

**Memorandum of Understanding
Between
The National Association for the Advancement of Colored People
- Montgomery County Unit
and
Montgomery County Public Schools**

THIS AGREEMENT (this "Agreement" or "MOU") is entered as of July 1, 2022 (the "Effective Date") by and between MONTGOMERY COUNTY PUBLIC SCHOOLS, which is a system of public schools operated by the Board of Education of Montgomery County, Maryland (hereinafter referred to as "MCPS"), and the OFFICERS OF THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE -MONTGOMERY COUNTY, MD UNIT ("NAACP-MC"), each referred to individually as a "Party" and collectively as the "Parties."

RECITALS

WHEREAS, both the NAACP-MC and MCPS acknowledge that their collaboration has contributed significantly to support and acknowledge the academic excellence of African-American students in Montgomery County, Maryland;

WHEREAS, MCPS seeks to establish policies and provide resources that are aimed at benefitting Montgomery County's diverse student population, consistent with Board of Education Policy *ACA, Nondiscrimination, Equity, and Cultural Proficiency*;

WHEREAS, the Parties share a commitment that each and every student matters, and in particular, that educational outcomes should never be predictable by any individual's race, ethnicity or other actual or perceived personal characteristics, and that equity demands intensive focus and attention to eliminate all gaps in student achievement;

WHEREAS, the Parties recognize the role of equitable school-parent communications in supporting multiple forms of parent engagement, and empowering families to engage and support student achievement;

WHEREAS, both the NAACP-MC and MCPS acknowledge and agree that education and the pursuit of academic excellence gives all students the ability to enhance their lives as well as the communities in which they live, and especially those from communities that have suffered racism, discrimination, and other structural barriers that have unjustifiably or disproportionately excluded from or underrepresented in key educational program areas.

NOW, THEREFORE, in consideration of the foregoing recitals, and the covenants and undertakings provided for in this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the Parties agree to the following:

I. Purpose

This MOU sets forth the terms, understanding and present intentions between NAACP-MC and MCPS to engage in certain of each other's existing programs and activities that are aimed at acknowledging and increasing the academic performance of African

American students in Montgomery County, Maryland currently in grades pre-K through graduation.

II. Responsibilities

1. *NAACP Parents' Council*

- a. The NAACP Parents' Council was created to "provide a forum through which interested citizens may offer assistance, guidance and support to Black and other minority parents and students of MCPS to pursue the highest quality education possible through encouragement, information sharing, positive motivation, critical evaluation, enhanced opportunity, and advocacy."
- b. The NAACP Parents' Council shall meet monthly during the academic year calendar at the Carver Educational Services Center ("CESC") or at otherwise mutually agreed upon MCPS facilities.
- c. Training on the duties and responsibilities of NAACP Parents' Council representatives shall be conducted annually by the NAACP Parents' Council before the beginning of each academic school year.
- d. The NAACP Parents' Council representative shall use all Confidential Information, as defined below, including but not limited to any parent contact information provided by MCPS, solely and expressly for communications and outreach related to the business of the NAACP.
- e. The NAACP Parents' Council may hold an annual NAACP Parents' Council/MCPS Kickoff meeting at the beginning of the academic year. MCPS shall support the Kickoff, and both Parties agree that planning for this event shall be led by the NAACP Parents' Council, and that the planning committee shall include at least one representative from MCPS.
- f. The NAACP Parents' Council shall hold annually a meeting with the Superintendent, and separately with Members of Board of Education.

2. *MCPS*

- a. Members of the Board of Education, the Superintendent's senior leadership team, and all MCPS principals shall be encouraged to attend the annual NAACP Parents' Council/MCPS Kickoff meeting.
- b. Each MCPS principal shall be requested to nominate candidates to serve as the NAACP Parents' Council representative for each school. To the maximum extent possible, each MCPS principal shall conduct outreach and recruitment efforts designed to encourage parents of current students of color attending the school to serve as the NAACP Parents' Council representative; however, others, including an MCPS employee, may serve as the NAACP Parents' Council representative if they demonstrate commitment to the mission of the NAACP Parents' Council as set forth in Section II(1)(a) above.
- c. Each principal shall authorize release of contact information or facilitate communications with parents/guardians of current students who provide consent to receive information from the NAACP Parents' Council.
- d. To support the connection of all families to available resources and equity in school-parent communications, each MCPS principal will include the Parents' Council's contact information in all parent/guardian communications that also provide the contact information of other community and parent organizations.

- e. MCPS supports the Parents' Council in its outreach to all members of our diverse community and permit their communication of resource information to schools for dissemination to parents and guardians of children currently enrolled in MCPS.

3. *ACT-SO Competition*

- a. The NAACP's Afro-Academic, Cultural, Technological and Scientific Olympics ("ACT-SO") is "a yearlong achievement program designed to recruit, stimulate, and encourage high academic and cultural achievement among Black high school students." ACT-SO is designed to provide opportunities to showcase their talents for postsecondary and college scholarships and experiences. ACT-SO includes 30 categories of competition in the sciences, humanities business, and performing and visual arts.
- b. MCPS will encourage student participation in the annual ACT-SO programs and competition.
- c. MCPS will provide staff to serve as liaisons at each high school, as well as Thomas Edison (and/or other designated CTE schools), to recruit students for the ACT-SO programs. The MCPS liaisons will assist the students to submit applications and forms, and will support the ACT-SO programs by reviewing projects, attending meetings, photocopying documents, etc.
- d. MCPS will designate a program lead to collaborate with the NAACP leaders who serve as ACT-SO Chair and Co-Chair to distribute information, schedule information meetings with MCPS principals and liaisons, and will provide assistance with other activities to promote the ACT-SO programs.

4. *NAACP/MCPS Collaboration Meetings*

- a. The MCPS Superintendent of Schools and/or a member of the Superintendent's senior leadership team shall hold meetings quarterly or more frequently as needed with the NAACP Parents' Council Chair and Leadership team.
- b. The NAACP Parents' Council Chair will designate members to participate in the Collaboration meetings and collaborate with MCPS to define the agenda of the meetings.
- c. At these Collaboration meetings, MCPS shall provide detailed briefings and updates regarding the reports that it provides to the Board of Education and other community stakeholders, regarding the implementation of initiatives such as the Anti-Racist Audit, Policies such as *ACA, Nondiscrimination, Equity, and Cultural Proficiency*, analyses and initiatives to address resource equity, as well as the rigorous standards that are incorporated into the MCPS Equity and Achievement Framework. In addition, MCPS shall share with the NAACP strategies and plans for achieving the goals of the MCPS Equity and Achievement Framework, and identify areas the NAACP Parents' Council may aid and support these efforts.
- d. MCPS shall make publicly available, at least annually, data on school discipline trends by subgroup systemwide and at the elementary, middle school, and high school levels, consistent with all safeguards on student privacy under applicable state and federal laws. The data also shall include analysis of arrests and other law enforcement incidents involving students at MCPS schools, as well as the disposition of those incidents, by subgroup,