

Black Student Achievement in Loudoun County Public Schools

February 2, 2019

Hosted by Loudoun County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.
www.lcacadst.org





Welcome



"We have a powerful potential in our youth, and we must have the courage to change old ideas and practices so that we may direct their power toward good ends."

Mary McLeod Bethune



Agenda

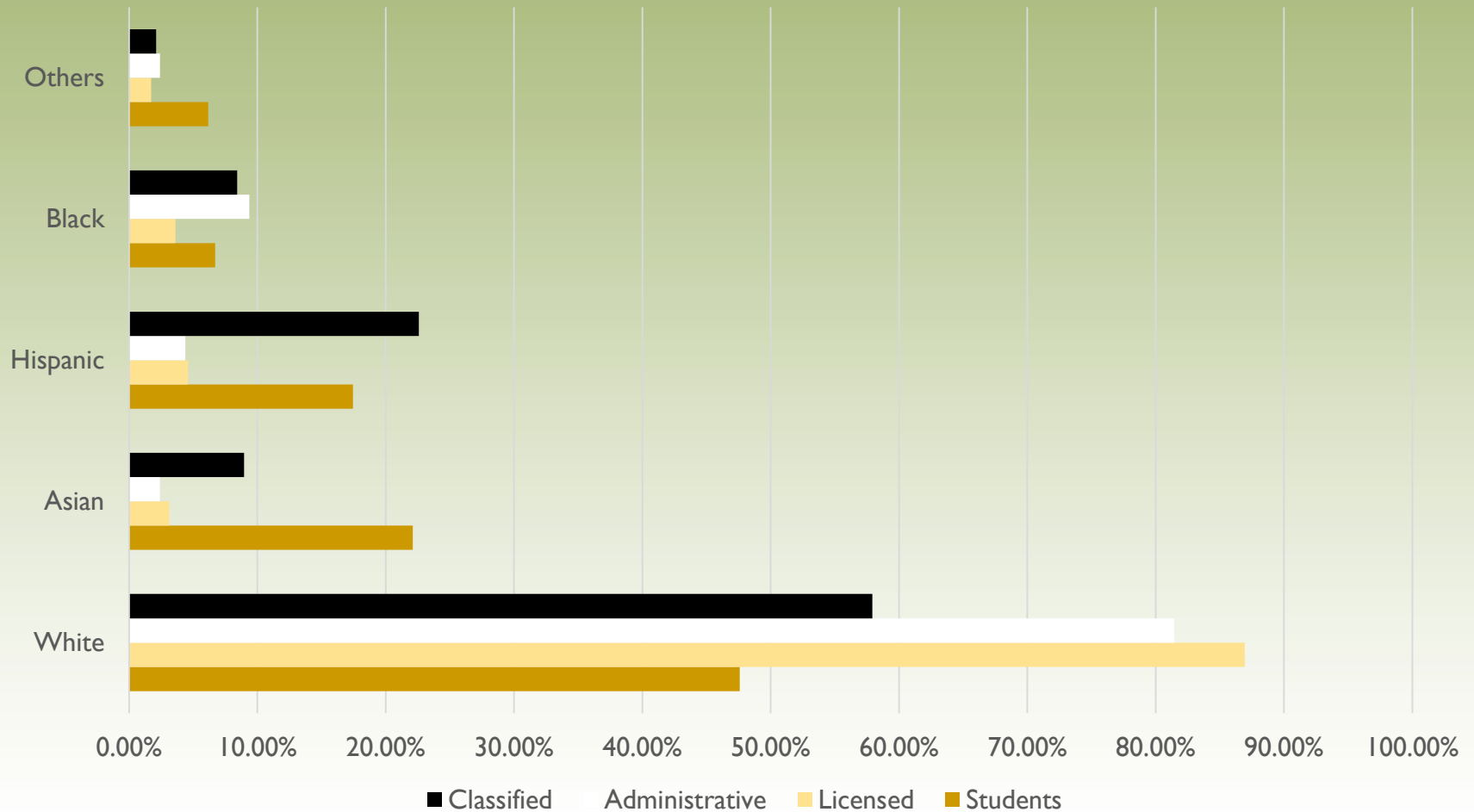
- ✓ LCPS Statistics (20 mins)
- ✓ Panel Discussion (45 mins)
- ✓ Call to Action (15 mins)



Demographics



All LCPS Staff & Students (2018 – 2019)




Elementary Schools: Black Population

Students

Top 5	Bottom 5
Frederick Douglass (12.79%)	Emerick (0.82%)
Steuart Weller (12.36%)	Hamilton (1.08%)
Dominion Trail (11.16%)**	Kenneth Culbert (1.59%)
Buffalo Trail (10.82%)	Waterford (1.68%)
Ball's Bluff (9.95%)	Round Hill (2.27%)

Teachers

Top 5	Bottom (0%)
Leesburg (10.87%)	Algonkian, Banneker, Catoctin, Cedar Lane
Forest Grove (8.77%)	Dominion Trail** , Emerick, Evergreen Mill
Rolling Ridge (8.77%)	Lincoln, Little River, Lowes Island, Mill Run
Balls Bluff (7.84%)	Mountain View, Pinebrook, Rosa Lee Carter
Waterford (6.67%)	Round Hill, Sterling, Sycolin



Middle Schools: Black Population

Students

Top 5	Bottom 5
Farmwell Station (10.55%)	Harmony (2.93%)
River Bend (10.39%)	Blue Ridge (3.31%)
Mercer (9.32%)	Eagle Ridge (4.66%)
Willard Intermediate (9.00%)	Seneca Ridge (4.89%)
Belmont Ridge (8.48%)	J. Michael Lunsford (4.97%)

Teachers

Top 5	Bottom 5
J.L. Simpson (8.70%)	Eagle Ridge (1.10%)
Stone Mill (7.06%)	Blue Ridge (1.22%)
Willard Intermediate (6.59%)	River Bend (2.06%)
Seneca Ridge (5.56%)	Farmwell Station (2.20%)
Harper Park (5.43%)	Harmony (2.22%)



High Schools: Black Population

Students

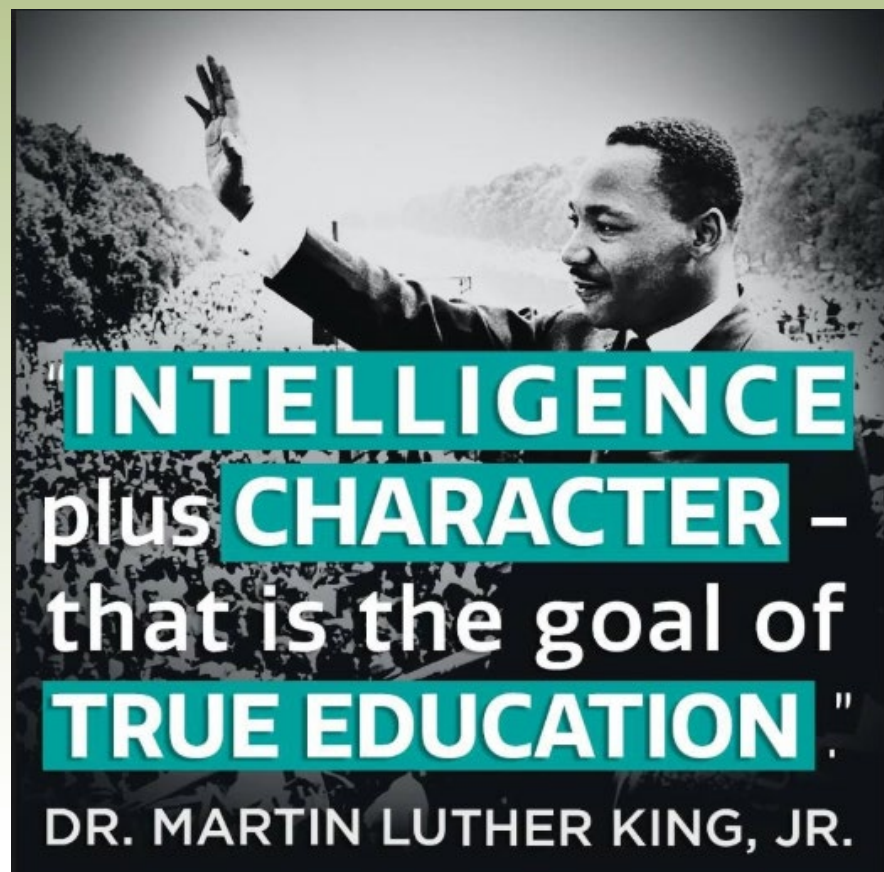
Top 5	Bottom 5
Broad Run 10.03	Woodgrove 2.78
John Champe 9.85	Loudoun Valley 3.47
Rock Ridge 8.81	Loudoun County 4.08
Potomac Falls 8.62	Park View 5.03
Heritage 8.57	Briar Woods 5.42

Teachers

Top 5	Bottom 5
Tuscarora 8.59	Briar Woods 2.24
Broad Run (7.20%)	Woodgrove 2.26
Stone Bridge 6.87	John Champe 2.29
Park View 6.85	Riverside 2.38
Rock Ridge 5.52	Dominion 3.05



Academics



Trends in Achievement

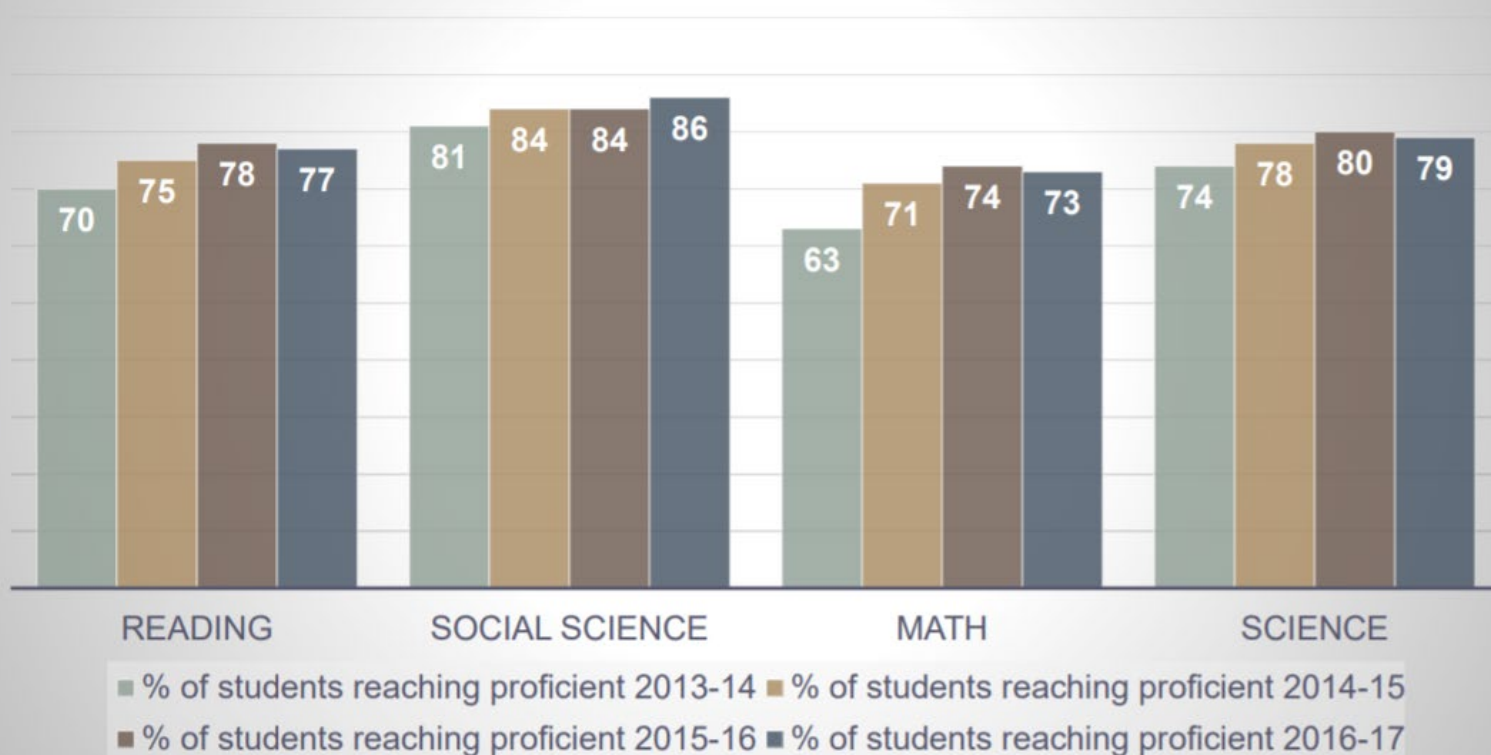
Report by Superintendent to MSAAC (2/21/18)

Empowering ALL Students
to Make Meaningful
Contributions to the World

MSAAC
February 21, 2018



Percentage Proficient for African American Students 2013-2017



SOL Pass Rates (2017)

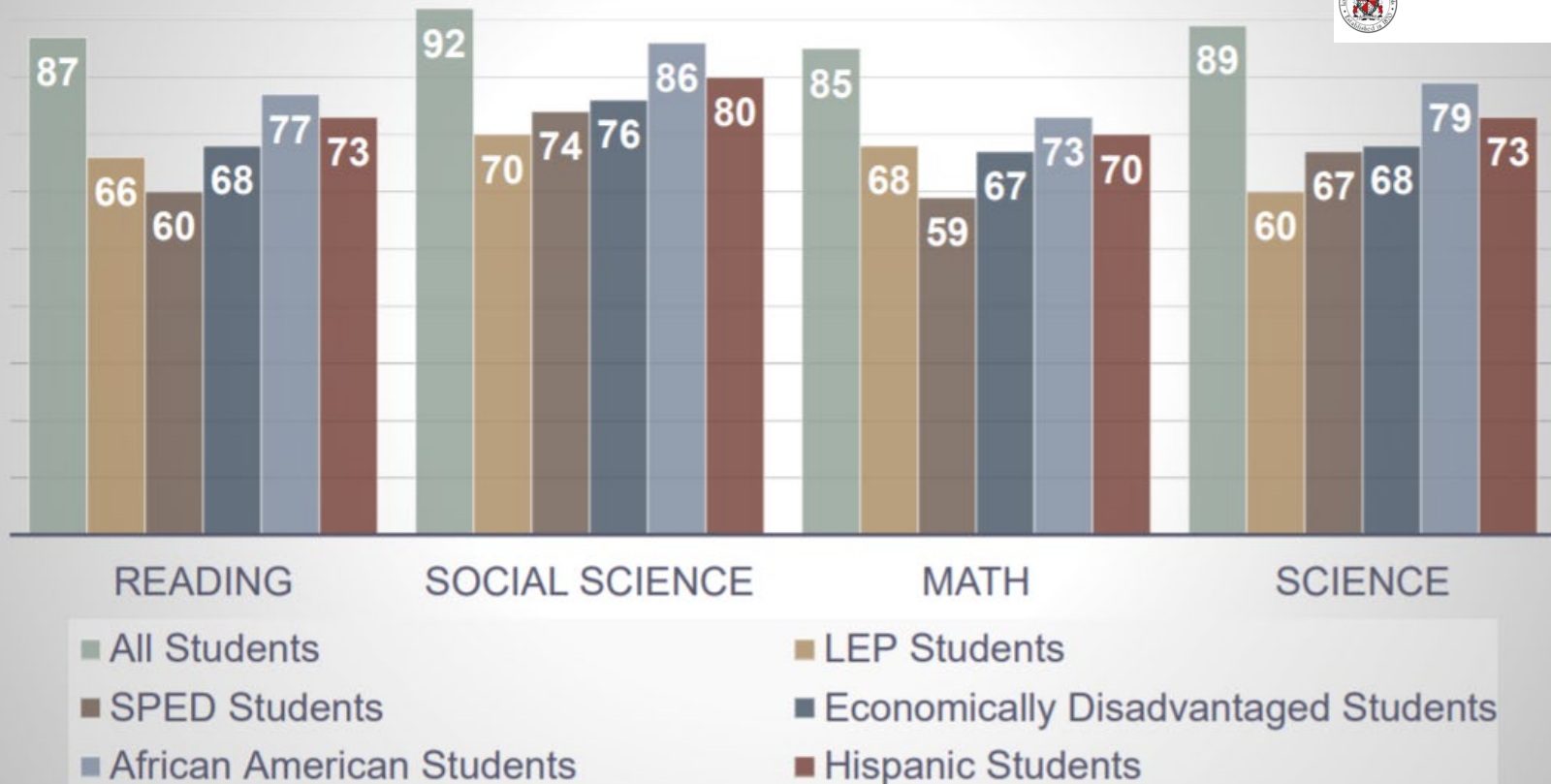
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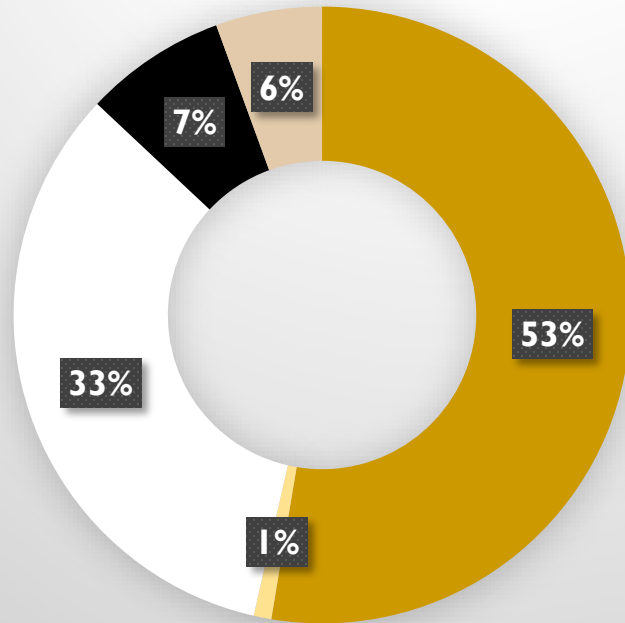


SOL Pass Rates for Student Groups 2017



Excellence in Education

Class of 2018 – Top 5%



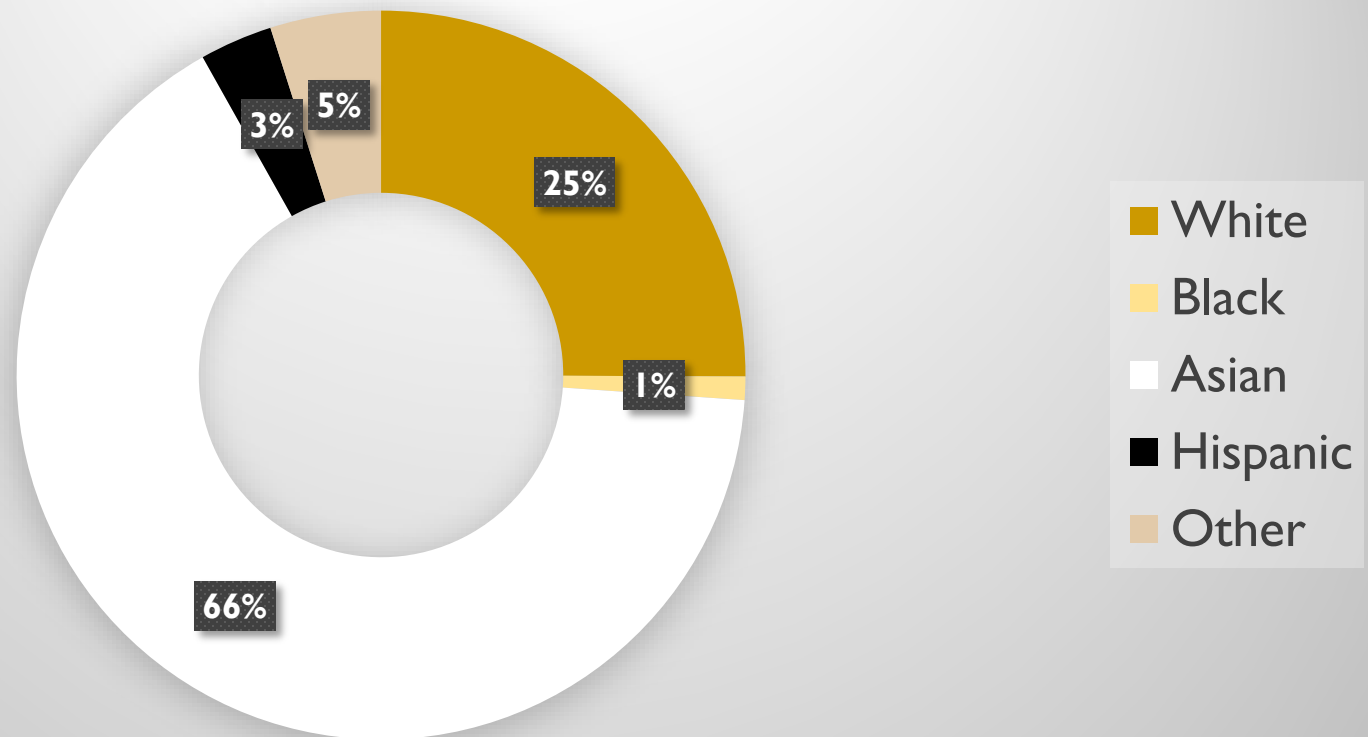
- White
- Black
- Asian
- Hispanic
- Other

Black Students
represented
3 out of 323

The **Excellence in Education Banquets** celebrate academic achievement. Students honored are in the top 5-percent of their class academically during the first three years of their high school career. Students are recognized for their selection as National Merit Scholarship semifinalists and National Hispanic Recognition Scholar.

Academies of Engineering Technology (AET) Academies of Science (AOS)

Overall Enrollment by Ethnicity



Black Student account for **8 out of 774** students in the AET & AOS Programs

Gifted Enrollment – Spring 2018

LCPS Enrollment by Race/Ethnicity

	Asian	White	American Indian	Black/African American	Hispanic	Pacific Islander	Two or More
LCPS Enrollment	22%	48%	0.5%	7%	18%	0.12%	6%

LCPS Students Identified as Gifted by Race/Ethnicity

Type	Asian	White	American Indian	Black/African American	Hispanic	Pacific Islander	Two or More
Gifted Enrollment	41.28%	44.68%	0.21%	2.09%	6.34%	0.08%	5.33%

LCPS Referral Types by Race/Ethnicity

Type	Asian	White	American Indian	Black/African American	Hispanic	Pacific Islander	Two or More
District	27.28%	23.59%	.15%	1.29%	3.32%	.05%	2.65%
Parent	11.64%	14.44%	.15%	1.09%	1.19%	0%	1.5%
Teacher	2.65%	5.30%	.10%	.62%	2.07%	0%	.83%
Total by Race/Ethnicity	41.57%	43.33%	.4%	3%	6.58%	.05%	4.98%

Empowering Diversity in Gifted Education (EDGE)

The **EDGE** (Empowering Diversity in Gifted Education) program is designed to provide additional academic challenges and experiences for students who exhibit gifted potential and who are from groups historically underrepresented in gifted programs.

Grade Level	# of Students Participating in EDGE
K	13
1	62
2	128
3	163
4	19
5	12
Total	397

Empowering Diversity in Gifted Education (EDGE)

Participating Schools		Plans for Expansion 2018 - 2019	
Ashburn	Leesburg	Algonkian	Mill Run
Cool Springs	Meadowland	Banneker	Mountain View
Countryside	Rolling Ridge	Belmont Station	Pinebrook
Evergreen Mill	Sugarland	Buffalo Trail*	Potowmack
Forest Grove	Sully	Cedar Lane	Rosa Lee Carter
Frederick Douglass*	Sterling	Hutchison Farm	Seldens Landing
Guilford		Kenneth Culbert	Steuart Weller*
		Lovettsville	

* Schools with 10% or more Black students (Dominion Trail not listed)



Discipline

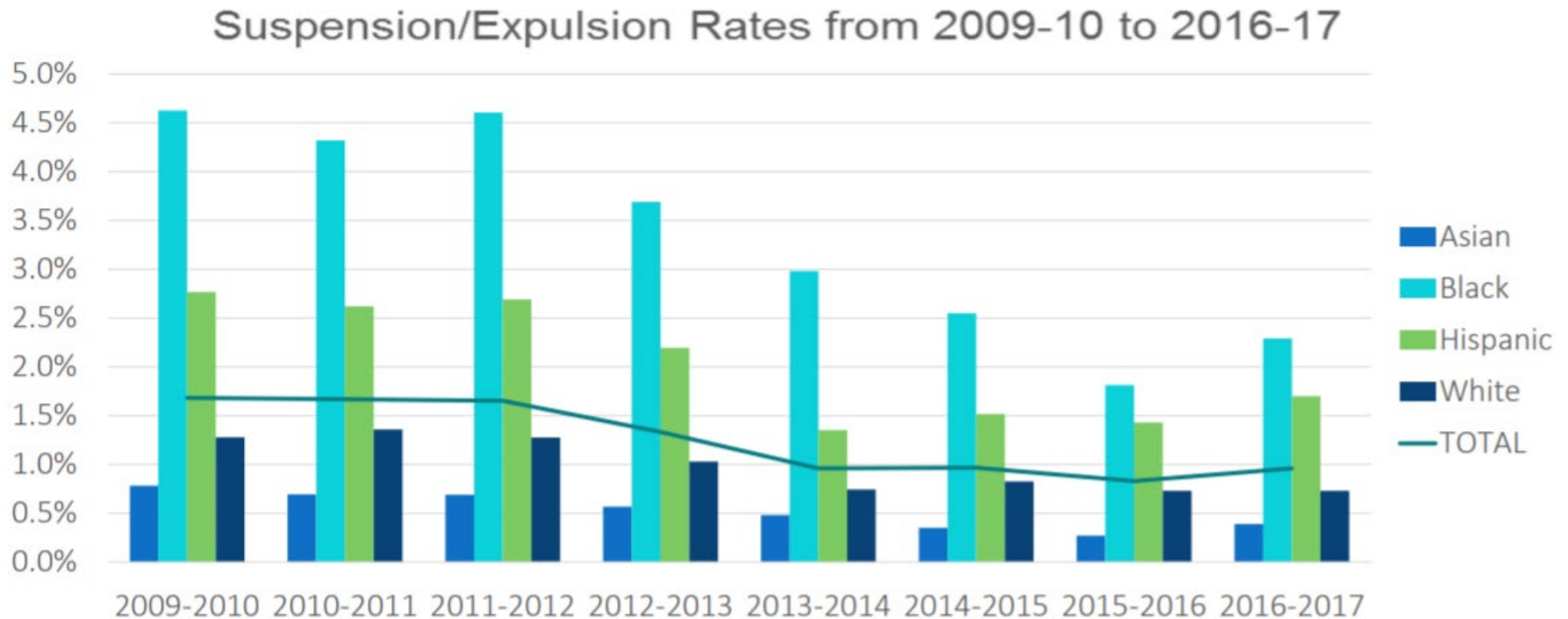
When children attend schools that place a Greater value on Discipline and Security than on knowledge and intellectual development, they are attending Prep schools for PRISON.

- Angela Davis



Trends in Suspension Rates

Trends in Suspension Rate by Ethnic Group-LCPS

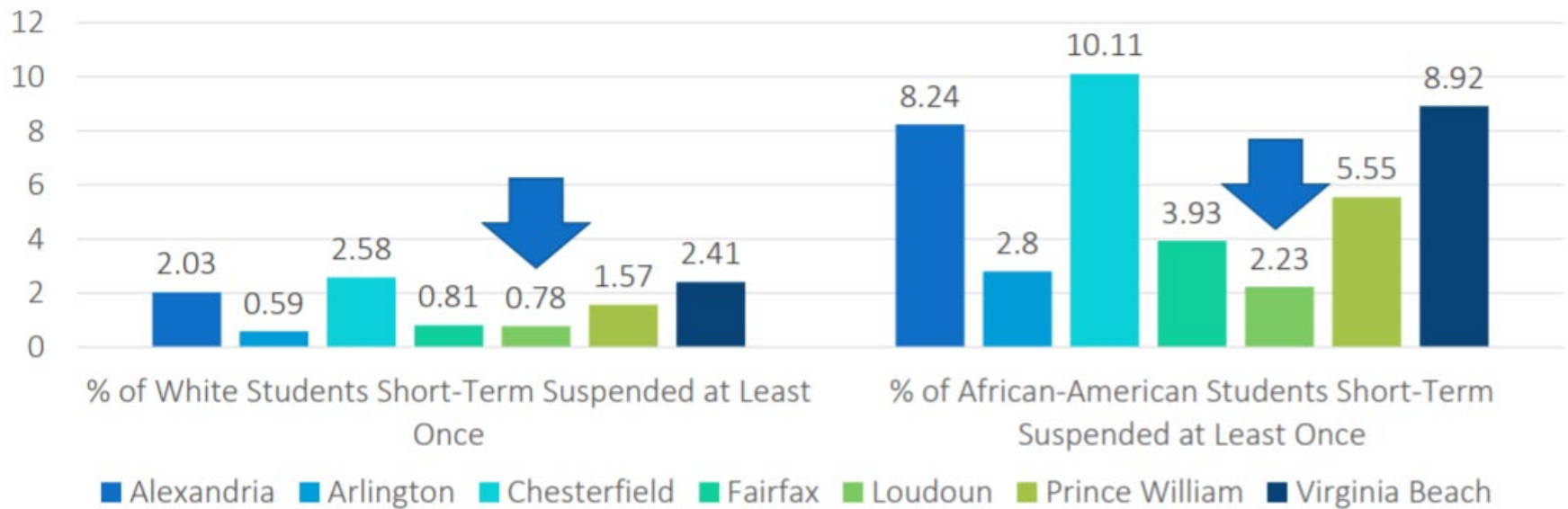


Report by Superintendent to MSAAC (2/21/18)

Suspension Rate Comparisons

Suspension Rates for African-American and White Students for LCPS and Comparable Divisions

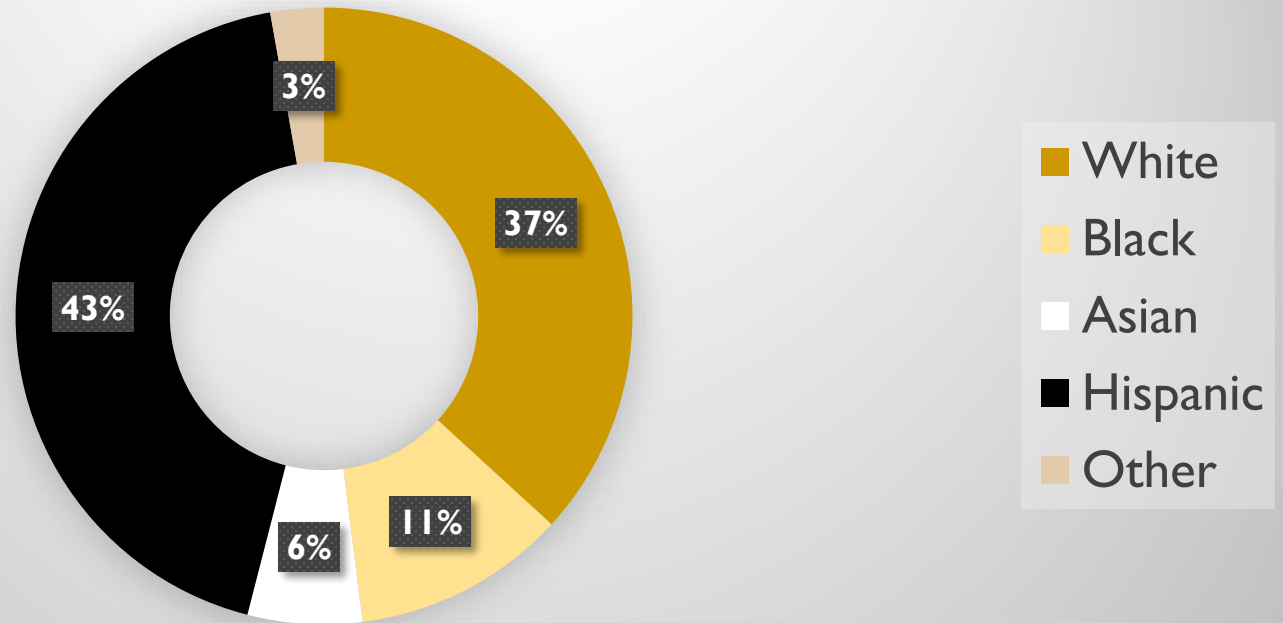
Suspension Rates for African-American and White Students for Comparable Divisions 2015-16



Demographics: Douglass School

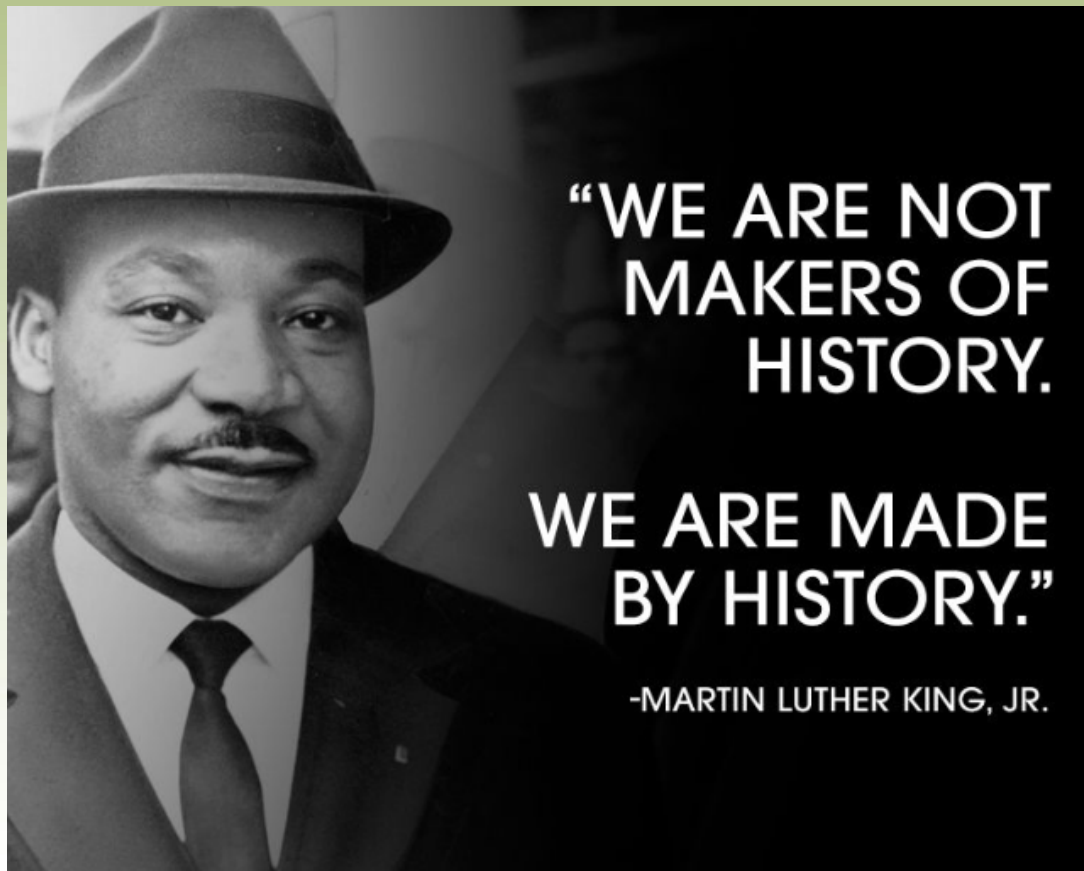
Loudoun County Public Schools' Center for Alternative Education

2018 – 2019 Enrollment (250 Students)



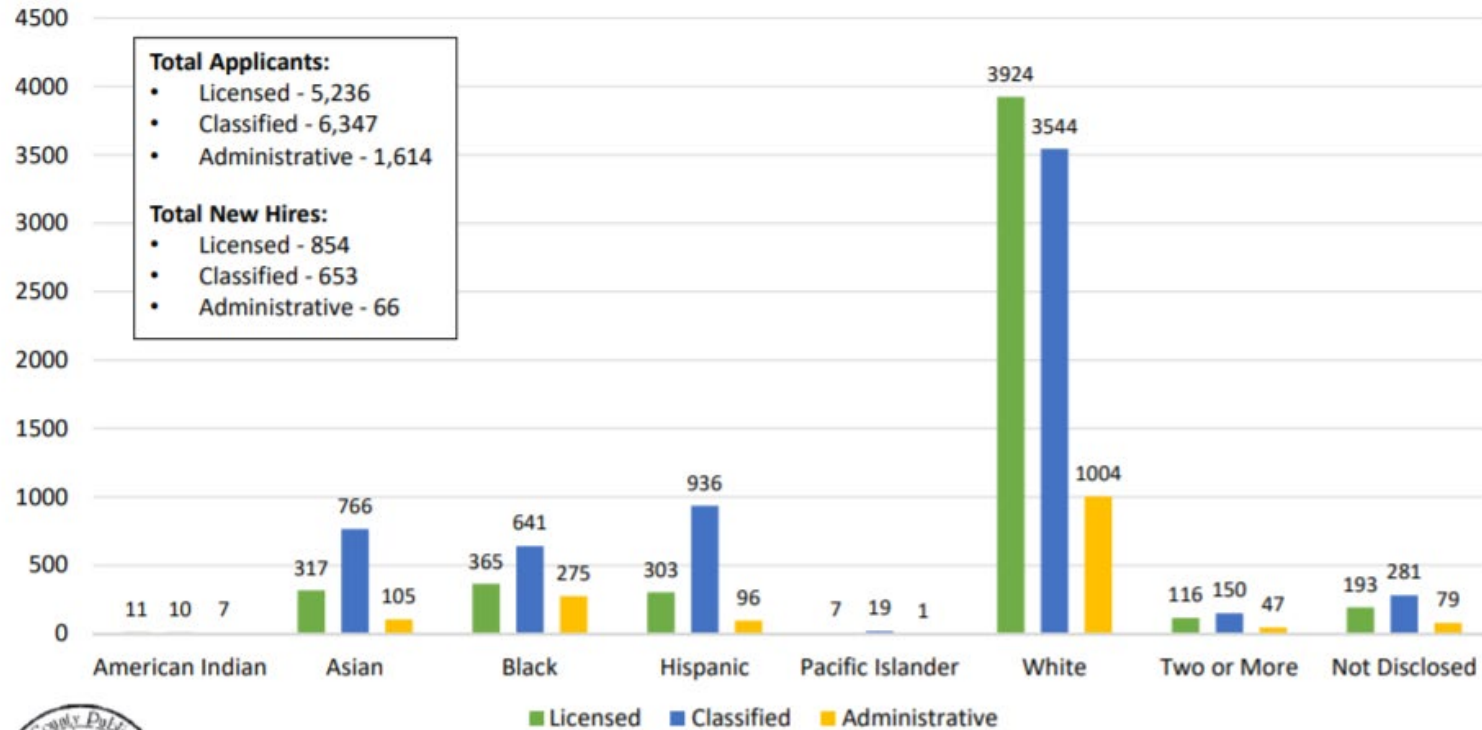


Diversity Hiring



Applicants for LCPS Employment

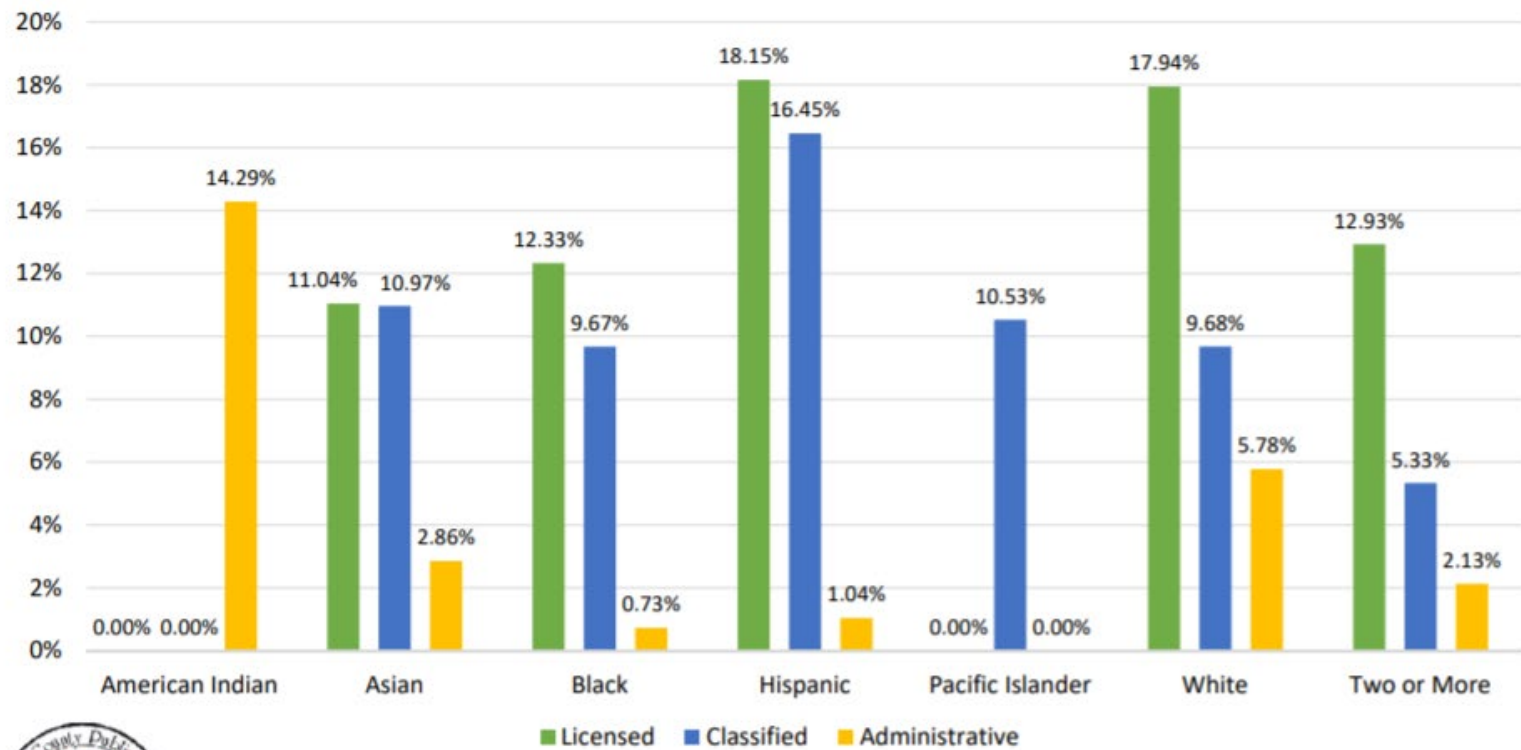
All Applicants Ethnicity and Race



HY October 1, 2017 – September 30, 2018

Percent of Applicants Hired

Percentage of Applicants Hired Ethnicity and Race



HY October 1, 2017 – September 30, 2018



Panel Discussion

“The most common way people give up their power is by thinking they don't have any.”

Alice Walker



AgingAbundantly.com



Panel Discussion

BLACK

STUDENT

ACHIEVEMENT

IN LCPS



Resources



LCPS Resources

Resource	Description/Site	Grades
Seeking Educational Activities to Reach and Challenge Higher Level Thinking Skills (SEARCH)	SEARCH teachers provide model lessons in thinking skills to students in grades K-4. Classroom teachers work with the SEARCH teacher to screen students for referral and identification for gifted services https://www.lcps.org/Page/189036	K - 4
Facilitating Understanding Through Utilizing Real-life Application (FUTURA)	FUTURA is a pull out program where identified students receive enrichment and challenges one day a week in a center at another school. Some students receive services in their own school through the in-house model. https://www.lcps.org/Page/189039	4 - 5
SPECTRUM	Students attend SPECTRUM for a half block (approximately 45 minutes) every other day. The SPECTRUM curriculum framework focuses on four themes that are explored each year: Business & Economics, Communication & Culture, Technology & Engineering, and Ethics & Perspectives. https://www.lcps.org/Page/189040	6 – 8
Empowering Diversity in Gifted Education (EDGE)	The EDGE program is designed to nurture and challenge students with gifted potential from historically underrepresented populations. The program provides additional academic challenges for students designed to develop students' individual potential. Grade-level teachers and gifted resource teachers work together to find and nurture gifted potential in young learners and prepare them for more challenging and rigorous academic pathways. https://www.lcps.org/Page/210260	1 - 5
Minority Student Achievement Advisory Committee (MSAAC)	The Minority Student Achievement Advisory Committee (MSAAC) is dedicated to partnering with Loudoun County Public Schools (LCPS), parents and the community to acknowledge and promote the needs of minority students https://www.lcps.org/domain/102 msaaccommunicationsh@gmail.com	1 - 12
College Achievement Minority Program for Unique Students (CAMPUS)	An academic and college preparation program designed to meet the specific needs of students from historically underrepresented groups in higher education and prospective first-generation, college student in LCPS. This county initiative began in the spring of 2002 and now serves close to 500 students in grades 9-12. CAMPUS seeks to provide support and encouragement to students who demonstrate the ability to achieve academic success and college admission. Parents are also an integral part of CAMPUS and its success and participate in the initiative and support their children in the college search and application process.	9 - 12

Community Resources

Resource	Description/Site	Grades
Delta Academy (Girls)	The Delta Academy Program's major emphasis is social and emotional development, physiological transitioning and exposure to global ideas and learning opportunities https://www.lcacadst.org/	6 - 8
Delta GEMs (Girls)	Delta Gems was created to catch the dreams of African American at-risk, adolescent girls aged 14-18. Delta GEMS provides the frame work to actualize those dreams through the performance of specific tasks that develop a CAN DO attitude. https://www.lcacadst.org/	9 -12
Empowering Males to Build Opportunities for Developing Independence (EMBODI) (Boys)	EMBODI is designed to address these issues through dialogue and recommendations for change and action. EMBODI addresses issues related to STEM education, culture, self-efficacy, leadership, physical and mental health, healthy lifestyle choices, character, ethics, relationships, college readiness, fiscal management, civic engagement and service learning. https://www.lcacadst.org/	8 -12
Pearls Empowerment (Girls)	PEARLS is a diverse, faith-based mentoring program open to ALL girls 1st thru 12th grade, no matter their economic status. We seek to inspire, empower & nurture the potential in each girl, addressing the whole child so they are prepared, equipped, affirmed & renewed for success! https://pearlsempowerment.org/	1 - 12
Y.I.E.L.D.E.D: Youth in Everyday Leadership Development, Engagement, and Discipleship	Preparing youth to lead by providing them with faith-based, values driven, character enrichment training. Using trusted John Maxwell Leadership resources participants learn their DISC leadership style; individual personality traits; gain knowledge to help others who are bullied, to cope with tragedy, and discover how to engage in college readiness, career, and entrepreneurship planning. http://www.jhoodandassociates.org/contact-us/	Grades K5-12 and College Freshman

Community Resources

Resource	Description/Site	Grades
Brother's Fun Camp (Heritage Fellowship Church (Boys))	https://www.heritagefellowshipchurch.org Camp Director Beulahbrown1908@gmail.com Held last week of July/First week of August	6 - 12
NAACP Youth Council	https://naacploudoun.org/	N/A
Loudoun Freedom Center	https://www.loudounfreedomfoundation.com	N/A
Heritage 2019 Girls Empowerment Workshops	https://www.heritagefellowshipchurch.org/Heritage-News/HERITAGE-GIRLS-2019-EMPOWERMENT-WORKSHOPS	Age 9 - 18
SOL Prep Session	<p>The Academic Enhancement Committee, at Heritage Fellowship Church, will be sponsoring Saturday morning opportunities for learning for students in grades 3 through 11 to learn strategies and take practice tests for the upcoming Standards of Learning (SOL) tests. These sessions will be held in small groups and led by professional teachers and trained volunteers.</p> <p>These prep sessions will take place every Saturday, March 9th – April 13th from 10am to 12 noon.</p> <p>https://www.heritagefellowshipchurch.org/Heritage-News/SOL-PREP-SESSIONS</p>	3 - 11



Call to Action

FY20 Budget Process

School Board Work Sessions Regarding FY20 Budget

Date	Time	Meeting	Topic
Tues., Jan. 8, 2019	4:00 pm	FY20 Superintendent's Proposed Budget	Overview
Tues., Jan. 15, 2019	6:30 pm	School Board Work Session	Staffing Standards, Salary/Healthcare, Instruction
Tues., Jan. 22, 2019	4:00 pm	School Board Work Session	Pupil Services, Support Services
Thurs., Jan. 24, 2019	6:30 pm	School Board Public Hearing & Work Session	Digital Innovation, Human Resources & Talent Development
Thurs., Jan. 31, 2019	6:30 pm	School Board Work Session	Central Office, Other Funds, Business & Financial Services
Tues., Feb. 5, 2019	6:30 pm	School Board Work Session & Adoption	

- ✓ All budget work sessions and public hearings will be held in the School Board meeting room at the Administration Building.

Sign up to speak before the board on
Tuesday, February 5, 2019
and public hearings at future Board of
Supervisor meetings

Contact the Loudoun County Public School Board at lcsb@lcps.org and voice your opinion on the budget ~\$1,300,000,000

Board of Supervisor FY20 Budget Process

Date	Time	Meeting
Mon., Feb. 11, 2019	6:00 p.m.	SB and BOS Joint Work Session Presentation of FY20 SB Proposed Budget LCPS Admin. Building
Wed., Feb. 13, 2019	5:00 p.m.	County Administrator Presents FY20 Proposed Budget
Wed., Feb. 27, 2019	3:00 p.m.	BOS Public Hearing, BOS Meeting Room
Wed., Feb. 27, 2019	6:00 p.m.	BOS Public Hearing, BOS Meeting Room
Sat., March 2, 2019	9:00 a.m.	BOS Public Hearing, LCPS Admin. Bldg.
Tues., April 2, 2019	5:00 p.m.	Board of Supervisors approves FY20 Budget, including LCPS Appropriation



Upcoming Events

- Superintendent Presentation to MSAAC (February 20)
- School Business Partnership Breakfast (March 9)
- Regional Science and Engineering Fair (March 15)
- Senior Art Show (May 28 – 29)
- 2nd Annual NPHC Loudoun Multicultural Scholars Recognition Program (June 2)