

NAACP Parents' Council/Black and Brown Coalition 22February2023 Conversation
with / Conversación con MCPS Superintendent Dr. Monifa McKnight

#	Question	Answer
Tutoring, Learning Recovery, Academic Support, Enrichment, Curriculum {19}		
2	Will there be Extended Compensatory tutoring/summer camp classes this summer for Elementary Students with an IEP? Thank You.	There will be Extended School Year services this summer for elementary students whose IEP teams determine the services is needed.
26	Are there plans for wraparound services for Elementary Immersion students, such as, tutoring, after school programs, enrichment programs, and extracurricular activities?	Each elementary school offers a variety of wraparound services for students based on the needs assessments of the schools. As more Community Schools are identified, those services will expand to support more students.
90	Good evening, any update on the MCPS RFP 4971.1 Out of School Time Academic Support and Enrichment Program ?	The MCPS RFP 4971.1 proposals are being evaluated by teams of teachers and central office staff. The proposals that are accepted will be presented to the Board of Education in April.
96	Good evening - is there any statement or update on the MCPS RFP 4971.1 Out of School Time Academic Support and Enrichment Program?	The MCPS RFP 4971.1 proposals are being evaluated by teams of teachers and central office staff. The proposals that are accepted will be presented to the Board of Education in April.
57	what are the criterias that will help determine which students need summer/extended school?	MAP-M, MAP-R, District assessments, and classroom grades are some of the multiple measures used to identify students for additioanl support now and through the summer.
22	Is there system put in place whereby a parent may access the itinerarry of subjects covered by their scholar(s)'s classroom in order to PROACTIVELY assist their scholars	The general curriculum can be found on the website https://www.montgomeryschoolsmd.org/curriculum/ and the fastest way to get information about your child's specific classroom is from the teacher.
110	Is there a system put in place whereby a parent may access the itinerary of subjects covered by their scholar(s)'s classroom in order to PROACTIVELY assist their scholar(s)'s teacher in ensuring their scholar(s) has proficient practice whenever needed?	Some teachers (secondary) provide a syllabus to their students that includes assignments, etc. Additionally, teacher post assignments on Canvas, where parents can check via parent vue
111	Other than summer school, what options are available to students to help elementary students with math deficiencies? Does MCPS have a program that encourages students to become teachers?	We currently offer CARES tutoring. If you are interested and believe your child would benefit we encourage parents to reach out to their school principal. Additionally, there are online resources that can be found on the MCPS website.

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112	How will MCPS ensure all schools have teachers across all races-specifically, what is the plan to increase Black teachers in the BCC feeder elementary schools?	Principals are working to hire a diverse staff. In addition to screening candidates and inviting them in for interviews once they've applied, principals are also working to draft interview questions that get to beliefs and behaviors to ensure that whomever they are hiring has the same core values around equity as the school system.
33	Parents need a clear understanding of grading policy, particularly for MS/HS? It seems to vary by school & by teacher but with no clear guidelines communicated.	Information about secondary grading policy and guidance can be found on the MCPS website . The Secondary Grading and Reporting Guidance 2022-2023 has the most detailed information about the expectations for all schools.
30	Is there system put in place whereby a parent may access the itinerarry of subjects covered by their scholar(s)'s classroom in order to PROACTIVELY assist their scholar(s)'s teacher in ensuring that their scholar(s) has proficient practice whenever needed?	The general curriculum can be found here https://www.montgomeryschoolsmd.org/curriculum/ for the standards by grade-level and subject. The most direct access to what is coming up in a particular classroom is through the teacher, but the standards are the same from school to school.
14	Please address the lack of options for students to have a combination of inclusion and contained core courses in a comprehensive high school.	Each student's Individual Education Plan (IEP), created by an IEP team (made up of educators, specialists, administrators and parents or guardians) determines how best to meet teach students educational needs using an individualized approach to jointly identify the least restrictive environment in which appropriate services can be provided.
68	There are several initiatives in work that are suppose to help address some of the things mentioned tonight(I.e. new Social Studies curriculum, new ELA curriculum, website update, etc.) What is the timeline for these initiatives including implementation and training of staff?	New Grade 4-5 social studies curriculum is being implemented in the 23-24 school year. New curriculum for Grades 2-3 and then Grades K-1 will rollout over the subsequent two years. The new K-5 ELA curriculum is also being implemented in the 23-24 school year pending a curriculum adoption this spring. The MCPS Academics webpage now has a link to a PK12 Curriculum Documents chart that includes elementary and secondary links to curriculum information.

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15	Are there plans to provide Burtonsville ES and other schools in the Northeast Consortium with STEM programs? Also are there plans to make transportation to the magnet and consortium schools more accessible to children in the NEC?	STEM: awaiting information from science; currently no STEM programs Transportation: Currently, the transportation office considers feedback from the community about magnet program access on existing routes in real time. If efficiencies or shifts in the transportation can be made to accomodate the family and is in alignment with outlined transportation parameters, changes can be made. For upcoming years, the transportation team currently is assessing their magnet routes for efficiencies and using feedback from the family community about accessibility. Central stop transportation challenges called into the transportation team will be considered as they explore redeploying underutilized routes to higher need areas.
12	Is the county looking into offering in-person tutoring to students who are not failing and or have an IEP?	Currently the in-person tutoring is prioritized based on data, and we are in the process of expanding our capacity to assist more students using administrators and community members. Tutoring is available virtually right now for any student.
4	Why it so difficult for my child to get the kind of support he needs? It seems to me that it is a novel idea for a little black boy to be smart and there is a systemic reluctance to provide the enrichment that he would need to continue to excel.	Parents should advocate at the teacher/principal level to ensure that their child is receiving the enrichment or remediation needed to ensure they are making gains and mastering the grade level standards.
83	What immersion services does Burnt Mills Elementary school provide?	Spanish Immersion
24	Basic accounting and financial literacy are areas in which the school system could better prepare students of color.	MCPS is committed to providing financial literacy education opportunities, including possible requirements. One pillar of our financial literacy program is that all students in grade 7 will visit the finance park located at the thomas edison high school of technology. then, in high school, we integrate financial literacy into our mathematics courses. The Board did not support a financial literacy requirement last year, but we are coming back to the board in the coming months to continue considering our options
2	Will there be Extended Compensatory tutoring/summer camp classes this summer for Elementary Students with an IEP? Thank You.	As with other years, we are planning to offer the Extended School Year program for qualifying students with special education
	Anti-Racist Audit, DEI {19}	

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53	Why have school-specific Anti-Racism Audit Reports not been shared directly with parents/community members? They have only been provided to principals, who then are supposed to in turn share them with parents/guardians. But the process for doing so has not been shared with communities. This means we must just simply wait for a filtered version to be shared with us. Thank you.	The individual survey responses were just recently provided to MCPS from the consultant. We are working on a process to support and provide resources to principals so they can not only share the reports with the community but engage their communities in a process to unpack the results in a way that leads to action planning to make improvements.
102	Concerns with racism in predominantly white school. How to deal with parents and children with racist views and teach teachers and staff how to deal with the issues on the spot	The Equity Unit has been supporting schools with addressing the parent/student views that don't align to the system's view. The supports have been provided in two ways. There are two specialists assigned to each school from the Equity Unit. The specialist have been able to support schools with lessons for students and developing learning for parents. We have also been working with schools. We have partnered with the Restorative Justice to support in repairing the harm that has been caused.
103	Any plans in the near future to teach about Black American history and Indigenous American people of the land history? or any other groups history?	The Equity Unit has been working with the Office of Curriculum and Instructional Programs to incorporate respective group history within the different curricula. As we do this we are working to ensure that the content is both accurate and shows the respective groups in a positive manner.
109	Where might we find updates on Action Items from the recent Anti-Racist Equity Audit? I'm aware that it has informed the proposed FY 24 budget.	Updates surrounding our work and response to the Systemwide Antiracist Audit can be found on the district website. There you will find community updates as well as links to the audit results.
74	How will we level the playing field when it comes to resources to all schools regardless of your zip code? We have to really deal with the color of law and how redlining has impacted our communities all over the US but without question Montgomery County.	MCPS' budget has a number of equitable funding allocations. Just to name one, in schools with higher levels of poverty -- especially elementary schools -- we lower class size to help students have more attention.
31	What is the expected impact on MCPS of the impending demise by SCOTUS of affirmative academic in (higher) education, and how are the BOE and MCPS preparing to advance educational equity?	We are committed to being an antiracist district. At this point we are not sure of the full impact this decision could have on MCPS. We will work collaboratively to address this.

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61	Why is the anti-racist audit action plan not being presented to the BOE until May 11? That's a year after the audit was completed. I understand that there are multiple priorities within the school system, however, I am very disappointed in the slowness of the process as I believe it dilutes the value of the audit.	The audit was released on October 11 to the public and the board of education. Since that time we have engaged in 2 full days of retreat for central service leaders to unpack the result and begin the action planning process, a comprehensive learning progression for all leaders is starting this month. Work groups are engaged in addressing the recommendations and findings for each domain and we engaged in 16 community conversations to assist in the action plan development. While the plan is not coming to the full board meeting until May 11, work is well underway and actions are starting to address the findings of the report.
58	We are very proud of our diversity, our teachers need to be trained on how to deal with students and their families. What kind of cultural training programs does MCPS have and use. Is it done by MCPS staff or by private agencies?	Cultural proficiency and antiracism professional learning is embedded into all professional learning opportunities provided to staff and those that develop professional learning are specifically trained in that expectation. We are currently engaging in a learning progression that starts in February for all 800 school based and central service administrators. Additionally training has been provided through executive staff training through a 5 day retreat. Modules have been created on implicit bias and multiple professional learning opportunities have been created and delivered through our equity initiatives unit. (These are a few of the opportunities provided, but there is more coming!)
60	That last mom black book list was amazing! Can she please share?	Thank you! The booklist/image is from an article on decolonizing your bookshelf, information can be found here: https://goldengatexpress.org/93847/city/black-literari-encourage-decolonizing-your-bookshelf/
62	Now that you have heard the parents stories, what is your plan to address the teachers who perpetrate bad behavior, isolate the black and brown children, and principals who are afraid to address teacher's bad behavior because of lack of staff?	Principals are expected to provide feedback to teachers through the Professional Growth Evaluation System. Teachers are rated on six standards, and equity and cultural proficiency are embedded within the standards. If teachers are showing lack of proficiency in this area, they are provided direct support. Failure to meet standard (even if only in one standard) results in a not meeting standard designation that could lead to additional supports the following year or termination (the action depends on where they are in their evaluation cycle).

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63	Beyond policy, who is teaching teachers and faculty about bias?	There are two specialist from the Equity Unit assigned to each school. The specialists continue to support schools with both the planning and delivery of professional learning for staff. The specialist have also been used to assist with creating lessons for students and parent groups.
46	my multi race cultural son, was called a racist. Now he doesn't want to go to school, what are you doing about it?	The OSSWB Director will follow up with the parent and the school.
48	A Braintrust Working Group needs to be established that can be compromised of a State, Local, Federal government and academia from Traditional Universities, PWIs, MSIs and HBCUs coupled with research analytics from Brookings Institution and the Kauffman Foundation to unpack the salient barriers that reside in Title 1 K-12 schools related to unconscious biases and ideation of having a lower socioeconomic status, race and ethnic background is interpreted as not having a true blueprint	In collaboration with the community, MCPS leaders are developing a comprehensive plan to address the Antiracist System Audit findings and recommendations. Creating a "braintrust" as you describe might be a next step.
85	Where can I find the audit findings?	https://drive.google.com/file/d/1AgWPzoKwZAZx6bleDBRiukArt9IBewNd/view
85	Where can I find the audit findings?	You may also find information on the Antiracist Audit webpage that includes an executive summary of the full report. https://www.montgomeryschoolsmd.org/antiracist/
86	What are the 6 domains?	https://drive.google.com/file/d/1AgWPzoKwZAZx6bleDBRiukArt9IBewNd/view please see pages 3-10
86	What are the 6 domains?	You can learn more at the audit website: https://www.montgomeryschoolsmd.org/antiracist/

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38	Can parents omit their children from inclusive instruction/materials?	No, parents may not opt out. MCPS Policy ACA <i>Nondiscrimination, Equity, and Cultural Proficiency</i> states that instructional materials used in MCPS schools will reflect the diversity of the global community, the aspirations, issues, and ACA 6 of 10 achievements of women, persons with disabilities, persons from diverse racial, ethnic, and cultural backgrounds, as well as persons of diverse gender identity, gender expression, or sexual orientation.
3	We have heard that the anti-racist audit was slow going in terms of implementation. What tangible actions has MCPS completed that demonstrates its commitment to change?	The audit action planning is on track. We are presenting to the BOE on May 11 with the action plan that responds to the domains of the audit. Work is well underway on analyzing and addressing the the findings and recommendation. We have developed work groups to address and develop the action plan, we have engaged in 16 community conversations around the audit, and we are launching professional learning for all school based and central office leaders (800 people) starting in February. These are some of the immediate steps we have taken since the release in October.
	Hate, Violence, Bullying, Safety, Drugs {27}	
5	What is being done to ensure the safety of special needs students?	When examining data, we look closely at service groups (Special Education and EMLs) , academic, referrals, etc. Issues are addressed as they arise, however, if there are ongoing or issues that cause harm, schools draft safety plans that outline the expectations and work to ensure that the students are safe.

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27	MCPS has a serious high school bathroom security issue on its hands. After voicing these concerns to several within MCPS, no one has a concrete or direct answer on what MCPS is doing to stop drug use and violence in the bathrooms. Why is that?	<p>please see here from a recent community message -- Safety measures for school restrooms are currently being examined with input from students, staff and parents. Our restrooms must be safe places for students and cannot be places where activities that violate our code of conduct, such as drug and tobacco use, occur.</p> <p>Schools are making sure restrooms are checked regularly and monitored throughout the day so they can continue to be available for use as intended. Latches are being installed on exterior restroom doors in secondary schools to ensure doors remain open. During transition periods and more unstructured times, like before school, after school and lunch periods, schools may limit access to designated restrooms. Staff are increasing the frequency of their visual monitoring and checks inside restrooms throughout the school day, between class periods and during lunch periods. These measures, along with additional support from the Department of Systemwide Safety and Emergency, are being implemented.</p>
91	security staff??? my school doesn't have security staff you must be talking about high schools, we need security staff in ALL SCHOOLS elementary and middle.	All Middle and High Schools have security staff. At the elementary level, this year we included Security Rovers to support when needed.
104	We need to do more plan for stop bullying and fentanyl in the school. Thanks you	MCPS has held two community family fentanyl forums and has a third scheduled on March 25th at Paint Branch High School. We have a clear process to report and investigate bullying when it is reported in schools.
113	How is the safety of students and staff being addressed? What changes are being planned for 23-24 sy to increase safety on school grounds for all?	We have included security rovers at middle schools, installed additional cameras at schools where needed, enhanced our security procedures, and met with students, staff, administrators and principals to gather feedback on ways to improve school safety.

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105	<p>Thank you! What specific Prevention programs are in place across system for: Bullying, Drug & Alcohol Use & addressing Mental Health & Wellness?</p> <p>Why has MCPS cut critical Staff Health Insurance Benefits @ a time we need the healthiest of staff??</p>	<p>MCPS has a dedicated BeWell365 initiative and embeds anti-bullying, safe and drug free health into student learning. Resources are available at schools for students who needs additional mental health support. In addition, information is available on the MCPS website.</p> <p>The change in employee benefit provider from CareFirst Blue Cross Blue Shield to Cigna should not have an impact on services provided or available. Please contact the Employee and Retiree Service Center (ERSC) at 301-517-8100 if you have benefit questions.</p>
106	<p>Question about SECURITY at all schools. Why my school doesn't have a fence around the soccer field where my kids have recess?</p> <p>Why we do not have some type of guards or security in elementary school, it is to easy to get in the school!</p>	<p>We have added security rovers to assist with security needs at elementary schools when needed. Fencing for athletic fiends and spaces is determined by the Department of Facilities and is not needed at all schools depending to the distance from major roadways.</p>
107	<p>Questions about the implementation of a safer and more secure learning environment for all students. Limiting and eliminating the risk of fights, violent altercations, and school shootings especially Elementary schools.</p>	<p>MCPS is committed to the physical, mental and emotional safety of all students. We continue to review our staffing and policies to ensure we are providing safe and healthy learning environments.</p>
93	<p>Does MCPS have the adequate employee bandwidth to provide security based on the student body of the respective schools?</p>	<p>We are reviewing our allocation process for determining how many security assistants are needed at middle and high schools</p>
94	<p>why is everything about high schools, we need to take care of all students!! what happened in Texas was at elementary school.</p>	<p>We have added security rovers to support elementary schools as needed.</p>
70	<p>Where can we find MCPS's Bully Prevention Program? (Not the Policy or Forms to complete)</p>	<p>Anti-Bullying is built into the school curriculum at many levels. In addition, we provide information to schools, students and families about bullying prevention and ways to report incidents of bullying.</p>

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64	MCPS talks so much about anti -bullying but I don't see HANDS ON in schools, we need more intervention from MCPS about anti-bullying, create an anti-bullying day, different programs, classes, campaigns. Who can I contact about doing an anti-bullying campaign at my elementary school.	Hi Luis - feel free to reach out to me (associate superintendent and Greg Edmundson (compliance director) for support on bullying. Have you reached to the principal about your idea for the elementary school? That would be a good place to start and if you do not make headway there, again, I can work with the school supervisor to support. Damon Monteleone
67	'@Luis, please email me at shesmorethanamodel@gmail.com my organization has programming that speaks to anti-bullying, and working to create hands on experiences.	Thank you. We will reach out!
71	Why has MCPS repeatedly refused to require use of existing student IDs for building access?	We are exploring options for requiring students to wear ID badges during the school day
80	Understanding that there are record teacher shortages across the country, but curious if there is a way to help deal with students in classes that are disruptive to the entire class when there is only one teacher for 25 kids. I've come in to volunteer in my son's elementary school and it seems like the teacher unfortunately is spending 70% of her time managing one student and the remainder with the rest of the class.	Thank you for volunteering, We appreciate having parents who volunteer their time and effort to support our schools and students. We have dedicated lunch and recess aides at our elementary schools to support with supervision with lunch and recess.
72	MCPS needs security at every school, we need to protect our kids. Let's be proactive not reactive!!	We are reviewing the process for allocating security staff at middle and high schools and have added security rovers to support at elementary schools when needed
73	Will we elevate when black children get called the "N" word at the same level of anti-semitism? Imperative to address these	MCPS does not tolerate hate or discrimination in any form. Any incidents of hate or racial language being used should be reported to the school principal

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45	A parent shared with me that her elementary age African-American kid was bullied, called racial slurs and head-butted and the kids were given 'a talking to' - this is clearly not enough and not protecting our students or properly dealing with this inappropriate behavior. What are the MCPS-wide guidelines on how to deal with racist and bullying issues	<p>Please see this reporting form: https://docs.google.com/forms/d/e/1FAIpQLSerLEN1O5vLbPZPiUN6VXVWFwEFVveSKPD_cODXYrkcsIPMwQ/viewform</p> <p>You can also reach out the associate superintendent or director who supervises the school. Please see this website for a list of schools under each associate superintendent: https://www.montgomeryschoolsmd.org/departments/otls/</p> <p>Also, feel free to email me (Damon Monteleone)</p>
19	Qué estan haciendo para que las Escuelas sean libres de violencia y drogas??. Gracias. What are you doing so that schools are free of violence and drugs? Thank you.	We have enhanced our security procedures and provided best practices for bathroom checks in scndary schools. Security has increased at identified schools and we have hired security rovers to support at the elementary level when needed.
25	we need some kind of physical security at ALL the schools not just high schools, MCPS needs to be more Pro Active and less Reactive, Department of Homeland Security was created because the terrorist acts, when is a Department gonna be created to safe guard our children, we guard that is important to us with security, banks, court houses, government buildings, but not our kids, it's like MCPS do not care about the safety of our kids.	MCPS is committed to physical safety for all schoos. MCPS does have a department of safety and emergency management that works to keep schools safe and secure. Please see a recent community message below on this topic: https://news.montgomeryschoolsmd.org/staff-bulletin/a-message-on-safety-and-security-in-our-schools/
6	Seguridad de los niños en la escuela Safety of children at school	MCPS is committed to the physical, mental and emotional safety of all students. We continue to review our staffing and policies to ensure we are providing safe and healthy learning environments.
42	When will we protect the schools (especially elementary) like we protect these government facilities?	<p>please see a recent message about school safety and security here -- https://news.montgomeryschoolsmd.org/staff-bulletin/a-message-on-safety-and-security-in-our-schools/</p> <p>at elementary schools, we are working to add more cameras, and we have recently allocated to add security staff to elemetnary schools this year called "rovers" who go to differnet elemetnary schools to support</p>

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34	we talk so much about bullying but I don't see MCPS involved in any type of events at the schools with some anti-bullying campaigns.	Central office provides support and resources to schools to implement anti-bullying and prevention programs, and assists in providing guidance for investigating and reporting bullying incidents.
35	I am a Parent Council representative with an organization in Montgomery County geared to promote self awareness, conflict resolution and social emotional learning. I have offered to donate a Black History workshop/program as a parting gift from my children to their Elementary School. How can this be expanded countywide so that our children may learn about black history beyond commonly discussed contributors?	For school-wide programs or presentations, presenters are invited to audition through the Fine Arts Showcase. Information about the auditions that occur each fall can be found on the MCPS Website: Superintendent's Committee for Performances in MCPS . If community members wish to provide classroom support, they are encouraged to reach out to the Office of Curriculum and Instructional Programs so they may be directed to the appropriate content supervisor. OCIP Contact List .
36	we need help during recess, my school and other schools don't have enough personal to help during recess, why don't schools can hire more people to help during recess, I have to volunteer on my free time and help my elementary school during recess because there are no people, this is unacceptable.	Thank you for volunteering, We appreciate having parents who volunteer their time and effort to support our schools and students. We have dedicated lunch and recess aides at our elementary schools to support with supervision with lunch and recess.
32	Mi pregunta es que tipo de seguridad gay en las escuelas que a pesar de tener seguridad aun continua el consumo de drogas y ya es de todo tipo. What kind of security is available for schools to stop the consumption of drugs, since that is running rampant?	We have enhanced our security procedures and provided best practices for bathroom checks in secondary schools. Security has increased at identified schools and we have hired security rovers to support at the elementary level when needed.
21	What actions does MCPS plan to take to address the rise in acts of anti-Semitism in our schools?	We will continue to stand against and respond to incidents of antisemitism, as with all hate, bias, and racism. Dr. McKnight would also like to make sure that you saw the message that she sent to the MCPS community underscoring our commitment to combatting antisemitism and hate-bias this past Friday. You may read the full message here: https://www.montgomeryschoolsmd.org/departments/publicinfo/community/school-year-2022-2023/Community-Message-20230217.html . We also had a press conference on this topic to discuss involving parents in the response to incidents, holding

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		students accountable, and working with communitiy members to continue combatting this issue.
	EOL, Oppty & Achievement Gap {7}	
16	Please discuss the differences in MAP test scores between the students of color vs other demographics. How those scores relate to grade deficits and placements.	MAP test scores are disproportionate for students of color. MAP is a nationally-normed assessment that measures math and reading. MAP is one data point used (along wiith grades, MCAP, DIBELS, etc.) for making course recommendations for for students.
66	On February 15, 2023 our 2nd grade scholar brought home his January 20, 2023 assessed DIBELS Composite Score (Dynamic Indicators of Basic Literacy Skills) Composite Score. After interpreting his score and the recommendationations suggested for improvement to be assessed on his upcoming May 01, 2023 DIBELS assessment, it became vividly clear that our scholar has predominantly received reactive and not proactive proficient practice. This reactive attention ultimately serves counterproductive for yielding accurate assessment/composite scores in terms of positive evidence of learning. In other words, receiving proficient practice for materials that will be assessed after an assessment has taken place underserves our scholars and futher permits the education gap to persist.	Thank you for sharing. Please speak with your school if you haven't' about what has been done in preparation for the mid year DIBELS assessment through the class instruction. if you still need more information, please feel to contact me at peggy_pugh@mcpsmd.org so that I may assist.
40	At the end of January MCPS shared a research report (by the Center for Applied Linguistics) regarding ELD instruction and Latina/o student achievement. The findings highlighted serious issues across a range of issues. But more importantly, it included many recommendations for improving the situation. Of these numerous recommendations, what will MCPS be prioritizing in the short- and long-term to improve access, equity and achievement?	Our initial prioritization includes addressing:StaffingGraduationProfessional LearningTwo-Way ImmersionWe are continuing to seek student and community feedback on the report.

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	https://go.boarddocs.com/mabe/mcpsmd/Board.nsf/files/CNDNGA5FD3E6/\$file/230119%20ELD%20Program%20Eval%20Rpt.pdf	
40	At the end of January MCPS shared a research report (by the Center for Applied Linguistics) regarding ELD instruction and Latina/o student achievement. The findings highlighted serious issues across a range of issues. But more importantly, it included many recommendations for improving the situation. Of these numerous recommendations, what will MCPS be prioritizing in the short- and long-term to improve access, equity and achievement? https://go.boarddocs.com/mabe/mcpsmd/Board.nsf/files/CNDNGA5FD3E6/\$file/230119%20ELD%20Program%20Eval%20Rpt.pdf	we are currently developing an action plan in response to the CAL report. I can share the after receiving the report, MCPS has added 40 additional english language development teachers in the budget.
41	why do you have to replicate data and efforts from one school to another, all schools should be the same and same instructions and education all over. You are missing the point	we see a huge opportunity to help standardize best practices. we have currently been working for central office to provided standardized expectations, monitoring, and support!
28	How much of the Evidence of Learning School level data for all grades should be shared with parents from the school? Same goes for the School Improvement Plan, so parents can monitor and track the school's progress regarding accomplishments and successes?	School-level results for the end-of-year grades reported to the Board of Education is available via an MCPS Data Dashboard. You can access here: https://www.montgomeryschoolsmd.org/data/evidence-of-learning.html

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9	It doesn't appear that the achievement and opportunity gap is closing for our black and brown students. What are some actionable steps that MCPS believes we can do individually and collectively?	Earlier, Dr. McKnight discussed that she believes that all students can learn and learn at the highest levels. We have a number of strategies that we have put in place to close opportunity gaps. Dr. McKnight shared that we are monitoring student opportunity and performance at schools, looking for outliers, and best practices. We believe that best practices include that: Instructional delivery needs to be grounded in standards, and professional learning should fund improvement in teachers' ability to do so. We need to accelerate instruction for all learners; remediation is not the solution. Implementation is what will determine our success, and we must be accountable not only for strategy but for implementation of that strategy through careful monitoring. Students have needs that adults must have the capacity to meet. Schools are part of the community and should serve the community. Expanding learning time is good for students and we want students in school for more time.
	COMMUNICATIONS, OTHER {11}	
	WELL BEING, MENTAL HEALTH, SEL {4}	
29	How does continuing with the Leader in Me curriculum support Black and Brown families? How can we tell kids that everything should be a win-win (one of the habits) when we know that there are huge economic disparities in our community?	We have heard the feedback on the curriculum and have made revisions with Leader in Me. We continue to modify the curriculum in our second year.
65	I agree, who's educating the teachers and school support staff? They play a huge role in our children's outcome not just academically but mentally and emotionally as well! Their words and actions are affecting our black and brown kids. My son feels not heard and targeted at his school. He's only 8.	Every school in MCPS has been allotted a full time Staff Development teacher. The SDT supports the learning progressions of school based staff. SDT's work collaboratively with Learning and Achievement Specialists who assist with county wide initiatives aligned with academics, equity, and college and career readiness.

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#	Question	Answer
43	How to ensure practices about relations between students families and staff to procure the student academic development in agree their own skill or skills	We have collaboratively designed and delivered additional professional learning for school leadership teams to promote effective school improvement processes that have a high impact on student achievement. This professional learning will focus on best practices to examine, plan and monitor the implementation of English Language Arts and mathematics curriculum to meet the needs of all students.
18	Please provide an update on the Bridge to Wellness. It's been VERY bumpy and slow to ramp up, with almost no communication to parents about who is there and how their child can use the services. Trust and consent forms also are slowing progress. What is the plan?	
	COLLEGE & CAREER {3}	
20	G4 visa holders face a huge challenge of accessing financial support programs for colleges and universities. Is this something that can be addressed?	MCPS will continue to collaborate with colleges and universities through school counseling teams to alleviate Visa concerns.
108	Como y donde aplicar para becas? How and where to apply for scholarships?	<u>please see here</u> https://www.montgomeryschoolsmd.org/curriculum/careercenter/financialaid/scholarshipupdates.aspx
51	Mis hijos ya graduados de MCPS, sugieren que MCPS deberia estar suficientemente preparados para ayudar a que los estudiantes puedan decidir que deberian estudiar cuando van a la Universidad.----- My sons, already MCPS graduates, suggest that MCPS should be sufficiently prepared to help students decide what they should study when they go to college.	Gracias, Sofia para este sugestion. Doy la bienvenida un coversacion por esto. (sorry, native English speaker)
	NO RESPONSE {20}	

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#	Question	Answer
69	Nothing that is being shared from Black parents, the PC and the BBC is NEW over the past 35+ years. NOTHING AT ALL. Many current MCPS families may not realize this for a variety of reasons. The real question for MCPS is "ARE YOUR LEADERS WILLING TO REMOVE THE STRUCTURAL DISINCENTIVES TO TRANSFORMATION, CHANGE AND EQUITY?" If not, we will continue to have these fruitless conversations with no accountability, systemic issues will be buried and individual "issues" will be addressed to the extent that caregivers can navigate the MCPS system, and decision makers will continue to elevate other "issues" above the persistent unequal access to education for Black and Latine students.	
87	We don't even have a shared definitions for: racism, discriminatory, bias, race, culture, immigrant, native, anti-Blackness, trauma. MCPS teachers and administrators do not understand and use these terms properly, and improperly use them with students and parents. Shared language AND KNOWLEDGE OF HISTORY IN THIS COUNTRY AND COUNTY AND MCPS should be the starting point. Next, we need a VISION of what success looks like if we achieve the goal of rooting out racism. Let's get experts in to lead the work and prioritize lived experiences in the work.	
89	Many students feel like going to school meand dodging a bullet because they are relieved when they make it through the day without gun violence in their schools.	
97	Our CHILDREN are DESPERATE to be seen, heard, respected, supported and less "policed" NOW.	
98	Many of those crafting solutions within MCPS have been part of the system for years.	

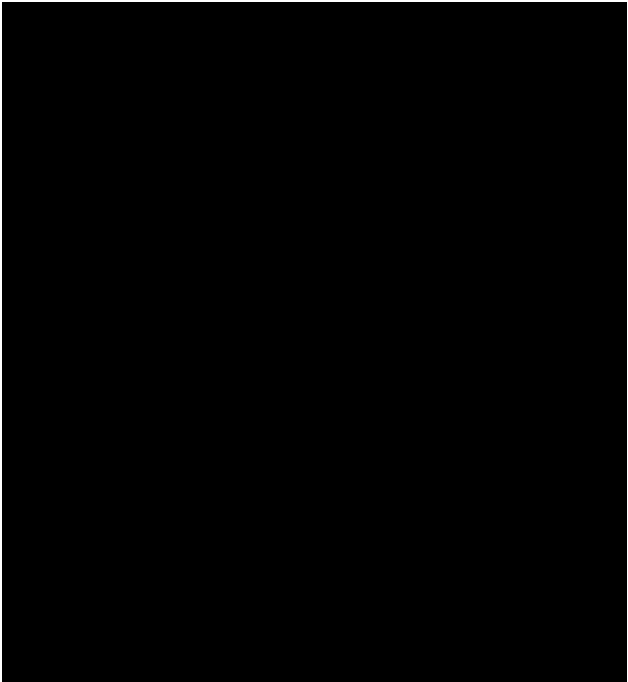
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#	Question	Answer
99	Thank you Peggy Pugh. I have indeed spoken with my son's teacher, but my concern exists because of her reactive response and not a proactive preparatory response for my son's accurate assessment. I will be in touch.	
101	Thank you for all you do, Dr. McKnight.	
7	School counselors of color are great resources to encourage and advise students of color who may not get this from non-POC school counselors	
92	Listening sessions should be facilitated by non-MCPS facilitators if you want full safe disclosure and sharing from students. There are several community health organizations that are led by Black and Latine leaders who can help with that. How can accountability for learning loss discrepancies for B&B students be shifted to blame: -staff needing to learn How to Reach & Teach kids? (with little to no investment in your staff @ all)	
55	- "its been happening for decades accross the county and the country" and therefore makes it OK and just the way it is in MCPS for years? -Staffing shortages? Lets Take Good Care of Staff you have and Ensure You Provide Safe, ResourceFull, Equitable and High Achieving, Supportive Schools!!	
8	How has your leadership impacted the educational environment and outcomes for black and brown students? What specifically can you share with parents and advocates as evidence of the impact?	
75	Mr. Eric Guerri what you sent me are the rules and regulations of MCPS about safety, do you think a bad guy is gonna follow those rules how do we stop them from coming in the school, do you know how easy is to get in any school?? We need security at every school during the school	

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#	Question	Answer
	day, it needs to be at the school not driving around!	
81	That football game issue supposed to be addressed long time ago and not to wait for something to happen, it shows again MCPS is reactive not proactive.	
82	No, ma'am. MCPS did not have a trained 21st century safety and security leadership team for over a decade. The incident commander are school administrators - not appropriately trained incident managers. The ratios of security staff to students have been insufficient forever, and lack of full camera coverage has been a standard. Monthly incident reports are not made available to families system-wide. Those were decisions, and the outcomes were not singularly or mainly due to COVID-19. They do not reflect safety industry standards. Too little, too late.	
95	hire Veterans to protect our schools, give us a new mission we will be more than glad to protect our kids!!	
39	whys is this continuously about black and brown, it should be for all children. a race or a color should not make a difference. MCPS is failing. stop hiding behind Coivd, pandemic, color etc., whatever get the education done and you will see improvements.	
37	Education system failing. System is one of many in our country rooted in white glorification, racism and discrimination. There is a resource gap and a failure that we must deal with in a different way. Will true history ever be taught? All students suffer in various ways with what currently exist. Most educators are great and working so hard. I have learned it is a system that needs to be uprooted and redone or left alone entirely.	
44	no one is going to listen to us, they have their own agenda and will talk to their needs and it shows that they do not care	

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#	Question	Answer
79	What are you doing to weed out those with the wrong mindsets and recruit people with the right mindsets? What radical steps are being taken to put more non-white teachers in classrooms NOW? "Building capacity" takes too long given the emergency context our children experience. Our timelines for results are different. You manage problem solving on a career trajectory while we pay in advance for a 12-14 year experience. We are happy to be engaged, but the oppressed cannot be held responsible for the solutions of the power players/oppressors - no matter their skin color. As a parent of color, it seems odd that it is left for parents of color to organize and provide volunteer resources to try to solve racial issues.	
76	Obviously, we have the most to benefit from any action here, but it seems like all D&I issues pushed to BIPOC to solve for everyone.	