

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

December 14, 2022

MEMORANDUM

To: Members of the Board of Education

From: Monifa B. McKnight, Superintendent of Schools

Subject: Antiracist Audit Report Update (10-11-2022-02)

Question

During the *Antiracist Audit Report Update* discussion, Mrs. Smondrowski requested additional information regarding the school-based reports noted in the presentation and also requested information regarding any trainings for staff development teachers as a result of the report findings.

Response

We received the school-based reports from our partners at Mid-Atlantic Equity Consortium (MAEC) on December 5, 2022. We have been working with the associate superintendents and directors in the Office of School Support and Well-Being (OSSWB) to model a process that schools can use in unpacking the data. Currently, OSSWB is working to identify:

- What will schools be required to do as a result of the data?
- How schools will be supported?
- How will schools be held accountable?

During the January 31, 2023, Administrative and Supervisory (A&S) meeting, principals will receive details and additional support in unpacking, analyzing, and identifying possible next steps.

Staff development teachers (SDT) continue to engage in various professional learning as a result of the antiracist system report findings. Immediately following the release of the report findings in October 2022, SDTs engaged in professional learning with their principals to begin to unpack the results and think about how their beliefs, behaviors, and ways of being align with the findings. SDTs also had an opportunity to think about how the findings currently align with the work they are doing at their school and discuss their reflections with their peers.

At the quarterly professional learning for SDTs in November 2022, they had the opportunity to unpack the findings further and understand the specifics of the cross-domain recommendations in more detail. Learning and achievement specialists are working with SDTs using a coaching approach to support them in ensuring they fully understand the recommendations in the audit so they can be supportive as we develop the system action plan.

In conclusion, SDTs have a crucial role and will continue to be provided ongoing professional learning for support in their work as antiracists and further develop their skills as they collaborate with their principals to lead the implementation of the recommendations strategically at their school as part of the system action plan.

If you have any questions, please contact Ms. Stephanie S. Sheron, chief of strategic initiatives, via email.

MBM:PKM:SSS:lgp

Copy to:
Executive Staff
Ms. Webb