



ENGAGING DIVERSE FAMILIES

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Diversity & Inclusion Committee Chairman, Maryland PTA

PTA History

1897

Alice McLellan Birney and Phoebe Apperson Hearst founded the organization when women did not have the right to vote and social activism was not popular.

However, they believed mothers would support their mission to eliminate threats that endangered children, and in early 1897, they started a nationwide campaign.



PTA History

1926

National Congress of Colored Parents and Teachers (NCCPT) founded by Selena Sloan Butler in Atlanta, Ga. in 1926.

NCCPT was to function only in the District of Columbia and those states where separate schools for the races were maintained so that African-American children might have PTA service.



National PTA – Over 100 Years

- In 1970, the National Congress of Parents and Teachers (National PTA) and the National Congress of Colored Parents and Teachers (NCCPT) merged to serve all children.
- As the largest volunteer child advocacy organization in the nation, National PTA is the conscience of the country for children and youth issues.
- Through advocacy, as well as family and community education, National PTA has established programs and called for legislation that improves our children's lives

Advocacy in PTA

The PTA is the oldest and largest child advocacy association in America.

- National PTA – Resolutions & Position Statements
 - <http://www.pta.org/advocacy/>
- Maryland PTA
 - http://www.mdpta.org/bridge_legislation.html
- Council PTAs
- Local PTAs

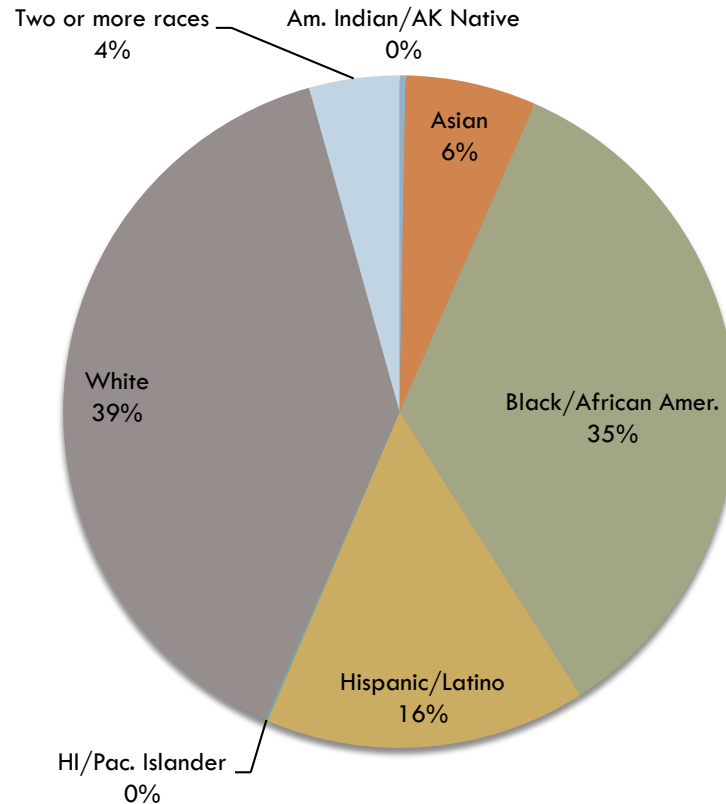
Maryland PTAs (2016)

- 12 Councils
- 922 Local Units

Types of PTAs

- Community
- School Based (Public)
- School Based (Public Charter)
- School Based (Private Charter)
- Special Education

Maryland Public School Enrollment (2016)




Total enrollment:
879,601

Source: Maryland PTA Report Card

<http://reportcard.msde.maryland.gov/Enrollment.aspx?PV=34:17:99:AAAA:1:N:0:13:1:2:1:1:1:3>

Maryland Report Card

VIEW RESULTS BY: ■ STATE ■ COUNTY ■ SCHOOL ■



It's Here.
The 2017 Maryland Report Card

READ THE INTRODUCTION ■

Or select your school from the navigation above.

WELCOME TO THE 2017 MARYLAND REPORT CARD

We are pleased to share the most current information available to help our stakeholders measure student achievement in all 24 districts from year to year.

Read the introduction ■

2017 DATA ON THIS SITE

RECENT RELEASES

Assessments
PARCC Assessment
MSAA
NAEP
ACT, AP, SAT, IB

Demographics
Absentee Rate
Attendance
Enrollment
Student Mobility
Students Receiving Special Services

Graduation
High School Completion
Cohort Graduation Rate

WHAT'S CHANGED

PARCC

In 2015 Maryland implemented the new Partnership for Assessment of Readiness for College and Careers (PARCC) state assessments in English Language Arts and mathematics.

Find out more ■


SCHOOL FINDER

TYPE SCHOOL NAME HERE

Search ■

SUPPORT RESOURCES

MD INSTRUCTIONAL RESOURCES



MDK12.MSDE.MARYLAND.GOV

School Improvement in Maryland, at mdk12.msde.maryland.gov, is an MSDE website that provides resources to help schools analyze and use their

Maryland Report Card

The screenshot displays the Maryland Report Card website. It features a dark blue header with the title 'Maryland Report Card'. Below the header, there are two main columns. The left column is titled '2017 DATA ON THIS SITE' and contains three sections: 'RECENT RELEASES' (with sub-sections: Assessments, Demographics, Graduation, College Status), 'WHAT'S CHANGED' (with sub-section: PARCC), and 'Find out more'. The right column is titled 'WHAT'S CHANGED' and contains a section titled 'PARCC' with a paragraph about the 2015 implementation of the new Partnership for Assessment of Readiness for College and Careers (PARCC) state assessments in English Language Arts and mathematics. At the bottom of the page, there is a footer with the text 'Release 20.00 | Last Updated 08/22/2017 | Copyright 19'.

2017 DATA ON THIS SITE

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Cohort Graduation Rate
Cohort Dropout Rate
Annual Dropout Rate
Promotion Rate

College Status
Nationwide College Enrollment

WHAT'S CHANGED

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[Find out more](#)

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Maryland State Data

Maryland State

Attendance Rate %	State 2016	State 2015
Elementary	95.6	95.4
Middle	95.1	95.0
High	92.4	92.4

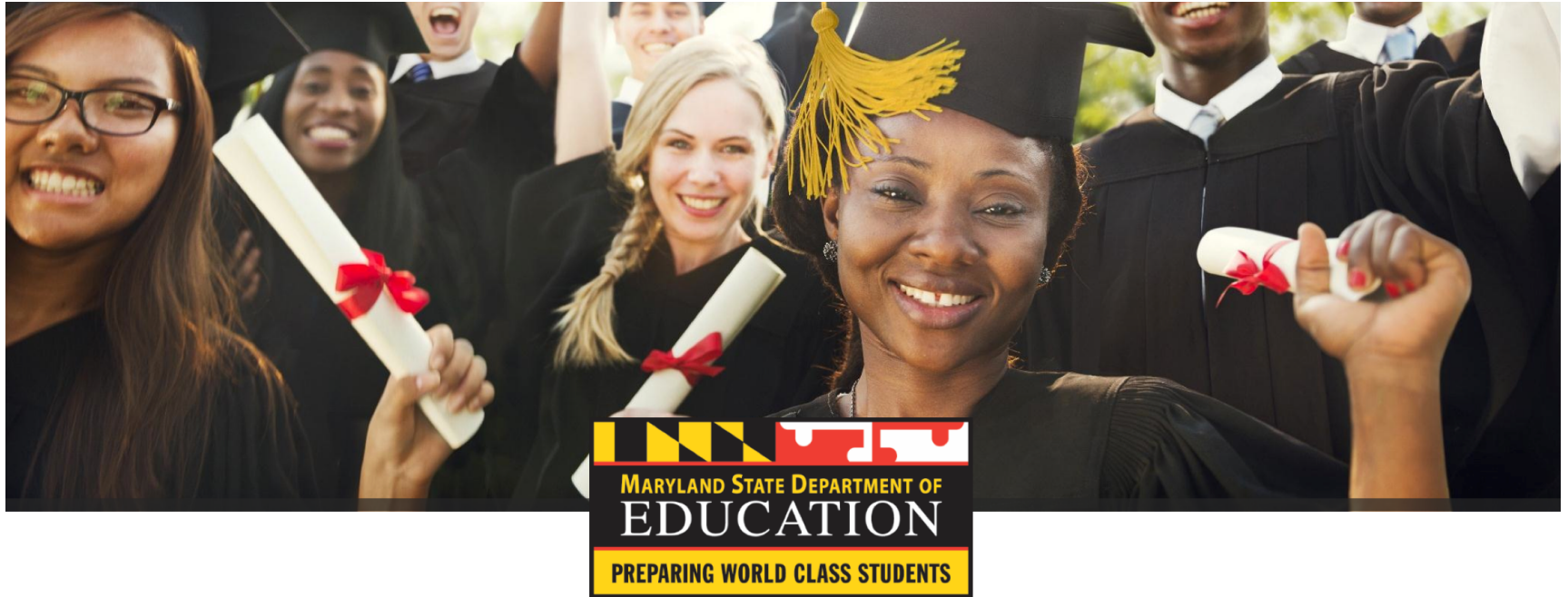
Cohort Graduation Rate%		
2016 (4-Year Rate)	87.61	
2015 (4-Year Rate)		86.98
2015 (5-Year Rate)	89.11	

Teacher Qualifications	State 2016	State 2015
% of certificates:		
Standard Professional	25.6	27.4
Advanced Professional	61.9	65.2
Resident Teacher	1.0	1.1
Conditional Teacher	1.5	1.5

% of classes NOT taught by highly qualified teachers		
All Quartiles	8.9	8.4
Elementary Low Poverty	3.3	2.9
Elementary High Poverty	11.2	10.5
Secondary Low Poverty	7.0	6.7
Secondary High Poverty	17.1	17.7

http://reportcard.msde.maryland.gov/printreports/2016/StateReports/English/2016MDReportCard_ENG.pdf

ESSA State Plan



Maryland ESSA Consolidated State Plan Overview

<http://marylandpublicschools.org/about/Pages/DAP/ESSA/index.aspx>

Benefits of engaged parents

- Children whose parents are involved in school are more successful in school
- Authentically advocate for the needs of all children
- More voices * More hands!



Getting to Engaged

Intentional



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graph TD; A[Intentional] --> B[Inclusive]; B --> C[Inspiring]; C --> D[Engaging];
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Inclusive

Inspiring

Engaging



Be INTENTIONAL

Create effective PTA messaging

- Why PTA exists – what are the goals, what do you stand for
- What PTA has achieved
- What PTA expects of members
- How parents' engagement with PTA benefits themselves, their children and the school community
- Inventory your communications resources, opportunities & challenges



Be INCLUSIVE

Identify who is missing

- Know the demographics of your school community: race, culture, language, income, gender, family structure
- Consider membership, activity on committees, participation in events – who is not present?
- Seek key members in each group

Identify barriers to engagement

□ Cultural

- ▣ Expectations of parents' role
- ▣ Feeling welcome
- ▣ Attitude towards school & institutions
- ▣ Language

□ Socio-economic

- ▣ Costs (real or assumed)
- ▣ Availability
- ▣ Other priorities

Identify barriers to engagement

- Institutional programs, practices & policies
 - ▣ Time & place
 - ▣ Meeting format
 - ▣ Activities & meeting topics
- Understanding of school system & advocacy issues
 - ▣ Related to academic success of students
 - ▣ Relevant to parents' concerns & priorities
 - ▣ Accessible advocacy activities



Be INSPIRING

Climb over the barriers

- Develop programs and activities to overcome identified barriers
- Address what matters most to families and communities
- Promote meaningful family engagement

Empower & Energize your parents

- Encourage them to speak up for their children
- Be an ally, be supportive
- Teach your parents about the school system & PTA
- Encourage their active involvement
- Be creative in including all families



ENGAGE ALL FAMILIES

Welcome All Families

- Expect that *every family* wants the best for their children
- *Invite* all families to be part of PTA
- Ask families about their interests, goals, dreams



Represent All Families

- Encourage a PTA Board that is representative of the school population
- Develop programs that meet needs of whole community
 - ▣ Activities, programs, advocacy
 - ▣ Cultural representation and interests
 - ▣ Time & place

Communicate with All Families

- Use multiple modes of communication
- Translate signs, materials & information from school & PTA
- Provide interpreters at school and PTA meetings & events
- Recruit bilingual parents/volunteers for PTA
- Advocate for professional development for school staff on cultural sensitivity, culturally competent teaching

Speak up for Every Child

- Develop programs and advocacy that address range of academic needs, development concerns, political issues
- Educate parents on how to advocate for their own child & others
- Help parents develop own voice



PTA Self-Assessment



DIVERSITY AND MULTICULTURALISM

Diversity & Inclusion Worksheet

Families Represented in School Community	Where are the gaps in representation?	What prevents families from engaging in PTA?	What talents, skills, leadership qualities, or other assets does your PTA need and could gain from a diverse membership?	What can PTA do to welcome, communicate effectively and engage families in meaningful ways that grow diverse PTA membership and leadership?
Consider: Race/Ethnicities Preferred Languages Age Ranges Gender Employment Status Education Levels Family Structures Other Perspectives				

#PTAPROUD

FRANCES FROST

@ffengagefamilies

@MDPTADiversity