

RECORD OF PROCEEDINGS
(MINUTES)
Equity Council Committee Meeting
February 1, 2022

The Equity Council Committee (ECC) met virtually on Tuesday, February 1, 2022. The meeting began at 6:30 pm.

ECC MEMBERS PRESENT:

Arnold Farr, Bret Nathaniel, Ariel Arthur, Camisha Boyd-Powell, Raaziq El-Amin, Thalethia Routt, Joseph Barry, Dr. Antomia Farrell, Dr. Deverin Muff and Kennedy Wells.

ECC MEMBERS ABSENT:

BOARD MEMBERS PRESENT:

Stephanie Spires

STAFF MEMBERS PRESENT:

Dr. Demetrus Liggins, Meocha Williams, Meribeth Gaines and Miranda Scully

CALL TO ORDER

I ROUTINE MATTERS

AGENDA ITEM I (a)

Roll Call

Roll call was done by Mr. Bob McLaughlin.

AGENDA ITEM I (b)

Moment of Silence

The meeting began with a moment of silence.

AGENDA ITEM I (c)

Reading of Mission Statement

Raaziq El-Amin read the Mission Statement.

AGENDA ITEM I (d)
Reading of Standards of Practice Agreement

The Equity Council Committee members present acknowledged the Standard of Practice Agreement.

II ACTION ITEMS

AGENDA ITEM II (a)
Approval of Agenda

Chair Nathaniel asked the Council to review the Agenda for the night's meeting. _____ made a motion to adopt the Agenda for the January 11, 2022 meeting. It was seconded by Dr. Deverin Muff and approved by the Council.

AGENDA ITEM II (b)
Approval of Minutes

Chair Nathaniel asked if there were any changes to the December 2021 and January 2022 minutes received. _____ made a motion to accept the minutes. It was seconded by _____ and approved by the Council.

III AGENDA ITEMS

AGENDA ITEM III (a)

New Business

Mr. Nathaniel moved to new business of electing new officers for the Equity Council Committee. Mr. Nathaniel asked everyone to refer to the ballot received via email. Nominations were received for the following roles:
Chair: Camisha Powell
V. Chair: Bret Nathaniel
Secretary: Bob McLaughlin

There were no nominations from the floor.

A motion was made by _____ and seconded by _____ to close nominations and accept the ballot for ECC Officers. Motion passed.

Mr. Nathaniel thanked council members that accepted their nomination and requested that Mr. McLaughlin to read each nominee's name, starting with the Chair, and call roll for a "yes" or "no" for each position.

Mrs. Powell was unanimously elected. Mr. Nathaniel was unanimously elected. Mr. McLaughlin was unanimously elected.

Mr. Nathaniel thanked Mr. McLaughlin and congratulated our new and returning officers: Chair Camisha Boyd-Powell V. Chair Bret Nathaniel and Secretary Bob McLaughlin.

Mr. Nathaniel shared that Mrs. Boyd-Powell will begin her tenure as Chair at the next meeting.

Mr. Nathaniel welcomed Superintendent, Dr. Demetrus Liggins to the meeting and invited him to share a few remarks as well as introduce the discussion portion of our agenda with the review FCPS 2022-27 Strategic Plan with Dr. Scott Joftus of FourPoint Education Partners.

IV AGENDA ITEMS

AGENDA ITEM IV (a)

Superintendent's Report

Congratulated new officers and shared that he was excited to work with them. One of the charges given to him was to update the strategic plan. Dr. Liggins shared that there was information already gathered and collected in doing the superintendent's search. Dr. Liggins stated that we (FCPS) are at a time and place where there is a rich amount of data already available because so much has been done in that search. With that data and 4 groups to inform this work (strategic plan): Advisory Group, Working Group, Board of Education and Student Group. A first draft is created and will go to Board later this month for review. It is now at the stage where we are seeking feedback from various other groups for feedback. ECC is one of the groups in which we would like to get their perspective as we are making final touches to it in order to present a final draft to the Board for their final approval. Dr. Scott Joftus with FourPoint Education is who we contacted to facilitate the work and this evening he will continue to do this with this group.

AGENDA ITEM IV (b)

Discussion Items

Dr. Joftus thank the council for allowing him to join them. Dr. Joftus shared they have been working with the district now for several months. The goal for tonight is to solicit feedback from ECC. He was also asking for questions to be held until the end. The presentation can be viewed by clicking [HERE](#).

Dr. Joftus opened the floor for questions.

Mr. Nathaniel recognized that the council is grateful for feedback from the community that was given such as the NAACP. Dr. Joftus shared that their feedback is being incorporated and they were also collecting information from ECC and another group.

Ms. Arthur thanked Dr. Joftus for the presentation and work. Ms. Arthur asked about priorities with family and community engagement and having an evaluation plan. Ms. Arthur asked if there was a plan to have a concurrent evaluation plan of the overall strategic plan along the same time line as the 5-year plan. Noted that there were a lot of goals, information and measures.

What will be the process and evaluation to determine how well the strategic plan is doing after 5 years.

Dr. Joftus shared that the strategies in the performance management section have a key strategy of a continuous tracking of the process along the indicators of a portrait of a graduate. This plan is not too specific to all flexibility on how to do that. Feels there are many ways it can be tracked and that we can dig deeper to do more of a full scale evaluation.

Dr. Liggins shared that we are looking at it as we continue to collect student data. He shared that due to pandemic that data is somewhat fluctuating and not necessarily as reliable as we would like it to be. This is something we want to keep somewhat fluid. We are hoping to collect more data. There will definitely be systems and measure put in the place that will change along the way depending on where we are, rather they more rigorous or or we find that they have been too rigorous depending on what pandemic does and how it impacts our normal operations of schools.

Dr. Farrell asked if students would be grandfathered in under the Portrait of the Graduate or will we start with incoming class to track the data. Dr. Joftus shared that some of this is to be determined. WE will begin to track data we have access to that the system has already collected and we can report on that but the key will be in the earlier the grades and tracking increasing number of indicators over time.

Dr. Muff stated that he knows some of the pillars cannot be quantified, but that Dr. Joftus shared that he wanted to monitor the implementation and outcomes of strategies. Is there a way to monitor that each school is doing the strategies with a measure of fidelity? Is there a level of accountability for schools if they don't adhere to the strategies?

Dr. Joftus responded, yes. The focus will be the 5 critical success factors. What we are trying to do is say that we can't track fidelity of everything and at the same time you want to maintain school autonomy on everything needed to help students be successful. The 4 indicators of curriculum implementation, MTSS & PBIS, professional learning communities. Let's focus on those 3 (classroom base). We will develop tools with them so they can self-track, but they will also be reporting through those data consults of the critical success factors. When you talk about accountability. Big "A" accountability would be there is some discipline action for schools that are not following it. Little "a" is that we build a collective will in wanting to put these in place and because we are talking about them at schools and across the district we are doing because we want to do better.

Dr. Liggins shared that the Big "A" shared that there will be a clear expectation to principals and campuses that this is the way forward and expectation is that it is followed and implemented effectively.

Ms. Arthur asked if they could speak to the rationale to the timeline that was included. Dr. Liggins responded that we will know more on timeline on Thursday after ELT looks at it and at that time, we will have feedback from all groups. We will then take that and determine if an overhaul is needed, we would push it back. Shared that it may still be on track to be approved in late February.

Mr. Wells asked about “smart goals” and wanted to know about the specific nature of that goal. What is the time limit? What is meant by “graduate”? He wasn’t quite clear of the time component. What does graduate mean? Students can test out with GED. What does that mean? Dr. Joftus asked for Mr. Wells' opinion. Mr. Wells mentioned new legislation on the books for changes on testing out. For success measures, does it mean graduate without a set timeline or should there be some specifics around graduating with the class that you entered with. Dr. Joftus shared that he was not able to answer and felt that would need to be discussed. Recognized that a student earning a GED may be hard to track on some of the indicators. It may have to be separate considerations. Mr. Wells shared that from an administrator standpoint of the Portrait of a Graduate that has to be taken into consideration. Are there mechanisms in place to help calibrate and get students back on track such as co-curricular opportunities such as summer school? Mr. Wells shared that to him that is success, making sure students graduate with the class that they entered with. Dr. Liggins there a couple of things that will speak to that. His vision for Portrait of a Graduate is to eventually look to see what that looks like. You don’t get to 12th grade and then all of a sudden you have all of these things. They happen along the way, as early as preK. One of the things we will be looking at is identifying the skillsets of each indicator in the Portrait of the Graduate such as “what does being a global citizen look like in Kindergarten?”

Dr. Liggins referred to the GED question posed by Mr. Wells. He would argue that FCPS doesn’t give GED. That student would have to get it from somewhere else. So for FCPS it would be considered a failure. Our goal is for every student to graduate with a high school diploma. Although life circumstances happen and it could be a great success for that individual student, it would say for us that somehow we were not able to provide the student with what they needed to get their diploma. Great question that will provoke great discussion with his team.

Mr. Nathaniel referred to the disproportionate rate of enrollment of BIPOC students in AP/Advanced classes. The Portrait of the Graduate would be an incremental adjustment. And posed the question of what would be the timeline regarding Portrait of the Graduate? Dr. Joftus stated that we would have to figure that out by defining that measure. There are strategies that will support that. That’s how we know we are making that movement towards the Portrait of a Graduate. If we start seeing in the shorter term an increasing number of BIPOC students in AP classes, we can feel that we are making progress towards the overarching part of the portrait that is focused on college and career readiness and academically prepared.

Ms. Arthur asked how many opportunities has the general public have to review this or will they have by the February vote by BOE? Dr. Joftus shared that he didn’t believe the plan was on the website. The strategy has been convening these types of sessions and also having groups review externally. Beyond that, it has not been opened up to the public as a whole. Ms. Arthur shared that it was a bit concerning and that she understands rationale about engaging community groups that have work with FCPS or capacity in Education to evaluate or assess pillars or objectives. She shared she would like to see opportunities for public comment even if it was in a more condensed format before the February 28 voting. She asked if that was a flexible date. She personally has questions herself and she is sure others will too. Dr. Joftus shared that that would be taken into consideration. Mr. Nathaniel agreed. Dr. Liggins stated that it was a lot of information and that the more people that can see it and ask feedback the better. He shared that if

you condense it too much lacks meaning or give it all and it is so overwhelming that no one gives feedback. He asked the council for suggestions.

Mr. McLaughlin mentioned that the structure of the district plan is very comprehensive and it mentioned in the presentation that each school is required to have a CSIP. How do you make sure the schools are not disconnected from the district plan? Is there a way for school's to use the district plan to structure theirs. Dr. Jofus stated the expectation of the CSIP (requirement for Title 1 Schools). We want this to be for all schools. In the plan school will have to address things like, what curriculum are you using and how do you ensure the schools are implementing fidelity? How do you ensure the program and implementing a professional learning community? Dr. Liggins shared that once the plan is adopted it will be infused into who we are as a district. it will be imposed into the Board agenda and how does it relate back to the strategic plan. it will go to Board, Superintendent and Principal evaluation and how we evaluate programs, etc.

Dr. Farr had a concern about students who have a difficult time keeping up with their peers and the reason for their difficulties. Sometimes it can be due to family dynamics and resources. Is there a part of the plan to address these problems when there is a lack of resources? Dr. Jofus stated that in the first pillar (equity) and fourth pillar (family and community engagement) there are strategies about bringing coordinated support to the schools. For example, equity hubs for families to go to for needs such as picking up meals, technology, coat closet, adult computer classes, etc. It would be based on the assessed need of that school and community.

Mr. Nathaniel asked about the timeline and executive team meeting on Thursday as well as how to give feedback. Dr. Liggins asked for notes collected to be given Miranda Scully so she can make sure it is addressed. Shared that they have gotten dozens and dozens of pages of feedback and making sure that it is heard. Dr. Liggins shared that he was open and interested in their thoughts on how to reach more stakeholders in a meaningful manner. Ms. Arthur recommended that there are opportunities to brainstorm about that such as virtual forums with groups and the general community members. Even thinking about giving feedback as a council. She felt that having that February 28 target date is a short time frame to add another layer of getting feedback and getting it back for review. Dr. Liggins shared that the timeline is flexible and that we have time. What is important is that we have a quality product. The sooner the better since it is linked to resources, but he would rather have a quality product.

Ms. Arthur also asked about the role of ECC in supporting this plan and having some language or something that speaks to their role in supporting the plan, especially the first pillar about equity.

Mr. El-Amin asked about the reference to students of color and differentiating between Black students, LatinX students and then White and Asian students. He shared that it is important to be clear about it in the strategic plan especially if it is going to be ingrained in everything that we do. He noted that the NAACP asked for differentiating on which groups we are referring to. Instead of saying students of color, to be clear about who we are referring to. Dr. Jofus shared that those changes were taking place. Mr. El-Amin also asked if those changes were also made for staff hiring as well. Dr. Jofus said he would take a look at that and did not think we specified that. Dr. Liggins shared that one of the issues is people's identity. He shared that we want to be

inclusive as much as we can without our exclusiveness by excluding someone. And shared that we want to be careful with that. For adults when we are being specific that we are not being so specific that we forgot about a group. Because we want as much diversity as we can. He stated that there are pros and cons both ways.

Ms. Arthur asked if there were any discussions on how priorities would align with the fiscal year budget? Dr. Liggins shared there has definitely been discussions. The Board has full authority on what they fund and don't fund each year. That is a function of the Board entirely. There has been some concern that if we adopt the plan and say we need more of that or this, that means we are committing to that at that time. That is not necessarily what it means. It means that these are our priorities. Shared that we are a financially healthy school district with resources. However, no school district will have what they need to do everything they dreamed of doing. There are always places where you have to prioritize over others. It gives the Board of Education the opportunity to prioritize. It will change year to year. He reminded the council that the Board or elected officials and there could be a new group or member that comes and changes the dynamic of what is funded and what is not. Dr. Jofthus stated that it is a 5-year plan it will not all happen at once.

Mr. El-Amin referred to one of the indicators about student enrollment in AP/Advanced classes. He wondered if that was enough. Stated someone could be enrolled in a class in not do so well or have a good experience. Is there a plan to track the experience in the classes to see how it turned out on the other side. Dr. Jofthus shared that that was not one of the measures that is in there and asked that the council include that in their feedback. He said that this first effort of this plan was access, but feels that it is legit feedback to say we need to track progress and grades as well.

Mr. Nathaniel thanked Dr. Jofthus and the FCPS team for their support tonight. And asked for the council to submit their feedback.

Dr. Jofthus asked that they highlight the things that they want as a council.

Mrs. Boyd-Powell asked when the council will be able to see a finalized draft? Dr. Liggins stated it will depend on how we can figure out to get it back from a larger audience. He reminded the council that it will be posted publicly before the Board meeting and encouraged people to come to the Board meeting at that time.

Mr. Nathaniel thanked Dr. Jofthus and the council look forward to getting more to them.

Ms. Spires thanked everyone for their work and asked them to reach out for anything needed.

Mr. Nathaniel expressed gratitude to the council for their work this past year and to Mrs. Boyd-Powell for her service for the next year. Shared that the council is a high powered group. He looks forward to supporting.

There are no subcommittee reports.

Ms. Arthur shared that council ECC should meet via email first in order to get feedback to the executive leadership team prior to the Thursday meeting. Dr. Liggins said that he is looking at something that will solicit more feedback from the community. He shared that this would not happen before March.

AGENDA ITEM V

Other Communication—Public Participation/Comment(s)

Ms. Katina Brown, Culturally Responsive, Teaching and Learning Coach, shared that there were no public comments.

Special Called Meeting: Please hold Tuesday, February 8 (Student Data) and 15 at 6:30pm
Reminder to respond to the request of member's availability.

AGENDA ITEM VI

Adjournment

Dr. Muff made a motion to adjourn the meeting. It was seconded by Dr. Farr and voted unanimously to adjourn.