



# MONTGOMERY COUNTY BOARD OF EDUCATION

850 Hungerford Drive ♦ Room 123 ♦ Rockville, Maryland 20850

November 21, 2019



Black and Brown Coalition for Educational Equity and Excellence  
Mr. Diego Uriburu, Executive Director, Identity, Inc.  
414 E. Diamond Avenue  
Gaithersburg, Maryland 20877

Mr. Byron Johns, Chair, Education Committee  
The National Association for the Advancement of Colored People's Parents' Council  
Montgomery County Maryland Branch  
P.O. Box 2165  
Rockville, Maryland 20847

Mr. Uriburu and Mr. Johns:

Thank you for inviting the Montgomery County Board of Education (Board) to the Black and Brown Forum for Educational Equity and Excellence on October 15, 2019. Your unwavering commitment to an equitable school system was clear throughout the presentation. The Board has long articulated its commitment to creating a school system that advances equity and excellence for all students and welcomes the efforts of the Black and Brown Coalition (Coalition) to prioritize this conversation in our county.

At the forum, the Coalition presented four specific asks built on research included in the Education Resources Strategies report, which was commissioned by Montgomery County Public Schools (MCPS).

Ask #1: All students, particularly Black and Brown students, must have access to effective teaching and diverse teachers, and these teachers must be supported to succeed.

Ask #2: All students, particularly Black and Brown students, must attend schools led by effective and diverse leaders committed to providing equitable access to opportunities and resources, and these school leaders must be supported to succeed.

Ask #3: All students, particularly Black and Brown students, must be engaged in and supported to master rigorous coursework to ensure success in college and careers.

Ask # 4: Regularly collaborate with the Black and Brown Coalition and other equity advocates to eradicate systemic and institutionalized barriers, and more rapidly innovate systemic solutions that result in Black and Brown student success.

The Board strongly agrees that all students deserve effective teaching; dedicated school leadership; and access to rigorous coursework. Further, we agree that accountability to our community is critical to ensure we live up to our values and beliefs.

MCPS has launched, expanded, and enhanced [numerous initiatives](#) in recent years to ensure every MCPS student has the access, opportunity and resources to meet their full potential. This includes universal screening for elementary and middle school enrichment; innovative calendar year schools; Equal Opportunity Schools; access to the SAT, ACT, or career certificates for free; a revised and enhanced policy on equity and nondiscrimination; dual enrollment; and the All In: Equity and Achievement Framework, to name a few. However, we know there is much more work to be done to fulfill our promise of equity and excellence.

This winter, the Board will be adopting an operating budget for Fiscal Year (FY) 2021. We believe our operating budget is a moral document that reflects a commitment to our mission and principles. We believe the values embedded in your asks will be visible in our FY 2021 operating budget and in every budget for the foreseeable future. Additionally, the Board will continue to review its policies to ensure they are built on a foundation of excellence and equity for all.

The Board thanks you for your efforts to inform and empower the community as we work together to provide all students, including Black and Brown students, with the educational supports, access and opportunities they need to be prepared for college, career and life.

Sincerely,



Shebra L. Evans  
President

SLE:lcw:dgt

Copy to:

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