



Minority Student Achievement Advisory Committee (MSAAC)

Annual Evaluation Report to the W-JCC School Board

June 16, 2009

MSAAC Charge: To be advocates for and monitor partnerships with the community, businesses, and Chamber of Commerce and Tourism in eliminating the achievement gap for all students in Williamsburg-James City County Public Schools.

1. What meaningful measures did we observe in place to bridge the achievement gap?

The members of the Minority Student Achievement Advisory Committee (MSAAC) agreed that the following measures were in place to bridge the achievement gap: (1) Parent Workshops (2) Outreach with Family Literacy Parents (3) Minority Achievement Leaders in place as effective advocates, and (4) the Emerging Scholars Program – for the clustering of minority students.

The Office of Multicultural Affairs also provided current research to help educators better understand, discuss solutions, and develop strategies to address the “achievement gap” that exists in our school division. Special strategies were implemented to build student persistence by sponsoring several minority senior students to attend the Hampton University Student Leadership Conference. Special Math tutors were hired through the Office of Multicultural Affairs to provide one-on-one assistance to students in Algebra I during the school day. This program (Ahmes Project) was developed as a resource to help ensure that secondary minority students were encouraged and motivated to enroll in rigorous math classes. A second division-wide Mentoring Forum was sponsored on September 24, 2008 and March, 2009, in collaboration with the Virginia Mentoring Partnership of Richmond, Virginia. Training was provided to school counseling personnel to broaden the knowledge on building background knowledge through adult mentors and volunteers, and to assess the resources needed by minority students and students of low socio-economic status. The Executive Directors for Elementary and Secondary Schools attended monthly meetings of the Minority Student Achievement Advisory Committee (MSAAC) to provide updates on k-12

instructional initiatives. The Superintendent of Schools, Assistant to the Superintendent for Multicultural Affairs and other members of the Superintendent's Leadership Team conducted weekly administrative visits to schools and classrooms to observe teachers' use of Research Based Instructional Strategies (RBIS) and strategies to build background knowledge. Members of the Advisory Committee agreed that the visibility of the Superintendent and Senior Leadership Team members at parent workshops, multicultural staff development, and other events helped to validate the commitment to help all students achieve in WJCC.

Community

The Chair of the NAACP Education Committee visited with WJCC Principals to discuss student achievement and to observe instructional delivery in all classrooms. Feedback was provided to the Superintendent and the various principals.

2. How has WJCC attempted to reach every student?

The Department of Secondary Education implemented *Response to Intervention (RtI)* at the middle school level. The Department of Elementary Education completed a formal time study for elementary schools to create a block for intervention and remediation during the school day. Benchmark assessments were administered to allow teachers and administrators to see where struggling students need help. The leadership of the Guidance Department collaborated daily with the Office of Multicultural Affairs to ensure that scholarship information was disseminated to all students. A division-wide initiative to provide multicultural professional development, implemented to raise cultural awareness, was provided through the Office of Multicultural Affairs in September, 2008, October 2008, and January, 2009. A February 2009 staff development session was provided for Minority Achievement Leaders on the topic, "Parents Involved with their Students Learning Mathematics." This presentation was also shared with the Administrative Council on February 26, 2009

3. What outreach have we realized throughout the school division and the WJCC community?

The Assistant to the Superintendent for Multicultural Affairs provided monthly updates to the Minority Student Achievement Advisory Committee (MSAAC) on partnerships in all WJCC schools. A new partnership was formalized with the United States Navy. This military group adopted D J Montague Elementary School. The volunteer application process was amended to include mandatory training, fingerprinting, and background checks. The Superintendent and the Assistant to the Superintendent for Multicultural Affairs met monthly with members of the NAACP Education Committee. The Academic Services staff collaborated with the Mt. Gilead Church to support the *First Annual I Believe in You*

Workshop in April 2009. The Office of Multicultural Affairs partnered with the James City Community Action Agency to sponsor college trips for minority students to the University of Virginia, North Carolina A&T University, and Elon University. The Pastor and staff of New Zion Baptist Church collaborated to host the Third Annual Spring Parent Workshop in March, 2009. The Supervisor of Guidance Services responded to scholarship and awards programs for students in minority groups.

4. How have other WJCC units collaborated with MSAAC to enhance outreach through the school division?

The Supervisor for Gifted Education met with the members of MSAAC in the Fall of 2008 to share minority enrollment data in the Visions Program and the Emerging Scholars Program. The Supervisor for Gifted Education also provided follow-up meetings with the Assistant to the Superintendent for Multicultural Affairs to share updates on minority student enrollment in the area of Gifted Education. The Supervisor for Guidance Services assists the Office of Multicultural Affairs with data collection on minority student achievement, scholarship applications, and college application/acceptance. The Assistant to the Superintendent for Research and Accountability collaborated with the Office of Multicultural Affairs to format data for the Annual Minority Achievement Report, and to order standardized testing materials for English as a Second Language (ESL) students. The Webmaster collaborated with the Assistant to the Superintendent for Multicultural Affairs to post and report division-wide cultural surveys. The Coordinator for Career and Technical Education provided program updates at the Annual Meeting of Business Leaders. Updated information was also provided to the Office of Multicultural Affairs on career clusters and the STARE work readiness program. The Academic Services Department sponsored a Math Summit for all K-8 principals and department managers to facilitate dialogue on strategies to accelerate students through Math courses.

MSAAC Members:

Lisa Banks, Parent

Sandy Penney, Parent

Bob Melone, Parent

Bervin Jenkins, Parent

Robert Melone, Parent

Debbie Crawford, WJCC Teacher

Kay Cheves, Retired

Reba Bolden, Executive Director, CAA

Davondra Harper, Minority Achievement Leaders

Joan Turner, Minority Achievement Leader

Dr. Angelina W. Hopkins, Assistant to the Superintendent for Multicultural Affairs

Quincy Marrow, Guidance Supervisor

Don Ackert, Elementary Asst. Principal

Dr. Regina Yitbarek, Ex Officio