

Exhibit 7

From: Willis D. Hawley <wdh@umd.edu>
Sent: Tuesday, October 1, 2019 7:26 AM
To: Rubin Salter Jr. <rsjr3@aol.com>
Subject: Achievement Gap

I read the stuff you sent me. I believe I have all of the data to estimate the achievement gap over the last 3-4 years (the same data you consultant asked for except gender). Going back beyond that is not necessary. If the gap has widened we can tell, If it has narrowed, recently, it would be hard to argue that the District has done things that would disadvantage African Americans. We'll do the study this week I hope.

--

Willis D. Hawley
Professor Emeritus of Education and Public Policy
University of Maryland, College Park
Senior Adviser, Southern Poverty Law Center

From: Willis D. Hawley <wdh@umd.edu>
Sent: Thursday, October 3, 2019 12:55 PM
To: Rubin Salter Jr. <rsjr3@aol.com>
Subject: Ach Gap

I have reread the report by the district on African American student achievement. I think the study is well done and I doubt that your consultant will find anything different. The findings could be better presented and I have made some suggestions in that regard. I know you would prefer seven years of data but the tests changed in 2014-15 and whatever the district can be held accountable for can certainly be discovered in five years of analysis.

The district's study is superior to the one that David Kruger and I did because they followed individual students whereas the data we have is at school level. Our data, in other words would not be of use to you or your consultant. You will note that whatever increases and decreases in student achievement, they are relatively the same for the three different racial groups. There is always some variation from year-to-year when you look at longitudinal data. What is of concern here is that achievement levels drop in middle school for students of all three races. The district is of course aware of this and is struggling with how to deal with a problem that is not uncommon throughout the country. If your consultant has suggestions about how to narrow the achievement gap, I would be delighted to hear them. Bill

--

Willis D. Hawley
Professor Emeritus of Education and Public Policy
University of Maryland, College Park
Senior Adviser, Southern Poverty Law Center