

Education Committee Virtual Annual Report 2019-2020 (December 2020)

Goals-Strategies- Actions- 6 Point Summary

Agency: Board of Education Focus: Effective advocacy to facilitate and monitor policies and practices developed to eliminate racism and ensure equity for all students

- Goal - The NAACP's mission of eliminating racism: Effective advocacy and partnering to produce policies and practices to ensure that every student of color receives a quality public education that prepares him or her to be a contributing member of a democracy.
- Strategy- Implementing the committee's strategic plan to secure equity in education and eliminate race-based discrimination to ensure the health and well-being of all persons.

Strategic Plan Summary

Point # 1 Ongoing effective and productive work with members of the Board of Education (BOE) and St. Mary's County Public Schools (SMCPS). Compliance with Equity in Education Policy and Regulations- Work with the BOE and staff to ensure compliance with the Equity in Education policy and pending regulations COMAR 13a.01.06 Education Equity-

The Board of education adopted equity policy ACA with this purpose: To ensure that all students, regardless of their individual characteristics, have equitable access to and benefit from high-quality instruction as well as social and emotional resources and support.

- NAACP Advocacy work for students/families includes Increasing Resource Equity for the neediest children, Ensuring College & Career Readiness, Improving teaching, improving Discipline and Curriculum and Instruction.

- Anti-racism curriculum, ensure diversity and inclusion at all levels (Curriculum, Pathways Programs, Staffing and Extra- Curricular Activities)
- Dismantling Racism- Representatives attended Quarterly Partners Meetings with Supt/BOE/ Staff. (Partners invited: Sierra Club and Together We Will)
- NAACP representatives on the Superintendent's Equity Task Force to develop this policy and recommendations for regulations

Point #2 Active Participation on Equity in Education Task Force

- Task Force- Submitted Recommendation to the superintendent (2019)-SMCPS updated its dress code policy and has banned the wearing or displaying of hate symbols such as the Confederate flags and Nazi swastikas

Point #3 Monitor Status of NAACP Recommendations to include Re-educate St. Mary's Recommendations- Submitted in Taskforce Recommendations

- Students and former students, teachers and community members sent an Open Letter to SMCPS to Re-educate St. Mary's County- Students want the system to adopt curricular changes that encourage students and teachers to grapple with the complexity of race in America (diversity and inclusion)
- Looking at suspension and arrest data in our school system, African American students are twice as likely to be suspended or arrested as compared to their white counterparts. Need to find a way to find root causes and sustain a plan to eliminate this disparity.

Point #4 Ensuring College & Career Readiness- Equity for Neediest Students (Focus: Title 1 Schools)

- Sponsor Annual HBCU College and Career Fair Chair: Adrienne Dillahunt Historically Black Colleges and Universities (HBCU) & Local Colleges Fair-Share excellent educational opportunities that these schools provide for all students. Southern Maryland Higher Education Center- February 2020
- Sponsor Annual Claudia Pickeral Memorial Scholarship (BECA Support) Chairperson: Delores Wilson Award Recipients—2020 Nawal Omar Ali Leonardtown High School(HS) Ayana Morounke Leblans Leonadtown HS, Donald Ray Literal, Jr. Chopticon HS
- Back to School Fair- (Janice Walthour) This community building event brings together students, families, community agencies, schools and local service providers to help ensure that students get back in school and have a sound and healthy start to the school year. Many resources necessary to assure health and success for children and their families will be provided. Backpacks with school supplies will be given away while they last. (COVID Cancellation in 2020)

Point #5 Partnerships- Advocacy, Events & Activities

- YMCA- Steering Committee for a YMCA in Lexington Park- Funding Sustainability Study
- St. Mary's County Library & Unified Committee for Afro American Contributions

Black History program- Explorers & Inventors Date: Feb 22

- Strong Schools Maryland- Blueprint for Maryland's Future, to ensure that Maryland schools are world-class schools. The legislation was vetoed so now we must override the veto and implement the plan with fidelity.
- Big Conversation -Tri-County Dismantling Racism and Privilege in Southern Maryland- uproot racism personally and in the systems that derive benefit and therefore, perpetuate racism and privilege. 2020 Conversation: **Progress and Challenges in Our Schools. (Tri-County Panel & Breakout Sessions)**
- St. Mary's County Museum Division Programs and projects is the Benjamin Hance Memorial Project to commemorate St. Mary's county's only documented lynching victim, Benjamin Hance.
- Sierra Club and Together We Will (No events for 2020)

Action plan for 2021—Continue to

- Hold quarterly DRaP Partners Meetings with Supt/BoE reps/staff to discuss and get updates on progress with the Equity Policy and COVID equity in the Recovery Plan
- Advocate for the recommendations submitted for equity policy regulations and one is the establishment of a Board of Education Citizens Advisory Committee for Equity in Education- for community input on policies and regulations.

Note: We attended BOE meeting and made that request during the public comment. And we reinforced our support of the open letter to the board and supt. from current and former students to Re-educate St. Mary's-County by presenting a petition signed by over 1200 people.

- Focus on Resources for the Neediest Students- Plans to meet with Meet with Family/Community Engagement Supervisor to assess and prioritize NAACP advocacy for Title-One Schools
- Advocate for support such as Community Mentors/Navigators to help with eliminating achievement gaps. We are looking at the AVID Program - Advancement Via Individual Determination. The mission is to close the achievement gap by preparing all students for college and career readiness and success in a global society.
- Ensure college & career readiness- Partnering with SMCPS to host the 2021 Virtual College & Career Fair (HBCU & Local Colleges) This is a signature event.
- Sponsor Claudia Pickeral Scholarship- Continue to work with BECA and other community sponsors to provide scholarships- 2021
- Sponsor Annual Back to School Fair- August 2021
- Continue our work to Increase minority representation in the CSM- Pre-Apprenticeship Certification program. and hold meetings with Sybol Anderson Equity & Inclusion Diversity Ex. Director CSM
- Publicize Committee progress, call to action and events. (website, face book, newspaper etc.)
- Continue Our Partnerships and Community Involvement and teaming with other branch committees and partners to support advocacy goal and actions.

Library & UCAC Programs (2021)

-Virtual Social Justice Book Discussions: *In Relentless Pursuit of*

an Education: Community Conversations on Race. The book tells the story of African American Education in St. Mary's County during a century of segregation. (1865-1967) Many of the issues of racism, diversity and inclusion still exist today

-Virtual Black Men in White Coats Documentary- Dr. Dale Amubieya (David Geffen School of Medicine at UCLA) has launched a campaign to encourage young black men to become physicians. Library provided opportunity to watch the documentary and discuss the issue with local black doctors, men and women.

Big Conversation Partners(2021)
 "Health Care"- Big Conversation Partners' Webinar on
Building Trust in Our Healthcare Systems