Montgomery County Public Schools
UNLEASHING POTENTIAL

Community Conversations

Division of Equity and Organizational Development

Introductions

Chief, Equity & Organizational Development

Dr. Nyah Hamlett

Director, Student Code of Conduct & Appeals

Dr. Norman Coleman

Executive Director

Ms. Melaika Brown

Director, Systemwide Equity

Mr. Keith Sutton

Coordinator, Belonging & Hate-Bias Prevention

Dr. Daryl Howard

Agreements that Create a BRAVE Space

Speak Your Truth

Be open and authentic in sharing your lived experiences and personal perspectives.

Share Talk Time

Ensure balanced participation by making space for all voices to contribute equally.

Expect & Accept Non-Closure

Recognize that this is **ONGOING work** that requires sustained dialogue over time.

04

Anything Else?

What additional community agreements do we need to feel safe and engaged today?

What we want to better understand:

01

What is missing from the data?

What experiences, perspectives, patterns, or impacts are not reflected in the numbers?



02

Where education, prevention, reporting, response, and support are working or falling short.



03

What should we be asking of the district to drive meaningful change and accountability?



2025–2026 and 2026–2027 Hate-Bias Data

2025–2026 (FY26) Data Snapshot

Total Reported Incidents: 600

Tier Yellow	Tier Orange	Tier Red
373	225	2

BY SCHOOL LEVEL

Elementary: 154	Middle: 292	High: 154

PRIMARY BIAS CATEGORIES

- Race / Ethnicity: 382
- Religion: 166
- LGBTQ+: 53 | Disability: 8

*Tier Yellow tracking began in Nov 2025 (Q2).

2026–2027 (FY27) YTD Data Snapshot

Total Reported Incidents: 195 (As of Oct 2026)

Tier Yellow	Tier Orange	Tier Red
147	48	0

BY SCHOOL LEVEL

Elementary: 37	Middle: 84	High: 74

PRIMARY BIAS CATEGORIES

- Race / Ethnicity: 120
- Religion: 55
- LGBTQ+: 19 | Disability: 3

*Full tiered framework active from start of FY27 school year.

DATA & ACCOUNTABILITY

What we are also using.

01

Anti-Racist Audit Action Plan

MCPS 2025-2030 *Future Ready* Strategic Plan

02

Maryland Climate Survey (Community, Relationships, Safety, Environment)

Student Discipline Data

03

MCPS Culture & Climate Survey:

04

Academic Data

Maryland School Report Card

Assessment Outcomes



Discussion





Question #1

- What is missing from the data?
- What experiences, perspectives, patterns, or impacts are not reflected in the numbers?





Question #2

Where is education, prevention, reporting, response, and support working or falling short?





Question #3

What should we be asking of the district to drive meaningful change and accountability?

Next Steps & Follow-up

- Continue Community Conversations Series.
- Review the information shared with leadership.
- Identify immediate and long-term actions.
- Communicate!

Thank you for your time, commitment, compassion and partnership!