

Citizen Advisory Committee Meeting
May 24, 2021
6:00pm

1) Topics for discussion:

- Minutes
- Fall Opening
- Hiring Policy

2) Approval of minutes – approved.

3) Fall opening.

Karen graciously agreed to get answers to CAC member questions.

Q: If go back to old start and end times, or later start times for younger schools?

Q/statement: We need to consider the curriculum, for students in summer school and not in summer school. We need to monitor progression and consider if the CAC can help Board. Our main focus should be the education of our children.

Q: For the kids pulled out to do home school, CCPS will be doing tests to make sure they are slotted into appropriate grade/classes. Is CCPS looking at doing that for doing kids who have been in school given that we know there has been learning loss?

Q/statement: We need to have more detail about what CCPS is doing to address the loss of instructional time. Clear plan for how those things are being addressed, for all students.

Q: Grouping at elementary level – it has been the county practice to mix all different abilities and performance levels. Can teachers meet the needs of kids in many different places coming out of covid? Special attention is needed for some kids, but should they be grouped homogeneously? Suggest homogeneous grouping.

Q: Nationwide, have there been approaches we are hearing talked about? No CAC responses.

4) Follow up on hiring policies and procedures.

Q: CAC did a study. Can the CAC receive the study results, so we can see what happened/didn't happen? Perhaps put some of those things on agenda for next year. This issue has been studied for a long time.

Karen: The report is on the website. Look under CAC minutes for the report from 2017.

Q: The county imposes a salary cap for new hires. This may be a violation of Board's non-discrimination policy re: discrimination based on age. Is this legitimate?

Q: CCPS should have a definition of minority – men in teaching profession, "minority" could mean a number of different things. We could share that with the Board and CCPS Administration. Hiring minorities has been a goal for CCPS/other counties for the last 10-20 years. There is information that graduation rates are unbalanced, so there is an unbalanced number of candidates. We should also look

at our population of students, and our population of teachers should mimic that make up. A definition of minority would be needed to do this.

Q: Perhaps there are opportunities to look at school to teaching path, if we are not graduating enough populations of teachers, what can we do for students coming through our education system? Not just waiting to the point of hiring.

Karen: Thank you for service to CAC. Normally we would be having a dinner tonight. Apologize that we can't do that this year. Will be sending out applications for next year. If you are coming back, just say coming back for year two.

Sarah: Thank you to Karen too.

Q: Liked the format, following up with minutes. CAC needs to remember that the group is advisory rather than a decision-making body. Appreciate the Administration and Board coming to so many of the meetings.

Ms. Claggett – Thanks to CAC members for participation. Enjoyed hearing comments, participating in meeting. Thank Sarah for being the Chair, Melissa being Vice Chair and leading the group. We do hear you and appreciate your comments.

Sarah: CAC is grateful to you as well.

Q for Ms. Claggett: Can you tell us about the new initiative for fall, conducted along with principals from Charles County and other partners focusing on black and African American boys. Interventions to help them succeed academically, behaviorally, socially/emotionally. A (Ms. Claggett): That's really a question for the superintendent. A number of counties are doing these initiatives. What is done at CCPS is up to the superintendent/school principal(s). I will provide input with regard to what I would like to see/have learned regarding black boys. Will those initiatives be implemented? That is up to those in the classroom who have that full time educational background.

Q: Is Future Teachers of America still in CCPS schools to prepare students to go into teaching field? Does CCPS use incentives for rehiring? Also, has CCPS considered doing vaccinations in the high schools, at schools when the schools start back in the fall for kids who want to get them?

Karen: We have the Teacher's Academy, same as Teachers for America. That is still ongoing. As for incentives – we have a program where if you commit to come back when finish college, we give so much per year towards tuition. Vaccinations – Karen will talk to student services to get more information.

Adjourn 6:30 pm.