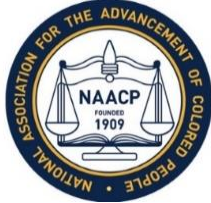
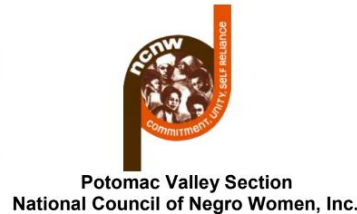


The Black and Brown Coalition for Educational Equity and Excellence Initiative Partners



**Latino Health
Steering Committee
(LHSC)**

**Latino Public Safety
Workgroup for Montgomery
County (LPSW)**



**Montgomery County Executive
Latin American Advisory
Group (LAAG)**



**Mill Creek Parish
United Methodist Church**

**Emory Grove
United Methodist Church**

1977-II Action Group

Black and Brown Forum for Educational Equity and Excellence

Presented by:

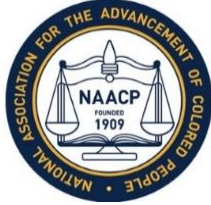


THE BLACK AND BROWN
COALITION FOR
EDUCATIONAL EQUITY
AND EXCELLENCE



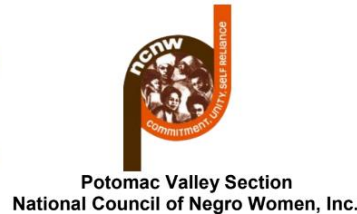
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Disclaimer Notice: This evening's event is being filmed and photographed

Acknowledgements

Thank you

Students

Parents and Guardians

Families

Community members

Advocates

Acknowledgements

Thank you

Montgomery County Education Association

Montgomery County Association of Administrators and Principals/

Montgomery County Business and Operations Administrators

Service Employees International Union - SEIU Local 500

Acknowledgements

Montgomery County Board of Education

Shebra L. Evans, *President*

Patricia O'Neill *Vice President*

Jeanette E. Dixon, *At-Large*

Judith Docca, *District 1*

Karla Silvestre, *At-Large*

Rebecca Smondrowski, *District 2*

Nathaniel Tinbite, *Student Member*

Brenda Wolff, *District 5*

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Thank you

Dr. Jack R. Smith, *Superintendent, Montgomery County Public Schools*

Mr. Cary D. Dimmick, *Principal, Gaithersburg High School*

Acknowledgements

Montgomery County Executive

Marc Elrich

Acknowledgements

Montgomery County Council

Nancy Navarro, *President*

Sidney Katz, *Vice President*

Gabe Albornoz, *At-Large*

Andrew Friedson, *District 1*

Evan Glass, *At-Large*

Tom Hucker, *District 5*

Will Jawando, *At-Large*

Craig Rice, *District 2*

Hans Riemer, *At-Large*

Acknowledgements

Thank you

Kathia Mejía Chévez and Anamileth Silva on behalf of U.S. Senator Van Hollen

Erica Fuentes on behalf of U.S. Representative Jamie Raskin

Sydney Parker on behalf of U.S. Representative David Trone

Maryland Senator Nancy King, District 39

Delegate Charlotte Crutchfield, District 19

Delegate Sara Love, District 16

Delegate Julie Palakovich Carr, District 17

Delegate Pamela Queen, District 14

Delegate Jared Solomon, District 18

Chief of Staff on behalf of Delegate Jheanelle Wilkins, District 20

Mayor Jud Ashman, Gaithersburg

Mayor Bridget Newton, Rockville

Mayor Kate Stewart, Takoma Park

Laurie Anne Sayles, Gaithersburg City Council

Other Maryland State, County and Local Government Elected Officials

The Black and Brown Coalition for Educational Equity and Excellence

- Founded by Identity and the NAACP Montgomery County Md Education Committee's Parents' Council, the Black and Brown Coalition for Educational Equity and Excellence is a grassroots volunteer initiative established to address inequities in education
- **Our Goal:** Work **with** the Montgomery County Public Schools, its partner associations, and other county leaders to immediately eliminate institutional barriers to student achievement
- **Our Focus:** Create the infrastructure and culture needed to achieve real and lasting improvements that transforms student experiences in schools for all youth, especially Black, Brown and low-income students

What brings us here now?

- A critical moment in Montgomery County and MCPS:
 - School leaders are committed – some key progress has been made (e.g., new Equity Accountability model)
 - **Resource Study**
 - School Choice Study
 - Boundary Analysis
 - **Montgomery County Racial Equity and Social Justice Act**
 - Statewide work of the Kirwan Commission
 - **Negotiations with all association partners**
- We must **ensure that Black and Brown student success is front and center throughout these conversations**

We know there is work to be done.

ALL IN: EQUITY AND ACHIEVEMENT FRAMEWORK



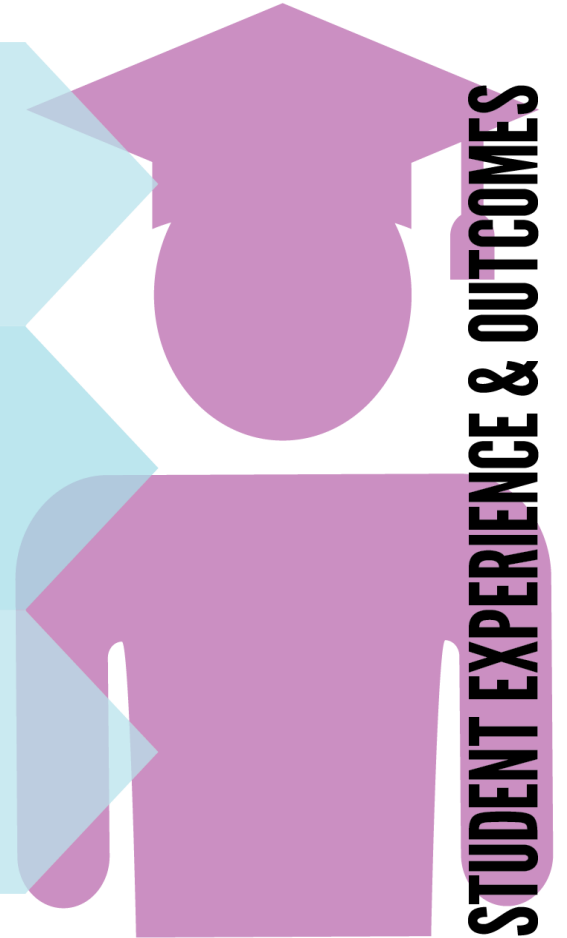
Evidence of Learning



Equity Accountability Model

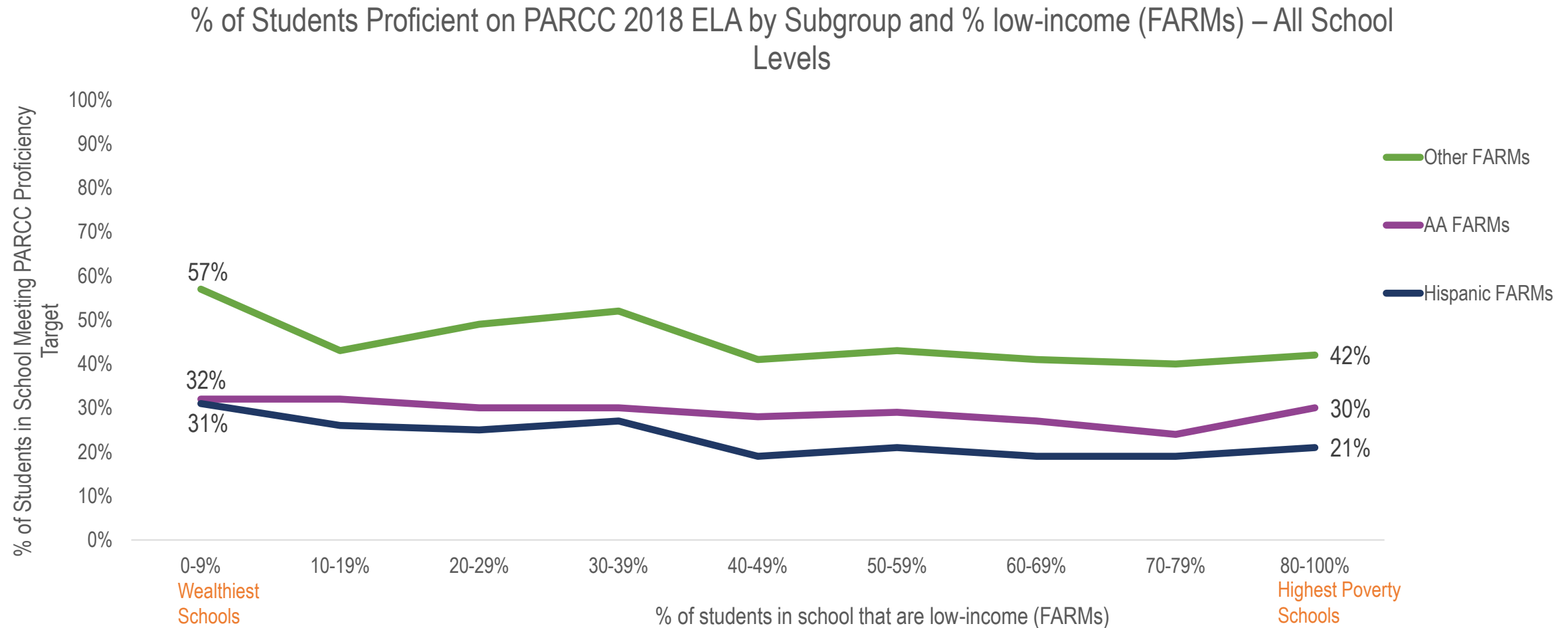


Equitable Access to Resources



STUDENT EXPERIENCE & OUTCOMES

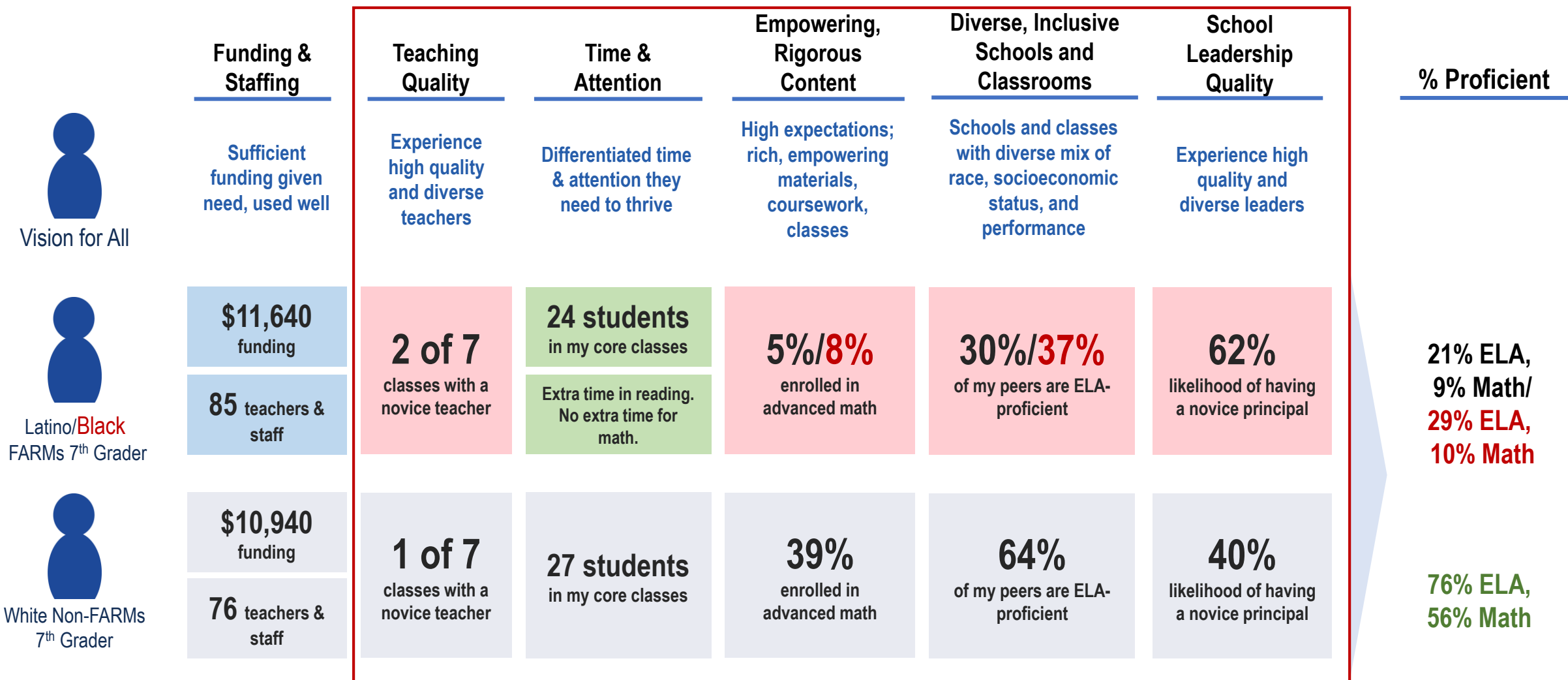
In MCPS, attending a wealthier school **does not** help Black and Brown students from low-income families do substantially better than their peers in higher-poverty schools



* Other FARMs subgroup comprises off all FARMs students, excluding AA/Hispanic FARMs

Source: MCPS Student Performance File, PARCC 2018

We have to look at more than funding and outcomes to identify where resource inequities exist.

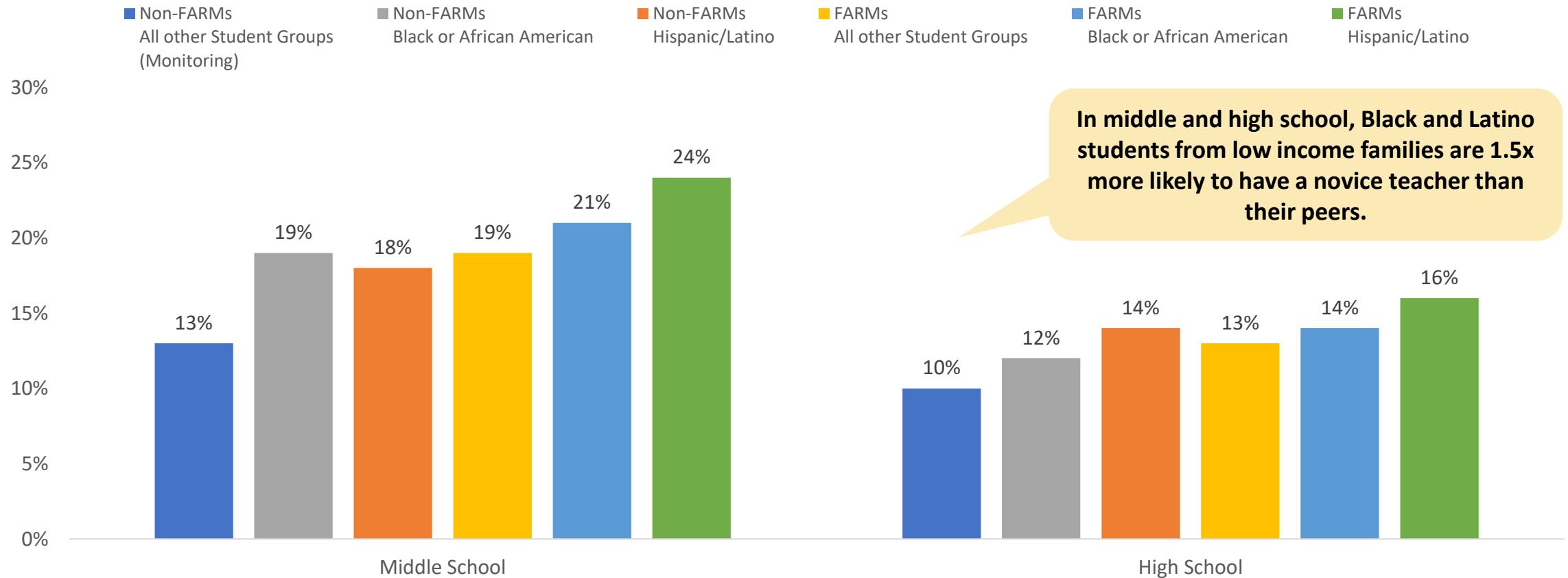


Note: Funding = School Attributed \$s per pupil for focus school vs non-focus school. Number of teachers and staff is calculated from specifically school-attributed Gen Ed FTE / 900 Gen Ed students (average for MS). Number of novice teachers is approximate based on average student-experienced percent of time with a novice teacher.

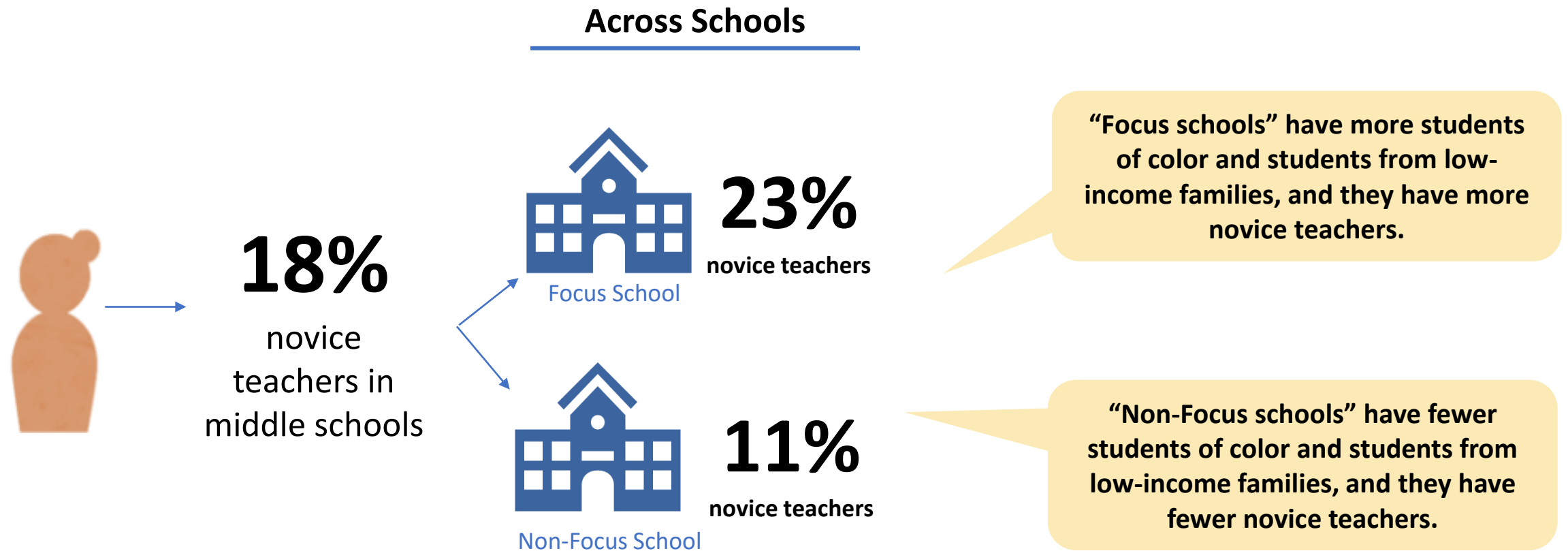
Access to Effective Teachers

Black and Latino students from low-income families spend more time with novice teachers than their peers.

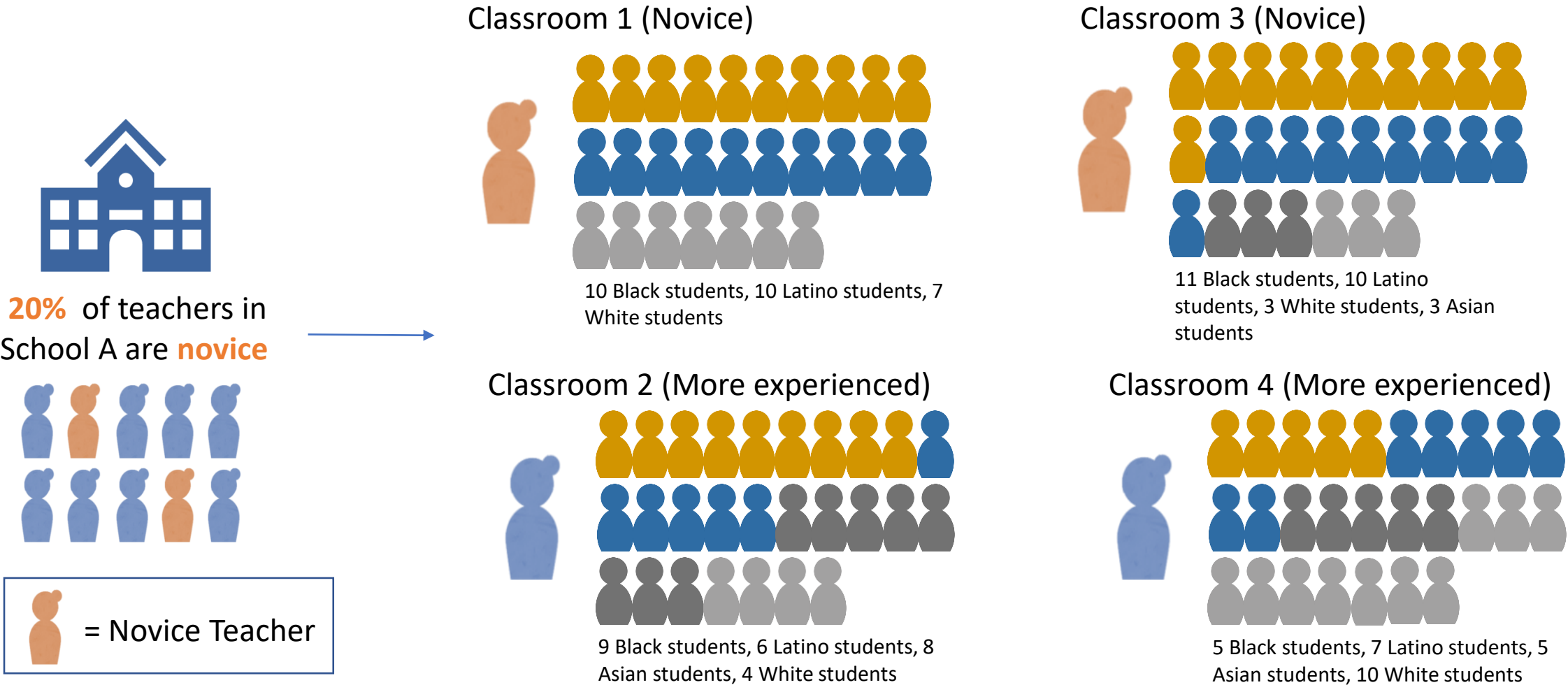
Student Assignment to Novice Teachers (Less than 3 Years of Teaching Experience)
MS/HS: Percent of Classes With Novice Teachers




In middle schools, the difference in student experience is mostly because there are more novice teachers in schools serving the most students of color and students from low-income families.



In high schools, the difference in student experience is mostly due to decisions within schools about which teachers teach which classes and students.



Source: MCPS 17-18 Course Schedule



Students of color and students from low-income families are also less likely to be assigned to:

- Teacher leaders
 - National Board Certified (NBC) teachers
 - Teachers with advanced degrees
- 

Ask #1:

All students, particularly Black and Brown students, must have access to effective teaching and diverse teachers, and these teachers must be supported to succeed.

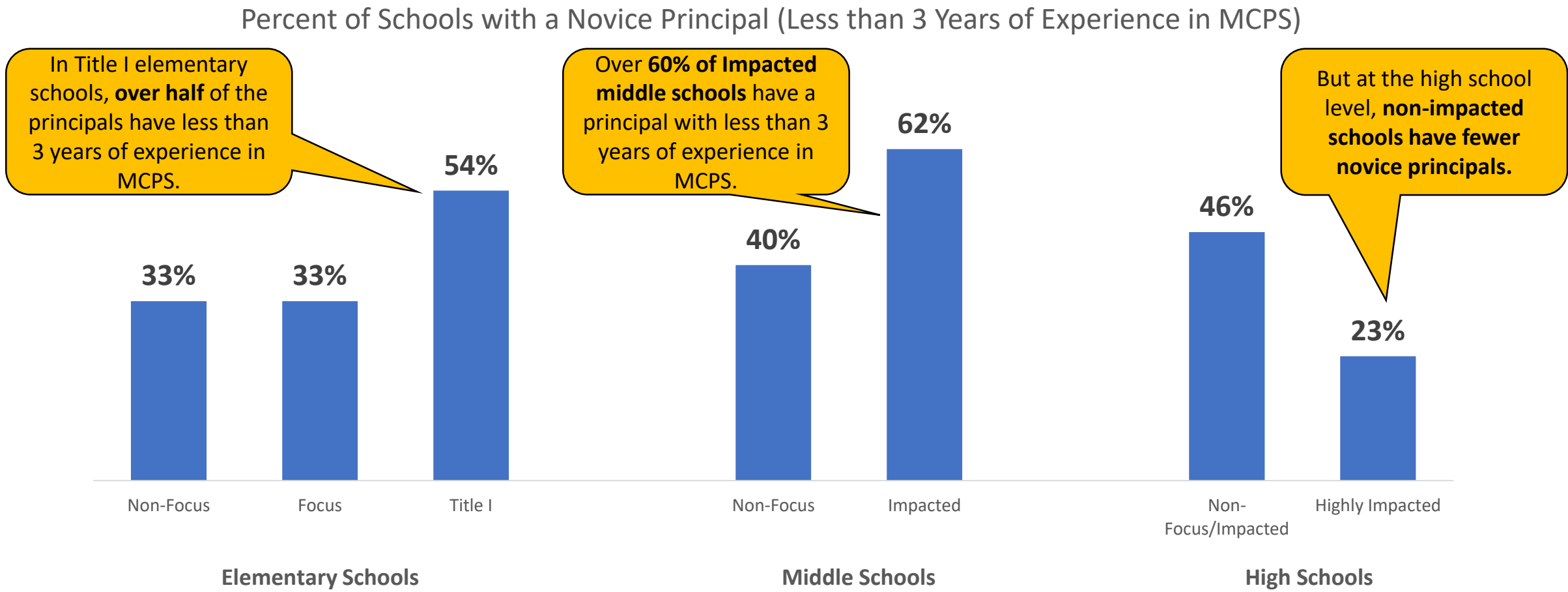
Ask #1:

To achieve this, we must:

- **Strategically recruit and hire** a strong and diverse teacher workforce
- **Create incentives** to recruit and retain strong teachers in high needs schools
- Move towards **more equitable assignment** of effective teachers both between and within schools
- **Increase the collaboration, professional learning, and support** for teachers in high-need schools

Access to Effective Leaders

Lower-income elementary and middle schools are much more likely to have novice principals than wealthier schools



Source: MCPS SY17-18 employee data,

Ask #2

All students, particularly Black and Brown students, must attend schools led by effective and diverse leaders committed to providing equitable access to opportunities and resources, and these school leaders must be supported to succeed.

Ask #2

To achieve this, we must:

- **Strategically recruit and hire** strong and diverse school leaders
- Provide **more support** to principals (especially novice principals) in high-need schools
- **Create incentives** to encourage the most effective school leaders to work in the highest need schools
- Create school leadership teams that **meaningfully elevate the voices, perspectives, and experiences of Black and Brown students and their families**

Access to and Support in Rigorous Coursework

What pathways do students in MCPS take for math?

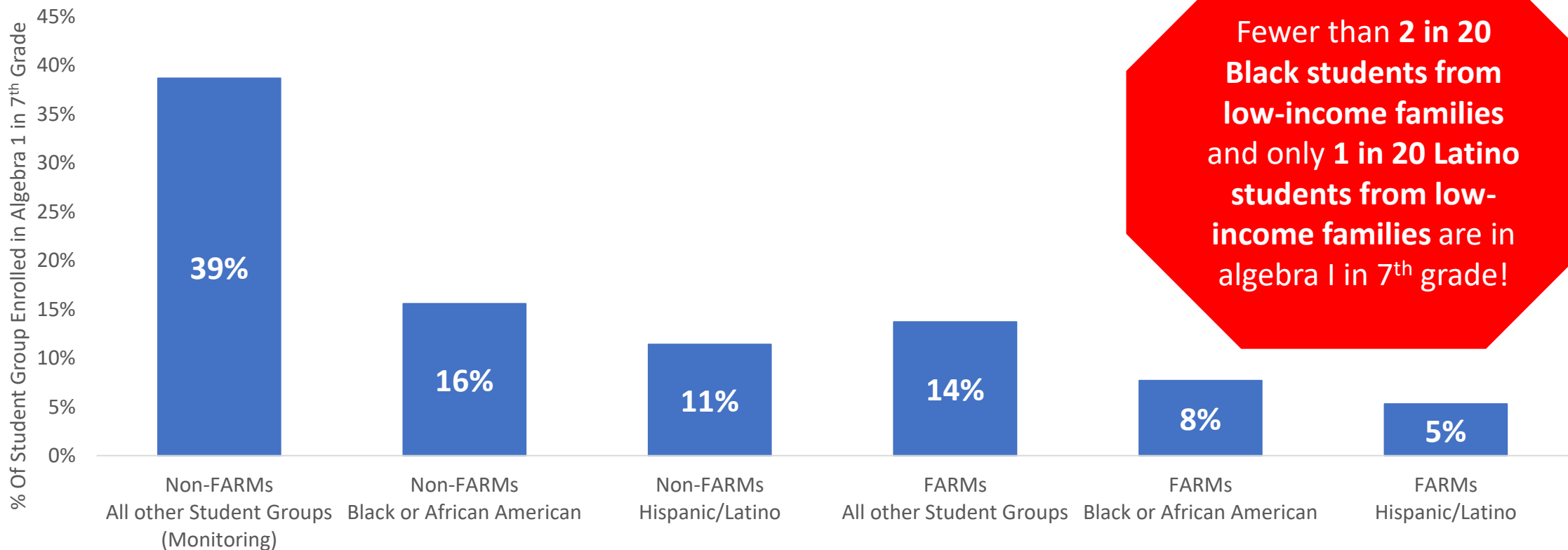
Grade:		K - 3	4	5	6	7	8	9	10	11	12
Math Pathways	Path 1		Math 4/5	Math 5/6	Math Investigations	Algebra 1	Geometry	Algebra 2	Precalc	AP	AP
	Path 2	Math K - 3	Math 4	Math 5	Math 6	Math Investigations	Algebra 1	Geometry	Algebra 2	Precalc	Calc / Stat / AP
	Path 3		Math 4	Math 5	Math 6	Math 7	Math 8	Algebra 1	Geometry	Algebra 2	Precalc

Path 1 is the most rigorous pathway and allows students to take multiple AP courses by the end of high school. Path 3 is the least rigorous pathway and concludes with pre calculus.

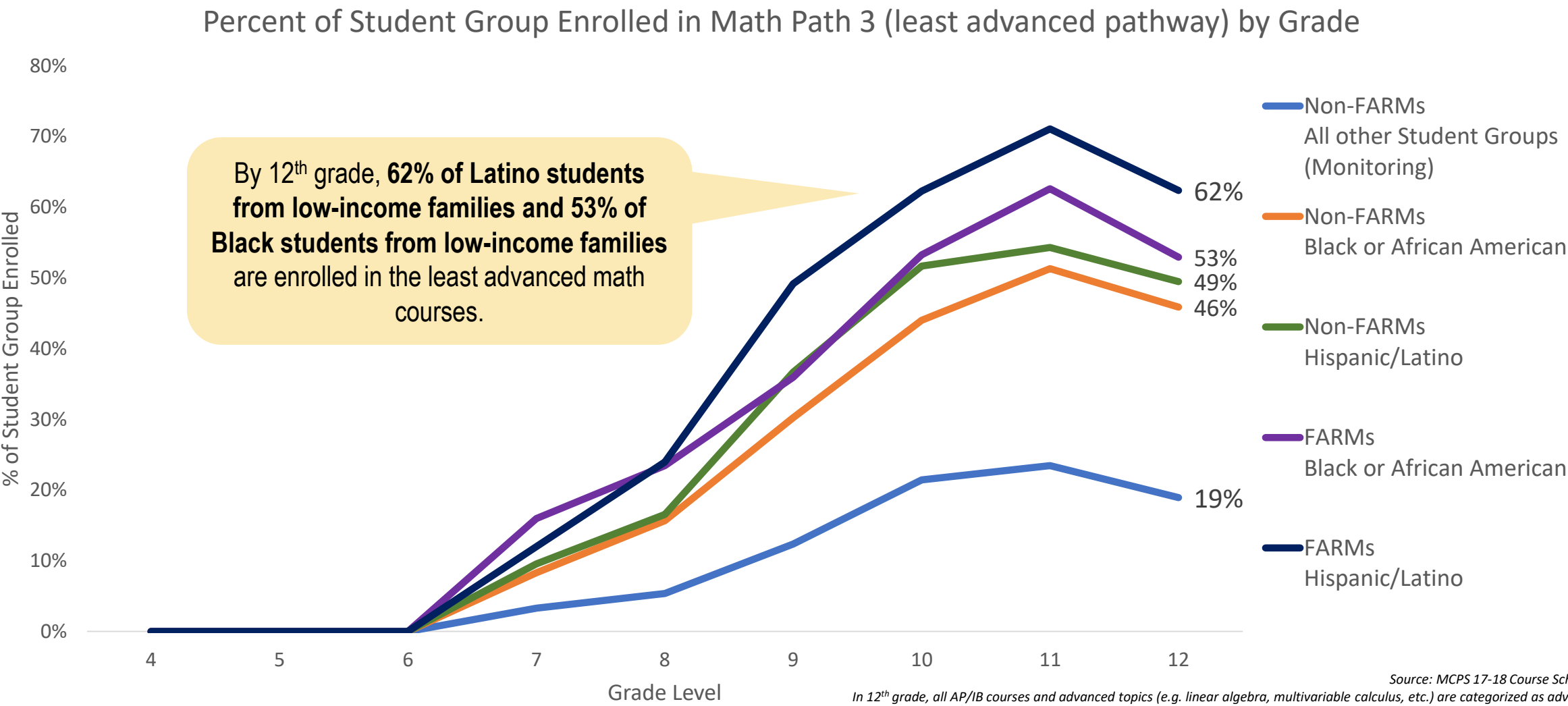
Black and Latino students from low income families are **significantly less** likely to be enrolled in 7th grade algebra.

7th Grade Algebra 1 (Path 1 – most advanced path) Enrollment by Student Group

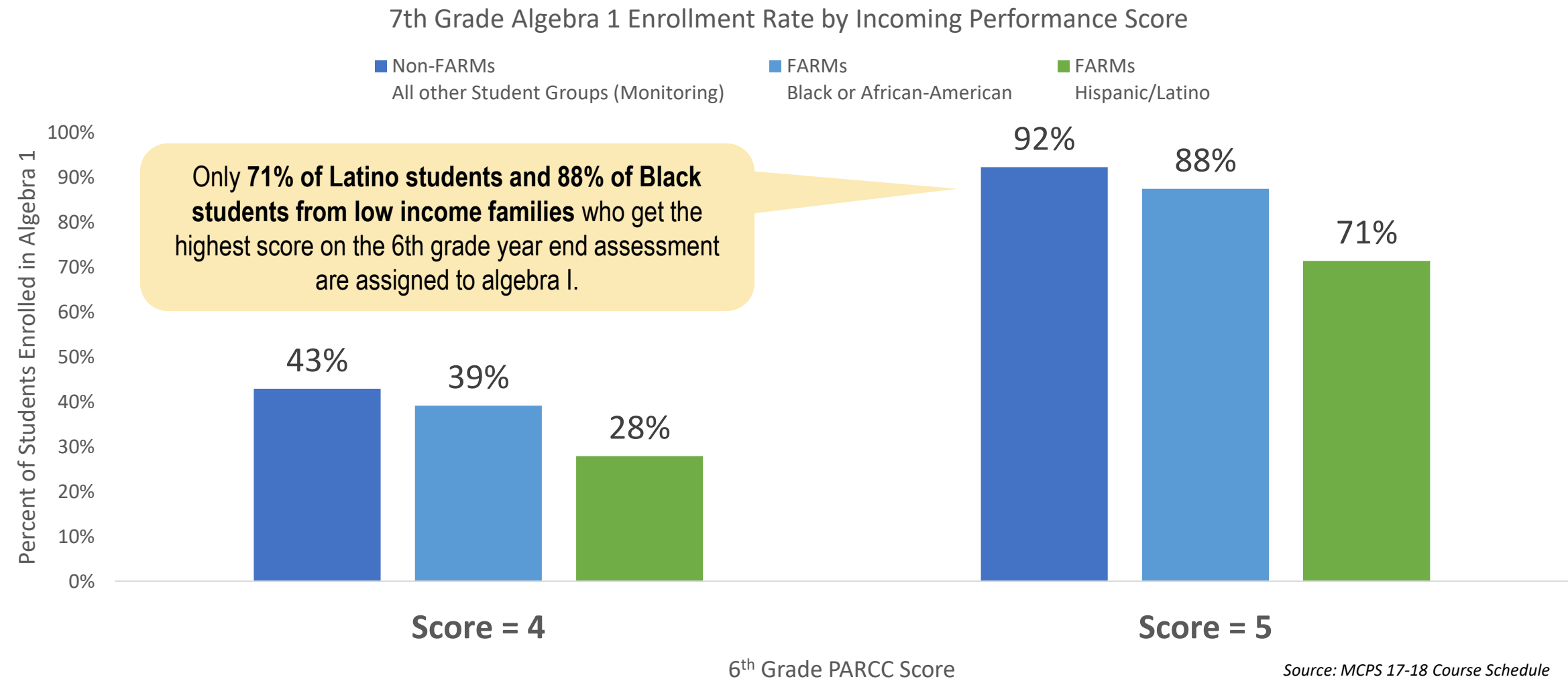
■ Current % of Group Enrolled



In middle and high school, Black and Latino students are **most likely to be enrolled in the least advanced math courses.**



Even when Black and Latino students from low-income families have the **SAME score** at the end of 6th grade as their peers, they are less likely to be enrolled in algebra 1 in 7th grade.



Ask #3

All students, particularly Black and Brown students, must be engaged in and supported to master rigorous coursework to ensure success in college and careers

Ask #3

To achieve this, we must:

- Ensure that all MCPS students, particularly Black and Brown students, receive a **solid foundation and academic supports** to sustain on or above grade level performance through graduation.
- **Expand the number and types of advanced courses** in all schools, particularly those serving the most Black, Brown, and low-income students.
- **Automatically enroll** all students that meet transparent, objective criteria (e.g., receive a “4” or higher on the year end assessment) in advanced courses.
- **Expand access to effective supplemental learning opportunities** to help students catch up and accelerate.
- **Empower students, families, and community members** with training and information to engage in shared decision-making about which courses students take and how they can help students succeed.

Ask # 4

Beginning with the 2019-2020 school year, we call on all County education leaders and particularly the Board of Education in its oversight role, to regularly collaborate with the Black and Brown Coalition and other equity advocates to eradicate systemic and institutionalized barriers, and more rapidly innovate systemic solutions that result in Black and Brown student success.

We call on you to:

- set ambitious but achievable goals,
- establish intermediate and measurable targets,
- monitor progress at all levels, and
- allocate funding necessary to sustainably redress gaps in equitable access to resources, opportunities, coursework and supports.

The Board and MCPS will publicly report on progress in achieving those goals at least twice per year.

The Community's Pledge

Do we commit tonight to supporting these leaders to advocate for Black and Brown students and hold them accountable for change?

If yes, let us stand to show our leaders that we are engaged and not going away!

¿Nos comprometemos a apoyar y a responsabilizar a estos líderes en su lucha para mejorar la situación académica de jóvenes afroamericanos y latinos?

Si la respuesta es sí, por favor levantémonos para demostrarles a nuestros líderes que estamos comprometidos y dispuestos a luchar al largo plazo para eliminar la inequidad educativa.

Est-ce que nous nous engageons ce soir à soutenir ces dirigeants pour plaider pour les étudiants noirs et bruns et tenir les responsables du changement?

Si oui, levons nous pour montrer à nos dirigeants que nous sommes engagés et nous ne partons pas

The Leader's Pledge

- **Will you pledge to take specific and measurable action -- working with other leaders--to accomplish the asks presented today on behalf of black and brown students?**
- **If yes, please stand up to demonstrate your commitment.**

Join the Coalition!

¡Únase a la coalición!

Joindre la Coalition!

November 19, 2019: NAACP Parents' Council Kick Off

(Northwest High School; 5:30 pm to 9:00 pm)



Join us to continue the conversation with keynote speaker John B. King, Jr., current President and CEO of the Education Trust, and former United States Secretary of Education under President Barack Obama.

- **October 21, 2019:** County Council Education and Culture Committee meeting on MCPS Resource Study (2 pm)
- **October 21, 2019:** County Executive Budget Forum
- **October 28 and 30, 2019:** County Council Budget Forums
- **October 29, 2019:** County Council Hearing on County's Racial Equity & Social Justice Legislation (Stella Warner Council Office; 1:30 pm and 7 pm)
- **November 6, 2019:** Blueprint for Maryland's Future Forum: Montgomery County (Blair High School; 6-8 PM)
- **December 18, 2019:** Superintendent's 2021 Budget presentation to the Board of Education

Join the coalition by e-mailing mocoedequitynow@gmail.com and follow us at our website www.mocoedequitynow.com and on Twitter @mocoedequitynow