



Montgomery County Education Equity Action Group

October 23, 2026

Via electronic mail

Dr. Thomas Taylor, Superintendent Montgomery County Public Schools
15 West Gude Drive Suite 400
Rockville, MD 20850

Ms. Grace Rivera-Oven, President Board of Education Montgomery County Public Schools
15 West Gude Drive Suite 100
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Mr. James Allrich, President Montgomery County Association of Administrators and Principals
30 West Gude Drive Suite 100
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Mr. David Stein, President Montgomery County Education Association
12 Taft Court
Rockville, Maryland 20850

Councilmember Will Jawando, Chair of the Education and Culture Committee
Montgomery County Council
100 Maryland Avenue Sixth Floor
Rockville, MD 20850

This is a formal statement of no confidence in the commitment of:

- The Superintendent of Montgomery County Public Schools (MCPS) and the Board of Education (BOE) to effectively educate, protect and support the academic achievement, well-being and post-graduation preparedness of Black public students.
- The Education and Culture Committee of the Montgomery County Council (EC) to create and maintain the legislative, regulatory, budgetary and performance review frameworks required to hold MCPS administrators and staff accountable for providing a safe, appropriate and equitable learning environment for Black students; and
- The Montgomery County Education Association (MCEA) and the Montgomery Association of Administrators and Principals (MCAAP) to negotiate contractual agreements that hold teachers and administrators, respectively, accountable for learning, developing and applying anti-racist mindsets, behaviors, and practices that result in improved academic and well-being outcomes for Black students.

This letter serves as both a formal objection and a call to action. We urge you to:

- Forego any further study or data gathering about and from Black students and families. It is unnecessary.
- Review the considered demands we put forth on behalf of the thousands of Black public school students for whom we advocate - many of which are already enshrined in MCPS plans and statements but remain unfulfilled.
- Respond immediately with direct involvement, responsibility and action from the highest leadership levels as you have done consistently for and with non-Black communities.

Rev. Segun Adebayo

Chris Barclay

Dr. Sheryl Brissett
Chapman

Wylea Chase

Marsha Coleman-
Adebayo

Valarie Eiland Davis

Melonie Dunston

Cynthia Ellis

Lucy Hayes

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CONTACT

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BACKGROUND AND CONTEXT

► Black students, families, and advocates have tried for decades to work with you in good faith.

All of the members of our group are well known to you as stalwart, extremely informed and fully engaged equity advocates. You know us to be driven to create equity for all county residents across many areas of life, from cradle to grave. We are familiar to you as equity advocates for all students in MCPS - not only Black students.

- We have served countless hours volunteering on every version of every “advisory” group, committee and community engagement dialogue organized by MCPS.
- Our presence, testimony and protests at public meetings and hearings has been accompanied by hundreds of private meetings with decision makers
- We often volunteer alongside and show up with non-Black collaborators and allies invested in the many ongoing struggles for equity.
- You have seen our names on election ballots, BOE and MCPS organization charts, interview panels, chaperone lists, student enrollment forms and graduation certificates.
- Our work and influence have touched nearly every office and agency in this county as well as state level agencies and legislators because we are institutional and systemic changemakers in addition to serving individual students and their families.

Each of us has invested years - even decades, attempting to work collaboratively and in good faith with MCPS leaders, BOE members and County Council members across administrations and at every level to change the material conditions of Black students in our public schools. We have left no stone unturned to work with you and/or your predecessors.

All the while, since the 1970s, you, your organizations and your predecessors have had county-wide unfettered access to the data, time, talent, ideas, recommendations, expertise, patience and benefit of the doubt of tens of thousands of Montgomery County’s Black students, families, advocates, residents and institutions.

► Anti-Black and racist incidents and practices are normalized and treated with tepid ineffective responses.

We have repeatedly witnessed MCPS leaders’ high level, all-hands-on-deck multi-faceted direct community engagement and rapid responses to demands related to hate/bias incidents - most recently in September 2026.

Such engagement and responses are consistently withheld when anti-Black racist incidents are reported. Acknowledgement, communication and action by MCPS are slow or non-existent despite calls for such from Black students and families.

This occurs despite decades of documented anti-Black racism in our public schools and racist anti-Black incidents being by far the most frequent among all hate-bias incidents reported in MCPS.

Swastika found on student's desk at Walter Johnson High in Bethesda

BethesdaToday

September 25, 2026

Superintendent
Taylor:

Walter Johnson High School's administration is pursuing consequences for those responsible for a swastika on a classroom desk, after a student found the symbol at the Bethesda school and reported it on Thursday, according to a letter from the school's principal.

"The presence of this symbol is highly inappropriate, unacceptable, and deeply offensive; it stands in contradiction to the core values of Walter Johnson High School and MCPS," Walter Johnson High Principal Nicole Morgan said in a letter to the school community on Friday. Those responsible will receive consequences as appropriate and consistent with the Montgomery County Public Schools Code of Conduct."

He also said a letter to the Walter Johnson school community should have explicitly identified the swastika as an antisemitic symbol and named the harm of the incident more directly.



October 1, 2026

Superintendent
Taylor:

That is why I want our next step to be more than another conversation. I am committed to establishing repeat, collaborative dialogue with you to identify what meaningful actions MCPS can implement. To expedite, I have asked Dr. Nyah Hamlett, my Chief Equity and Organizational Development Officer, to lead and be an integral part of those discussions (with my direct involvement). Her role, experience, and expertise position her well to work alongside you and our team to examine these concerns and to identify areas where change is possible for the results we both seek.

Multiple N-word incidents at
Wootton High School

African Elements

WHERE THE PAST EXPLAINS THE PRESENT

December 16, 2024

The Scourge of Racism Strikes Again at Wootton High

On December 3, 2024, Wootton High School in Rockville, Maryland, became the center of another racist incident. A Black student found a racial slur scrawled on their desk, sending shockwaves through the community. However, the true outrage followed when the school administration stayed silent for three days leaving everyone unaware of this hateful act (MyMCMedia).

This unacceptable delay in addressing the incident worsened the trauma experienced by Black students, staff, and the community. The silence was telling, highlighting the systemic racism affecting educational institutions and society (WJLA).

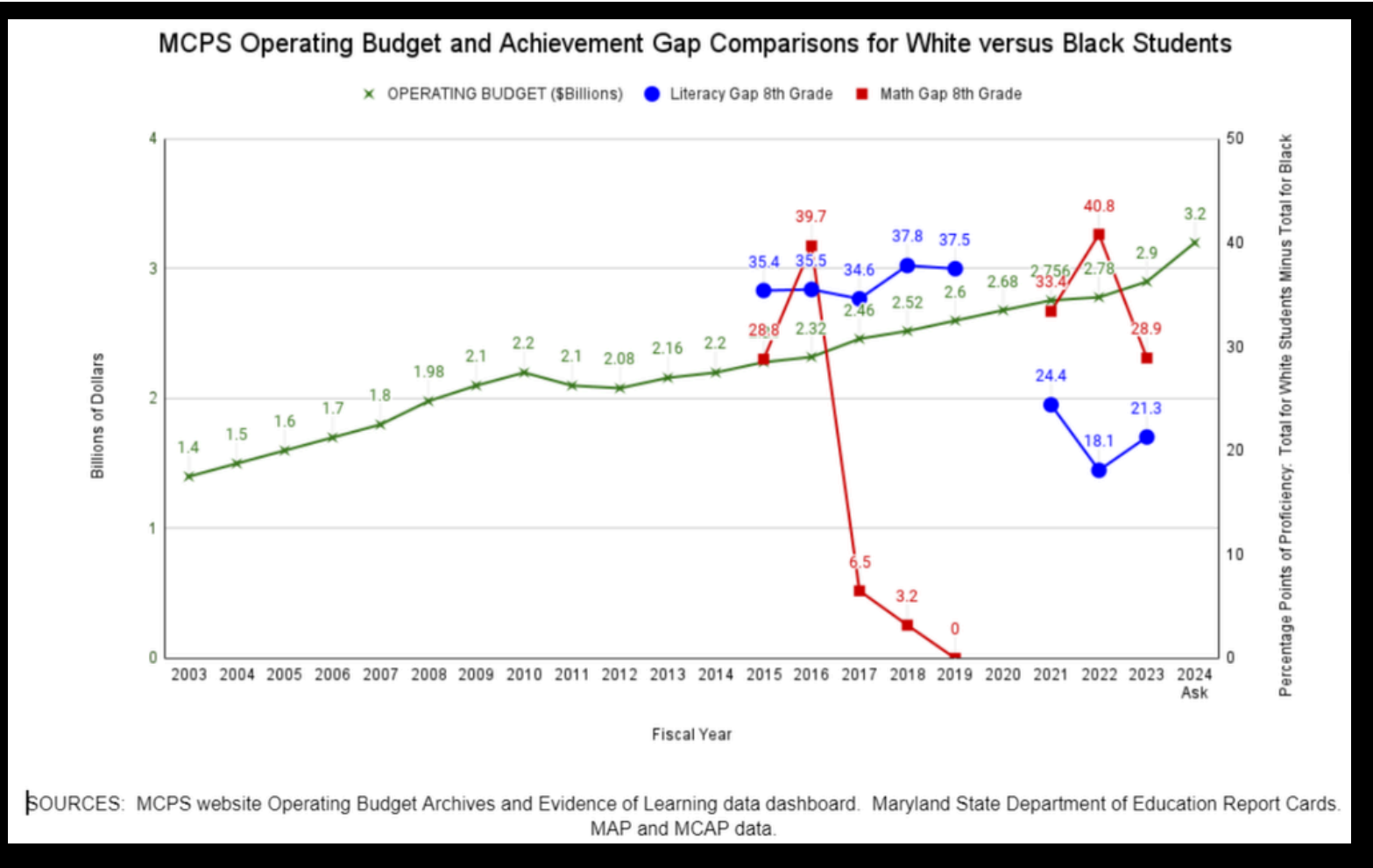
A Pattern of Racism Emerges

The incident in December wasn't isolated but rather part of a worrying trend at Wootton. Just seven months earlier, another racist act shocked the school when a student printed racial slurs 1,000 times on 1,000 sheets of paper. This repetition of racist behavior indicates deep-seated problems within the institution (FOX 5 DC).

Black student leaders have been working with school leadership for over a year to address the poor responses to these incidents. Yet, their efforts have met with inaction and empty promises, leaving them frustrated and disappointed.

► The academic outcomes and material conditions of Black students in our public schools have not changed in any meaningful way independently and in comparison to other racial and ethnic groups.

Below is a graphical illustration of MCPS funding and selected academic data by way of illustration.
(The data and graphical presentation were reviewed in March 2023 by then Niki Hazel, Associate Superintendent in the Office of Curriculum and Instructional Programs in the Office of the Chief Academic Officer and Dr. Kecia Addison, Director in the Office of Shared Accountability for MCPS.)



- More money has not made the difference for Black students.
- New people in your positions and leaders' switching positions in government have not made the difference.
- Changing curricula, grading policies and testing, and appointing more Black administrators have not made the difference.

**LACK OF COMMITMENT FROM LEADERSHIP AND ACCOUNTABILITY FROM EDUCATORS
HAS MAINTAINED AND NORMALIZED ANTI-BLACK RACISM IN MCPS
AND SUSTAINED UNDEREDUCATION AND OPPRESSION OF BLACK STUDENTS.**

THE FACTS

Despite clear evidence that should objectively drive prioritization of Black students, they hold the unfortunate distinction of being the longest-disenfranchised and undereducated demographic group in Montgomery County Public Schools.

- BOE and MCPS annual Strategic Plans have long included closure of “achievement gaps” in very small increments. Gaps persist and competency levels and college readiness rates remain dismally low for Black students.

Table 14: English Language Arts Proficiency Rates, All Grades, 2025

	<u>All Students</u>	<u>EML</u>	<u>No SPED</u>	<u>SPED</u>	<u>No FARMS</u>	<u>FARMS</u>
All Students	57.0	11.8	61.9	22.8	68.6	35.0
Asian	79.1	24.8	82.1	33.9	84.3	58.6
White	80.1	19.7	84.8	45.6	83.0	49.2
Black	48.3	19.2	54.0	13.5	57.9	40.7
Latinx	34.3	8.8	38.2	11.6	41.6	26.7
Multiracial	75.0	25.9	80.6	34.4	82.1	43.9
Native American	47.4	11.8	56.0	7.4	59.5	36.8
Pacific Islander	67.1	*	68.6	*	70.0	52.2

Source: Maryland Report Card, MSDE

Table 15: Math Proficiency Rates, All Grades, 2025

	<u>All Students</u>	<u>EML</u>	<u>No SPED</u>	<u>SPED</u>	<u>No FARMS</u>	<u>FARMS</u>
All Students	35.7	9.4	39.1	13.6	46.9	15.4
Asian	63.0	26.6	65.5	27.5	70.1	36.3
White	58.5	20.5	62.9	28.5	61.5	27.1
Black	22.9	13.6	25.5	7.7	29.2	17.7
Latinx	15.7	5.8	17.5	5.7	21.6	10.0
Multiracial	51.8	21.3	56.5	20.3	58.9	21.0
Native American	26.2	5.7	31.0	7.1	37.3	15.7
Pacific Islander	42.7	*	43.9	*	46.4	30.4

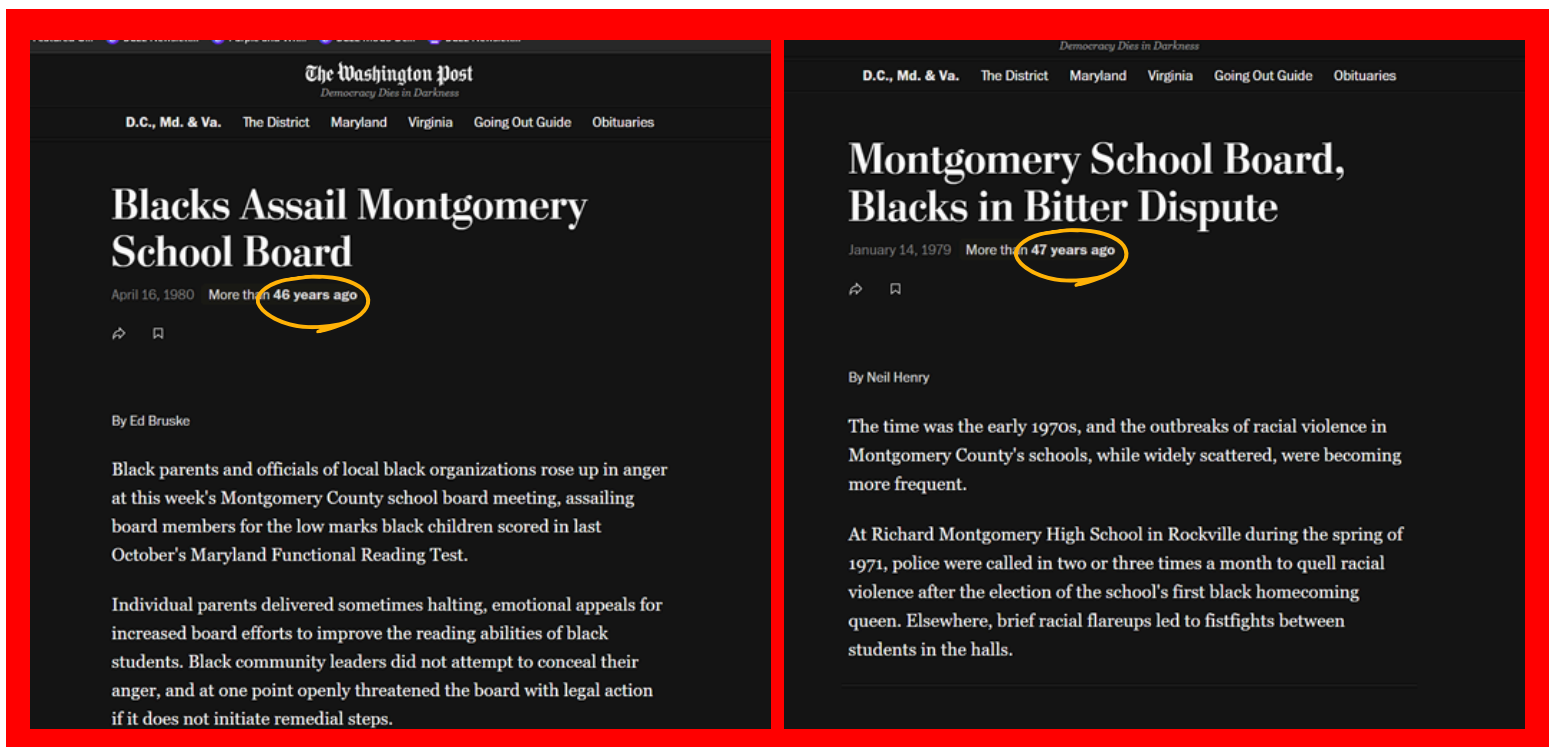
Source: Maryland Report Card, MSDE

Table 16: College Readiness Rates, High School Completers, 2025

	<u>All Students</u>	<u>EML</u>	<u>No SPED</u>	<u>SPED</u>	<u>No FARMS</u>	<u>FARMS</u>
All Students	29.4	<= 5.0	32.0	5.3	40.5	11.5
Asian	58.2	5.9	60.3	10.5	67.6	30.1
White	46.6	9.1	50.3	13.9	49.5	17.3
Black	15.8	<= 5.0	17.3	<= 5.0	19.7	12.3
Latinx	10.5	<= 5.0	11.2	<= 5.0	16.1	6.8
Multiracial	41.9	*	*	<= 5.0	47.9	12.0
Native American	18.2	*	*	*	*	<= 5.0

Source: Maryland Report Card, MSDE

► **Anti-Black racism is entrenched in the county's public school systems and institutions. You and your predecessors have been well aware and have failed to meaningfully reduce its effects in our schools.**



<https://www.washingtonpost.com/archive/local/1980/04/17/blacks-assail-montgomery-school-board/5eab0816-6a84-4a2d-bcb3-c7b595f6a227/>

<https://www.washingtonpost.com/archive/local/1979/01/15/montgomery-school-board-blacks-in-bitter-dispute/27bacc3f-5139-42c8-be11-afb6ed51cc0b/>

MAEC Midatlantic Equity Consortium 2022

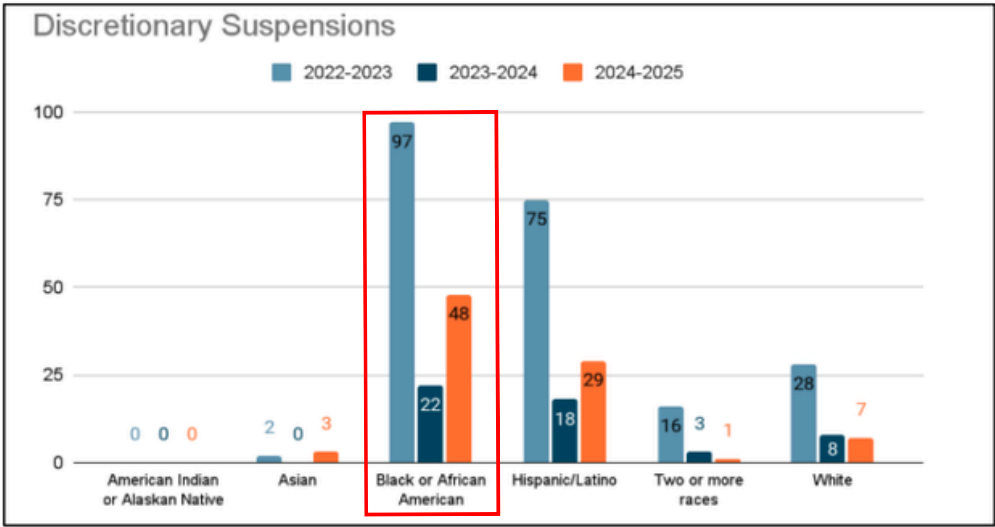
Previous Studies Examining Race at MCPS

- **1994:** "Slipping Towards Segregation: Local Control and Eroding Desegregation in Montgomery County, Maryland" explored the efficacy of MCPS's decision to leave desegregation measures to locally controlled school policies. It ultimately concluded that the effectiveness of desegregating MCPS had been limited because "there has never been an outside monitor or strong control of programs and policies originally designed to reduce racial isolation"
- **2006:** MCPS conducted by the Public Education Leadership Project at Harvard University, Race, "Accountability, and the Achievement Gap" identified positive changes, including a diversifying administration and workforce. It also noted that many neighborhoods were segregated by race and that standardized test scores for students who are Black/African American and Hispanic/Latino were lower than for students who are White.
- **2019:** MCPS "All In: Equity and Achievement Framework" study exploring how well resources are allocated to promote equity and excellence for all students. Among the findings, this study reported that performance gaps still existed both across and within schools, particularly for students who qualify for FARMS Services and students of color'
- **2021:** Districtwide boundary analysis found high rates of racial and socio-economic dissimilarity in the Downcounty Consortium as well as their feeder middle and elementary schools. It also highlighted that "there were conflicting views on the role diversity should play in school boundaries, as well as a range of assumptions about the tradeoffs between diversity, proximity, and assignment stability".
- **2022:** MAEC's Antiracist System Audit contributed to this series of studies by being the first comprehensive, systems-wide opportunity to engage the MCPS community in discussing the role race plays throughout the entire school system.

► Black students continue to receive suspensions and arrests at disproportionately high rates, particularly Black boys with IEPs.

Bethesda
March 9, 2023

Black, Hispanic students disproportionately suspended for ‘disrespect,’ MCPS data shows



Our greatest and most complex challenge remains in addressing the disproportionate removals of African-American students with individualized educational plans. This is true both in the general education setting and within specialized schools and programs. The attached Comprehensive Coordinated Early Intervening Services Plan details the spending and plan of action to address this critical area.

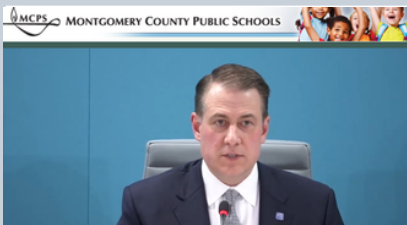
FY 2024, FY 2025 and Year-to-Date 2026
Physical Student Arrest Data*

Race/Ethnicity	2023-2024 Student Arrests		2024-2025 Student Arrests		2025-2026 Student Arrests *As of March 21, 2026	
Asian	1	7.1%	0	0%	0	0%
Black/African American	11	78.6%	1	14.3%	13	81.2%
Hispanic/Latino	2	14.3%	2	28.6%	3	18.8%
Multi-Racial	0	0%	0	0%	0	0%
White/Caucasian	0	0%	4	57.1%	0	0%
Grand Total	14		7		16	

MCPS Future Ready

*Data provided by the Montgomery County Police Department

5



What you are not
changing,
you are choosing.

Superintendent Taylor
Board of Education Meeting November 20, 2025

► **MCPS and Board of Education leaders, teacher and administrator unions and MCPS staff held back on implementation of the Anti-racist Action Plan at the expense of Black students.**

- **Then Superintendent McKnight stated in a 2023 meeting that she would “...have to move slower” with the anti-racism work because of backlash from white MCPS staff.**
- In 2024, then Director of Strategic Initiatives (*which included the Equity Unit*) conducted a system-wide inventory to identify all programs targeting Black students. She reported that “*There are none.*”
- **Then Chief of Strategic Initiatives Stephanie Sheron reported in a 2025 meeting that then Superintendent McKnight personally prevented the Equity Unit’s publication of an anti-racism glossary (*one of the earliest scheduled tasks in the Anti-racist Action Plan*) to avoid white backlash from MCPS workers and the broader non-Black community.**
- MCPS Equity Unit staff shared with members of the then Superintendent’s (McKnight) Advisory Group and Hate-Bias Advisory Group that MCEA would not agree to include mandatory anti-racism training for teachers in their contracts.
- **While revisions since 2022 to the School Improvement Plan (SIP) have included the addition of annual equity goals, it is unclear that school administrators have and practical direct accountability for improving outcomes for Black students.**
- When asked during his introductory district-wide tour stop at Blair High School about his plans to address racism in MCPS, Superintendent Taylor responded that *racism has been around a long time and it will take a long time to fix it.*
- **When asked in 2024 how administrators intend to engage in anti-racism work, a then MCAAP leader responded “My members have not asked for that. I do what my members ask.”**
- A September 2025 County Council meeting included a call for MCPS staff contracts and performance expectations to include equity/anti-racist accountability measures. We are not aware that any such contractual expectations were added by MCEA.
- **In a 2026 meeting MCEA officers said that they could and would include contract negotiation terms that specifically support Black students. See below. To date, we have not been able to get any information to indicate that such is occurring.**

MCEA August 17, 2026

Thank you for reaching out. As we begin the new school year, our focus continues to be to provide the best system possible for all of our students, including our Black students. We do so by continuing to advocate for strengthening the rights and working conditions of our educators and fighting to build a stronger educator workforce that is better equipped to teach our Black student population. The strongest and most effective way we can make many of these changes is through our collective bargaining process that we are currently engaging in with MCPS. The information from our conversations helped to shape some of the proposals that we have presented, and we will continue to engage MCPS to try to come to agreement on a new contract that addresses our shared concerns.

We wish you well on the beginning of this school year and will share updates on bargaining as the process progresses.

THE FACTS continued

Dr. Nyah Hamlett, Chief Equity and Development Officer stated unequivocally to the County Council Education Committee

“I do think it’s important to have specific programs...we know how far we have to go to close those gaps.”

County Council Education and Culture Committee Chair Will Jawando stated in that same meeting

“I really want to push us to be thinking about this in our budgetary context.”



<https://www.youtube.com/watch?v=2W1C4VoTeIE&t=9841s/h>

Yet no programs, supports or funding were designated and included in the MCPS budget and no accountability has been included in contractual agreements with unions or the Superintendent.

THE WAY FORWARD

► Dr. Hamlett’s well-supported programmatic statement and Councilmember Will Jawando’s clearly stated funding expectation are the proper starting points for moving from the current state of no confidence to urgent prioritization and responses to the needs of Black students in MCPS. We urge you to immediately embrace the following goal and the outlined demands that will enable us to work together to achieve that goal.

► **GOAL:** To establish racial equity for Black students in Montgomery County Public Schools.

DEMANDS:

- 1. Commitment and Accountability:** Immediately and publicly commit to direct and regular work and formal ownership of results by senior decision makers:
 - Board of Education President
 - Superintendent of Schools
 - Chief Academic Officer
 - Chief School Leadership Officer
 - Chief Equity and Development Officer
 - MCEA President
 - MCAAP President
- 2. Strategic Plan:** Accelerate outcomes for academics, discipline and well-being using accurate demographic data that does not conflate race with ethnicity.
- 3. Prioritization:** Designate Black students as an MCPS Special Population.

THE WAY FORWARD continued

DEMANDS continued:

4. Teaching and Learning:

- a. Implement targeted racially, gender and culturally informed MCPS staffing, programs and supports to achieve accelerated outcomes including at the intersections of race, dis/ability, gender, and socioeconomic status.
- b. Eliminate formal and informal practices and policies that disproportionately disadvantage and harm Black students and families. Examples include but are not limited to:
 - i. Normalizing anti-Black racist remarks and behaviors in schools (noose at Sherwood High School, use of the N word).
 - ii. Inappropriate suspension and placements in excessively restrictive and surveilled environments of Black as young as Kindergarten.
 - iii. Exclusion of Black prime contractors from wellness center operations without proportionate Black staff and racial competency requirements for Identity.
 - iv. Required unconstitutional daily student self-searches at alternatives schools.
 - v. Indefinite "no trespass" orders issued disproportionately to Black parents by principals.
 - vi. Financially burdening Black-led advocacy and community groups accessing school buildings while providing free rental to MCCPTA.
 - vii. Blackballing, targeting by name and gatekeeping to differentially and inequitably exclude certain Black advocates and organizations.

5. **Budget:** Create line item MCPS funding in proportion to the students with the greatest needs, including clear prioritization Black students.

6. **Compliance:** Comply with existing/updated MCPS Strategic Plan and Anti-racist Action Plan in prioritizing Black students and families.

7. **Responsiveness:** All named parties engage with us directly as well as Black students, families and fellow advocates committed to this work as presented.

REQUESTED NEXT STEPS

Please respond in writing to our demands by October 30, 2026.

Most families in this country have no choice but to send their children to public schools. Many families choose to do so because they believe in the concept and promise of free access to education for all children. Taxpaying residents in Montgomery County - most of whom do *not* have children in their households, rightfully expect a societal return on their heavy investment in our public school system. Black students families are among those households, yet they have not enjoyed the promise or the payoff of public education in MCPS.

Despite many previous attempts to work with you and your organizations to address educational inequities and anti-Black racism by generations of advocates, parents and students, there has been no meaningful improvement. The cost to Black children, their present and futures, their families and neighborhoods and our county as a whole is both unacceptable and dangerously harmful.

REQUESTED NEXT STEPS continued

We ask no more from you than what we have seen you and your organizations offer swiftly, freely, fully and repeatedly to our neighbors who approach you with unwavering demands in tone and substance.

We look forward to your leaning into “YES” in ways that all Montgomery County residents can see and Black students and parents consider valuable.

Very sincerely,

Pastor Segun Adebayo, Macedonia Baptist Church
Bethesda African Cemetery Coalition
Former MCPS Parent

Chris Barclay
Former Montgomery County Board of Education
Member
Former MCPS Parent

Dr. Sheryl Brissett Chapman
Child and Youth Advocate and National Consultant
Author
Researcher
Former Adjunct Associate Professor, Howard
University School of Social Work
Former Executive Director, National Center for
Children and Families
Former MCPS Parent

Wylea Chase
2026 Primary Election Candidate for Montgomery
County Board of Education
Montgomery County Council of Parent-Teacher
Associations (MCCPTA) Diversity, Equity and
Inclusion Committee Member
NAACP Parent Council Representative
Former Executive Director, the Black and Brown
Coalition
MCPS Parent

Marsha Coleman-Adebayo
President, Bethesda African Cemetery Coalition
Co-Host, WPFW Radio *What's at Stake?*
Former MCPS Parent

Valarie Eiland Davis
Convenor, The Black Coalition For Excellence In
Education
Former PTA Leader
Former NAACP Parents' Council Representative and
Trainer
MCPS Graduate
Former MCPS Parent
College Parent

Melonie Dunston
Literacy Lead and Leadership Council Member, The
Black Coalition For Excellence In Education
Blackrock Center for the Arts Development Committee
Selection Committee, Maryland Humanities One
Maryland One Book Program
MCPS Parent

Cynthia Ellis
Community Engagement Lead and Leadership Council
Member, The Black Coalition For Excellence In
Education
Former MCPS Parent

Lucy Hayes
Founding Leadership Council Member, The Black
Coalition For Excellence In Education
NAACP Education Advocate
Former MCPS Staff Member
Former MCPS Parent

Kimblyn Persaud
Founder, Epic of MoCo
Former Chair, Nine Districts for MoCo
Co-Founder of the Wheaton Coalition

Ricky Ribeiro
Leadership Council Member, The Black Coalition For
Excellence In Education
BCEE Media Lead
Director, MCPS Educational Foundation, Inc.
Former President, Kennedy High School Parent-Teacher
Association
Former NAACP Parents' Council Representative
MCPS Graduate
MCPS Parent
College Parent

Sharon White-Ellis
Mathematics Lead, Summer Program Lead and
Founding Leadership Council Member, The Black
Coalition For Excellence In Education
Former New York City Public Schools Teacher and
Administrator

REFERENCES

Montgomery County Public Schools (MCPS) Strategic Plan 2025-2030:

<https://www.montgomeryschoolsmd.org/strategic-plan-2025-2030/>

MCPS Antiracism System Audit

<https://www.montgomeryschoolsmd.org/antiracist/>

MCPS Antiracist Action Plan

https://docs.google.com/document/d/1EtpLRvaotYP5T0UgqQZ7mMtAH_6OMyKHs1ulZtZNhSc/edit?tab=t.0#heading=h.vvblx9ehiieu

MCPS Budget and Achievement Trend

Graph/chart:

https://docs.google.com/document/d/1OK_nM_I3GvRM0R_VGti7HKKwAOrGk7k10QVmiF_K3ik/edit?usp=sharing

Data:

<https://docs.google.com/spreadsheets/d/1EJgcKBrZKvIUokC2Z5ffzVZkBr4ron2fIYZVfkY9s/edit?usp=sharing>

MCPS Hate-Bias Incident memo:

[https://www.boarddocs.com/mabe/mcpsmd/Board.nsf/files/D3CL9L557B6B/\\$file/Districtwide%20Approach%20Address%20Hate-Bias%20240319.pdf](https://www.boarddocs.com/mabe/mcpsmd/Board.nsf/files/D3CL9L557B6B/$file/Districtwide%20Approach%20Address%20Hate-Bias%20240319.pdf)

Montgomery County Council Office of Legislative Oversight reports that identify racial inequities for Black students:

- MCPS Budget Equity report by the Office of Legislative Oversight:
<https://assets.montgomerycountymd.gov/files/2026-07/OLORReport2026-9BudgetEquityinMCPS.pdf>
- Addressing Racial Equity in the School to Prison Pipeline:
<https://www.montgomerycountymd.gov/archival-document?document=https://assets.montgomerycountymd.gov/files/OLORReport2023-6.pdf>
- Parent Organizations in Montgomery County Public Schools:
<https://www.montgomerycountymd.gov/archival-document?document=https://assets.montgomerycountymd.gov/files/OLORReport2020-8.pdf>

Copy via electronic mail to:

Ms. Brenda Wolff, Vice President Board of Education MCPS
Mr. Leul Dawit, Student Member Board of Education MCPS
Ms. Rita Montoya, Member Board of Education MCPS
Ms. Karla Silvestre, Member Board of Education MCPS
Ms. Laura Stewart, Member Board of Education MCPS
Ms. Julie Yang, Member Board of Education MCPS
Ms. Natalie Zimmerman, Member Board of Education MCPS
Councilmember Shebra Evans
Councilmember Kristin Mink
Natalie Fani-Gonzalez, President Montgomery County Council

