

MSAAC General Body Meeting

Meeting Minutes

Date: April 15, 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- March
- Bylaw amendment discussion
- Nominations committee- introduction of candidates
- LCPS recruitment goals
- 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
- Jodi Folta, SEAC, Chair remarks on how SEAC/MSAAC interests overlap, thanking MSAAC for the joint meeting

Meeting Minutes

- March 18th meeting minutes presented to the General Body and approved into the record

Bylaws Amendment

- Make general body aware of proposed bylaw amendment voted by Exec Board - to change verbiage from current language to include, "elect, appoint, or volunteer"; general body will vote on 5/20/15

Nominations

- MSAAC must form a nominating committee; deadline of intent to run 4/8/15; candidate intros on 4/15/15; elections on 5/20/15
- Dr. Tracey Lacey, Nominations Committee Chair = = > introduction of candidates (ZW-C, H. Wayne Smith-VC not present, Robin Burke-S); each spoke for a few, letters of intent and/or resume included in packet; general body alerted that election will take place on 5/20/15
- ZW noted KS stepping down as immediate past chair, advisory capacity; KS read a portion of resignation letter to body and announced candidacy for school board-Dulles

MSAAC General Body Meeting

Meeting Minutes

Meeting Activities

- Dr. Kim Hough & Dr. Asia Jones present
- Dr. Jones presented
- Recap of Recruitment Goals
- What parent lead programs currently exist to support teachers? (20XX, PEP, MSAAC, LEAP, SEAC, etc)
- What can parents do to support teachers? (volunteerism, communication-need feedback, share resources)
- Interview Screening Revisions
- Strategies for recruiting, best practices, what's new = = = cluster activity: What ideas do you have to recruit highly qualified teachers who are both culturally diverse & culturally aware?
- Clusters noted many suggestions = = > specialized orgs (WALL, women admin leading Loudoun); msaac for teachers; formal job fairs; referral bonus; attend divisions of school ("brand a booth"); licensure rep at fairs
- Parent Question: What type of student teacher relationships do we have to foster? Dr. Jones: partnerships with many colleges/universities, robust job fairs
- Parent comment: LCPS to consider "boots to suits" military program; Dr. Jones noted career switch program
- Parent comment: Difficulty in uncovering helpful info on LCPS
- Dr. Jones continued noting ongoing strategies which include multiple job fairs, promoting loan forgiveness, targeted advertising, education week, 33 events this year, mentoring/coaching for 1st year
- Dr. Jones - New improved strategies = = > National Alliance of Black Educators, LCPS interested & has started conversation to get chapter here; grown your own program; survey noted teachers think felt more supported with proximity, supportive admin, collaboration with colleagues, parental support (it was low response); minority teacher roundtable with ES, MS, HS ~15 teachers with over 3 years experience (teacher video on working in Loudoun)
- Cluster activity: suggestions on how to improve upon current/new strategy
- Ginger Kave discussed support for teachers after hired (mentoring/coaching) & pilot program, "Instructional Skills for Promoting Achievement in a Diverse Community" = = > this is year 1 at Dominion HS; year 2 at MS; year 3 at ES...goal is to expand to all schools/teachers; she noted MSAAC involvement in Beginning Teacher Institute last year & again this year
- Parent Question: Do we measure retention? Reasons why leaving? Dr. Hough noted attrition is 7-8% & there is an exit survey; attrition does include those who did not perform well
- Parent Comment: Ask those that stay why stay versus ask those leaving why leave
- Dr. Tyler commented that there are annual surveys & LCPS does all it can to keep anonymous; he stated its the leadership in the building that sustains

MSAAC General Body Meeting

Meeting Minutes

- Principal, Sugarland ES comments included if the person says they don't see color that is a red flag; she noted what is given to the best should be available to all the rest; change climate of school not change the student
- Parent Question: How to ensure leadership is facilitating the climate of success?
Sugarland ES Principal: teacher survey, no secrets in her school, improved as whole community...transparency/cards face up; Tom Reed noted that Sugarland was a focus school & is no longer; Dr. Jones noted it's a reflective practice
- Dr. Ryan Tyler presented on the disproportionate outcomes presented to the school board (full presentation on board docs, 3/24/15)
- increase % of kids participating in AP/honors but still gaps/areas of growth
- shared issue, not a new problem
- noted there were 39 recommendations presented by task force
- Patterns of expulsions/suspensions; increased enrollment; PBIS
- National suspension rate 6%; LCPS 1%; across region, larger decrease vs others
- Disorderly conduct biggest infraction, most common but most subjective
- Are certain groups more likely/patterns?
- Black students make up highest percentage of suspension vs. enrollment
- IEP more extreme than black/Hispanic more disproportionate than national rate (4.1%)
- Noted this information is not a condemnation of staff!
- Next steps: case studies; contextual issues
- LCPS is high performing but work to do
- Parent Comment: For IEP, sometimes not properly & accurately reported; Dr. Tyler: No evidence of how much under reported need case studies
- Parent Question: Are minority with disability isolated from minority or IEP? What is disparity? Dr. Tyler: Task force was split; decision to address as IEP first vs as minority; data can be broken down; it all needs addressed
- Parent Comment: Nationwide, black males over identified as IEP may be leading the data; Dr. Tyler: LCPS wanting to address, recommendations forth in annual MSAAC report
- School Board adopted data; continue to review trends; John Lodi at next board meeting; staff developed internal metrics for schools to use to trend

Announcements/Events

- April 18, 2015, MSAAC Achievement Fair and Symposium - Tuscarora High School, Leesburg
- This is My Brave show, tickets on sale, 5/17/15, 4pm, Arlington

Action Items

- 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>

MSAAC General Body Meeting

Meeting Minutes

- Email list