

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

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- 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?
 - Relationships
 - Cultural sensitivities
 - Several audience members had issue with the notion of “different racial backgrounds...” portion of the question.
 - Responses include: hire great teachers, great teachers can teach to anyone regardless of color, immediately “classifying or labeling” a student is a problem
 - 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

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- **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> 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