity assessment that led to the creation of the Equity Committee of about 20 members in April
 - 3. Work collectively to review current and propose new equitable policies that will be considered and voted on by the LCSB to support the school system in becoming culturally competent
 - 4. Among the 21 recommendations to school board are the following focus areas

- a) selection, hiring, and retention of educators
 - b) discipline disproportionality
 - c) common language around diversity equity inclusion
 - d) revisions to discipline policy language
 - e) superintendent's equity statement
 - f) culturally responsive framework
 - g) ongoing and differentiated professional development for staff with specific focus on implicit bias, diversity equity inclusion
 - h) more equitable screening referral and identification of students for programs such as gifted education, advanced placement, dual enrollment, honors, and AOL especially for students who have been historically marginalized
 - i) requiring all LCPS policies and procedures be reviewed on a regular basis by a neutral third party to ensure a level of fairness and equity for all students
 - j) updating 2015 Memorandum of Understanding (MOU) for school resource officer partnerships led by Kenya Savage of MSAAC and Sharon Tropf of SEAC
 - k) LCPS Protocol for Responding to Racial Slurs and Hate Speech in Schools
- 5. Equity Committee meets 1st Thursday monthly at 5:30-7:30 pm
 - 6. Next Equity Committee meeting is on Thursday, October 8th
[NOTE: Minutes reflect correct Equity Committee meeting date per an email from Natalia to clarify that the wrong date was verbally shared in the meeting.]
- E. Membership (Morgan Smith)
 - 1. Anyone interested in being a delegate or alternate can speak to the principal to see if anyone has already been assigned and send an email to MSAACMembership@lcps.org
 - F. Nomination (Katrece Nolen - Lead to be identified by 2021)
 - 1. Anyone interested in joining the nomination committee of about 3 people minimum to assist with coordinating elections starting in December or January can send an email to MSAACPastChair@lcps.org
 - G. Policy (Katrece Nolen - Lead to be identified)
 - 1. Anyone interested in joining the policy committee, which is a group of individuals interested in doing research, reviewing policies for school board review, and providing information back to the MSAAC Executive Board and members at large, can send an email to MSAACPastChair@lcps.org
- V. **Advancing Equity through Action (10 min)**
- A. Equity is a practice, not a program (Keaira Jennings)
 - 1. Talk is cheap
 - 2. Action is required
 - 3. Systemic change
 - B. What does equity in action look like? (Keaira Jennings)
 - 1. Accountability
 - a) Hold each other accountable at all levels
 - 2. Representation
 - a) Diverse representation matters
 - 3. Community Involvement
 - a) Need all hands on deck

- b) Don't have to be a delegate to attend and participate
 - c) If you see something, say something
 - 4. Training and Professional Development
 - a) Mandatory not just for licensed teacher, but anyone who is in contact with students
 - 5. Sustainability
 - a) Repeatable and improved upon
 - b) Well-oiled machine and beacon for equitable school system
- C. Monthly General Meeting Topics (Keaira Jennings)
- D. Tied to items in Action Plan to Combat Systemic Racism
 1. 16 SEP 2020 – Annual Theme: Advancing Equity Through Action
 2. 21 OCT 2020 – Anti-Racism
 3. 18 NOV 2020 – Social Determinants (Mental Health)
 4. 20 JAN 2021 – Equity
 5. 17 FEB 2021 – Diversity
 6. 17 MAR 2021 – Inclusion
 7. 21 APR 2021 – Belonging
 8. 19 MAY 2021 – Year-In-Review/Awards/Elections

VI. **LCPS Equity Update (60 min)**

- A. Introduction: Keaira Jennings (10 min)
- B. Speaker: Director of Equity Lottie Spurlock and Supervisor of Equity Traci Townsend (40 min)
 1. Why? What? How? Mapping Out Our Journey
 - a) Why?
 - (1) The facts
 - (a) Zaretta Hammond states facts in her book Culturally Responsive Teaching and the Brain
 - (b) Classroom studies have shown that students of color and underserved English learners and underserved students who are poor receive less instruction and are given less opportunities to develop higher thinking skills
 - (2) We care
 - (a) All children are worthy of receiving appropriate and excellent education
 - (3) Our Systemic Equity Assessment -> 5 emergent themes
 - (a) Low level of racial consciousness and racial literacy; unclear and fearful on how to have conversations about race
 - (b) Diverse representation
 - (c) Economic diversity complicates discussion of race and leads people to steer away from race to focus on poverty
 - (d) Discipline disproportionality
 - (e) Racial insults/slurs and violent actions
 - (4) Equity is our inability to predict student outcomes based on race, gender, zip code, ability, socio-economic status, or the languages spoken at home.
 - VDOE Office of Equity and Community Engagement
 - (5) Division-wide Equity Statement

- (a) LCPS is committed to providing a safe, empathetic, respectful and supportive learning environment in order to empower every student to make meaningful contributions to the world. When students and staff experience racial insults, slurs, and/or other hate speech, we lack the positive culture and climate that supports students' growth.
 - (b) LCPS calls for all students, staff, families, and other members of our community to engage in the disruption and dismantling of white supremacy, systemic racism, and hateful language and actions based on race, religion, country of origin, gender identity, sexual orientation, and/or ability. LCPS rejects racist and other hateful behavior and language, recognizing that it encourages discrimination, hatred, oppression, and violence.
 - (c) Every individual is valued in Loudoun County Public Schools. Let's celebrate the diversity that helps define us as a school division.
- (6) LCPS is committed to ensuring:
- (a) student growth and academic success for every child
 - (b) culturally-responsive, safe learning spaces
 - (c) eliminating opportunity gaps
 - (d) greater access, opportunity, and outcome data
- (7) Equity in Action
- (a) interrupting inequitable practices
 - (b) eliminating biases
 - (c) creating inclusive multicultural school environments for adults and children
 - (d) discovering and cultivating unique gifts, talents, and interest of every human
- (8) Impact especially opportunity and risk
- (9) Supervisor of Equity Dr. Traci Townsend, EdD
- (a) co-leads with Equity and Culturally Responsive Instruction Supervisor of equity work with Equity Leads to lead monthly meetings on topics focused on professional learning centered around the equity plan and equity framework
 - (b) collaborates in monitoring and updating data in equity goals in division-wide Comprehensive Equity Plan
 - (c) serves as a point of contact and resource on matters related to equity with internal and external stakeholders
- (10) Supervisor of Equity and Culturally Responsive Instruction Jessica Harding

- (a) increases capacity of content offices and teachers to provide instructional support and redesign curriculum based on diverse learning needs of students in the classroom
- (b) collaborates with school/division leadership, equity leads and instructional staff to provide professional development and coaching for the effective use of research-based culturally responsive practices in support of deeper learning
- (c) acts as DOI lead on cross departmental planning of Diversity, Equity, and Inclusion professional learning opportunities for school and division staff, including efforts relating addressing opportunity and achievement gaps, systemic oppression, and implicit bias

b) What?

(1) LCPS Equity Framework

- (a) deeper learning & culturally responsive instruction
- (b) professional learning & coaching
- (c) diverse recruitment, hiring, and retention
- (d) family & community engagement
- (e) eliminating disparities: discipline & opportunity gaps
- (f) Multi-Tiered System of Support (MTSS): academic, behavioral, social emotional learning

2. Equity Leads (Dr. Traci Townsend)

a) Role

- (1) Work collaboratively with the Principal to build a solid equity-focused culture throughout the school
- (2) Ensure stronger equitable practices are implemented school-wide

b) Responsibilities

- (1) Collaborate on school improvement goals
- (2) Collaborate to implement strategies that advance educational equity and eliminate discipline disproportionality
- (3) Assist in the facilitation of Professional Learning
- (4) Affinity group formation

c) Professional Learning

- (1) Recognize role in supporting Comprehensive Equity Plan and the Culturally Responsive Framework (CRF)
- (2) Explore critical aspects needed to do equity work and be a more equitable educator
- (3) Examine how equity is an integral part of the CRF and Multi-Tiered System of Supports (MTSS)
- (4) Examine implicit bias (as individuals) and its impact on the culture of our schools and learning
- (5) Identify critical practices for disrupting bias and help colleagues recognize bias and the social-emotional impact on students

d) Common Language

- (1) Diversity (Representation): a system that has a good understanding of what diversity of representation really means, diverse = differences
- (2) Equity (Shared Power)
 - (a) shared power communicates the division's intent to fundamentally change the manner it practices by amplifying marginalized voices and perspectives
 - (b) an equity-centered division would create spaces and environments where marginalized voices and perspectives who have not been historically valued are now given the consideration it deserves
 - (c) equity is purposefully ensuring power is diversely distributed
- (3) Inclusion (Participation): increasing participation and connectedness, creating a sense of belonging
- e) Diversity Equity Inclusion Justice Anti-racist work (DEIJA)
- f) Action Plan to Combat Systemic Racism
 - (1) School Board Meetings: 7/21, 8/11, 9/8, 9/22
- g) Empowering students to make meaningful contributions to the world
 - (1) LCPS Profile of a Graduate (knowledgeable and deeper learning): communicator, collaborator, creator, contributor, critical thinker
- h) "Often, people are waiting for a leader to come along, you don't have to wait for someone else." – Dr. Bettina L. Love, PhD
- 3. Equity Plan
 - a) Student Rights and Responsibilities
 - b) LCPS Protocol for Responding to Racial Slurs and Hate Speech in Schools (revised since February 2019 workshop)
 - (1) Immediate actions taken by the principal/assistant principal if an issue of racial slurs, hate speech or a related incident occurs, such as notifications
 - (2) Post incident actions after an issue of racial slurs, hate speech or a related incident, such as reflection on lessons learned, actions, & process improvements
 - (3) Unified Mental Health (UMHT) Team Members available at all elementary, middle, and high schools
 - c) Policy 7560 Professional Conduct
 - (1) On the agenda for several school board meetings
 - (2) Holding students accountable in rights and responsibilities
- C. Questions and Answers (Q&A 15 min)
 - 1. Question: When should parents and or students reach out to Equity Leads in their schools?
 - a) Answer (Dr. Traci Townsend): Reach out to the Equity Leads anytime there are questions or concerns. They are already at the schools and working in collaboration with others.
 - 2. Question: What role do students play on equity committees?
 - a) Answer (Lottie Spurlock): Students may notify counselors if interested in sharing their voices.
 - 3. Question: How does the virtual learning environment impact the work of equity teams?

- a) Answer (Lottie Spurlock): There are so many factors to consider with virtual learning, but the priority is to ensure a culturally responsible framework in collaboration with school administrative teams to reflect on what is working and areas for improvement.

VII. Closing Remarks and Announcements (10 min)

- A. School Board Chair Brenda Sheridan encouraged people to hold each other accountable including the school board
- B. School Board Leslee King thanked those who participate with questions and ideas
- C. Equity Committee Member Kellee Jenkins encouraged people to share feedback through MSAAC especially students
- D. MSAAC Chair Keaira Jennings expressed her pride in all the activities and conversations going on and excitement for achievements to come
- E. MSAAC Vice Chair Paulina-Marie Ransom thanked Lottie Spurlock and Tracy Townsend for equity presentation and expressed the need for community involvement especially delegates and alternates
- F. Next Meeting
 - 1. Anti-Racism Town Hall
 - 2. October 21, 2020, 7-9 PM
 - 3. Please participate in the conversation

MSAAC Leadership

Chair	Keaira Jennings , MHA	MSAACChair@lcps.org
Vice Chair	Paulina-Marie Ransom, MBA	MSAACViceChair@lcps.org
Secretary	Claudia Matteo, PsyM	MSAACSecretary@lcps.org
Membership Committee	Morgan Smith	MSAACMembership@lcps.org
Communications Committee	Sofia Saiyed	MSAACCommunications@lcps.org
Immediate Past Chair	Katrece Nolen, MBA	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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