

## Danielle Lueking

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**From:** Mavis Ellis  
**Sent:** Friday, January 25, 2019 6:21 PM  
**To:** mavisellis [REDACTED]  
**Subject:** Fwd: [External] Working Together as a Board  
**Attachments:** Mackey\_LettertoBOE1-25-19.pdf

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**From:** Danny Mackey <daniel.b.mackey@gmail.com>  
**Sent:** Friday, January 25, 2019 5:03:46 PM  
**To:** Sabina Taj; Vicky Cutroneo; Kirsten Coombs; Christina Delmont-Small; Mavis Ellis; Jennifer Mallo; Chao Wu; Student Board Member  
**Subject:** [External] Working Together as a Board

Members-

Please read the letter written below and attached for reference. I request a response by 3 pm Wednesday January 30th by which point I hope matters have become more clear. Thank you for your cooperation.

-Danny Mackey

Chair Ellis and Members of the Howard County Board of Education,

At yesterday's meeting the Board of Education voted 5-0-3 to adopt a resolution supporting the Black Lives Matter in School Week of Action. I commend your efforts to empower our students and educators of color; I also believe that the manner in which this resolution was drafted in secrecy and adopted rapidly raises serious questions regarding the efficacy of the Board Chair and the motivations of several members of the Board of Education.

For context, due to changes in election law in the 2020 elections several incumbent Board Members will be required to challenge one another if they wish to hold their seats. In District 1, Sabina Taj will be required to run against Christina Delmont-Small. In District 4, there will be a three-way battle between Jennifer Mallo, Vice Chair Kirsten Coombs, and Chair Mavis Ellis. It is also worth noting that while I ran for Board of Education in 2018, I have already reached the decision not to seek election to the Board of Education in Districts 1, 2, or 4 and thus offer the objective analysis below.

I will start with a strong suggestion that in order for the Board of Education to truly work for the people the chairperson should not be an individual who will be running in an election against other members of the Board. I digress.

Allow me to describe to you what appeared to happen last night from a political but valid perspective. In an apparent attempt to blindsides their competition and drive factions in their competitors' constituencies, Board Members who will soon be engaged in reelection fights (Kirsten Coombs, Mavis Ellis, and Sabina Taj) drafted a resolution and failed to provide its language to their fellow Board Members (Jennifer Mallo, Vicky Cutroneo, Christina Delmont-Small, and Chao Wu) until the day the resolution was to be voted upon.

When Board Members brought to light the lack of transparency involved in this process and chose to abstain from voting a District 2 prospective Board of Education candidate and well- known ally of the Board Members who drafted this resolution testified to chastise the members who abstained from voting.

The particularly disappointing nature of this event is that both the Vice Chair and Chair of the Board ran campaigns in 2016 that were predicated on transparency and intimately familiar with the corrosive nature of running an elected body in a manner that does not give members timely access to relevant information. I remind the chair that policy compels you to “[m]aintain Board deliberations that are fair, open, thorough, efficient, timely, and orderly” and that the Board as a whole is obligated by policy to “[p]rovide opportunities for affected stakeholders to provide comment on proposals being considered by the Board.”

To put to rest questions about the political motivations of yesterday’s sequence of events I request that each Board of Education member respond to this letter with the following information:

- 1) When did you first express interest, as a member of the Board of Education, in taking action to support the topic of yesterday’s resolution?
- 2) When did you first hear of yesterday’s resolution being added to the Board of Education’s agenda?
- 3) When were you first provided the language of the resolution on which you were expected to act?

I hope that my interpretation of events is inaccurate. I also hope that the resolution results in a positive experience for all of Howard County’s students.

You all have been placed in a very difficult situation due to the change in election laws. Given the circumstances the Board of Education will either become a model of working with your political opponents or descend into the chaotic infighting that the body has seen in the past.

Until the questions above are answered the people of Howard County should lack faith that the Board of Education has reached any real reform from its days of unaccountability and general lack of competence.

I will continue to monitor the actions the Board of Education and bring politically motivated maneuvering to the forefront of the public dialogue. I thank you all for your willingness to serve our community over yourselves. Do not forget that commitment.

In Service,

Daniel Mackey  
Education Advocate  
Graduate of Wilde Lake High School, 2012  
Candidate for Howard County Board of Education, 2018

Daniel Mackey  
P.O. Box 0630  
Ellicott City, MD 21041



Howard County Board of Education  
10910 Clarksville Pike  
Ellicott City, MD 21042

January 25<sup>th</sup>, 2019

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I will continue to monitor the actions the Board of Education and bring politically motivated maneuvering to the forefront of the public dialogue. Thank you all for your willingness to serve our community over yourselves. Do not forget that commitment.

In Service,



Daniel Mackey

*Education Advocate*

*Graduate of Wilde Lake High School, 2012*

*Candidate for Howard County Board of Education, 2018*

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<sup>1</sup> Policy 2000 School Board Governance

## Danielle Lueking

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**From:** Sabina Taj  
**Sent:** Thursday, January 24, 2019 8:13 PM  
**To:** sabinataj4boe [REDACTED]  
**Subject:** 01 24 2019 Resolution Black Lives Matter at School Week of Action Revised.docx  
**Attachments:** 01 24 2019 Resolution Black Lives Matter at School Week of Action Revised.docx;  
ATT00001.txt



BOARD OF EDUCATION OF HOWARD COUNTY

**RESOLUTION**

RECOGNIZING

**BLACK LIVES MATTER AT SCHOOL WEEK OF ACTION**

**WHEREAS**, a national movement of teachers, parents, administrators, and scholars have come together to proclaim an annual week of action, affirmation, and solidarity, to be called “Black Lives Matter at School Week of Action;” and

**WHEREAS**, the annual Black Lives Matter at School Week of Action will take place during the month of February to coincide with, and augment, Black History Month; the 2019 week of action is February 4–8; and

**WHEREAS**, schools should be places for the practice of equity, for the building of understanding, and for the active engagement of all in creating pathways to freedom and justice for all people; and

**WHEREAS**, the Black Lives Matter at School Week of Action is intended to highlight, uplift and affirm the rich history and contributions of the Black community and to cultivate in Black students a sense of pride, self-worth, and self-love; and

**WHEREAS**, Black Lives Matter at School Week of Action is further intended to encourage ongoing critical reflection and courageous conversations concerning systemic racism, social injustice, racial and ethnic bias; and to affirm the right of Black students to be treated with respect and dignity within schools and communities; and

**WHEREAS**, the Black Lives Matter at School Week of Action may offer a variety of educational opportunities, such as workshops, panel discussions, cultural events, instructional activities, and expressions of unity; and

**WHEREAS**, the National Education Association endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly; and

**WHEREAS**, the Maryland State Educators Association (MSEA) endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly.

**THEREFORE, BE IT RESOLVED** that the Howard County Board of Education welcomes the participation of educators, staff, and students in community-based activities and events related to the Black Lives Matter at School Week of Action; and

**BE IT FURTHER RESOLVED** that the Howard County Board of Education invites educators across grade levels and content areas to use resources that are inclusive of all of our diverse learners to enrich instruction throughout the whole year, not just one week or one month.

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Mavis Ellis, Chair  
Board of Education of Howard County

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Michael J. Martirano, Superintendent  
Howard County Public School System

January 24, 2019

## Danielle Lueking

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**From:** Tyrone Umrani <ts.umrani@gmail.com>  
**Sent:** Thursday, January 24, 2019 3:50 PM  
**To:** BoE Email  
**Cc:** Cynthia Fikes  
**Subject:** [External] Black Lives Matter at School Resolution @HCPSS Meeting

BLM Representative,

I am the parent of a high school student in the Howard County schools system. I would like for you to advocate in your readout at today's school board meeting the need to integrate African American studies into the school system's curriculum.

As an example, we as parents asked my child's English teacher at the beginning of the school year, after noticing the absence of any African American authors in the reading list on the syllabus, are there any plans to have the students read any works of African American authors The reply was that my child could read any of those works as supplemental study.

While we intend to do so, the reply misses the fundamental point. ALL students benefit by reading and analyzing the rich literature of black authors. Can we not examine the elements of tragedy in Richard Wright's "Native Son" or Ralph Ellison's "Invisible Man?" Can't we examine archetypes and stereotypes in the works of Dorothy West, Toni Morrison or Alice Walker?

All students, no matter their ethnic background, benefit from a rich tapestry of cultural expression. We strongly advocate for a more diverse expression in the system's curricula.

Tyrone Umrani

Sent from my iPad



## Danielle Lueking

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**From:** Mavis Ellis  
**Sent:** Thursday, January 24, 2019 3:39 PM  
**To:** BoE Email  
**Subject:** BLM Resolution

Hi All,

I have met with Dr. M., Karalee and Kathy and found that it was appropriate for me to add an item to the agenda. However providing all Board with more time to discuss this resolution would have been beneficial. At this point it will be moved forward. Dr. M and staff have revised the one sent yesterday so that it meets with our policies and HCEA standards. I ask all to consider supporting this revised version.

Mavis

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## Danielle Lueking

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**From:** Tina Horn <TinaHorn\_CAE@hotmail.com>  
**Sent:** Thursday, January 24, 2019 2:26 PM  
**To:** BoE Email  
**Cc:** DJung@howardcountymd.gov  
**Subject:** [External] Pass the Black Lives Matter at School resolution tonight

My name is Tina Horn and I live in [REDACTED] and my son is a [REDACTED] High School.

I am deeply concerned that Howard County Public Schools are failing in their mission to prepare students for career or college. We've been through elementary and middle school and in all that time my [REDACTED] High, [REDACTED] Middle, [REDACTED] (a Title 1 school) son has had 3 African American teachers out of his 50. 6%. In a county where more than 60% of his classmates are people of color. My son will be ill-prepared to function in the real world where African Americans and other people of color regularly function as business and political leaders and managers and senior co-workers. He's not used to seeing that and that concerns me. He's being ill-equipped to understand the historical context of our national, state, and local politics by the history he's been taught thus far. For example, he's spent time learning about industrialist Andrew Carnegie's feelings, but not about the history of labor organizing in the Gilded Age. He wasn't taught about Woodrow Wilson's fierce and unabashed racism or race riots across 36 cities in the summer and fall of 1919.

It's not just about my child, though. Because we are neighbors, our fates are wrapped up together. Studies show that having at least one black teacher in elementary school reduced the probability of dropping out by 29 percent for low-income black students—and 39 percent for very low-income black boys. Black students who'd had a black teacher in kindergarten were as much as 18 percent more likely than their peers to enroll in college. Black children who had two black teachers were 32% more likely to go to college than their peers who didn't have black teachers at all. One of the

students that drops out of school may have the brain that unlocks some scientific breakthrough that changes our entire world for the better. Or an artistic genius. Or a diplomat. Or a really good plumber who invents a new valve that saves millions of gallons of water. We continue to experience a significant racial opportunity gap in Howard County despite having real and powerful evidence of effective solutions at our fingertips. Before you today is another opportunity to merely grant permission to teachers to make a small investment of time in celebration of their students. To follow Dr. Martirano's emphasis on mental health of our students by bringing more counselors to our schools. To implement restorative justice practices and lay the groundwork to close our racial discipline gap. To endorse a simple national platform of proven solutions to improve the daily lives and in some cases the entire lives of students. This is a small ask and it's the right thing to do.

Please vote in favor of the Black Lives Matter at School resolution tonight.

Sincerely,

Christine (Tina) Horn

## **Danielle Lueking**

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**From:** Kathleen V. Hanks  
**Sent:** Thursday, January 24, 2019 1:41 PM  
**To:** Christina Delmont-Small  
**Subject:** Resolution  
**Attachments:** 01 24 2019 Resolution Black Lives Matter at School Week of Action Revised.docx

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833



BOARD OF EDUCATION OF HOWARD COUNTY

**RESOLUTION**

RECOGNIZING

**BLACK LIVES MATTER AT SCHOOL WEEK OF ACTION**

**WHEREAS**, a national movement of teachers, parents, administrators, and scholars have come together to proclaim an annual week of action, affirmation, and solidarity, to be called “Black Lives Matter at School Week of Action;” and

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**BE IT FURTHER RESOLVED** that the Howard County Board of Education invites educators across grade levels and content areas to use resources that are inclusive of all of our diverse learners to enrich instruction throughout the whole year, not just one week or one month.

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Mavis Ellis, Chair  
Board of Education of Howard County

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Michael J. Martirano, Superintendent  
Howard County Public School System

January 24, 2019

## Danielle Lueking

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**From:** Paige Getty <minister@uucolumbia.net>  
**Sent:** Thursday, January 24, 2019 1:36 PM  
**To:** BoE Email  
**Subject:** [External] Please pass the Black Lives Matter at School Resolution!

Dear Howard County Board of Education,

Please pass the Black Lives Matter at School Resolution that is before you today.

I understand that the resolution may be at risk of being removed from today's meeting agenda. I hope that is not the case. Please hear it, and please pass it.

As a White parent of White children in HCPSS elementary and middle schools, and as a community leader, I am emphatic in my support of this resolution. Our Black students are at greater risk than other students -- risk of inequitable discipline, risk of discrimination and mistreatment by their peers and teachers, risk of misunderstanding -- and all of us must be proactive in our support of and advocacy for them.

I regret that because of my own parenting responsibilities, I will not be bodily present in your meeting this afternoon. But I will be there in spirit.

Please pass the Black Lives Matter at School Resolution.

In solidarity with Black Lives,  
Paige Getty

---

The Rev. Paige Getty, Senior Minister  
Unitarian Universalist Congregation of Columbia  
7246 Cradlerock Way  
Columbia, Maryland 21045  
(410) 381-0097, ext. 101  
minister@uucolumbia.net

## Danielle Lueking

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**From:** Vicky Cutroneo  
**Sent:** Thursday, January 24, 2019 1:21 PM  
**To:** Jennifer Mallo; Karalee Turner-Little; Mavis Ellis; BoE Email; Michael Martirano  
**Subject:** Re: Black lives matter resolution

All,  
Process, as well as precedence for future agenda setting is also my concern. This resolution deserves opportunity for full board discussion. I learned it was added to agenda thru a social media post before I checked my email.

Vicky

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**From:** Jennifer Mallo  
**Sent:** Thursday, January 24, 2019 12:00 PM  
**To:** Karalee Turner-Little; Mavis Ellis; BoE Email; Michael Martirano  
**Subject:** Re: Black lives matter resolution

Karalee, all,

I appreciate your email. I would be interested in talking about our inclusive programming, but not today. My concerns today are much more about process than content.

Jen

Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194

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**From:** Karalee Turner-Little <karalee\_turnerlittle@hcpss.org>  
**Sent:** Thursday, January 24, 2019 11:38 AM  
**To:** Mavis Ellis; Jennifer Mallo; BoE Email; Michael Martirano  
**Subject:** RE: Black lives matter resolution

Good morning All,

Dr. Martirano and I reviewed the resolution last night and we have provided suggested edits to Kathy H, some of which are based on information that has been communicated to teachers through HCEA about "approved curricular materials."

We would welcome the opportunity to have an off-line discussion about the nuances of supporting, partnering, and/or endorsing various political groups. For example, you received a recent Board memo regarding our change in practice with the ADL and the "No Place for Hate" program. There are many amazing programs and partners that support our vision of building inclusive communities of learning ---we want to be thoughtful about how these relationships are promoted and leveraged and ensure that our staff receive a consistent message about external curricular resources.

We are happy to re-arrange our schedules if you want to discuss this prior to today's meeting.

K

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**From:** Mavis Ellis <Mavis\_Ellis@hcpss.org>  
**Sent:** Thursday, January 24, 2019 10:24 AM  
**To:** Jennifer Mallo <Jennifer\_Mallo@hcpss.org>; BoE Email <boe@hcpss.org>; Michael Martirano <Michael\_Martirano@hcpss.org>; Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>  
**Subject:** Re: Black lives matter resolution

Good Morning, All,

This is an item that I requested to have added to the agenda due to the fact that the dates when it would be implemented February 4-8 occur before we have a chance to meet as a Board again. The Superintendent and staff are aware of the request and will be able to speak to any concerns at the meeting. I did receive an earlier version and suggested that it be revised before presenting it to the whole Board. All education policy is political so I don't see this as being particularly different than other resolutions. It does have the backing of the National Education Association and Maryland State Education Association, two groups that I hold in high esteem.

It is on the agenda as of now and I will not have it pulled prior to the meeting.

Mavis

---

**From:** Jennifer Mallo  
**Sent:** Thursday, January 24, 2019 9:28 AM  
**To:** BoE Email; Kathleen V. Hanks  
**Subject:** Black lives matter resolution

All,

I am concerned about the last minute addition of this resolution. Unlike the other resolutions, this one has not afforded us the opportunity to review it with deliberation.

In particular it directs our staff to supplement their curriculum and lessons with unvetted materials from a political movement.

Is there an email I missed or did not receive prior to yesterday's 6pm email giving us a revised resolution? I am unaware of this being suggested to be on the agenda.

Can we possibly pull this from the agenda for tonight and move it to the next meeting after we have been afforded review, revision, and discussion?



Jen

Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194

## Danielle Lueking

---

**From:** Jennifer Mallo  
**Sent:** Thursday, January 24, 2019 1:05 PM  
**To:** jenmallo [REDACTED]  
**Attachments:** Black lives matter response.docx

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

Colleagues and community,

As you may know, I stand in support of Equity, Diversity, and Inclusion. In recognition that black lives matter at school, I will work to address the inequities that result from institutionally racist policies and practices in our communities. I choose not to accept these conditions as they exist, but accept the responsibility to change them. I am resolved that the Board of Education of Howard County will address access and opportunity for all students, by highlighting inequity and increasing awareness, and by addressing change systemically.

As you may not know, in preparation for tonight's meeting, I spent the majority of my previous weekend, away from my family preparing by reading, researching, drafting questions for staff, and doing my homework.

It is asked that before every board meeting, we give the staff our primary questions more than 48 hours in advance so that they may prepare. Staff is required to produce their materials a week in advance so that the Board may have the time to prepare. These are our agreed upon cultural norms and operating procedures.

The addition to the agenda of this resolution and the initial draft of the resolution was first given to me last night after 6pm. We have not agreed as a Board to add this to our agenda. We have not discussed our support for the Black Lives Matters Week of Action. We have not been given the professional courtesy of adequate time to review, revise, or research this resolution. There has been a profound lack of transparency.

As such, in deepest regret, I will be abstaining from supporting this resolution despite my profound belief that black lives matter.

## Danielle Lueking

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**From:** Kathleen V. Hanks  
**Sent:** Thursday, January 24, 2019 12:46 PM  
**To:** Student Board Member  
**Subject:** FW: Black lives matter resolution

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**From:** Jennifer Mallo <Jennifer\_Mallo@hcpss.org>  
**Sent:** Thursday, January 24, 2019 12:01 PM  
**To:** Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>; Mavis Ellis <Mavis\_Ellis@hcpss.org>; BoE Email <boe@hcpss.org>; Michael Martirano <Michael\_Martirano@hcpss.org>  
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**From:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>

**Sent:** Thursday, January 24, 2019 10:24 AM

**To:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>

**Subject:** Re: Black lives matter resolution

Good Morning, All,

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Mavis

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**From:** Jennifer Mallo

**Sent:** Thursday, January 24, 2019 9:28 AM

**To:** BoE Email; Kathleen V. Hanks

**Subject:** Black lives matter resolution

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Jen

Jennifer Swickard Mallo

Howard County Board of Education Member

Direct 443-355-7043

Office 410-313-7194

## Danielle Lueking

---

**From:** Kathleen V. Hanks  
**Sent:** Thursday, January 24, 2019 12:45 PM  
**To:** Student Board Member  
**Subject:** FW: Black lives matter resolution

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**From:** Sabina Taj <Sabina\_Taj@hcpss.org>  
**Sent:** Thursday, January 24, 2019 11:59 AM  
**To:** Kathleen V. Hanks <Kathleen\_Hanks@hcpss.org>  
**Cc:** Jennifer Mallo <Jennifer\_Mallo@hcpss.org>; Mavis Ellis <Mavis\_Ellis@hcpss.org>; BoE Email <boe@hcpss.org>; Michael Martirano <Michael\_Martirano@hcpss.org>; Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>  
**Subject:** Re: Black lives matter resolution

Hi All,  
I fully support the inclusion of the resolution on the agenda for tonight. Further, I am aware of significant community support for this resolution.

I urge my fellow board members to vote in favor of this resolution and support BLM at school.

I don't know if I can be available for discussion on this today prior to the meeting.

Sabina

Sent from my iPad

On Jan 24, 2019, at 8:28 AM, Kathleen V. Hanks <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)> wrote:

Good Morning,

Attached is the edited resolution. Please advise.

Kathy Hanks  
Administrator  
Board of Education  
Phone: 410-313-7194  
Fax: 410-313-6633  
Email: [kathleen\\_hanks@hcpss.org](mailto:kathleen_hanks@hcpss.org)

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**From:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>  
**Sent:** Thursday, January 24, 2019 10:51 AM  
**To:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
**Subject:** Re: Black lives matter resolution

Mavis, Kathy,

Can you please clarify if something can be added to the quarterly agenda after it has been approved without full board support?

What process was used to add this to the agenda?

I have never seen questions asked of staff following the presentation of a resolution. What would that process look like?

Would we be allowed/able to modify the resolution during the meeting?

Regards,  
Jennifer

Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194

---

**From:** Mavis Ellis <[mavis\\_ellis@hcpss.org](mailto:mavis_ellis@hcpss.org)>  
**Sent:** Thursday, January 24, 2019 10:24 AM  
**To:** Jennifer Mallo; BoE Email; Michael Martirano; Karalee Turner-Little  
**Subject:** Re: Black lives matter resolution

Good Morning, All,

This is an item that I requested to have added to the agenda due to the fact that the dates when it would be implemented February 4-8 occur before we have a chance to meet as a Board again. The Superintendent and staff are aware of the request and will be able to speak to any concerns at the meeting. I did receive an earlier version and suggested that it be revised before presenting it to the whole Board. All education policy is political so I don't see this as being particularly different than other resolutions. It does have the backing of the National Education Association and Maryland State Education Association, two groups that I hold in high esteem.

It is on the agenda as of now and I will not have it pulled prior to the meeting.

Mavis

---

**From:** Jennifer Mallo  
**Sent:** Thursday, January 24, 2019 9:28 AM  
**To:** BoE Email; Kathleen V. Hanks  
**Subject:** Black lives matter resolution



All,

I am concerned about the last minute addition of this resolution. Unlike the other resolutions, this one has not afforded us the opportunity to review it with deliberation.

In particular it directs our staff to supplement their curriculum and lessons with unvetted materials from a political movement.

Is there an email I missed or did not receive prior to yesterday's 6pm email giving us a revised resolution? I am unaware of this being suggested to be the on the agenda.

Can we possibly pull this from the agenda for tonight and move it to the next meeting after we have been afforded review, revision, and discussion?

Jen

Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194

<01 24 2019 Resolution Black Lives Matter at School Week of Action Revised.docx>

## Danielle Lueking

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**From:** Chao Wu  
**Sent:** Thursday, January 24, 2019 11:45 AM  
**To:** chaowu2016 [REDACTED]  
**Subject:** Fwd: Black lives matter resolution  
**Attachments:** 01 24 2019 Resolution Black Lives Matter at School Week of Action Revised.docx; ATT00001.htm

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Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)  
Phone: 443-355-9990  
Web: [www.hcpss.org](http://www.hcpss.org)

Begin forwarded message:

**From:** "Kathleen V. Hanks" <[Kathleen\\_Hanks@hcpss.org](mailto:Kathleen_Hanks@hcpss.org)>  
**Date:** January 24, 2019 at 11:27:57 AM EST  
**To:** Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>, Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>, BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>, Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>, Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
**Subject: RE: Black lives matter resolution**

Good Morning,

Attached is the edited resolution. Please advise.

Kathy Hanks  
Administrator  
Board of Education  
Phone: 410-313-7194  
Fax: 410-313-6633  
Email: [kathleen\\_hanks@hcpss.org](mailto:kathleen_hanks@hcpss.org)

---

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**To:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
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Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194

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Jen

Jennifer Swickard Mallo  
Howard County Board of Education Member  
Direct 443-355-7043  
Office 410-313-7194



BOARD OF EDUCATION OF HOWARD COUNTY

**RESOLUTION**

RECOGNIZING

**BLACK LIVES MATTER AT SCHOOL WEEK OF ACTION**

**WHEREAS**, a national movement of teachers, parents, administrators, and scholars have come together to proclaim an annual week of action, affirmation, and solidarity, to be called “Black Lives Matter at School Week of Action;” and

**WHEREAS**, the annual Black Lives Matter at School Week of Action will take place during the month of February to coincide with, and augment, Black History Month; the 2019 week of action is February 4–8; and

**WHEREAS**, schools should be places for the practice of equity, for the building of understanding, and for the active engagement of all in creating pathways to freedom and justice for all people; and

**WHEREAS**, the Black Lives Matter at School Week of Action is intended to highlight, uplift and affirm the rich history and contributions of the Black community and to cultivate in Black students a sense of pride, self-worth, and self-love; and

**WHEREAS**, Black Lives Matter at School Week of Action is further intended to encourage ongoing critical reflection and courageous conversations concerning systemic racism, social injustice, racial and ethnic bias; and to affirm the right of Black students to be treated with respect and dignity within schools and communities; and

**WHEREAS**, the Black Lives Matter at School Week of Action may offer a variety of educational opportunities, such as workshops, panel discussions, cultural events, instructional activities, and expressions of unity; and

**WHEREAS**, the National Education Association endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly; and

**WHEREAS**, the Maryland State Educators Association (MSEA) endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly.

**THEREFORE, BE IT RESOLVED** that the Howard County Board of Education welcomes the participation of educators, staff, and students in community-based activities and events related to the Black Lives Matter at School Week of Action; and

**BE IT FURTHER RESOLVED** that the Howard County Board of Education invites educators across grade levels and content areas to use resources that are inclusive of all of our diverse learners to enrich instruction throughout the whole year, not just one week or one month.

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Mavis Ellis, Chair  
Board of Education of Howard County

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Michael J. Martirano, Superintendent  
Howard County Public School System

January 24, 2019

## Danielle Lueking

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**From:** Michael Parker <mikeparker0472@gmail.com>  
**Sent:** Thursday, January 24, 2019 10:52 AM  
**To:** Mavis Ellis;Kirsten Coombs;Vicky Cutroneo;Christina Delmont-Small;Jennifer Mallo;Sabina Taj;Chao Wu;Student Board Member  
**Subject:** [External] Board Meeting This Evening - Question

Good day.

Can you please elaborate on this action item this evening?

**B. Resolution: Black Lives Matter at School Week of Action**  
(BOE)

I sincerely hope you are not considering sponsoring a hate group in our children's school.

Thank you,

Mike

## Danielle Lueking

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**From:** Kathleen V. Hanks  
**Sent:** Wednesday, January 23, 2019 6:11 PM  
**To:** Board & Student Member  
**Cc:** Marilyn Grosskopf;Trudy M. Grantham  
**Subject:** 01 24 2019 Meeting of the Board of Education REVISED Final Agenda  
**Attachments:** 01 24 2019 Agenda.pdf

Dear Board Members:

Attached is the revised final agenda. The following has been added to the Administrative Agenda:

B. Resolution: Black Lives Matter at School Week of Action (BOE) ACTION

New paper copies will be at your place on the dais, and BoardDocs has been updated. A copy of the resolution will also be at your place. I am working with the Deputy in making edits so the Resolution is in alignment with HCEA. It will be emailed to you as soon as it is final.

Please contact me if you have any questions.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833





**MEETING OF THE BOARD OF EDUCATION  
OF HOWARD COUNTY**

10910 Clarksville Pike  
Ellicott City, MD 21042

January 24, 2019

4 p.m.

1. **OPENING ITEMS**
  - A. PLEDGE OF ALLEGIANCE
  - B. APPROVAL OF AGENDA
  
2. **REPORTS**
  - A. SUPERINTENDENT'S REPORT
  - B. STUDENT REPRESENTATIVES' REPORTS (Homewood Center)
  - C. BOARD MEMBERS' REPORTS
  
3. **PUBLIC FORUM**

The Board looks forward to hearing comments from a maximum of five citizens on educational issues during the regular meetings. Each speaker is limited to three minutes. Topics excluded from Public Forum are individual personnel matters, complaints identifying individual students, pending appeals, topics for which the Board schedules public hearings, and advertising or solicitation for products and/or services. Citizen participation is not intended to be a question and answer session. However, each speaker will receive a written response. All persons are expected to exhibit civil behavior in accordance with Policy 1000 Civility.
  
4. **CONSENT AGENDA (Restricted\*)**
  - A. Legal Fees Monthly Report (Mark Blom) **REPORT**
  - B. Operating Budget Financial Report (Rafiu Ighile) **REPORT**
  
5. **CONSENT AGENDA**
  - A. Donations (Monifa McKnight) **ACTION**
  - B. Annual Review of BOE Protocols for Remote Participation (BOE) **ACTION**
  - C. Meeting Minutes – 01 10 2019 Regular Meeting Summary **ACTION**
  - D. Meeting Minutes – 01 11 2019 Board Retreat Meeting Minutes **ACTION**
  - E. Meeting Minutes – 01 15 2019 Budget PH I Meeting Summary **ACTION**
  - F. Meeting Minutes – 01 16 2019 Legislative Committee Mtg. Minutes **ACTION**

(over)

- |        |  |             |
|--------|--|-------------|
|        | 6. ADMINISTRATIVE AGENDA   |             |
|        | A. Proclamation: African American History Month (Kevin Gilbert)                                    | ACTION      |
|        | B. Resolution: Black Lives Matter at School Week of Action (BOE)                                   | ACTION      |
|        | C. *Bids and Contracts (Douglas Pindell)   | ACTION      |
|        | D. Projection Accuracy Report (Renee Kamen)  | REPORT      |
|        | E. Legislative Report/2019 General Assembly (BOE)  | ACTION      |
|        | 7. PROGRAM AGENDA  |             |
|        | A. Human Resources 2018 Annual Report (David Lerner)   | REPORT      |
|        | 8. DINNER RECESS   |             |
|        | A. Dinner Recess   |             |
| 7 p.m. | 9. PUBLIC FORUM (See note above)   |             |
|        | 10. APPOINTMENT  |             |
|        | A. Community Advisory Council Monthly Report   |             |
|        | 11. ADMINISTRATIVE AGENDA (Continued)  |             |
|        | A. *Future Attendance Area Adjustments (Renee Kamen)   | DISCUSSION  |
|        | 12. ADJOURNMENT  |             |
|        | A. Adjournment   |             |
|        | 13. INFORMATION ITEMS  |             |
|        | A. Food and Nutrition Service Financial Report (Brian Ralph)                                       | INFORMATION |
|        | B. Annual Grants Report (Kelly Powers)   | INFORMATION |
|        | C. Interscholastic Athletics Concussion Program (John Davis)                                       | INFORMATION |
|        | D. Advanced Placement Program Trends: All Students and<br>Graduates (Eva Yiu/Ebony Langford-Brown) | INFORMATION |
|        | E. Fund Raising and Donations Report (Rafiu Ighile)  | INFORMATION |

**Agenda is subject to approval.**

\*Under Section 3-701 of the Education Article of the *Annotated Code of Maryland*, the Student Member may not vote on these matters. Passage of a motion by the Board on these matters requires the affirmative vote of four (4) Board members.

To access the agenda and supporting documents through Board Docs, go to:  
[www.hcpss.org](http://www.hcpss.org) → About → Board Docs → Select Meeting → View the Agenda

## Danielle Lueking

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**From:** Erika Strauss Chavarria <estrausschavarria@gmail.com>  
**Sent:** Wednesday, January 23, 2019 5:33 PM  
**To:** Mavis Ellis  
**Subject:** Re: [External] Black Lives Matter at School Resolution  
**Attachments:** Statement for BLM at School Week of Action.docx

Hi Mavis,

I have attached the statement you requested. Please let me know if you have any further questions. You are greatly appreciated.

Thank you,  
Erika

On Wed, Jan 23, 2019 at 10:34 AM Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)> wrote:  
Erika,

I need a statement from you as to who is organizing this and why we should do it and what it will look like at our schools.

Mavis

---

**From:** Erika Strauss Chavarria <[estrausschavarria@gmail.com](mailto:estrausschavarria@gmail.com)>  
**Sent:** Monday, January 21, 2019 4:22 PM  
**To:** Sabina Taj  
**Cc:** Mavis Ellis  
**Subject:** Re: [External] Black Lives Matter at School Resolution

Dear Mavis and Sabina,  
Please find attached the revised version of the Black Lives Matter at School Resolution. We believe that this updated resolution addresses Mavis' concerns and includes her suggested edits. Given that the Feb. 24th meeting is the last open Board meeting prior to the Feb.4th-8th week of action, it is our hope that it be added to the agenda for approval. Please feel free to contact me with any further questions.

Thank you,  
Erika

On Mon, Jan 21, 2019 at 1:44 PM Erika Strauss Chavarria <[estrausschavarria@gmail.com](mailto:estrausschavarria@gmail.com)> wrote:  
Mavis and Sabina,

I will be sending an updated version of the resolution today. I hope that it can get on the agenda. We will have people there to support it and testify.

Thank you,  
Erika

El El dom, ene. 20, 2019 a las 6:44 p. m., Sabina Taj <[Sabina\\_Taj@hcpss.org](mailto:Sabina_Taj@hcpss.org)> escribió:

Hi Mavis and Erika,

I stand ready to support this in any way Mavis deems appropriate. I can present it or write a note of support or anything else that you feel is best.

FYI - I am trying to join the meeting remotely on Thursday, but don't know if it is possible.

Sabina

**From:** Erika Strauss Chavarria [mailto:[estrausschavarria@gmail.com](mailto:estrausschavarria@gmail.com)]  
**Sent:** Sunday, January 20, 2019 11:41 AM  
**To:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>; Sabina Taj <[Sabina\\_Taj@hcpss.org](mailto:Sabina_Taj@hcpss.org)>  
**Subject:** [External] Black Lives Matter at School Resolution

Dear Mavis and Sabina,

Attached is a drafted Resolution for the Howard County Black Lives Matter at School Week of Action. We hope that this resolution can be brought up for approval and vote at the January 24th Board Meeting. If you have any questions or feedback, please feel free to contact me via email or phone 4437660978.

Thank you,

Erika Strauss Chavarria

The Black Lives Matter Week of Action is a national movement of teachers, parents, students, administrators, and scholars who came together to address deep systemic issues related to race in the United States, and the racial injustices that particularly impact Black students in our education system. Even in our own county we have seen how societal racism manifests in our schools in the form graffiti of swastikas, the N-word, social media posts of students in Black face and threats to Black lives. It is well documented nationally and even still in Howard County that Black students are disproportionately disciplined at a much higher and harsher rate than their white peers for the same disciplinary infraction. The factors that contribute to the School to Prison Pipeline affect primarily Black students and other students of color. Significant inequities exist in the hiring and retention of Black educators. There is a troubling lack of focus on Black history and contributions of Black people represented in curriculum across all content areas and grades. Additionally, when dealing with issues of safety and mental health of our students across this nation, there is an unacceptable lack of funding allocated to the hiring of counselors, school psychologists, and social workers. The Black Lives Matter at School Week of Action is intended to affirm the lives of Black students, educators, and families, and their right to be treated with respect and dignity within schools and communities. It is also intended to encourage deep conversations concerning systemic racism, Black identity, and Black history. The week of action is being organized nationally in over 30 states and cities by the National Black Lives Matter at School Coalition. The week of action has been endorsed and supported by the National Education Association and the Maryland State Education Association. It has also been endorsed by numerous school boards and education associations including the Prince George's County Board of Education, Prince George's County Education Association, Rochester City School District, Milwaukee Public Schools, and many more. In addition, many individuals have endorsed the week of action including Opal Tometi-co-founder of #BlackLivesMatter, John Carlos - Bronze Medal Winner in the 1968 Summer Olympics, Ibrahim Kendi- National Book Award-winning Author of Stamped from the Beginning, and Johnathan Kozol- National Book Award winner and Author of Shame of the Nation and Savage Inequalities. Locally, the organization Racial Justice NOW!, a parent and community run organization is hosting the Howard County Black Lives Matter at School Week of Action in coordination with a local committee of HCPSS parents, students, and educators. The week of action will include evening events and activities, as well as a variety of student and educator led educational opportunities that will vary from school to school with approval by the school administrative team. This is an opportunity for HCPSS to show its dedication and commitment to Equity and the Urgency of Now.

## Danielle Lueking

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**From:** Kathleen V. Hanks  
**Sent:** Wednesday, January 23, 2019 1:37 PM  
**To:** Student Board Member  
**Subject:** FW: Black Lives Matters at School Resolution  
**Attachments:** Revised HOCO BLM Resolution.docx

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**From:** Mavis Ellis <Mavis\_Ellis@hcpss.org>  
**Sent:** Wednesday, January 23, 2019 10:33 AM  
**To:** BoE Email <boe@hcpss.org>  
**Subject:** Black Lives Matters at School Resolution

Good Morning, All,

Please find attached a revised version of the Black Lives Matters at School Resolution to be added to our January 24th agenda for immediate action since the week of action is February 4th-8th. I will be able to give more information on this at tomorrow's meeting.

Mavis

HOWARD COUNTY BOARD OF EDUCATION

RESOLUTION No. \_\_\_\_\_

BLACK LIVES MATTER AT SCHOOL

**WHEREAS**, a national movement of teachers, parents, administrators, and scholars have come together to proclaim an annual week of action, affirmation, and solidarity, to be called “Black Lives Matter at School Week of Action”;

**WHEREAS**, the annual Black Lives Matter at School Week of Action will take place during the month of February to coincide with, and augment, Black History month; the 2019 week of action is February 4th-8th;

**WHEREAS**, schools should be places for the practice of equity, for the building of understanding, and for the active engagement of all in creating pathways to freedom and justice for all people;

**WHEREAS**, the Black Lives Matter at School Week of Action is intended to highlight, uplift and affirm the rich history and contributions of the Black Community and to cultivate in Black students a sense of pride, self-worth, and self-love;

**WHEREAS**, Black Lives Matter at School Week of Action is further intended to encourage ongoing critical reflection and courageous conversations concerning systemic racism, social injustice, racial and ethnic bias; and to affirm the right of Black students to be treated with respect and dignity within schools and communities;

**WHEREAS**, the Black Lives Matter at School Week of Action may offer a variety of educational opportunities, such as school based workshops, panel discussions, cultural events, instructional activities, and expressions of unity, as approved by the school administrative team;

**WHEREAS**, the National Education Association endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly;

**WHEREAS**, the Maryland State Educators Association (MSEA) endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly

**NOW, THEREFORE, BE IT RESOLVED** that the Howard County Board of Education endorses the annual Black Lives Matter at School Week of Action in the HCPSS school community.

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education welcomes the participation of educators, staff and students in school and community based activities and events related to the Black Lives Matter at School Week of Action;

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education invites educators across grade levels and content areas to implement classroom-based activities and approved curricular materials provided by the \*National Black Lives Matter at School Coalition and the \*\*National Education Association.

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education permits the approved use of HCPSS communication and social media platforms to inform and promote school and community based activities and events related to the Black Lives Matter at School Week of Action.

\*bit.ly/blmweekcurriculum

\*\*<https://neaedjustice.org/black-lives-matter-at-school/>

## Danielle Lueking

---

**From:** Kathleen V. Hanks  
**Sent:** Wednesday, January 23, 2019 1:34 PM  
**To:** Paula Seabright;BoE Email  
**Cc:** Student Board Member  
**Subject:** RE: [External] BLM Week of Action Testimony  
**Attachments:** BLM Week Testimony.pdf

Dear Ms. Seabright:

Thank you for contacting the Board of Education. The Board appreciates your valuable input. Chair Mavis Ellis has added a "Black Lives Matter Week of Action" Resolution to the Board's afternoon agenda tomorrow. Once again, thank you for contacting the Board regarding this important matter.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education  
Phone: 410-313-7194  
Fax: 410-313-6633  
Email: kathleen\_hanks@hcpss.org

**From:** Paula Seabright <psrh1995@gmail.com>  
**Sent:** Tuesday, January 22, 2019 7:40 PM  
**To:** BoE Email <boe@hcpss.org>  
**Subject:** [External] BLM Week of Action Testimony

Hello,  
Please see my testimony in support of BLM BLM Week of Action

Thank you for your thoughtful consideration.

Paula Seabright



Good evening.

I am contacting the board as the parent of a current Black student at [REDACTED] school and a 2015 graduate to urge the HCPSS Board of Ed to endorse the BLM Week of Action.

The key goals of the BLM Week of Action are:

- 1) An end to zero tolerance discipline policies which have been found to disproportionately impact students of color, perpetuating a school to prison pipeline;
- 2) Mandate Black History and ethnic studies - this should include a more honest examination of slavery, the Jim Crow era and how they have contributed to systemic racism, social injustice, racial and ethnic bias
- 3) Hire more Black teachers (my eldest son had three African American teachers in his entire career in HCPSS. He graduated in 2015. My son who is a [REDACTED] this year had one AA teacher in elementary school - the same man who taught him two years, none in middle school and has had two in high school). While the diversity hiring within the school system is improving, schools with a high rate of African American students still have a disproportionately high rate of white female teachers. Research by Johns Hopkins has shown that black students who have one black teacher by third grade are 13 percent more likely to enroll in college. This rate more than doubles to 32 percent for students who have two.
- 4) Expand funding for counselors and not more law enforcement. Specifically, provide African American counselors. Students of color are more likely to experience mental health issues and, in a survey conducted of Black and minority students at Cambridge University, it was learned 79% preferred a counselor who was also a person of color.

These measures have been endorsed by the NEA on the national level and the MSEA on the state level and will contribute to an environment of equity that Dr. Martirano and others support.

I will close by sharing something with you that I wrote after a phone call with my oldest son at the end of February last year.

*Well, Black History Month is coming to an end.*

*My sons are afforded one month each year when they get to see stories and images of Black greatness. That's it. And in the midst of it, they hear classmates and others wonder why Black History Month is even a thing. Desplicable things have been said to them. They have been told they were in advanced classes to fill a quota. They have been called the N word. They have been told bold to their sweet faces that Black lives don't matter.*

*I am a mom. My love and support of my kids is very much like your love and support of your kids. Your kids get to see images of people like them who have achieved greatness every day, every hour. Mine don't. They get one month a year to feel good about themselves. Then it ends.*

*My oldest son went to see Black Panther last weekend with friends. He called me when he got home to tell me what he thought. He knew I loved the movie. He said something very simple and very profound to me. And in this statement he summarized how I am sure he and many others feel about*

*Black History Month. He said that the film was so uplifting and inspiring in its portrayal of Black greatness. And then he walked out of the theatre.*

*I am truly running out of words to counter all his angst and there has been a lot of it these last seven years since Trayvon was murdered. But I told him that he should live everyday like a proud citizen of Wakanda where his excellence is not the exception. It's everyday life. It's my core job as a mom to help him feel this way. It would be great if I could have some help.*

I will add now that I asked my younger son if he thought BLM week was a good idea and he said he thought it was. I asked him why and he said because it would give everyone in the school system more time to consider all the ways that Black lives have not mattered in the history of this country, and help them realize why black students need to feel valued too.

Thank you for your thoughtful consideration of my request.

Paula Seabright

## Danielle Lueking

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**From:** Erika Strauss Chavarria <estrausschavarria@gmail.com>  
**Sent:** Wednesday, January 23, 2019 12:59 PM  
**To:** Mavis Ellis  
**Subject:** Re: [External] Black Lives Matter at School Resolution

Hi Mavis,

I will get that to you ASAP. Thank you so much!

Erika

El El mié, ene. 23, 2019 a las 10:34 a. m., Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)> escribió:  
Erika,

I need a statement from you as to who is organizing this and why we should do it and what it will look like at our schools.

Mavis

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**From:** Erika Strauss Chavarria <[estrausschavarria@gmail.com](mailto:estrausschavarria@gmail.com)>  
**Sent:** Monday, January 21, 2019 4:22 PM  
**To:** Sabina Taj  
**Cc:** Mavis Ellis  
**Subject:** Re: [External] Black Lives Matter at School Resolution

Dear Mavis and Sabina,  
Please find attached the revised version of the Black Lives Matter at School Resolution. We believe that this updated resolution addresses Mavis' concerns and includes her suggested edits. Given that the Feb. 24th meeting is the last open Board meeting prior to the Feb.4th-8th week of action, it is our hope that it be added to the agenda for approval. Please feel free to contact me with any further questions.

Thank you,  
Erika

On Mon, Jan 21, 2019 at 1:44 PM Erika Strauss Chavarria <[estrausschavarria@gmail.com](mailto:estrausschavarria@gmail.com)> wrote:  
Mavis and Sabina,

I will be sending an updated version of the resolution today. I hope that it can get on the agenda. We will have people there to support it and testify.  
Thank you,  
Erika

El El dom, ene. 20, 2019 a las 6:44 p. m., Sabina Taj <[Sabina\\_Taj@hcpss.org](mailto:Sabina_Taj@hcpss.org)> escribió:

Hi Mavis and Erika,

I stand ready to support this in any way Mavis deems appropriate. I can present it or write a note of support or anything else that you feel is best.

FYI - I am trying to join the meeting remotely on Thursday, but don't know if it is possible.

Sabina

**From:** Erika Strauss Chavarria [mailto:[estrausschavarria@gmail.com](mailto:estrausschavarria@gmail.com)]  
**Sent:** Sunday, January 20, 2019 11:41 AM  
**To:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>; Sabina Taj <[Sabina\\_Taj@hcpss.org](mailto:Sabina_Taj@hcpss.org)>  
**Subject:** [External] Black Lives Matter at School Resolution

Dear Mavis and Sabina,

Attached is a drafted Resolution for the Howard County Black Lives Matter at School Week of Action. We hope that this resolution can be brought up for approval and vote at the January 24th Board Meeting. If you have any questions or feedback, please feel free to contact me via email or phone 4437660978.

Thank you,

Erika Strauss Chavarria

HOWARD COUNTY BOARD OF EDUCATION

RESOLUTION No. \_\_\_\_\_

BLACK LIVES MATTER AT SCHOOL

**WHEREAS**, a national movement of teachers, parents, administrators, and scholars have come together to proclaim an annual week of action, affirmation, and solidarity, to be called “Black Lives Matter at School Week of Action”;

**WHEREAS**, the annual Black Lives Matter at School Week of Action will take place during the month of February to coincide with, and augment, Black History month; the 2019 week of action is February 4th-8th;

**WHEREAS**, schools should be places for the practice of equity, for the building of understanding, and for the active engagement of all in creating pathways to freedom and justice for all people;

**WHEREAS**, the Black Lives Matter at School Week of Action is intended to highlight, uplift and affirm the rich history and contributions of the Black Community and to cultivate in Black students a sense of pride, self-worth, and self-love;

**WHEREAS**, Black Lives Matter at School Week of Action is further intended to encourage ongoing critical reflection and courageous conversations concerning systemic racism, social injustice, racial and ethnic bias; and to affirm the right of Black students to be treated with respect and dignity within schools and communities;

**WHEREAS**, the Black Lives Matter at School Week of Action may offer a variety of educational opportunities, such as school based workshops, panel discussions, cultural events, instructional activities, and expressions of unity, as approved by the school administrative team;

**WHEREAS**, the National Education Association endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly;

**WHEREAS**, the Maryland State Educators Association (MSEA) endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly

**NOW, THEREFORE, BE IT RESOLVED** that the Howard County Board of Education endorses the annual Black Lives Matter at School Week of Action in the HCPSS school community.

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education welcomes the participation of educators, staff and students in school and community based activities and events related to the Black Lives Matter at School Week of Action;

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education invites educators across grade levels and content areas to implement classroom-based activities and approved curricular materials provided by the \*National Black Lives Matter at School Coalition and the \*\*National Education Association.

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education permits the approved use of HCPSS communication and social media platforms to inform and promote school and community based activities and events related to the Black Lives Matter at School Week of Action.

\*bit.ly/blmweekcurriculum

\*\*<https://neaedjustice.org/black-lives-matter-at-school/>

HOWARD COUNTY BOARD OF EDUCATION

RESOLUTION No. \_\_\_\_\_

BLACK LIVES MATTER AT SCHOOL

**WHEREAS**, a national movement of teachers, parents, administrators, and scholars have come together to proclaim an annual week of action, affirmation, and solidarity, to be called “Black Lives Matter at School Week of Action”;

**WHEREAS**, the Black Lives Matter at School Week of Action will take place during the month of February to coincide with, and augment, Black History month;

**WHEREAS**, schools should be places for the practice of equity, for the building of understanding, and for the active engagement of all in creating pathways to freedom and justice for all people;

**WHEREAS**, the Black Lives Matter at School Week of Action is intended to highlight, uplift and affirm the rich history and contributions of the Black Community and to cultivate in Black students a sense of pride, self-worth, and self-love;

**WHEREAS**, Black Lives Matter at School Week of Action is further intended to encourage ongoing critical reflection and courageous conversations concerning systemic racism, social injustice, racial and ethnic bias; and to affirm the right of Black students to be treated with respect and dignity within schools and communities;

**WHEREAS**, the Black Lives Matter at School Week of Action may include workshops, panel discussions, cultural events, instructional activities, and participation in acts of solidarity and unity both within schools and communities;

**WHEREAS**, the National Education Association endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly;

**WHEREAS**, the Maryland State Educators Association (MSEA) endorsed the Black Lives Matter at School Week of Action at the 2018 Representative Assembly

**NOW, THEREFORE, BE IT RESOLVED** that the Howard County Board of Education endorses the annual Black Lives Matter at School Week of Action in the HCPSS school community.

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education welcomes the participation of educators, staff and students in activities and educational events related to the Black Lives Matter at School Week of Action and encourages the use of approved resources provided by the National Black Lives Matter at School Coalition and the National Education Association.

**BE IT FURTHER RESOLVED**, that the Howard County Board of Education permits the approved use of HCPSS communication and social media platforms to inform and promote school and community based activities and events related to the Black Lives Matter at School Week of Action.