

WHAT KEY ISSUES PRESENTED DO YOU BELIEVE HAVE THE GREATEST IMPACT ON THE ACHIEVEMENT GAP

Data sets showing the opportunity gap prior to students enter the school house
The family and home of origin
Expectations (voiced and/or implied) by the teacher to the students (implicit bias a factor)
Clearly poverty is a big driver for the achievement gap. Poverty creates the environment for low expectations and low attainment.
lack of teacher of color in the district
Access to public transportation to educational institutions through the county
The data presented is both incomplete and of limited use to determine a plan forward just the formulation of the data points to the soft racism of low expectations educators.
Lack of or limited resources in the classroom. Limited resources at home, school supplies, homework assistance, tutoring, mentoring.
The home environment of students before they are ready to enter school
It appears that AA students are noted higher in the areas of discipline and suspension more often than other students. It would make it more difficult to receive the same quality education as the other students.
How income and related lack of skills/education of parents.
Support to counter the effects of low income. Example...STAIR (Start the adventures in reading) need more programs in different disciplines...math and basic finance.
Systematic racism that contributes to in-school discipline disparities
We have to examine the leadership practices of our school based principals
Because disparities take shape before a child is born. We need to start w/education and resources for adults.
Quality of public school education
Lack of AA teachers in the school system
The over representation (or over disciplining) of black children
How are schools using data to personalize support for students
Trajectory issues
Access to county resources. Teachers, tutors, and mentors
Systemic systems and structures for tiered levels of interventions and supports must be developed monitored and analyzed.
Poverty and the challenges associated
Low rates of kindergarten readiness
Discipline actions of AA children
Disproportioned discipline in schools
Examine how the district leadership is supporting schools and holding them accountable
Systemic racism contribute to KRA and education oriented driven students
Disciplinary actions of kids. School readiness
Low economics at home, health needs, lack of nutrition
We have to examine teacher practices of our teachers
Key issues/greatest impacts on the achievement gap. The students need to be looked at as soon as they go into elementary school. They need to be tested on their achievement status. The earlier the better

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Poverty - Income, Disparities and accompanying family pressures

Any issue that creates opportunity gaps

Lack of fathers in homes - particularly for males.

Lack of ethnic males in classrooms (look like me teachers/administrators)

Lack of kindergartenn readiness among minority populations

Bias based on Male blackness

Cultural pride versus systematic racism. Hiring practices in the general community, cultural models within schools

Readiness - how can we collectively support school entrance with foundational skill tha launch learning with inquistiveness? Remove gaps through early intervention and opportunity access

Public policies that harm some populations - do not adequately support

High rate of hospitalization - indicating inadequate medical support for AA community

Employment opportunities

Income gaps

Attendance gaps

Health services

Recruiting a more diverse teaching population

Single parent homes

Poverty and racism

What to do with systemic racism in our county needs to be addressed

Social issues/health - health issues, asthma, diabeties

Parenting resources - reduce economic barriers for a family's needs - food, transportation, clothing, school supplies, enrichment activities (access to Arts, Sports, Nature, etc.)

Lack of opportunity for students with English as a second language

Poverty amongst AA and Hispanic students within the northern and southern parts of the county

Systematic racism and being unprepared to address the many factors of the diversity of the increased enrollment in the county

Providing basic support (food, medical, social care) to poor families with young children

Social issues - neighborhood violence, lack of support systems (recreation/tutoring, etc.)

Student readiness is on eoveraching key issue w/great impact on the achievement gap

Providing high quality early childhood education to children in poor families

Increasing school readiness for our pre-k population

Invest in ELEM and early childhood. As a MS teacher, I try to throw every starfish back...I can. Day in and day out, no matter how they identify....but I can't scale a wall if the task becomes too tall an order

Parenting resources - models and peer support

There is a need to provide before and after school....tutoring programs for students

Provide free computer laptops for student to use at home on research projects and also to reinforce reading and math skills through educational games

The learning differneces between students. We all have diferent learning styles that are not recognized or accomadated in the traditional class room

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Poverty has the greatest impact on the achievement gap

There is a need to provide headstart programs for the 3 and 4 year old children

Poverty has the largest impact on the achievement gap. It happens that black and brown students are the largest group when it comes to poverty.

The key issue noted was the high rate of single-mother households. The lack of emotional/physical energy makes it very difficult to provide the home support necessary to facilitate a good education.

Enrollment data African Americans Latinos increasing. 77% white Teachers, 87% females. Ethnic data (students is increasing 77% white teachers

Before students can value education, parents need to value it. So we need to do more community education

Basic needs of children/humans --- affordable/available housing, affordable/available child care, work opportunities for parents so basic nutrition, health care, are available to the whole family

Providing adequate resources and support to all schools

eliminating the gap

All poor children need positive adult role models, mentors, tutors to guide them. AACP needs to help existing after-school programs who demonstrate success

The picture of our county is changing yet the policies are not a key issue is AA County is slow to talk about that problems exist

Poverty

There is a need to focus on reading by providing students with free books monthly to take home to have a home library

Lack of transportation

Lack of all-day pre-k for all students

Poverty and the lack of resources that are available to our families that are in poverty

There should be no public housing buildings - People should live together - mixed income

Poverty

Poverty - students too hungry to learn. Systemic Racism - perception and assumption that students are "bad" because of race

Transportation affects the entire family - access to work, access to food, access to library, access to health services

Affordable before and after healthcare, especially for those who live below the poverty line

There is a need to provide reading and math resource teachers to provide additional instruction to those students who need additional support

Lack of access to early childhood education

Students who have undiagnosed learning issues. If you're lost, you need help to catch up, but most students won't admit to not understanding. After a while, they stop coming to class and eventually drop out

their home high school - unacceptable

a teacher or an experience takes that belief away from them the results can be exponential.

Unprepared from the beginning - some never catch up. Some kids enter kindergarten reading and counting. Others have not seen books or crayons.

Lack of opportunities....money, jobs, resources

Calling it the achievement gap instead of the opportunity gap blames individuals instead of systems and focuses solutions on individuals instead of systems.

Systemic racism

Testing methods often change. How do you collect academic achievement when test methods change? Stanford test, PARCC, MAC. Is the test method to one cultural type or economic type

School readiness --- students who start behind struggle to catch up

Enrollment gap - if you're not in school, you can't learn

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All for students to be given the same opportunities and not be single due to their race, culture or ethic background

Socio-economics ---- This is difficult for schools alone

Decline data - What alternatives to suspension exists? How can we discipline studetns w/out missing instruction?

I believe poverty is the largest, or almost the largest indicator for predicting opportunity gaps. However, because of racism it disproportionately effects AA children.

The systemic racism in how tests are designed

It seems access to jobs (and training) could improve outcomes. Helping parents and yout as they enter the workforce

The lack of teachers of color to be the role models to our youth

School policies that do not consider cultural differences

RACE - the treatment of AA students in regards to discipline -- you can't learn if you are not in classroom

Kindergarten readiness ---if a youth starts out behind it is a challenge to catch up.

The lack of teacher diversity

Racial biases

Disparate access to health services

Income inequity --- in inability to prove basic needs

The percentage of AA students receiving disciplinary action for some offensives committed by other races

Disparity in income ---- This affects nutrition, access to transporation, and housing options. This also can affect whether children's basic needs are adequately provided.

Poverty rates are correlated to student performance

Poor neighborhoods need a combined resource approach --- with by-ins from Health Dept, AACC, AACP, and social workers to address the needs of FARMS students and their families

Not addressing birth - 3 year old. Parents need a baby college -- a la Harlem's Children Zone or a Parent University a la Promise Heights located in West Baltimore

All student should have access to free dental

Children should be offered free tutoring sessions and health services

Discipline data indicates that SPED and AA Students are the highest percent of school suspensions

The poverty is the biggest key issue I believe has the greatest impact on the achievement gap

Poverty and access

Poverty and racism

Early childhood education or lack there of initrates the achievement gap

Racism

Title I schools other high farms schools should be staffed before other schools. (Given priority when hiring)

Disparity in income

Poverty - factors that work against children being ready for school

Disparity in discipline in school --- stemming from cultural lack of understanding

Children are in trauma before getting to the school house

Discipline - has to start at home and carry over in school

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Institutional racism in the areas of poverty and health

More AA teachers need to be hired in the most troubled areas schools

Income level

Poverty, Systemic racism, Implicit and explicit bias, self fulfilling prophesies

A child's life before arriving to school. Quality of life. Poverty. Poor nutrition. Lack of medical care.

Systemic racism discriminatory practices and bias behaviors in the education system

Staff doesn't reflect cultures of all students

I believe discrimination in discipline and poverty have the greatest impact on the opportunity gap

Some schools had such a label for years that it created an us verses them attitude. Causes people not to care because its those kids when they are all our kids

Discipline actions disparity by race

Hire more teachers of color

Access to computers, high speed community internet, affects homework, could improve reading

more AA teachers - pull out all stops to incerase hiring

Diversity among staff/teachers - moe male teachers, more female teachers of hispanic or AA backgrounds

learning activites/positive reinforcement

Greatest impacts - Mass incarceration and discipline disparities

poverty and wage disparities

Do low income parents really understand what readiness for school means and why it is important

The lack of education of the educators regarding all of the indicators that could impact our students. It's too easy to put the children and their families in a no hope category

We must look at the whole child - resources for ELL, Income disparities, opportunities

Start at the beginning - continue the progress in kindergarten readiness by enhancing per-k programs

Offer pre-K 3 and pre-K 4 like other school districts for all students not just those that qualify financialy

Access to technology based resources

Access to after school homework help programs

Access to adequate health care

Access to resources, nutrition, behavior health

Pre-K and pre-k 3 in elementary schools

satisfaction. We're there again. Prepaer for that population increase.

Generational Devastation - incarceration - transportation - poverty - hunger - health. Enrollment - changing demographics of students verses static teachers. Readiness

need for adjustment to learning styles and children

Disparity in test prep and tutoring among groups (majority vs. minorities)

Discipline - parents need to be parents. Help some but work on developing skills and confidence

The problems of early incarerations and lack of resources are high in part factors in the gap.

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Different treatment of students - daily not just disciplinary

Passing vs. learning. Pushed through the system without learning the basics

I think the opportunity gap is like compound interest - small looking gaps from earliest stages manifest as larger gaps at later stages. Individual years/data points matter less than birth - 18 trend

Importance of mentorship

Introducing the idea that it is more an opportunity gap than an achievement gap.

The number of school suspensions for AA students needs to decrease

Social emotional learning specifically for children of poverty identified for pre-k that is continued throughout their education

increase the number of AA role models

Many children lack access to help with homework, tutoring, and skills to organize and stay on track. Many families can't pay for tutoring when a child is struggling (especially in math)

Stress children experience because of family instability -- often caused by low economic status, housing needs, and parents who have to work a lot

Although not presented tonight, another key issue or impact on the achievement gap is that of expectations

Lack of opportunities for experiences, poverty, incarceration

Classroom size reduction should be used/implemented in high poverty areas

Health disparities of parents and pre-term birth to 5, Single parents and mass incarceration and effect of absent fathers

I think poverty has the greatest impact on the achievement gap

Race (AA, Hispanic), Poverty, SAA, Incarceration, SAA, Minority groups which are of color represent the high social determinants

Discipline data is telling. Lack of diversity among teaching staff and school personnel. Socio-economic factors that negatively affect school achievement.

One key issue is access to opportunities outside of school that help improve academic, social and emotional achievement. Mentoring, tutoring, Mental Health Services, Housing

Students' basic needs being met. Including love and belonging. How do schools/teachers do this currently? What can be improved? How are communities/schools working together?

Cycle of poverty perpetuated and reinforced by systems and habits of racism

The use of culturally relevant pedagogy throughout the district

The disadvantages before the kids ever get to school - lack of adequate pre-k programs for all kids at risk and lack of community programs to assist parents in the first few years of a kid's life

How do we meet the needs of families so kids aren't worrying about the next time they get food or wondering if the power will be on when they get home.

Minimum in-school resources (wrap-around supports)

Poverty, Social determinants (health access, transportation, housing, jobs), Trauma, In-school environment (environment, staff cultural understanding)

Greatest impact, earlier and earlier programs for school readiness for minorities

Examination of disparate rate of suspensions, significantly reduce

feedback and tell them they can't, they will believe they can't. We need to change our culture. Attitude and expectations are key.

skills or ability to regulate emotions, flexibility and problem solving skills.

lack of teachers (enough of people of color)

after school activities or early college at AACC's campus

Access to health care. Mass incarceration - large disparity. Access to home services by DSS in class for AA and white.

correct thinking.

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has a negative impact. I also noticed that the number of referrals was significantly higher for AA. I see those two things as being related. Therefore, I see the number of referrals being higher than other school. We must implement strategies that have an early impact.

pedagogy dictated to teachers from the central office? Observation: -- The data represents various caps, but not what the students feel. We need to know what student sthink and feel about schooling. This children the same feeling of hope and safety. Reduce incarceration rates and provide family support services to single mothers.

kindergarten on the ground floor. Otherwise, we are setting up children for an immediate gap and they are immediately behind.

gap. It is racism because no mater what is done AA won't be viewed as equal. How do we fix this?

tackle. If they are not in school they cannot learn. If they do not have Maslow hiearachy of needs met they cannot be present (in mind) at school.

trust and move forward. Blaming everyone else instead of turnign the variable/mirror on oneself. Our representing students with 504 plans/IEPs instead of addressing self-regulating issues of all students.