



Joint Initiative to Eliminate the Achievement Gap

MONDAY, SEPTEMBER 23, 2019



Welcome

GEORGE ARLOTTO, ED.D.
SUPERINTENDENT OF SCHOOLS

STEUART PITTMAN
ANNE ARUNDEL COUNTY EXECUTIVE

Agenda

Purpose	Maisha Gillins, Ph.D. Executive Director AACPS Office of Equity & Accelerated Student Achievement
Historical Overview	Carl Snowden Convener, Caucus of African-American Leaders
Data Presentations	Pamela M. Brown, Ph.D. Executive Director A.A. Co. Partnership for Children, Youth & Families Jason Dykstra Executive Director AACPS Instructional Data Division
School Stories	Maureen McMahon, Ph.D. AACPS Deputy Superintendent Academics and Strategic Initiatives Maisha Gillins, Ph.D. Executive Director AACPS Office of Equity & Accelerated Student Achievement
Community Input/Next Steps	Monique Jackson, M.Ed., NBCT AACPS Deputy Superintendent Student & School Support



Purpose

MAISHA GILLINS, PH.D.,

EXECUTIVE DIRECTOR

AACPS OFFICE OF EQUITY AND ACCELERATED STUDENT ACHIEVEMENT



Historical Overview

CARL SNOWDEN

CONVENER

CAUCUS OF AFRICAN-AMERICAN LEADERS



Data Presentation

PAMELA M. BROWN, PH.D.

EXECUTIVE DIRECTOR

A.A. CO. PARTNERSHIP FOR CHILDREN, YOUTH & FAMILIES



Poverty Institutional Racism and Local Disparities

Anne Arundel County
Achievement Gap Joint Initiative, September 23, 2019
Pamela M. Brown, Ph.D.: srbrow00@aacounty.org

Achievement Gap or Opportunity Gap?

A gap in test scores is not a gap in academic ability

Many educators believe curriculum, instruction and assessments have been tailored to the needs and cultural knowledge of white middle-class students.

When people think of 'the achievement gap' — they typically think of this idea that black and Latinx and native children are achieving at a lower level than white and Asian children. **And** they're achieving at a lower level because there's something wrong with them because there's something they're not as individuals doing or there's something that parents are not doing or that there is something teachers are not doing

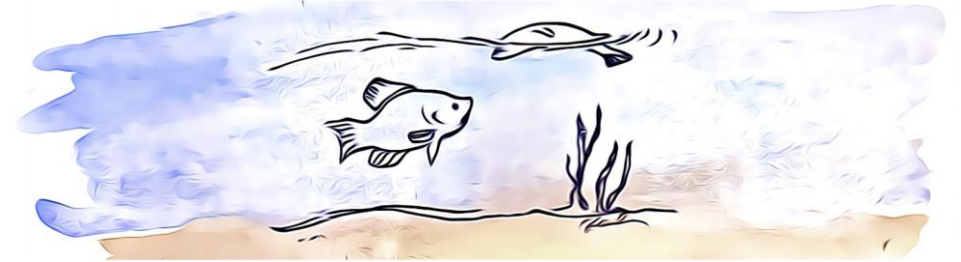
Many researchers prefer the term 'opportunity gap' "because that changes what the problem is and thereby what the solution is"

The National Picture

African Americans are:

- 2.3 times more likely to experience infant death
- 1.9 times more likely to die of diabetes
- 1.5 times more likely to be below “proficient” in reading in the 4th grade
- 3.7 times more likely to be suspended in K-12
- 2.7 times more likely be searched on a traffic stop
- 7.0 times more likely to be incarcerated as adults
- 1.8 times more likely to be identified as victims by the child
- 2.1 times more likely to be in foster care
- 1.7 times less likely to own a home (SBA).
- African American business owners are 5.2 times more likely to be denied a loan (SBA).

Racial Equity Institute, 2018



The Fish or the Lake ??



Anne Arundel County

Racial and Ethnic Demographics

Anne Arundel County Ethnic/ Racial Composition, 2016

Anne Arundel County, 2000-2016							
	2000		2010		2016		Percent Change,
	Amount	%	Amount	%	Amount	%	2000-2016
Total	489,656	100	537,656	100	559,737	100	14.3
Non Hispanic Whites	390,519	79.8	405,456	75.4	393,514	70.3%	0.8
Other Races:	99,137	20.2	132,200	24.6	126,821	22.7%	27.9
Hispanic or Latino	12,902	2.6	32,902	6.1	39,402	7.9%	205.4
Black or African-American	65,755	13.4	83,484	15.5	87,090	15.6%	32.4
Other*	20,480	4.2	15,814	3	39,731	7.1%	9.4

City of Annapolis, Race and Hispanic Origin 2017

White alone	61.8%
Black or African American alone	24.5%
American Indian and Alaska Native alone	0.0%
Asian alone	1.3%
Native Hawaiian and Other Pacific Islander alone	0.0%
Two or More Races	1.9%
Hispanic or Latino	20.3%

Poverty, Race and Ethnicity 2016

Anne Arundel Poverty Levels, 2016

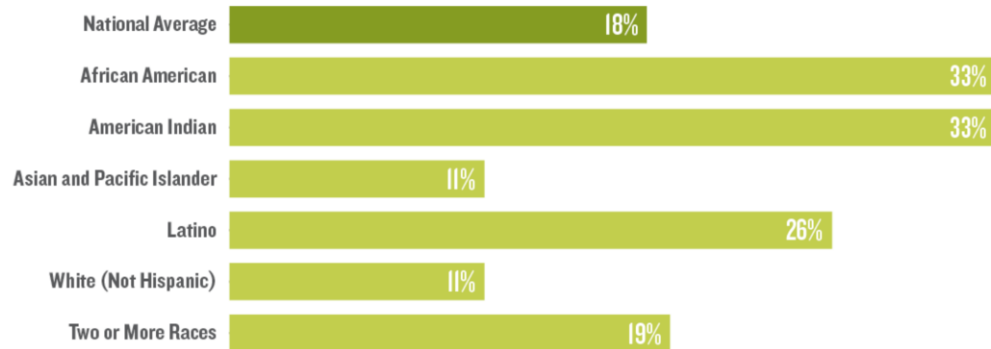
	Below Poverty Level	Percent Below Poverty Level
Total living below poverty		6.1%
Male	13,982	5.30%
Female	19,186	6.90%
Race and Ethnicity		
White, NH	18,237	4.70%
Black or African American	8,153	9.70%
Hispanic, Any Race	3,643	9.50%
Asian	1,423	7.20%

Children living in poverty/low income households have multiple barriers to opportunity:

- Inadequate nutrition
- Lack of transportation
- Few recreational opportunities
- Parents working two and three jobs
- Shared households
- Threat of homelessness
- Basic needs insecurities that lead to trauma and depression and a fight/flight response
- Lack of access to after-school enhancement
- Lack of access to high resourced schools - long-term effects on their ability to enter and succeed in postsecondary education

National and Maryland Data for Children in Poverty by Race/Ethnicity

Children in Poverty by Race: 2017

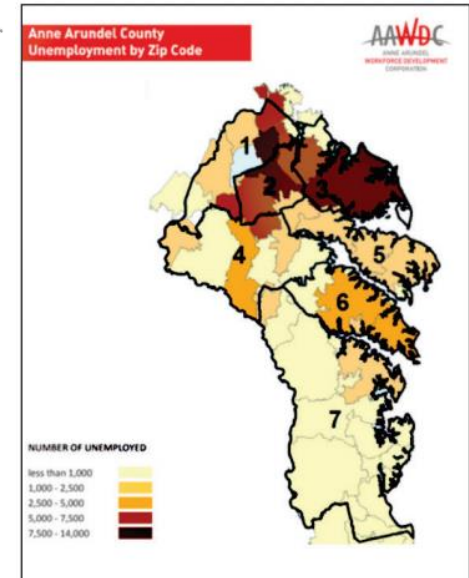
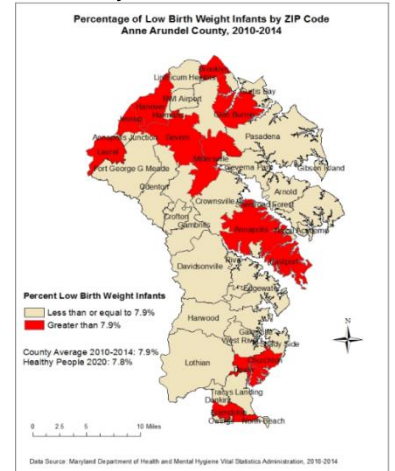
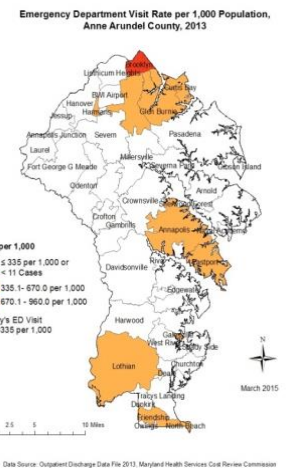
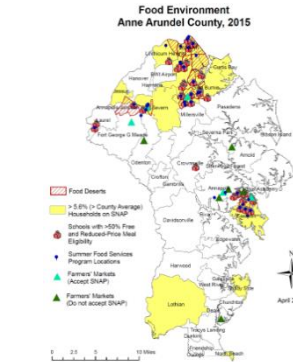
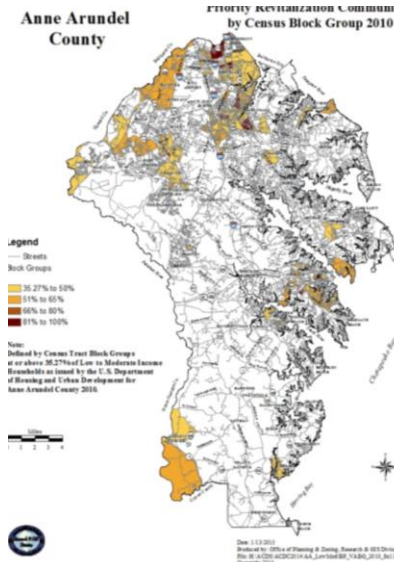
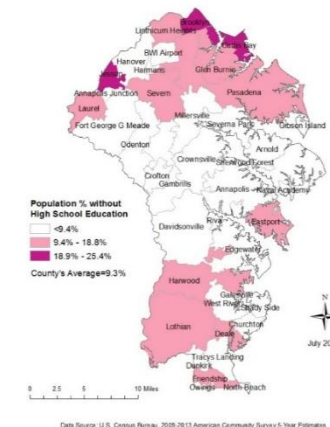
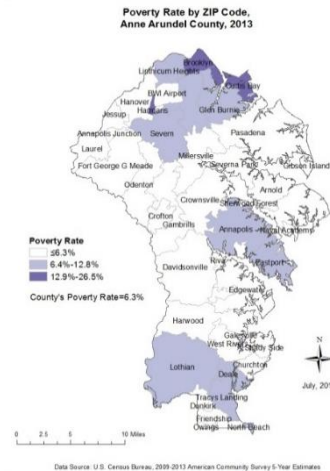
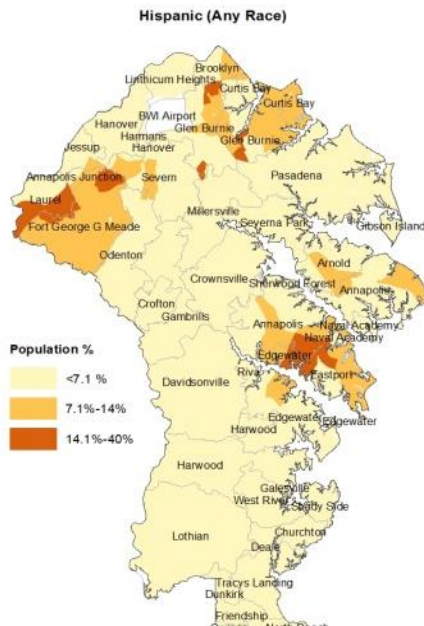
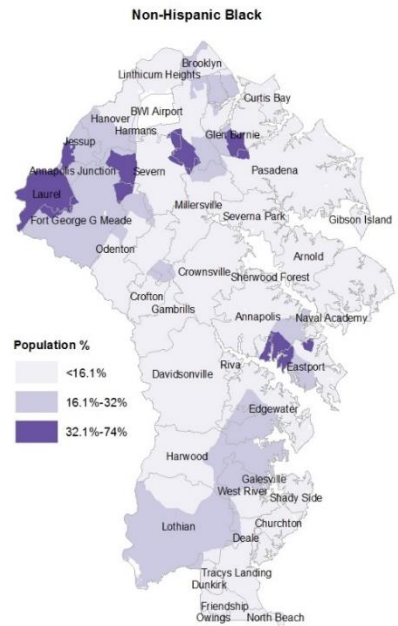


Source: U.S. Census Bureau, 2017 American Community Survey.

Race	2010	2011	2012	2013	2014	2015	2016	2017
Total	13%	14%	14%	14%	13%	13%	13%	12%
White	6%	6%	7%	7%	8%	7%	8%	6%
Black/ African American	22%	21%	23%	22%	20%	22%	19%	20%
Hispanic	16%	18%	17%	16%	16%	20%	16%	17%

Color and Geography of Poverty/Low income

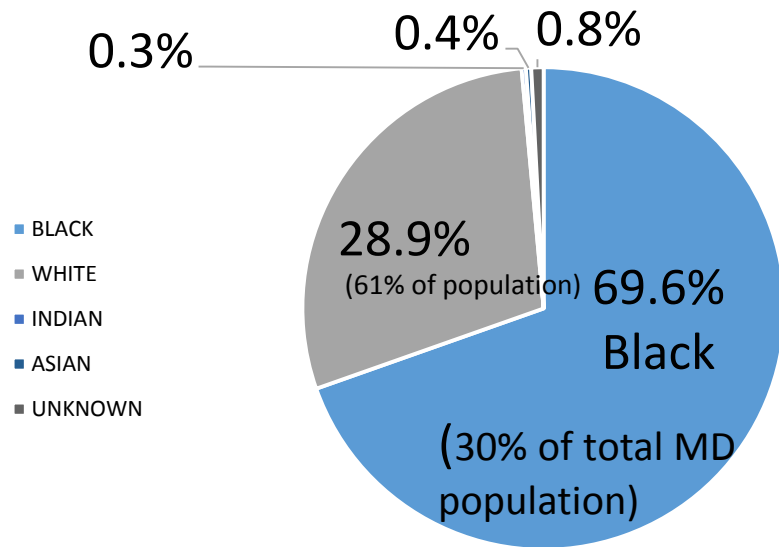
Race/Ethnicity: Income, High School Diploma, Low Birth Weight, Food Desert, Low Income Housing, 2016



2018 Community Needs Assessment

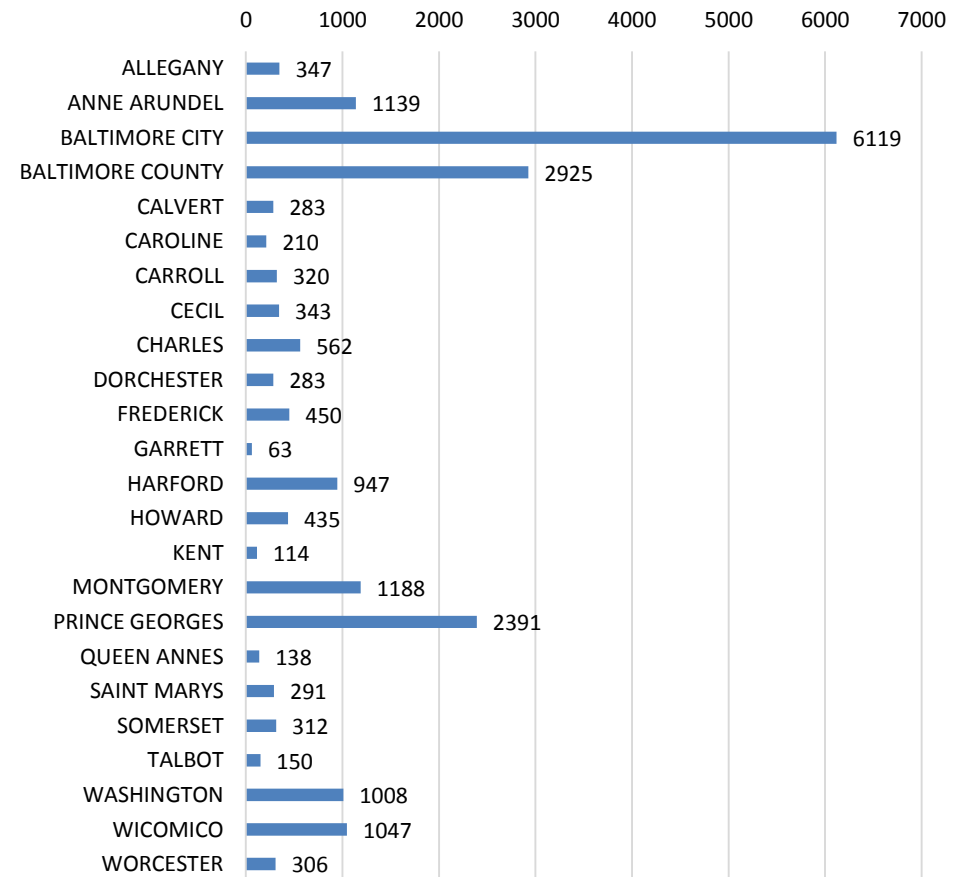
Mass Incarceration in Maryland

Prisoners in State Facilities by Race (July 2015)



July 2015 data provided by Maryland Department of Public Safety and Correctional Services.

Active Inmates by Sentencing Jurisdiction (July 2015)



Poverty and Single Mothers, 2016

Anne Arundel Poverty Levels, 2016

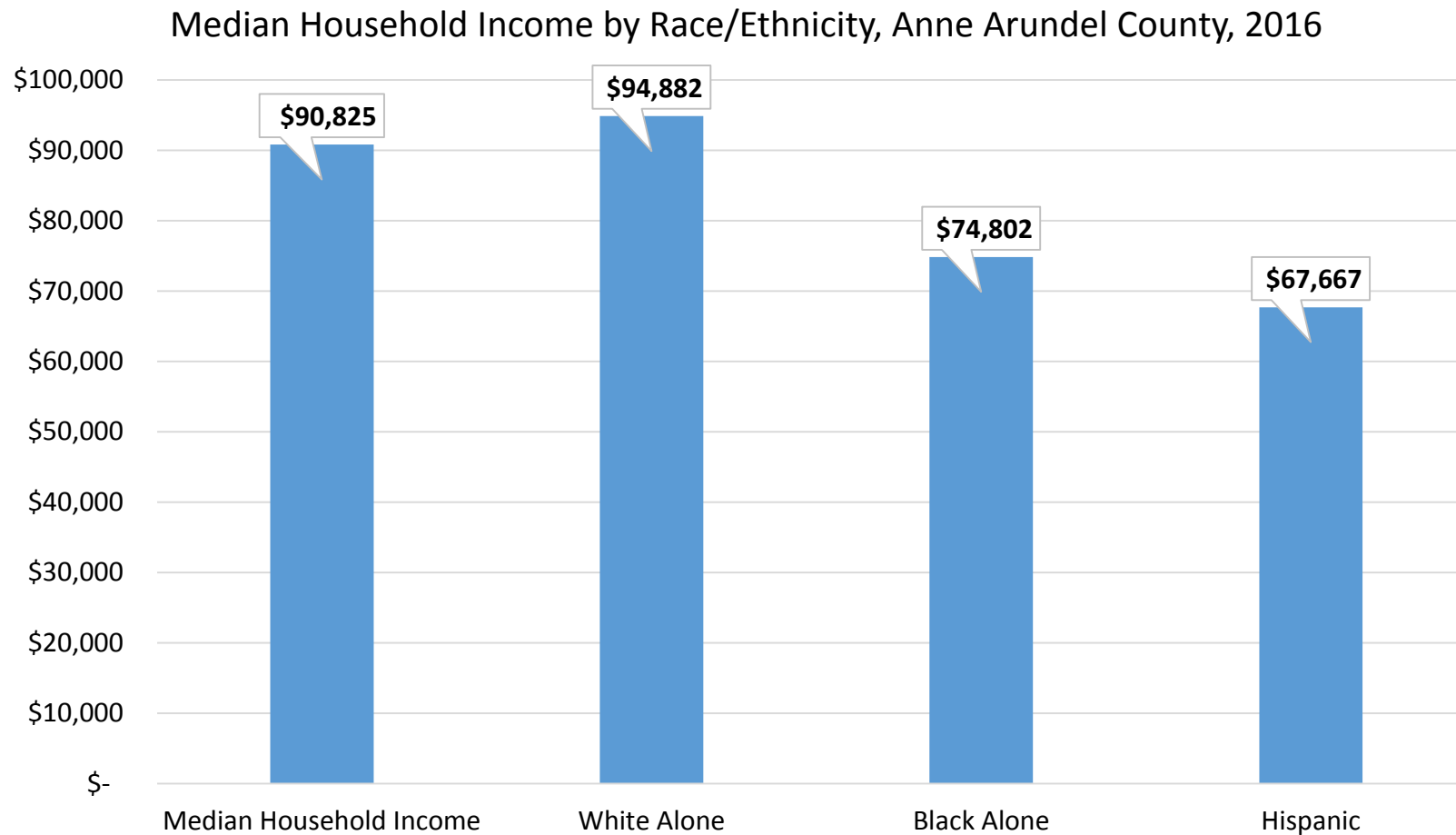
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Asian	1,423	7.20%

Children Living with Single Female Head of Household

Race/Ethnicity	Data Type	2012	2013	2014	2015	2016
White, not Hispanic or Latino	Number	7291	6942	6989	6889	6850
	Percent	15.2%	14.8%	14.9%	14.6%	14.6%
Black or African American	Number	5259	5480	5104	5306	5250
	Percent	43.2%	42.4%	41.5%	41.7%	42.5%
Asian	Number	307	267	214	201	216
	Percent	13.7%	12.1%	8.7%	8.5%	9.9%
Hispanic or Latino	Number	768	829	705	932	1189
	Percent	16.2%	17.8%	16.1%	19.3%	23.1%

29 percent of families headed by women with no husband present are below the poverty level (2016)

Median Household Income by Race and Ethnicity



Health Access:

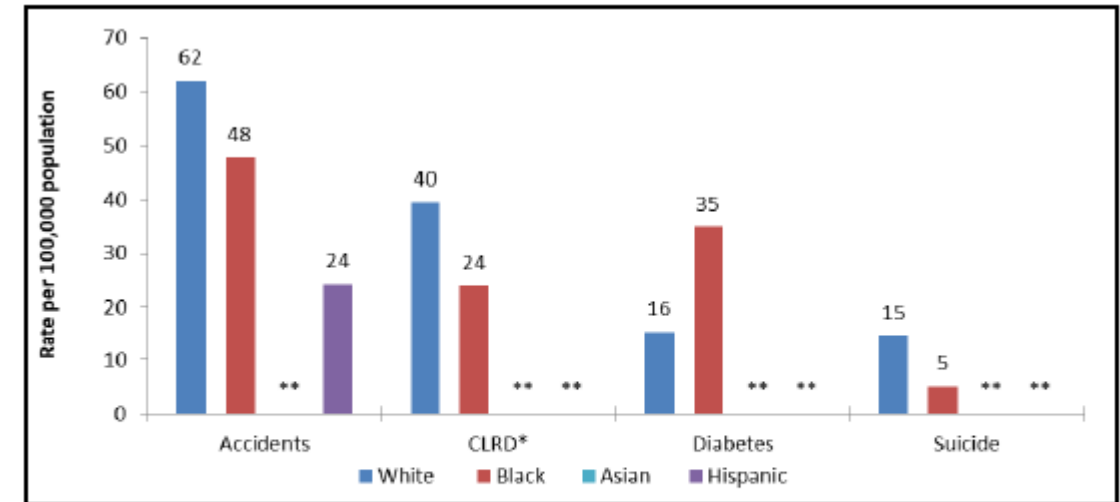
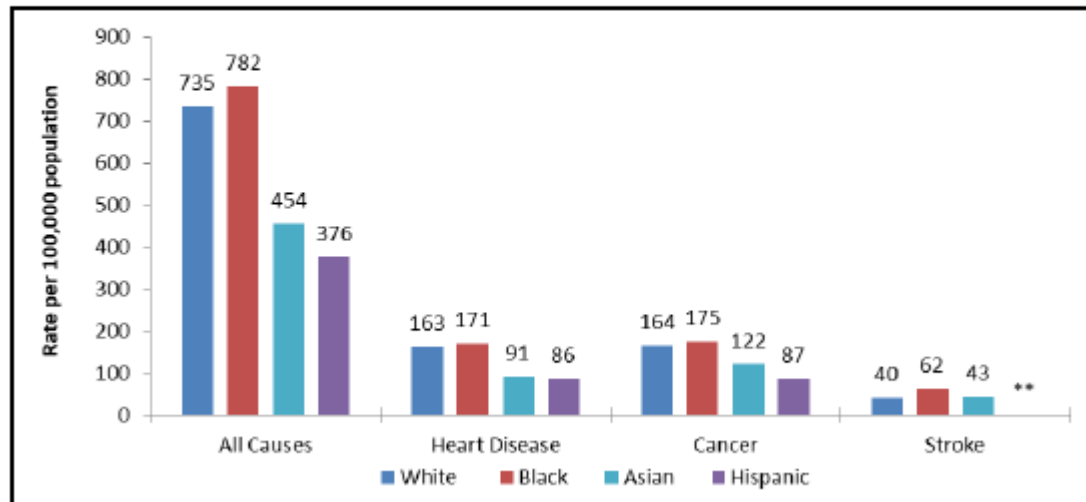
Inpatient Hospitalizations and Emergency Department Visits, 2017

Inpatient Hospitalizations, Anne Arundel County, 2017		
	Number	Rate per 1,000
Total Hospitalizations	59277	104.3
Age		
0 to 18 Years	9763	68.7
19 to 39 Years	12917	83.3
40 to 64 Years	16607	84.9
65 Years and Over	19990	262.5
Sex		
Male	25656	92.7
Female	33621	118.8
Race/Ethnicity		
White, NH	38719	96.9
Black, NH	11747	132.5
Asian, NH	1271	62.1
Hispanic (Any Race)	3368	84.7

Emergency Department Encounters, Anne Arundel County 2013 and 2017				
Column1	2013 Number	2013 Rate per 1,000	2017 Number	Rate per 1,000
Total Encounters	186124	334.9	189819	334.0
Age				
0 to 18 Years	39,455	312.0	40301	283.6
19 to 39 Years	68,342	415.9	64700	417.0
40 to 64 Years	58,087	301.9	57566	294.4
65 Years and Over	20,240	279.0	27251	357.8
Sex				
Male			84147	304.0
Female			105656	373.5
Race/Ethnicity				
White, NH	98,617	250.3	103908	260.1
Black, NH	48,507	554.0	59167	667.3
Asian, NH	1,454	71.7	2066	101.0
Hispanic (Any Race)	8,552	223.0	13110	329.5

Health Disparities for Parents

Age-Adjusted Mortality Rate by Race/Ethnicity,
Anne Arundel County, 2013-2017²



*CLRD— Chronic Lower Respiratory Disease, includes diseases such as chronic obstructive pulmonary disease (COPD) and asthma

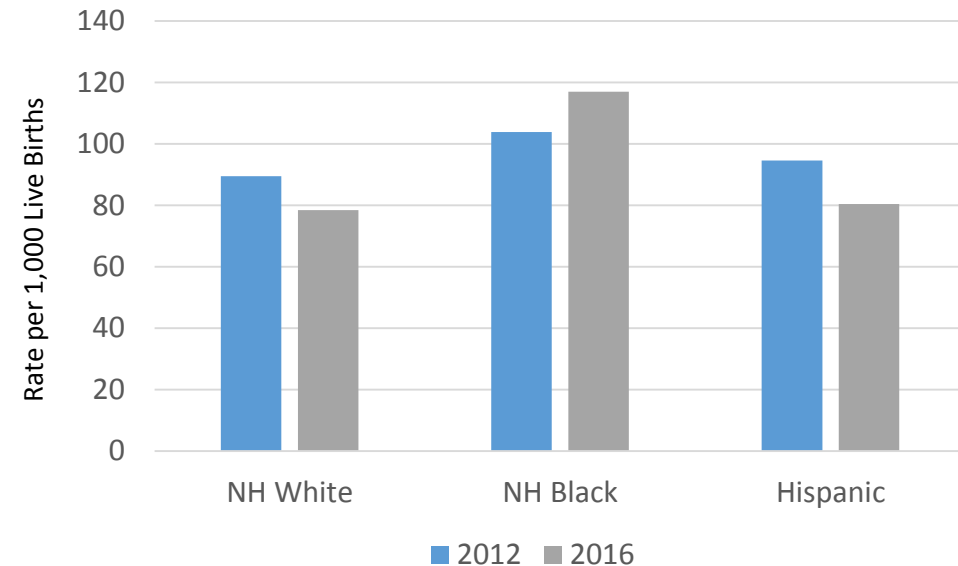
**Suppressed because there are too few deaths in this category to calculate a stable rate.

Disparities Begin Before Birth and Continue...

**Percent of Women Receiving First Trimester Prenatal Care
(First Trimester includes the first 12 weeks of pregnancy)**

	2012	2013	2014	2015	2016
Anne Arundel	71.4%	74.2%	68.5%	65.3%	66.1%
Maryland	67.9%	67.0%	66.6%	66.9%	67.8%
White, NH	74.1%	75.3%	74.7%	71.5%	73.4%
Black, NH	62.4%	62.1%	58.0%	57.1%	57.7%
Hispanic, Any Race	55.6%	61.2%	53.5%	46.4%	46.0%

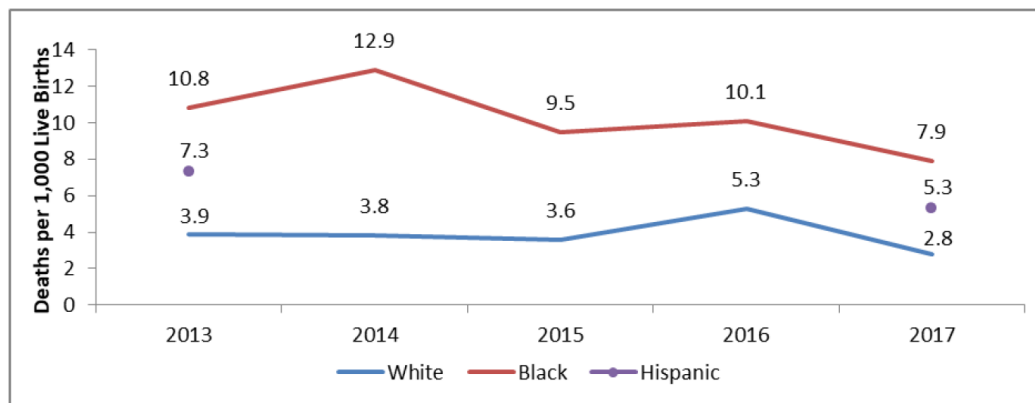
**Preterm Birth Rate by Race/Ethnicity
Anne Arundel County, 2012 vs. 2016**





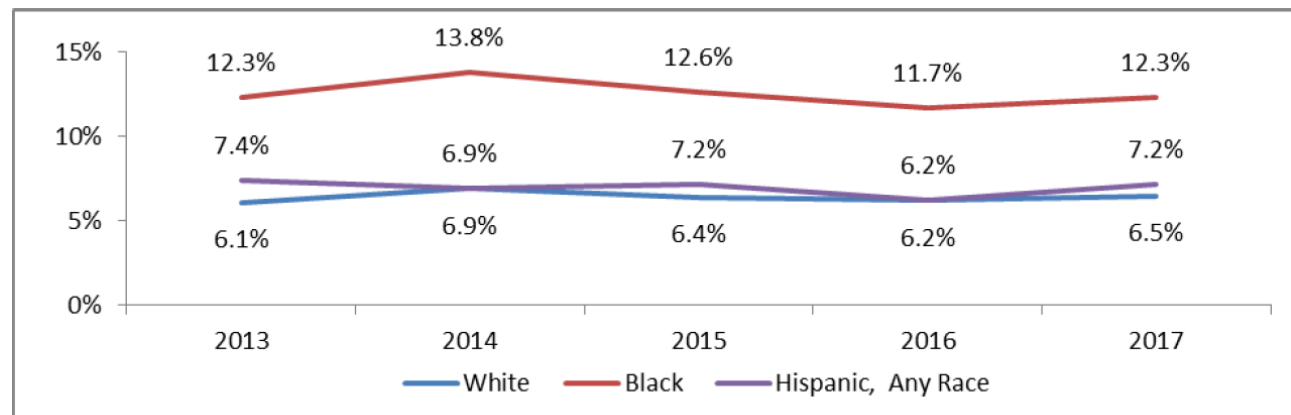
A Poor Start ...

**Infant Mortality by Race/Ethnicity,
Anne Arundel County, 2013-2017⁴**

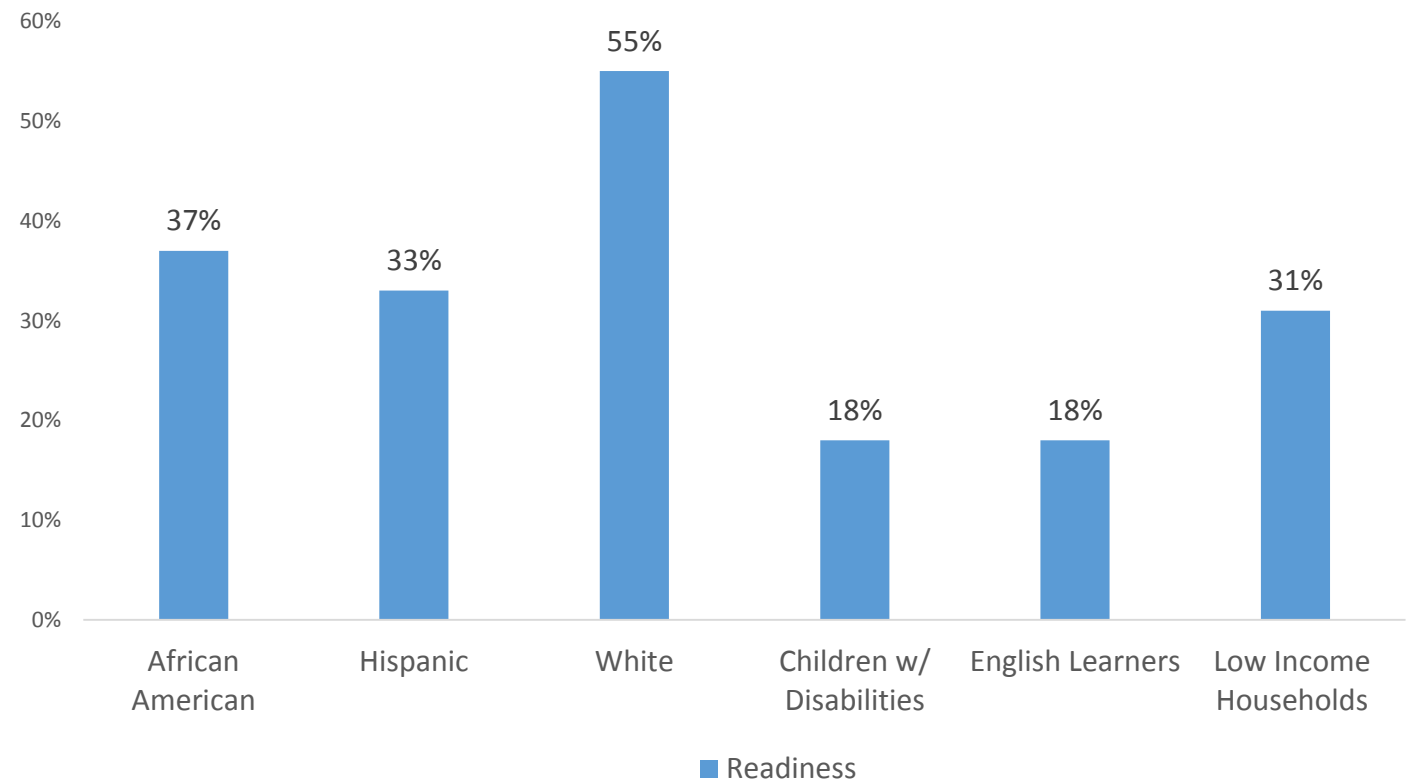


Data for Hispanic infants was suppressed for the years of 2014–2016 due to fewer than 5 deaths.

**Percent of Low Birth Weight Infants by Race/Ethnicity,
Anne Arundel County, 2013-2017⁴**

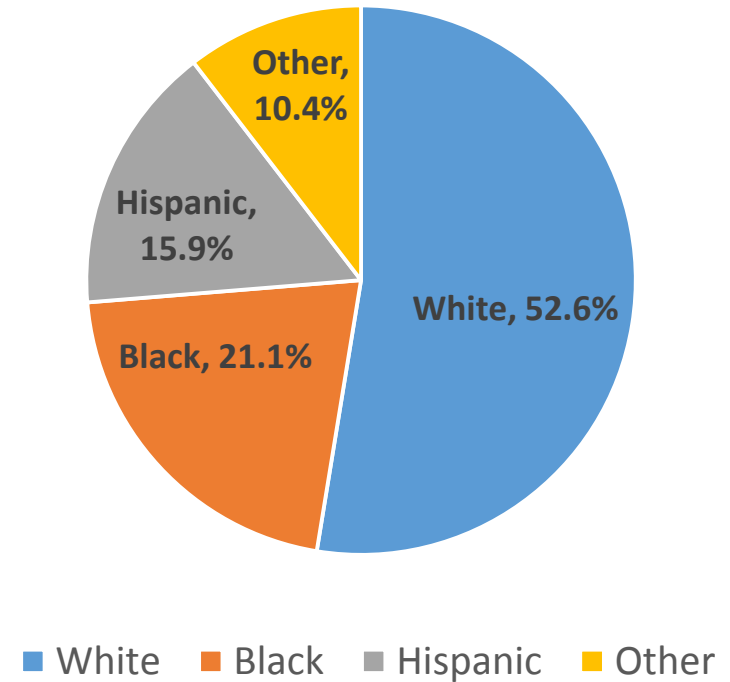


Disaggregated Kindergarten Readiness Data Anne Arundel County, 2018



Public School System by Race/Ethnicity, 2019

	2019 Enrollment
White	52.6%
Black	21.1%
Hispanic	15.9%
Other	10.4%
	100.0%



Achievement Gap 8th Grade ...

Students Scoring at "Basic" or Above on 8th Grade NAEP Assessments – MATH

	2007	2009	2011	2013	2015	2017
All Students	73%	75%	74%	74%	71%	66%
African American/Black	53%	55%	55%	59%	52%	49%
Hispanic/Latino	64%	64%	61%	69%	64%	55%
FARMS	57%	55%	55%	60%	53%	48%

Anne Arundel County Public School Students Scoring at "Basic" or Above on 8th Grade NAEP Math Assessments (2007-2017)

National Center for Education Statistics, 2018

Students Scoring at "Basic" or Above on 8th Grade NAEP Assessments - READING

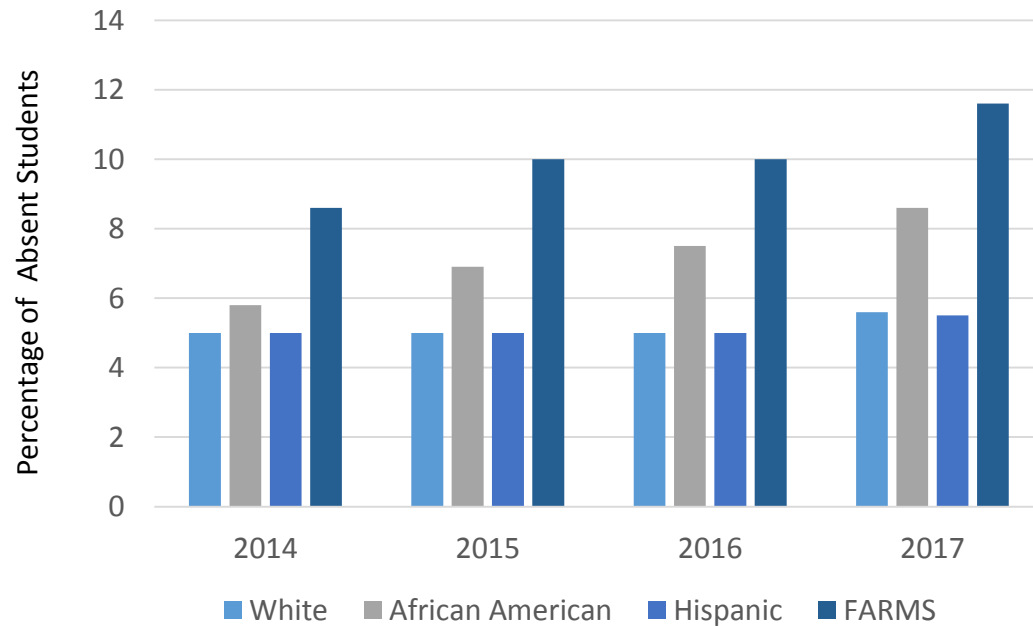
	2007	2009	2011	2013	2015	2017
All Students	76%	77%	80%	82%	76%	74%
African American/Black	60%	61%	66%	70%	60%	60%
Hispanic/Latino	69%	71%	71%	78%	69%	64%
FARMS	61%	61%	63%	72%	62%	59%

Anne Arundel County Public School Students Scoring at "Basic" or Above on 8th Grade NAEP Reading Assessments (2007-2017)

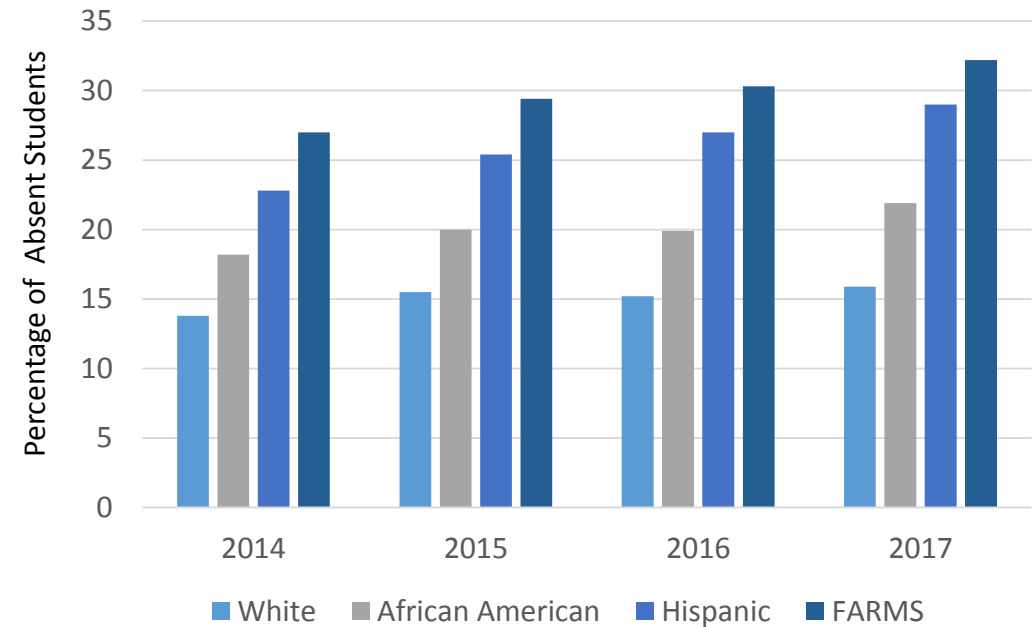
National Center for Education Statistics, 2018

Chronic Truancy (Absent More than 20 Days) 2014-2017

Anne Arundel County Elementary School Students
Absent More than 20 Days (2014-2017)

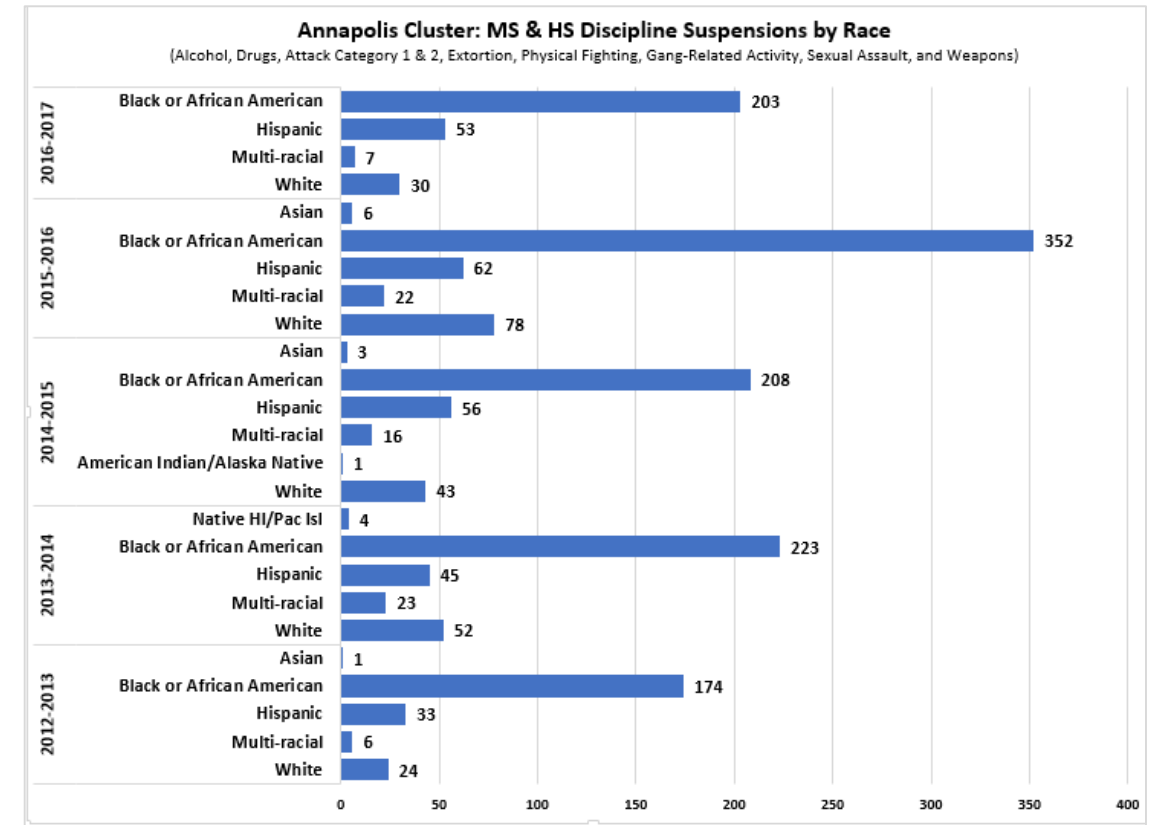
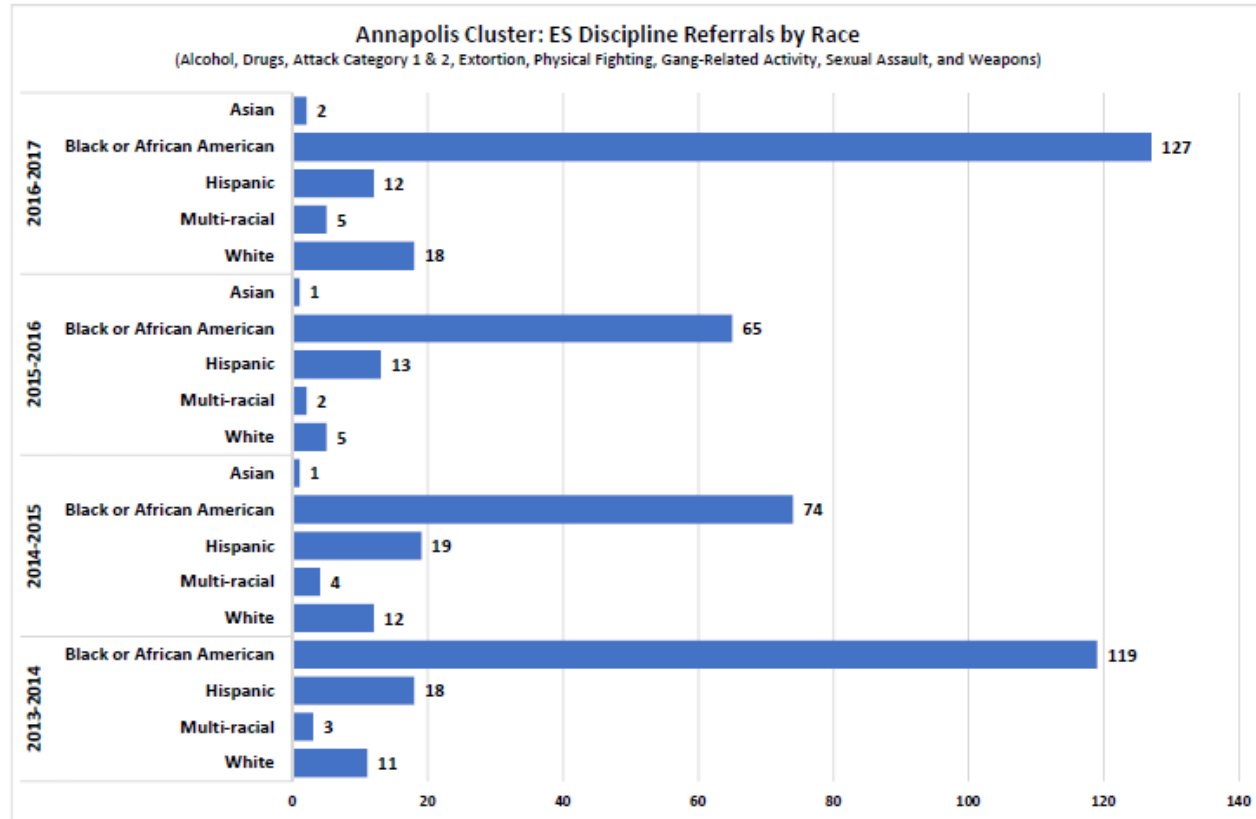


Anne Arundel County High School Students
Absent More than 20 Days (2014-2017)



Anne Arundel County Public Schools, Elementary and High Schools

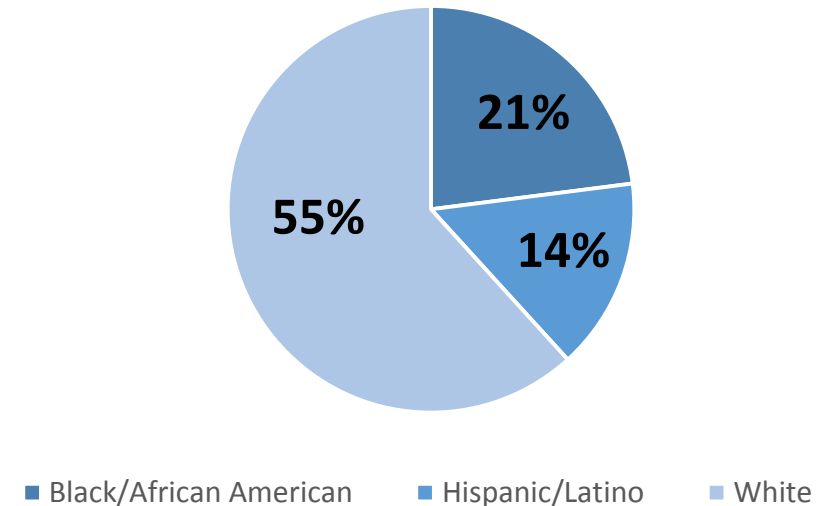
Anne Arundel County Public Schools Discipline Referrals, 2014-2017



Anne Arundel County Public Schools Suspension Data by Race and Ethnicity, 2018

Race Ethnicity	2010-2011	2014-2015	2015-2016	2016-2017	2017-2018
White	47.43%	36.6%	35.1%	33.6%	33.1%
Black/African American	40.0%	46.3%	46.8%	47.1%	45.3%
Hispanic	6.9%	9.1%	9.9%	11.0%	13.3%

2017 Enrollment



Teachers As Role Models?

77.4 percent white
87 % female

Anne Arundel County Public Schools is Seeking...

Dynamic Passionate Educators Diverse To Join Our Team!

Join us at one of our upcoming job fairs at North County High School where you will have an opportunity to interview with school principals for possible openings for the 2017–2018 school year and learn more about AACPS programs and initiatives.

AACPS Teacher Diversity Job Fair
Saturday, April 1, 2017 | 8:30 AM–1:00 PM
Candidates interested in attending this job fair must meet one of the following criteria:

- Educators from underrepresented racial & ethnic groups
- Male educators professionally certified in elementary or early childhood education
- Educators certified in hard to fill areas (such as Mathematics, Chemistry, Physics, Technology Education, Special Education, and World & Classical languages).

AACPS Teacher Recruitment Job Fair
Saturday, May 20, 2017 | 8:30 AM – 1:00 PM
This job fair is open to all certified teacher candidates. AACPS is especially interested in educators with the following certifications:

- Elementary Education
- Early Childhood Education
- Special Education (All levels)
- Mathematics
- English Language Acquisition (late ESOL)
- World & Classical languages (especially Spanish, French)
- English
- Social Studies/History
- Technology Education
- Reading/Language Arts
- Science (all areas)

Candidates interested in attending **must** register and complete our online employment application. **Only registered attendees will be permitted to interview with principals!**
For more information and to register, please visit our website at www.aacps.org or call 410.222.5061.
Job Fairs will be held at North County High School, 10 E. 1st Avenue, Glen Burnie, Maryland 21060

African American Juveniles and the Law

Anne Arundel County Juvenile Arrest Relative Rate Index (Rate) for 2012-2017

	2012	2013	2014	2015	2016	2017
Anne Arundel County Rate	3.7	3.4	4.2	4.0	3.8	4.0

Maryland Department of Juvenile Justice

Committed Placements by Demographics FY 2015-2017

Demographics	FY 2015	FY 2016	FY 2017
Race/Ethnicity			
Black	70.2%	72.8%	69.4%
White	23.4%	20.7%	22.1%
Hispanic/Other	6.4%	6.5%	8.5%
Sex			
Male	82.8%	84.0%	83.9%
Female	17.2%	16.0%	16.1%
Age			
11 and under	0.3%	0.1%	0.0%
12	1.3%	0.9%	0.5%
13	3.4%	4.6%	3.0%
14	6.9%	9.3%	8.2%
15	17.1%	16.7%	20.5%
16	27.9%	27.1%	26.7%
17	29.2%	29.5%	27.1%
18-20	13.9%	11.8%	13.9%
Total Placements	1161	1062	988

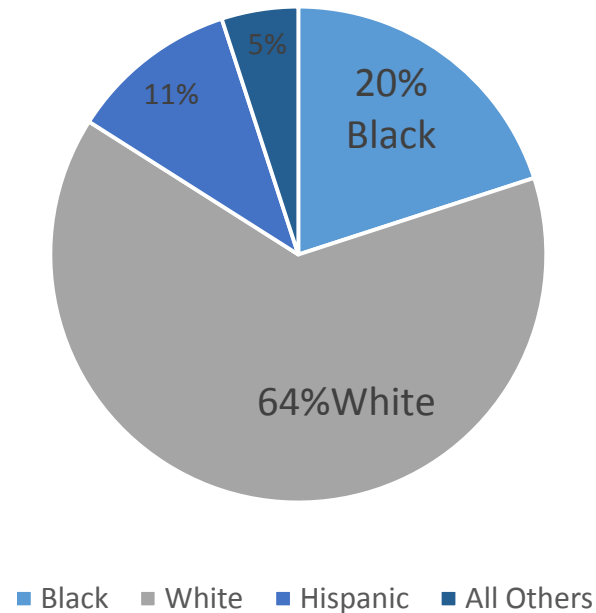
Anne Arundel County Department of Social Services

All In Home Services, 2016

County Children Receiving DSS Services

Race/Ethnicity	Cases	Children	%
Totals	691	1470	100%
Black	-	531	36%
White	-	584	39%
Hispanic	-	91	6%
All Others	-	17	1%
Unable to Determine	-	247	16.8%

Population of Youth Ages 0 to 20 by Race

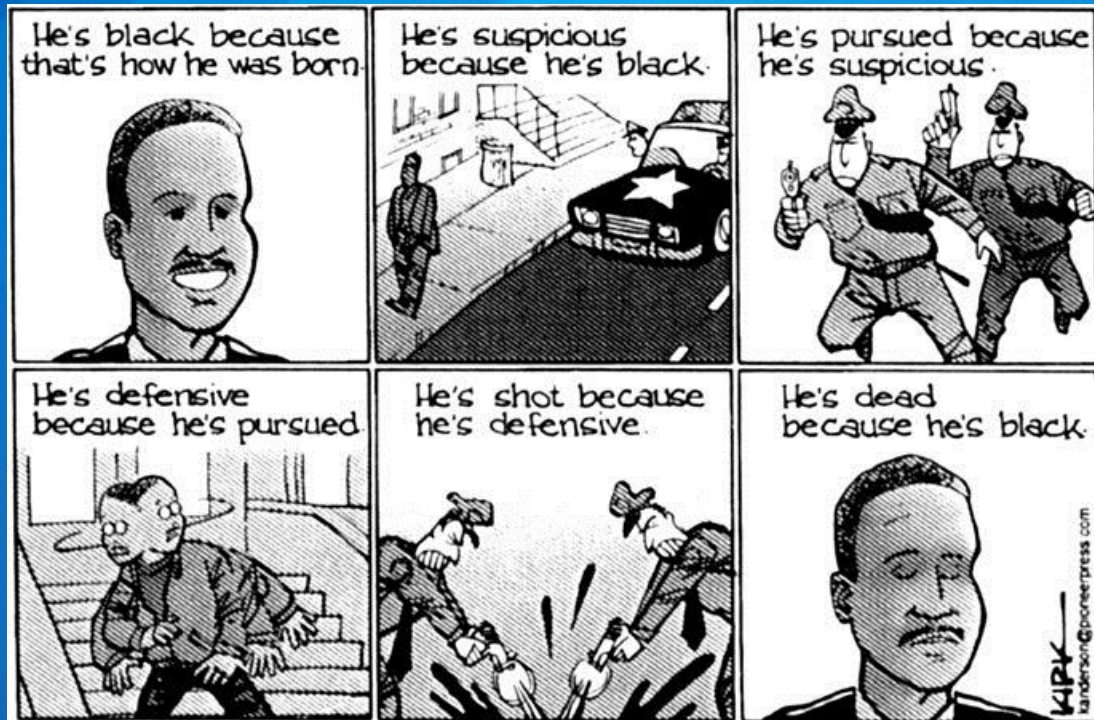


Anne Arundel County Youth Unemployment Rates, 2016

Employment Status Race and Ethnicity	July-12	July-13	July-14	July-15	July-16
TOTAL					
Population	38,799	38,861	38,735	38,589	44,175
Employed	19,461	19,684	20,085	20,333	32,696
Unemployed	4,011	3,821	3,353	2,829	5,144
Unemployment Rate	17.1	16.3	14.3	12.2	13.6
White					
Population	28,956	28,866	28,718	28,488	31,552
Employed	15,498	15,679	15,917	15,903	25,277
Unemployed	2,715	2,525	2,220	1,832	3,267
Unemployment Rate	14.9	13.9	12.2	10.3	11.4
Black or African-American					
Population	5,971	5,997	5,973	5,916	7,461
Employed	2,323	2,315	2,376	2,645	5,496
Unemployed	933	910	784	691	1,835
Unemployment Rate	28.6	28.2	24.8	20.7	25.0
Hispanic of Latino Ethnicity					
Population	8,164	8,229	8,313	8,406	8,488
Employed	3,799	3,897	3,903	4,127	4,244
Unemployed	860	859	772	601	536
Unemployment Rate	18.5	18.1	16.5	12.7	11.2

A new 2018 analysis of census data on 20 million children and their parents offers this sobering fact - black boys are the least likely of any group to climb out of poverty and most likely to fall into it. That's true if they're born poor or wealthy

System Disparities





Data Presentation

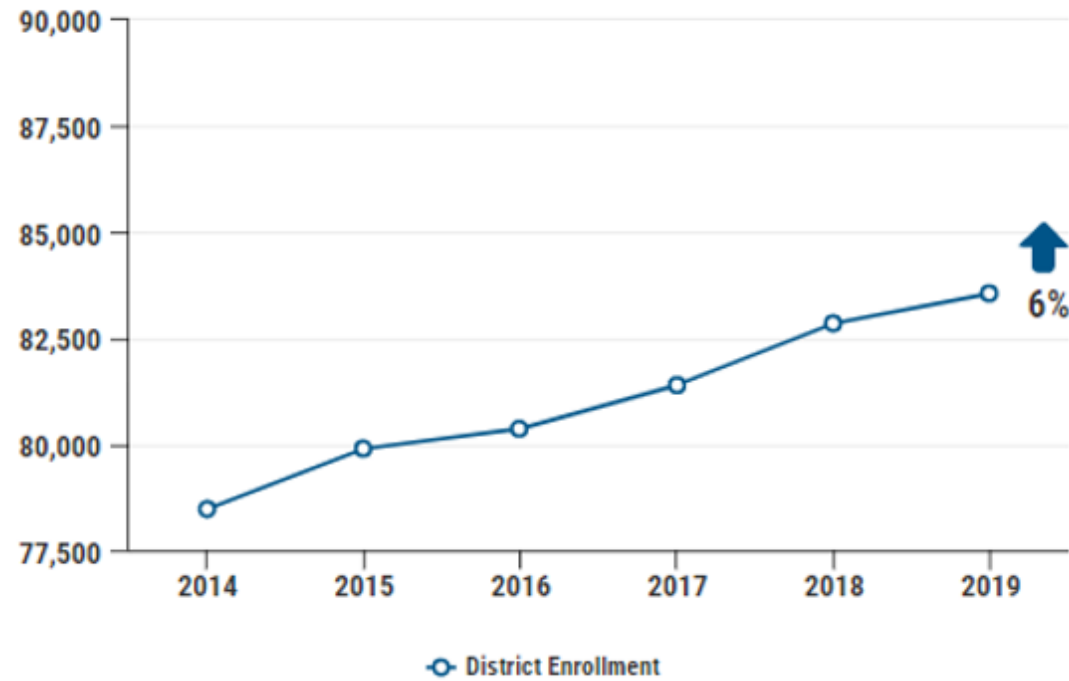
JASON DYKSTRA

EXECUTIVE DIRECTOR

AACPS INSTRUCTIONAL DATA DIVISION

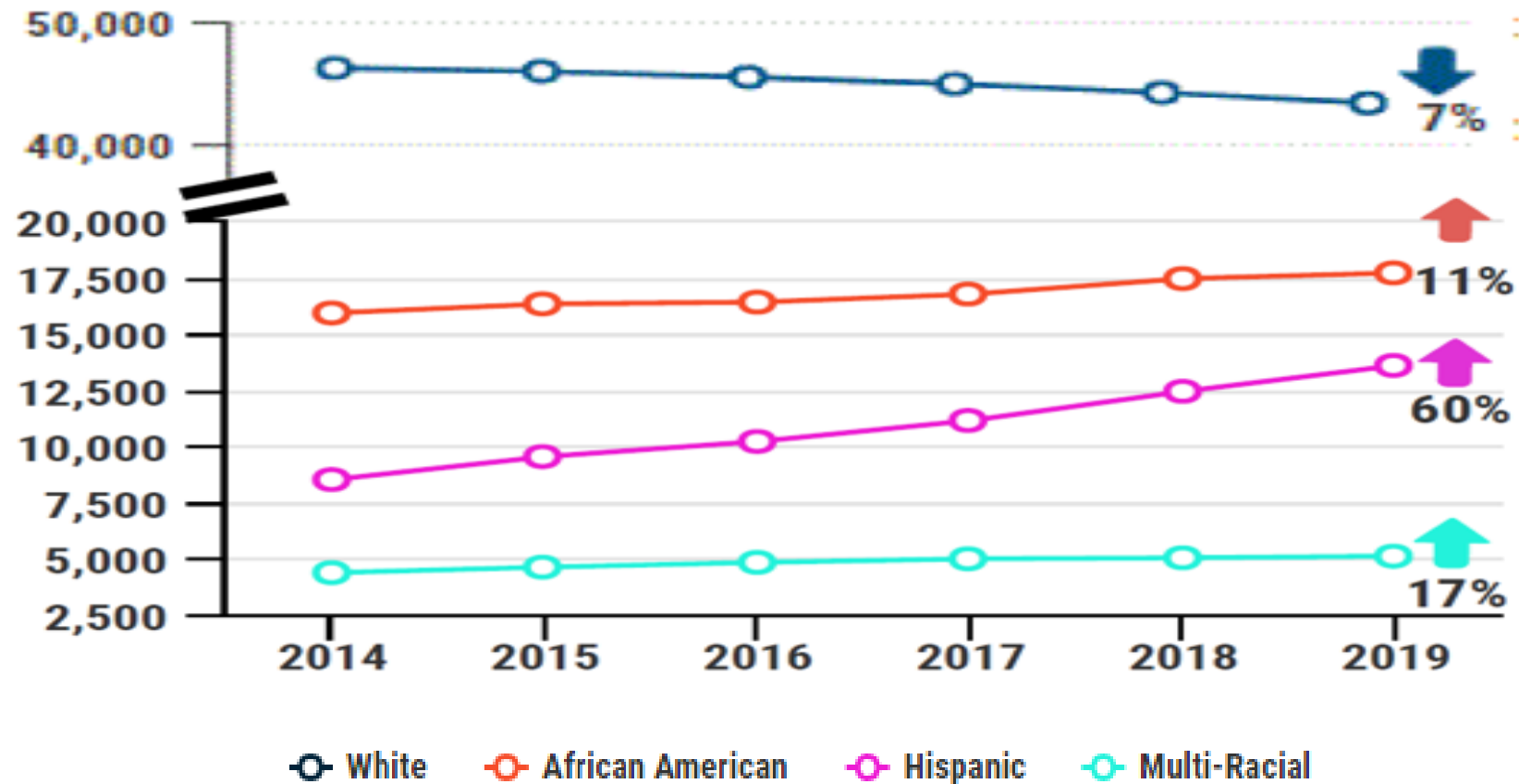
Enrollment Data

AACPS Total Enrollment (Range = 78,477 - 83,561)



Enrollment Data

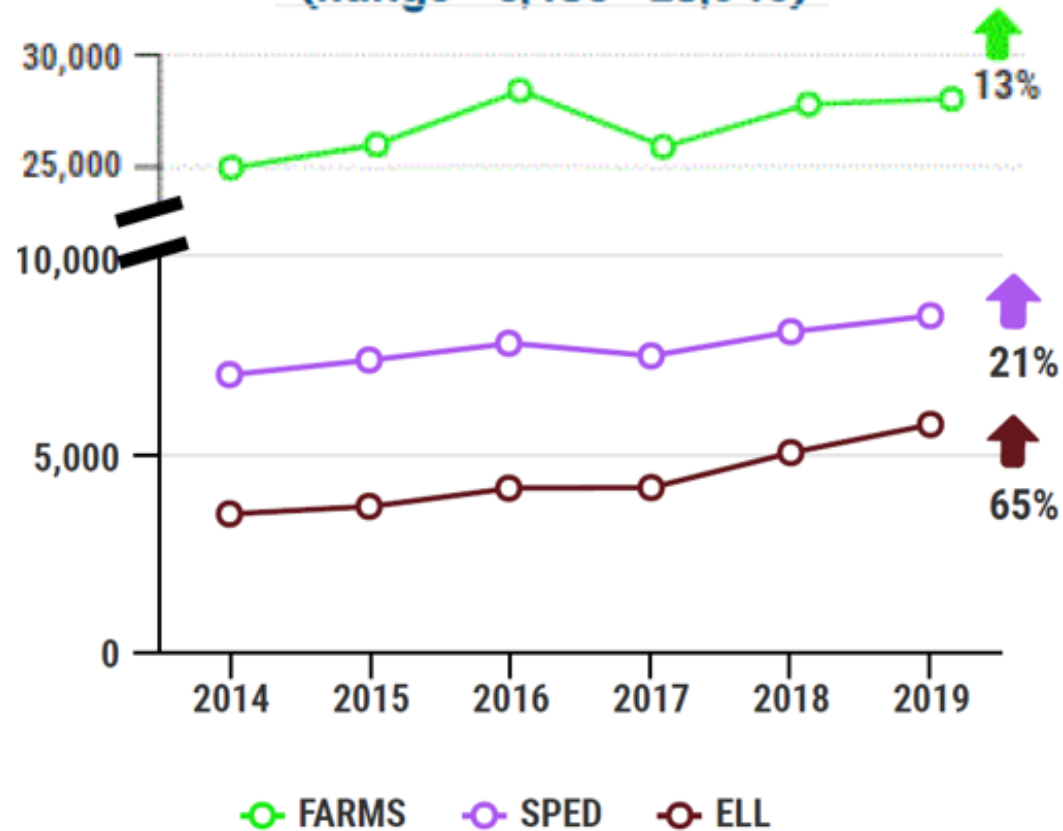
AACPS Enrollment by Ethnicity (Range = 4,374 - 46,386)



Enrollment Data

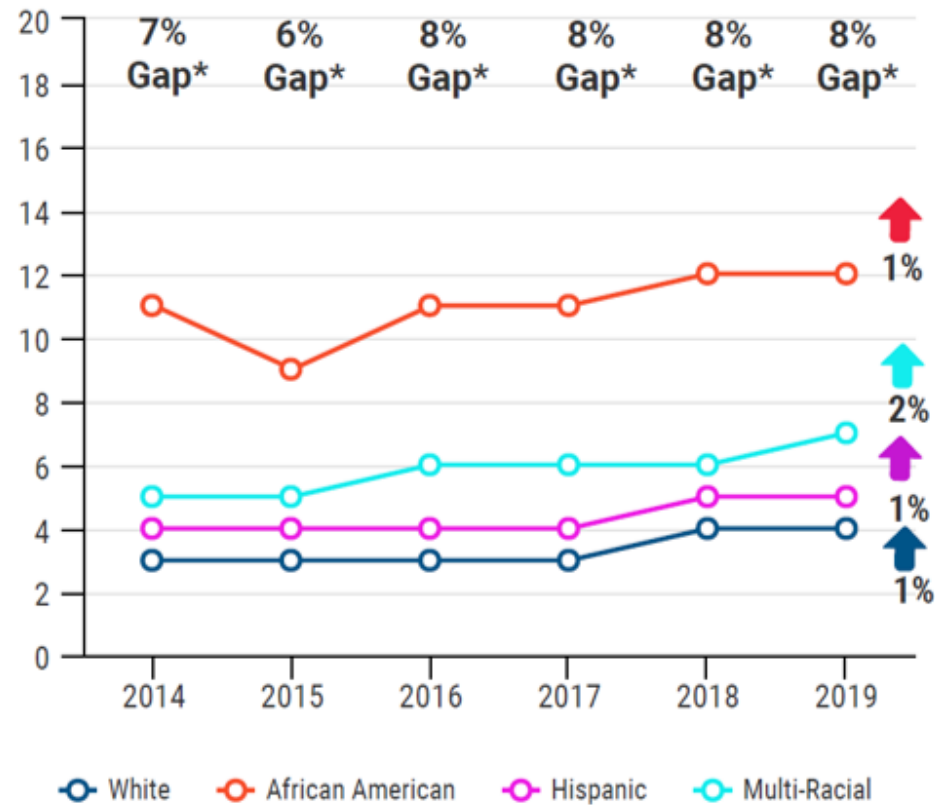
AACPS Enrollment by Student Services

(Range = 3,483 - 28,040)



Discipline Data

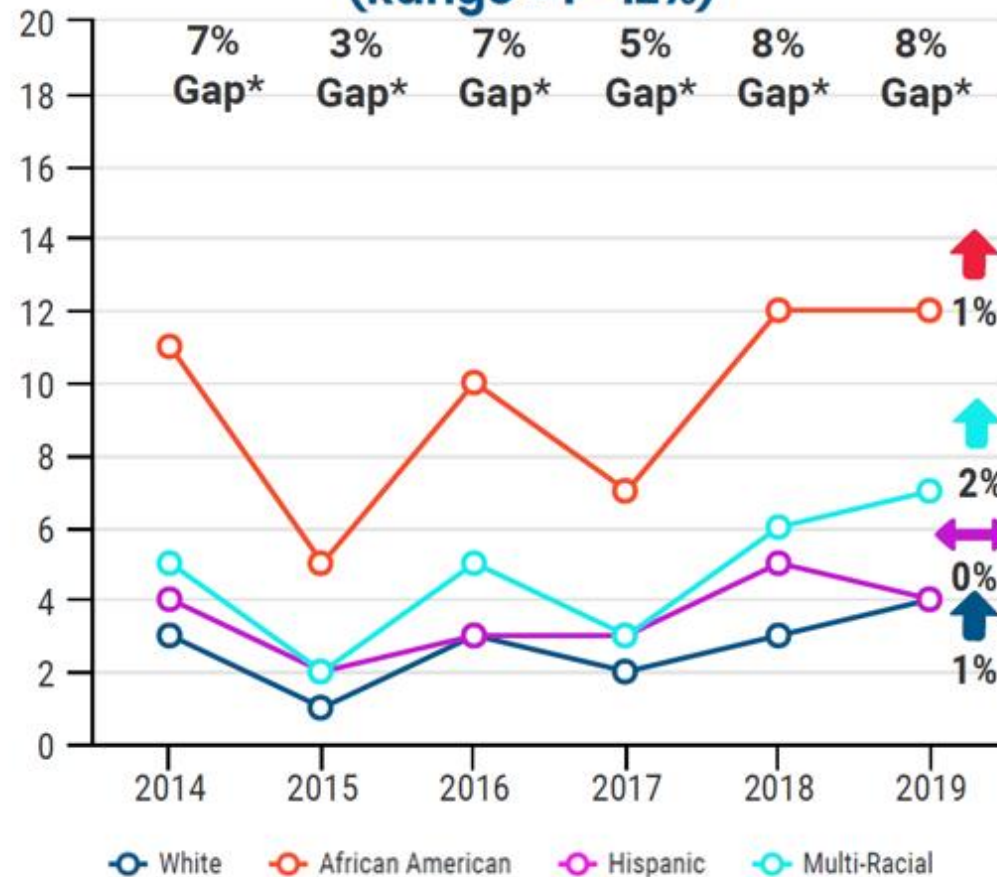
% of Students by Ethnicity Receiving Two or More Referrals (Range = 3 - 12%)



*Gap calculated between FARMs and all other students.

Discipline Data

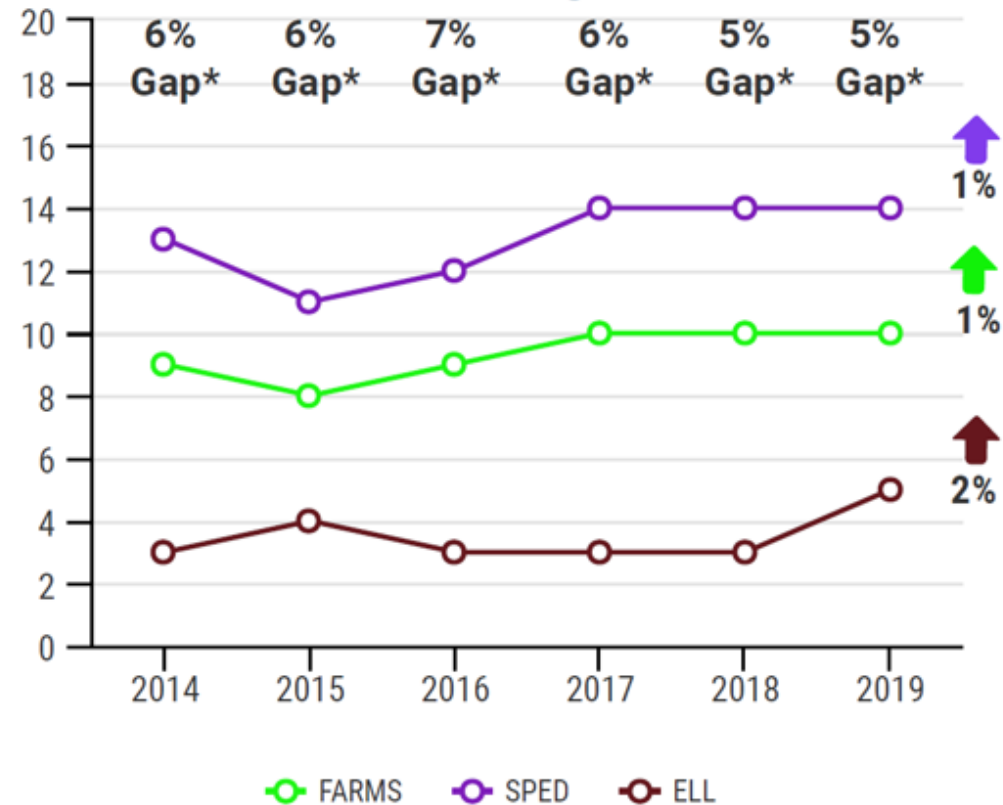
% of Students Suspended by Ethnicity
(Range = 1 - 12%)



*Gap calculated between African American and all other students.

Discipline Data

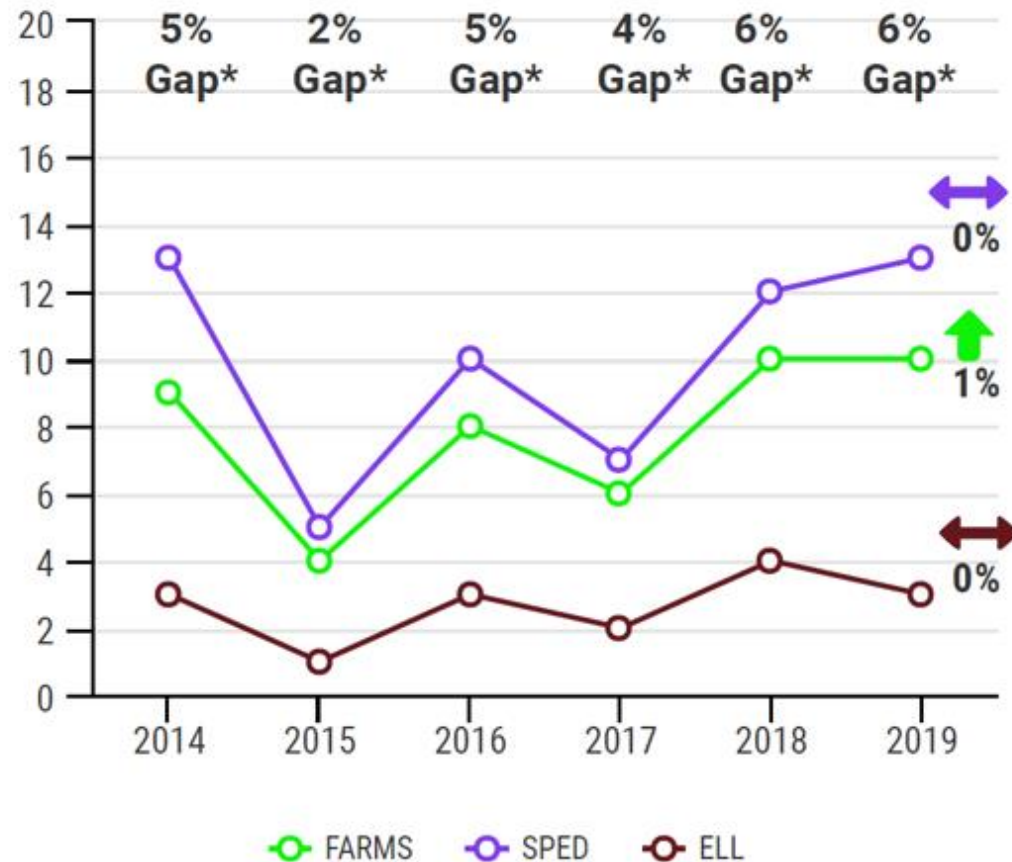
% of Students by Service Receiving Two or More Referrals (Range = 3 - 14%)



*Gap calculated between FARMS and all other students.

Discipline Data

% of Students Suspended by Student Services
(Range = 1 - 13%)

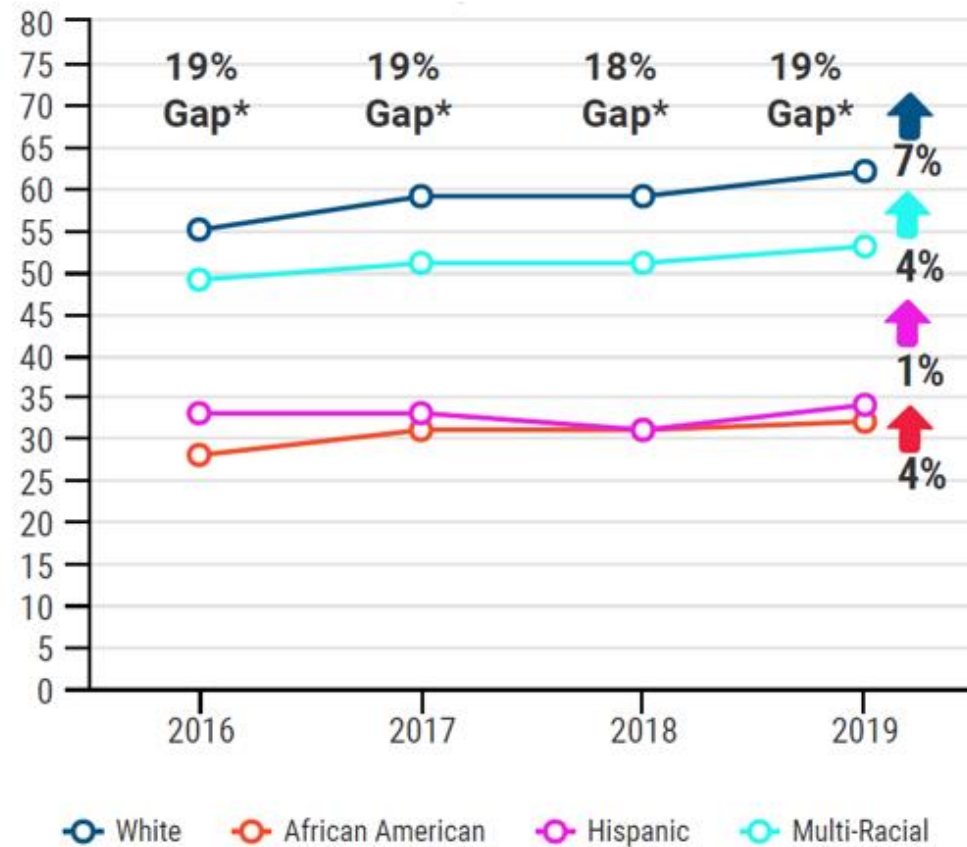


*Gap calculated between African American and all other students.

Academic: PARCC Data

PARCC results available beginning with the 2015-2016 school year.

% of Students Passing ELA by Ethnicity (Range = 31 - 62%)

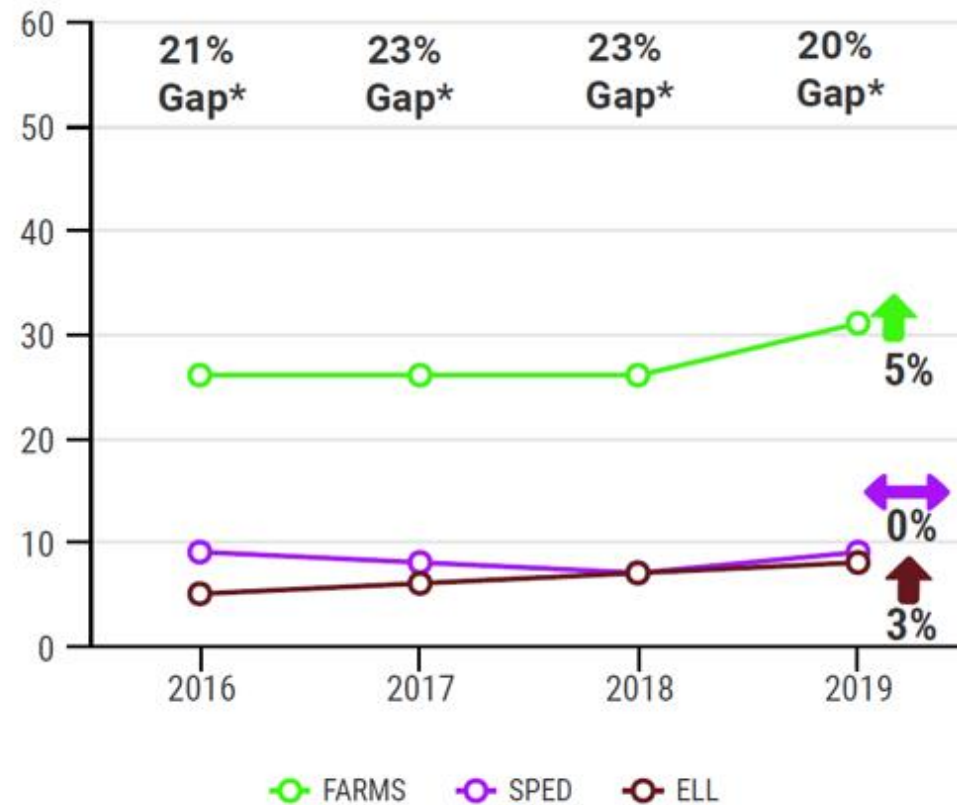


*Gap calculated between African American and all other students.

Academic: PARCC Data

PARCC results available beginning with the 2015-2016 school year.

% of Students Passing ELA by Student Services (Range = 5 - 31%)

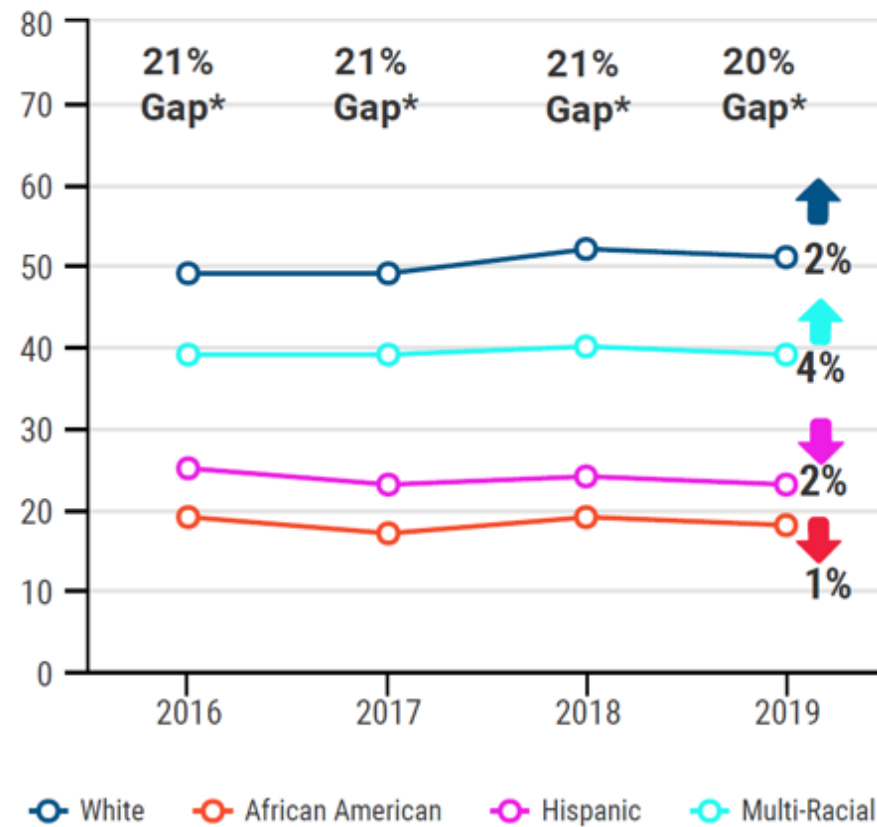


*Gap calculated between FARMS and all other students.

Academic: PARCC Data

PARCC results available beginning with the 2015-2016 school year.

% of Students Passing Math by Ethnicity (Range = 17 - 52%)

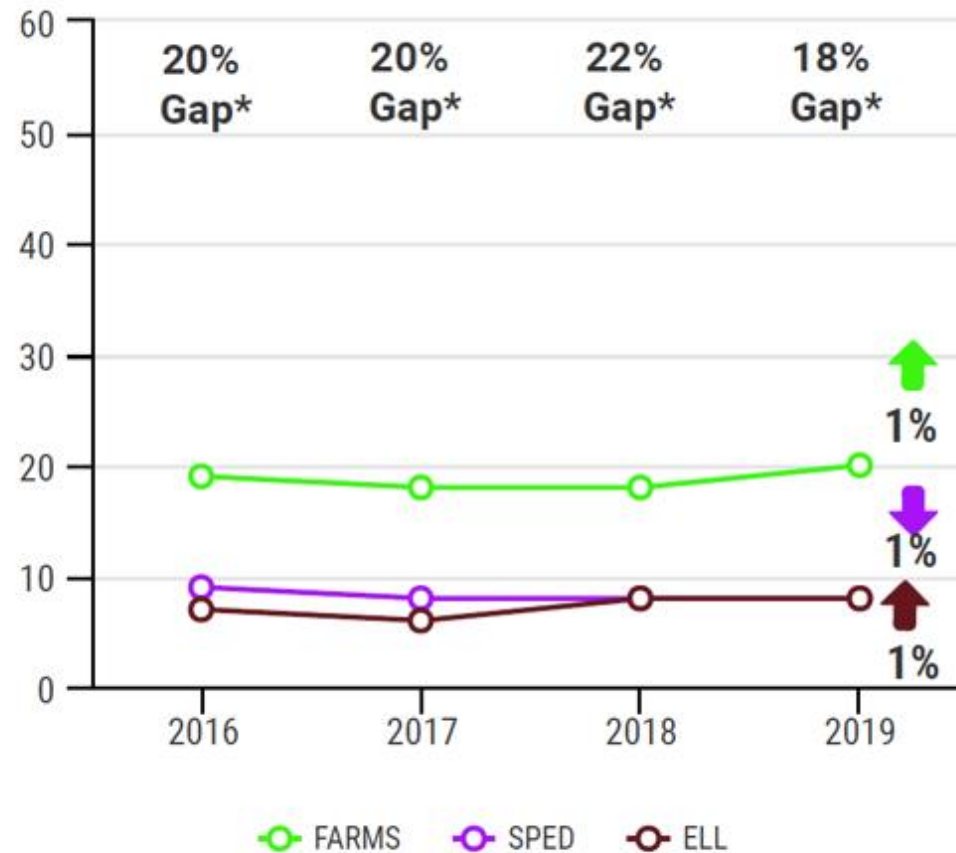


*Gap calculated between African American and all other students.

Academic: PARCC Data

PARCC results available beginning with the 2015-2016 school year.

% of Students Passing Math by Student Services (Range = 6 - 20%)

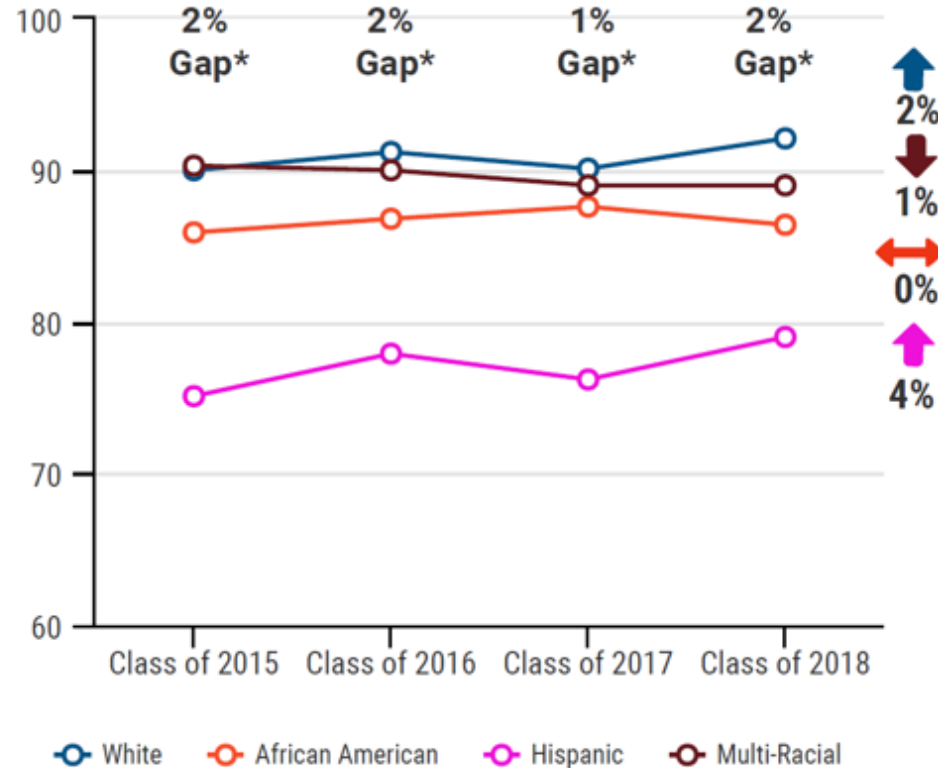


*Gap calculated between FARMS and all other students.

Graduation Rate

MSDE will release Class of 2019 data in early 2020.

% of Graduates in Four-Year Cohort by Ethnicity (Range = 75 - 92%)



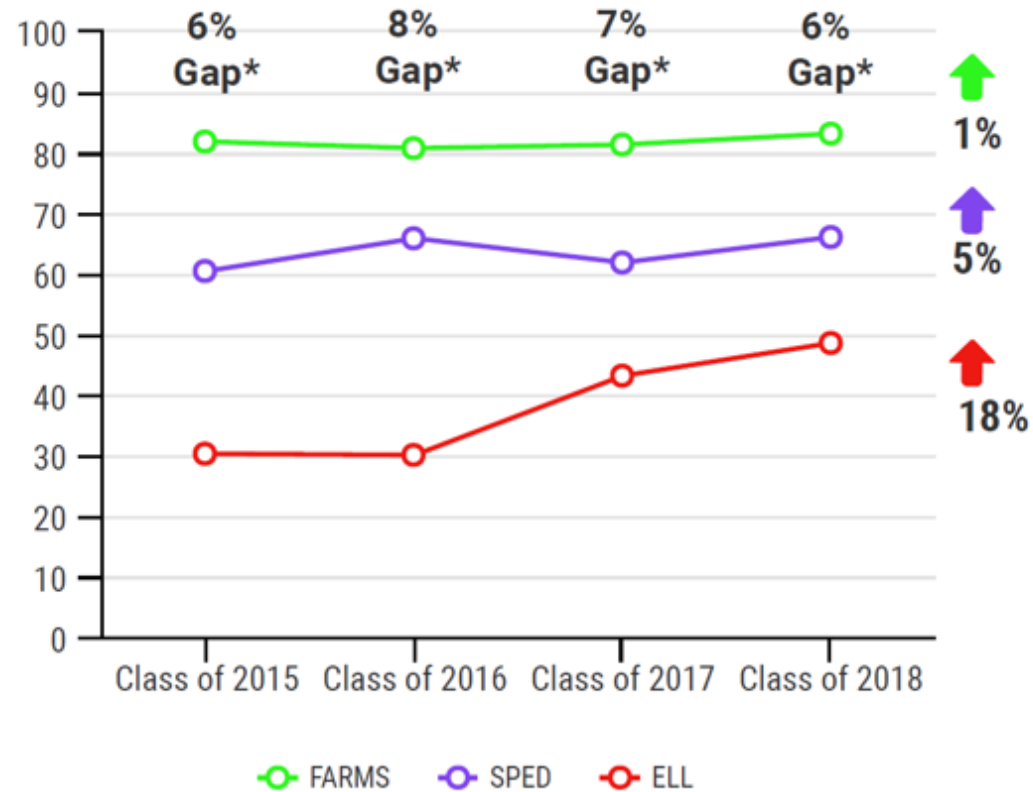
*Gap calculated between African American and all other students.

Graduation Rate

MSDE will release Class of 2019 data in early 2020.

% of Graduates in Four-Year Cohort by Student Services

(Range = 30 - 83%)

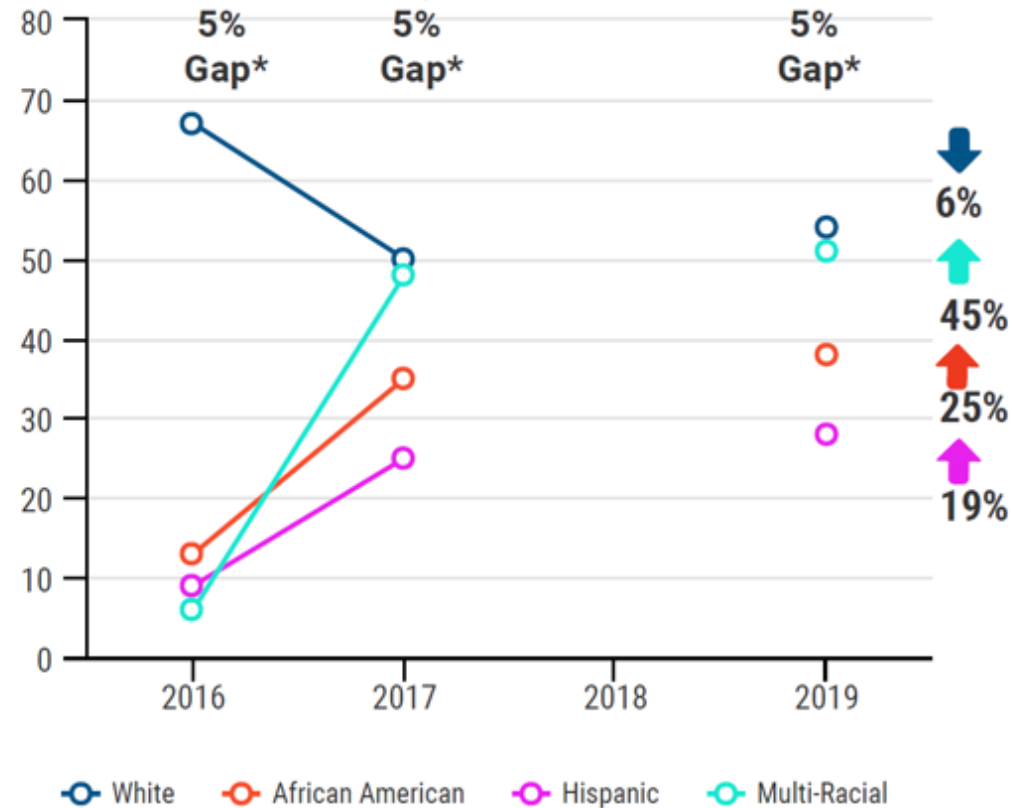


*Gap calculated between FARMs and all other students.

KRA: School Readiness

MSDE's Kindergarten Readiness Assessment results include a random sample of the total kindergarten population. AACPS Data unavailable for 2017-2018.

% of Kindergartners Demonstrating Readiness by Ethnicity (Range = 6 - 67%)



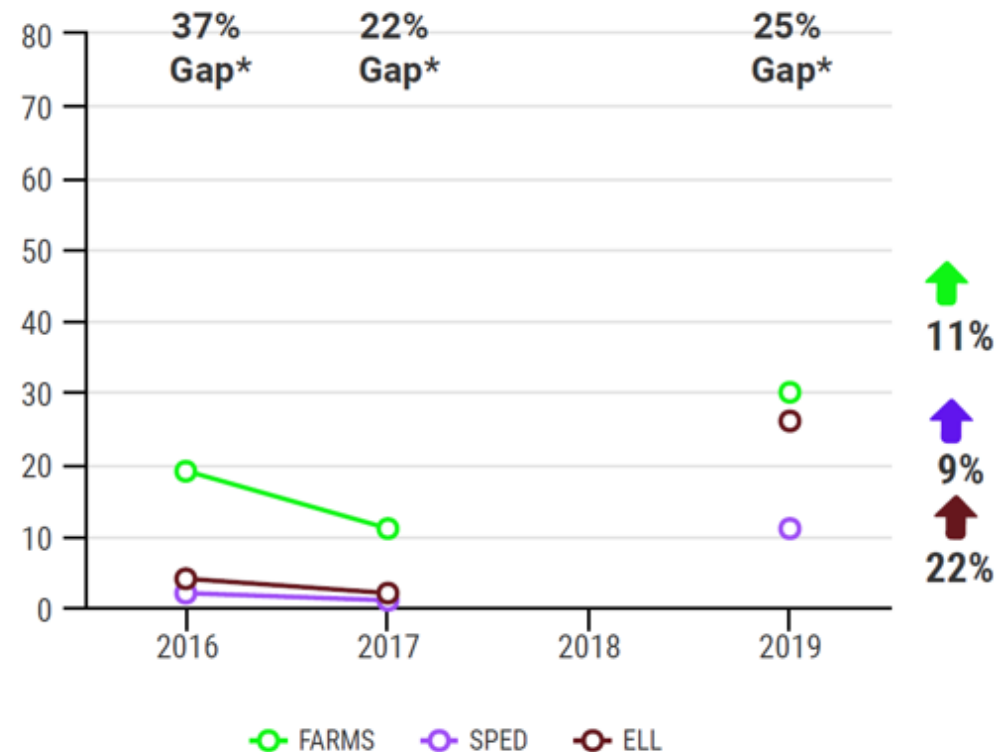
*Gap calculated between African American and all other students.

KRA: School Readiness

MSDE's Kindergarten Readiness Assessment results include a random sample of the total kindergarten population. AACPS data unavailable for 2017-2018.

% of Kindergartners Demonstrating Readiness by Student Services

(Range = 1 - 30%)

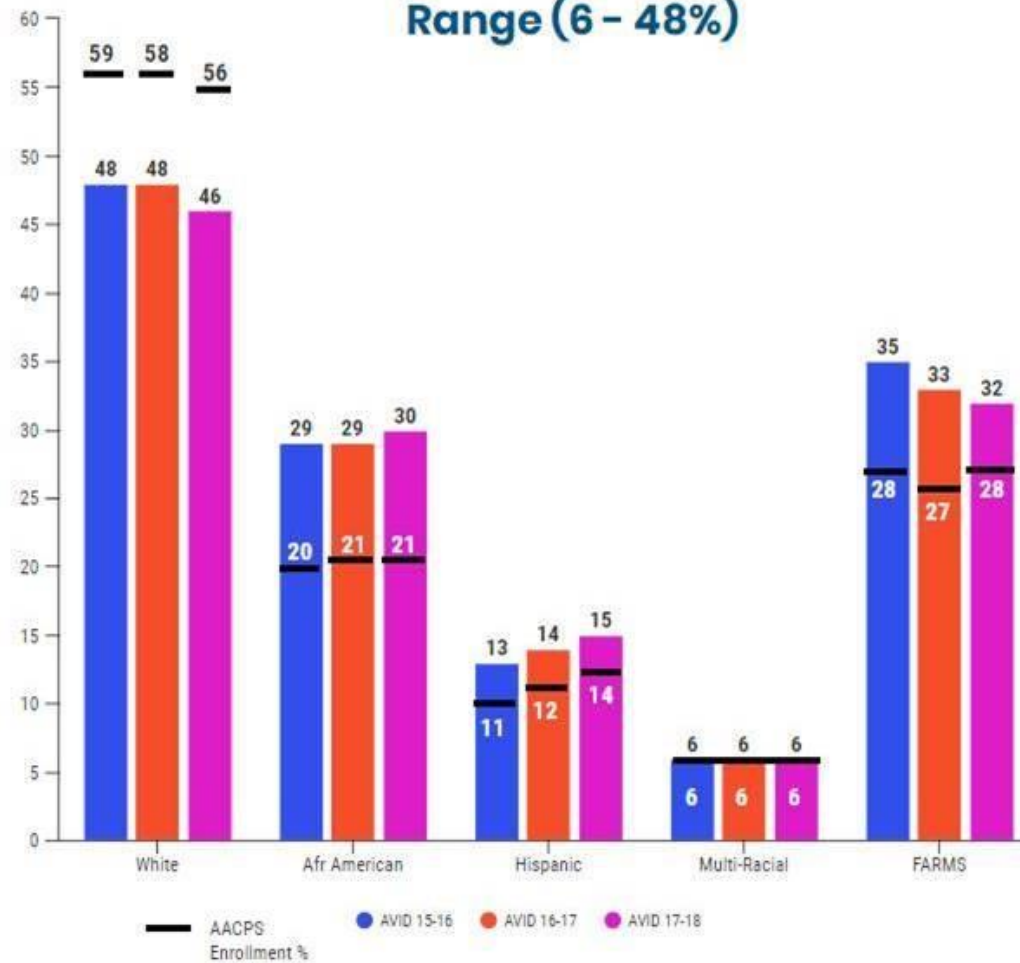


*Gap calculated between FARMS and all other students.

AVID

AVID = Advancement Via Individual Determination

% of AVID Enrollment by Student Group Range (6 - 48%)





School Stories

MARLEY MIDDLE SCHOOL

GEORGETOWN EAST ELEMENTARY SCHOOL

A top-down view of approximately ten hands of various skin tones (dark brown, light brown, and fair) stacked together in a circular pattern. The hands are wearing different colored sleeves, including black, red, yellow, and blue checkered. The background is a light-colored, textured surface. The text "Community Input" is overlaid in white, centered over the hands.

Community Input

Community Input



What key issues presented tonight do you believe have the greatest impact on the achievement gap?

What questions still need to be addressed or what next steps should the committee consider?

Exit ticket: What can we do collectively to eliminate the achievement gap?

Community Input

What do you
notice?



Community Input & Next Steps

MONIQUE JACKSON, M.ED., NBCT
AACPS DEPUTY SUPERINTENDENT
STUDENT & SCHOOL SUPPORT

Anne Arundel County Joint Achievement Gap Subcommittee


- ▶ AACPS
- ▶ Office of the County Executive
- ▶ NAACP
- ▶ Caucus of African-American Leaders
- ▶ Office of Economic Development
- ▶ AACC
- ▶ Department of Health
- ▶ City of Annapolis/Mayor of Annapolis
- ▶ Medical Centers
- ▶ Mental Health Agency
- ▶ Partnership for Youth, Families, and Children`
- ▶ Library
- ▶ Police Department
- ▶ Department of Recreation and Parks
- ▶ States Attorney/Courts
- ▶ Transportation
- ▶ Workforce Development
- ▶ Community Action Agency
- ▶ Centro D'Ayuda
- ▶ ARC of the Chesapeake
- ▶ Juvenile Justice
- ▶ AA County Defender
- ▶ Concerned Citizens for Successful Students (Odessa Ellis – lillie740@yahoo.com)

Timeline





Courage

A top-down view of several hands of different skin tones and ages stacked together in a circle on a light-colored floor. The hands are of various colors including dark brown, light brown, and fair. Some sleeves are visible, showing patterns like plaid and stripes. The text is overlaid in the center of the image.

Thank you
for your participation in
moving towards
eliminating the achievement gap.