MSAAC General Body Meeting
Meeting Minutes

Date: March 4, 2015

Call to Order by MSAAC Chairman, Zerell Johnson-Welch (7:05 PM)
Adjournment: 9:10 PM

Agenda Items
- Opening & Welcome
- Acknowledge LCPS Administrators, School Board members, Teachers, and Staff
- Minutes- November
- Equity in Education: The Influence of a Good Teacher can never be erased
- Work Session II: Achievement Gaps, Tools, and Strategies for Success for Your Child-
  Dr. Ryan Tyler, Director of Research
  - How can parents support good teachers?
  - How can teachers support good parents?
- Teacher Efficacy: What is it? And why is it important- Mr. Tim Flynn, Director of Personnel, LCPS
- Diversity Recruiting, Department of Personnel Services
  - Dr. Kimberly Hough, Director of Personnel, LCPS
  - Dr. Asia Jones, Director of Secondary, LCPS
- Question and Answers
- Events and Announcements
- Wrap Up and Adjourn

Welcome
- Opened meeting with a welcome from MSAAC Chair
- Representatives include LCPS Administration, Principals, Assistant Vice Principals, Teachers, School Board Members, and Parent/Delegates
- Originating MSAAC Chairman introduced and spoke regarding his daughter who is a guidance counselor. There is a request to mentor minority students. If you are interested in being a mentor please contact the MSAAC Secretary (dcaulk@modalinc.com)

Meeting Minutes
- November meeting minutes presented to the General Body and approved into the record

Achievement Gaps, Dr. Ryan Tyler, Director of Research
- Difference in performance gaps between AfAm and Hispanic students; additionally low-income population
- Identification of groups by: racial minorities, ELL, students with disabilities
- No Child Left Behind required schools to implement school-wide reforms
- LCPS is 80% or more proficient; and outperformed U.S. averages and other European countries
MSAAC General Body Meeting
Meeting Minutes

- We do have achievement gaps within our minority groups; many students do perform at a very high level
- We have closed the gaps in our focus schools
- Motivating students and parent involvement were the top two areas of taking action
- The third though: Effective Teachers
- Dr. Tyler conducted an instant poll asking the question: What defines an effective teacher? Results: passion, understanding, communicative, caring, and organized.
- Hattie in 2013 found the following: teacher credibility, classroom discussion, teach clarity, feedback, teacher-student relationships, classroom behavior, teaching strategies, and not labelling students
- How can parents help? - support high expectations, risk taking, not punish failures, checking progress, support that learning is cool

Teacher Efficacy, Mr. Tim Flynn
- The power to pursue a desired result/affect
- High efficacy teachers have - knowledge, skill, ability, and experience to perform at a high level - look at themselves and how they can affect change
- A teacher has to create an environment of success; collectively LCPS can build upon that success - trust and relationships matter

Diversity Recruiting Efforts at LCPS, Dr. Hough
- Recruitment goals: recruit best possible candidates
- Great teachers are remembered
- Goal is to align teachers with the make-up of Loudoun
- Teachers/staff: 3% AfAm to 7% AfAm students; 188 AfAm staff/teachers to 4,938 AfAm students
- Recruiting strategies: LCPS job fairs, advertising in WaPo, Teachers of Color, Richmond/DC radio, Title 1 Loan Forgiveness Program, involving teachers in the recruiting process, 33 formal recruitment events between January and April, college fairs include: UMCP and Eastern Shore, Greensboro, NC, ODU, Howard U., Hampton U., mentoring and coaching support programs, interviewing with principals
- How would you go about designing an effective instructional lesson for a class with students from different racial backgrounds than you own?
  o Relationships
  o Cultural sensitivities
  o Several audience members had issue with the notion of “different racial backgrounds…” portion of the question.
  o Responses include: hire great teachers, great teachers can teach to anyone regardless of color, immediately “classifying or labeling” a student is a problem
  o The question is trying to deal with cultural awareness - a sensitivity to who the candidate is teaching
- Bi-lingual and culturally sensitive teachers are in high demand in Loudoun- LCPS has created a pilot program to help attract these types of candidates
MSAAC General Body Meeting
Meeting Minutes

- Dr. Asia Jones, LCPS Director of Secondary
  - What parent led programs exist to support teachers? - 20xx club, PEP (Parents as Educational Partners)
  - What can parents do to support minority teachers? School to organize activities (a social relationship beyond the academic)

Announcements/Events
- March 18, 2015, 7-9 PM
  - Join the Discussion: “Are we truly in touch with our students needs?”
  - A discussion on “The Care and Well Being of the LCPS Student”

- April 18, 2015, MSAAC Achievement Fair and Symposium - Tuscarora High School, Leesburg - Volunteers Needed

Action Items
- Parent/Delegates please download the meeting summary under the Meeting Summaries/PowerPoint Presentations link on the web site [http://www.lcps.org/Page/117454](http://www.lcps.org/Page/117454) and email to your principal and PTO - please wait a day or so for the summary to be posted
- Email the MSAAC Secretary at dcaulk@modalinc.com with your email address so that you can be added to the MSAAC email list
- Stay up to date via:
  - Facebook: https://www.facebook.com/loudounmsaac
  - MSAAC LCPS web site: http://www.lcps.org/Page/1494
  - Email list