

# African American Advisory Board Meeting

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November 3, 2021  
6:00 pm – 8:00 pm



**Sacramento City Unified School District**

**Putting Children First**



Sacramento City Unified School District

Putting Children First

# **Welcome & Introductions of Guests**

(5 minutes)



# Meeting Agenda

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1. Brief Welcome, Introductions, Review Group Norms, Agenda Review
2. Setting Our Intentions: In the spirit of UBUNTU: "I am because WE all are..."
3. Working Sessions: B/AAAB Subcommittee Updates and Activities
4. Open Discussion
5. Community Announcements and Resources
6. Final Thoughts: For the Good of the Order
7. Adjournment

# Agreed Upon Group Norms

*The purpose of the working norms is to set the guardrails for how we relate to each other, problem solve and resolve potential conflicts or concerns. These are living norms which can be revised as needed to ensure everyone feels included and able to participate.*



**Be student-focused and trust that everyone comes with a desire to support students, the AAATF recommendations and implement the Task Force work**



**Come ready to be engaged**



**Step Up, Self-Regulate and Step Back**



**Stay on topic in discussion: use the parking lot for thoughts that are not on topic**



**Use evidence and data to drive inquiry and support recommendations**



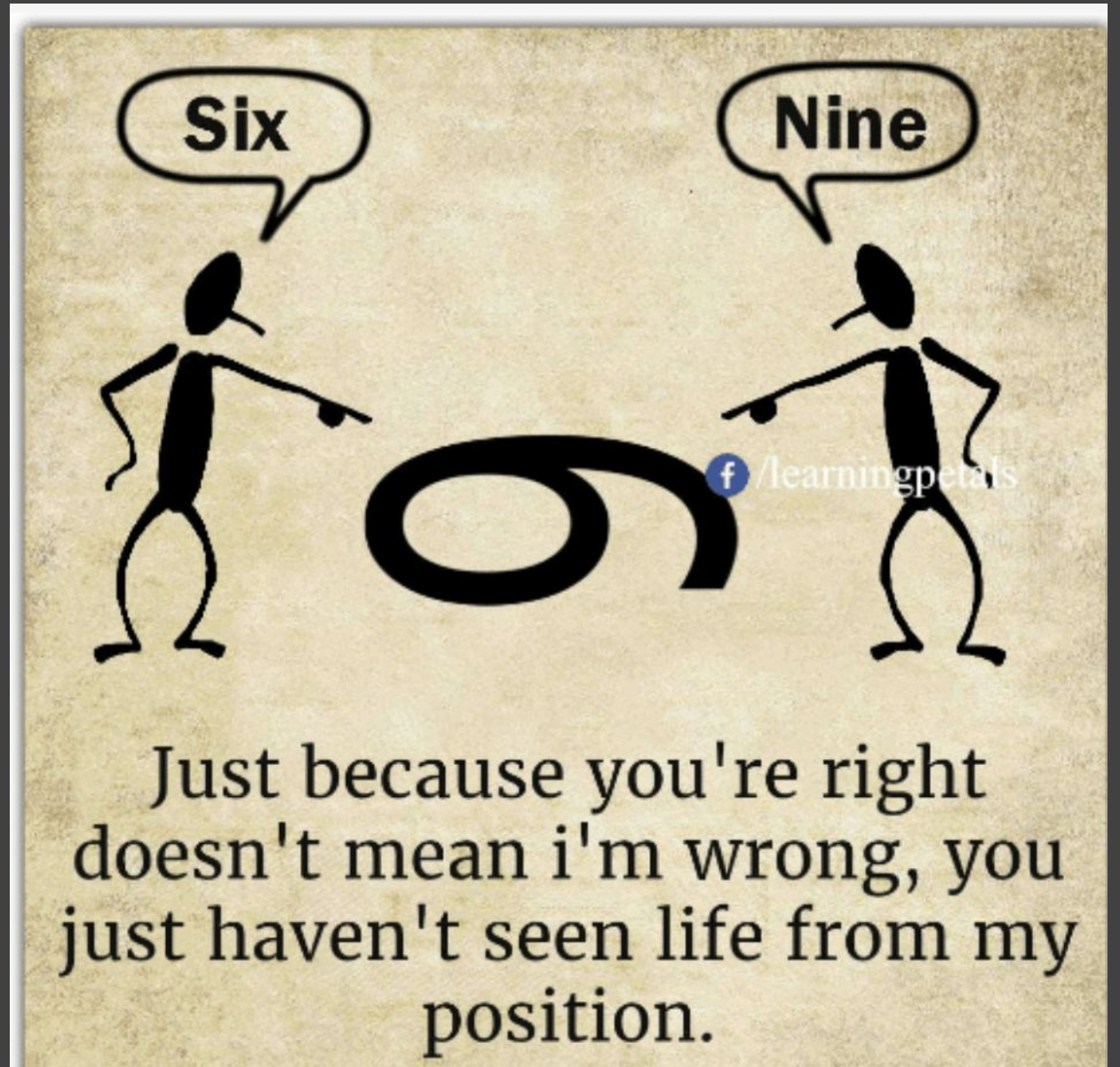
**Provide one voice in Board Communications**



**Strive to attend all meetings; if you miss a meeting, it is your responsibility to find out what was covered.**



For our  
consideration...



# Meeting Purpose and Intended Outcomes

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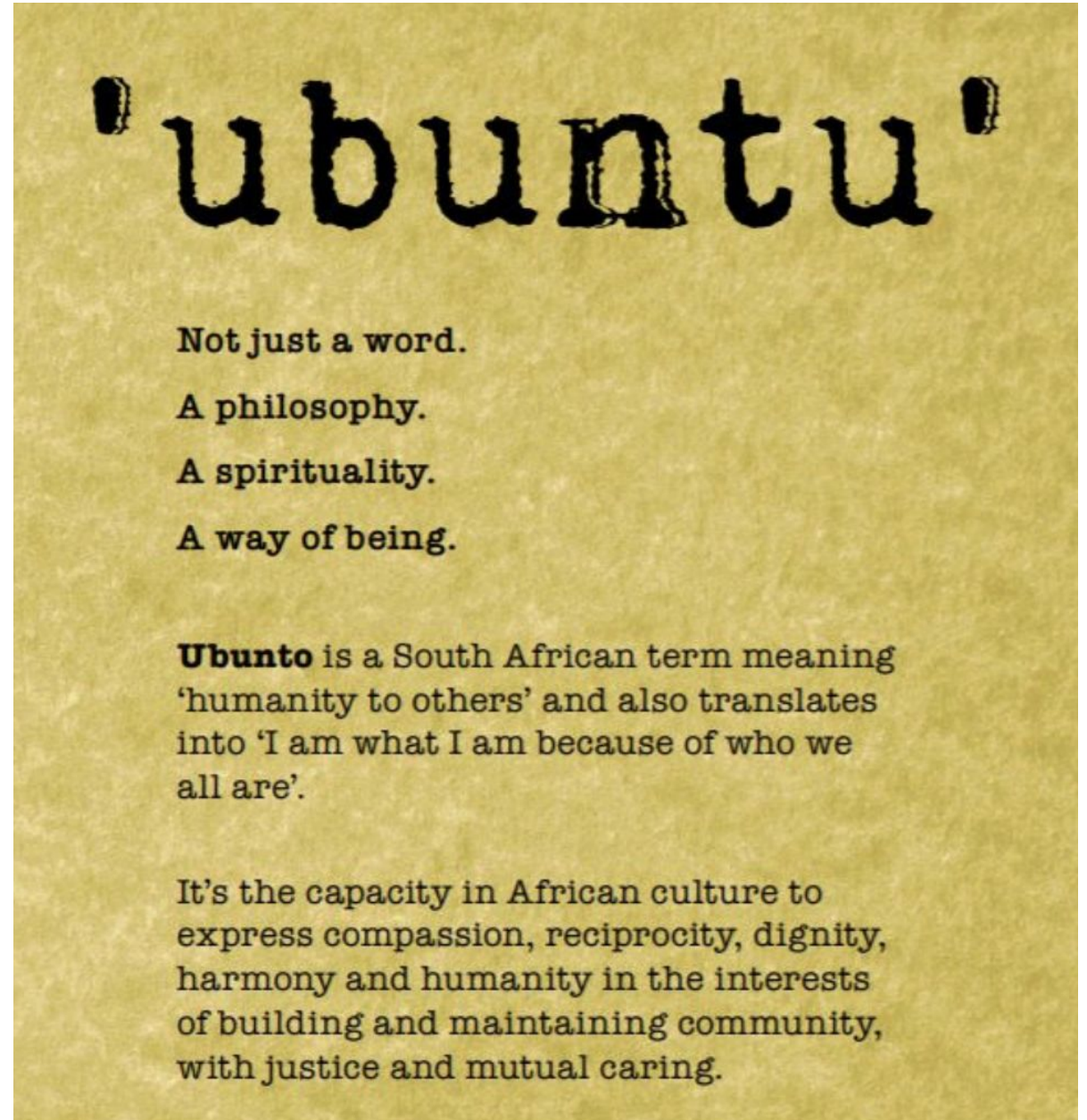
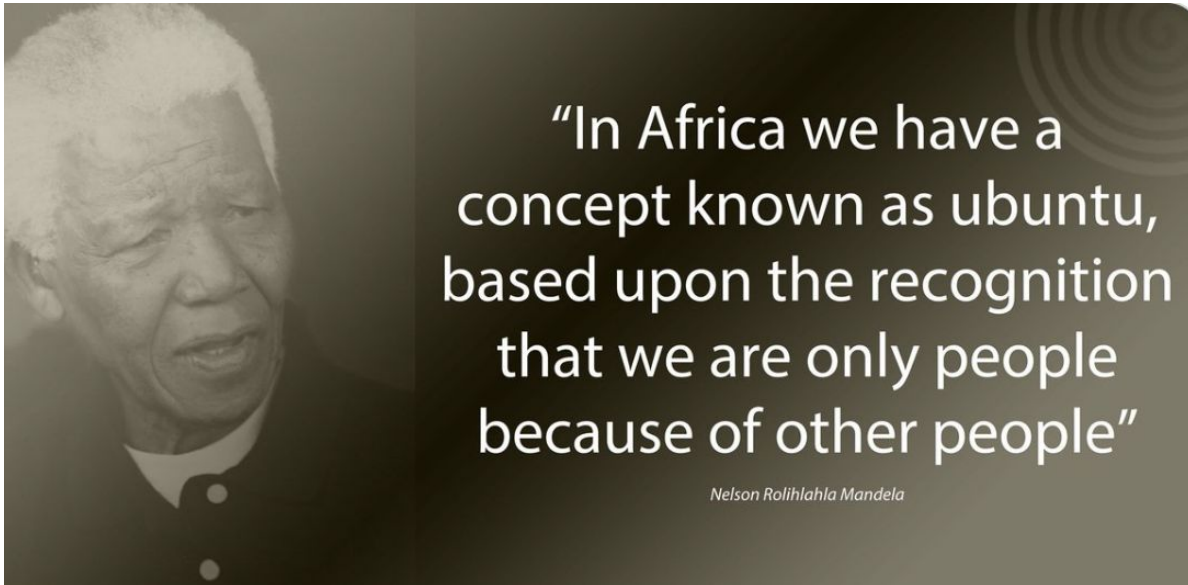
1. To receive updates and progress made on Committee goals and objectives
2. To connect and provide context to the current B/AAAB Recommendations
3. To share Community resources and information supporting SCUSD Black/African American families



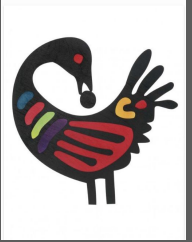
# AAAB Purpose

1. To **advise** the Board and Superintendent and relevant District Department designee(s) regarding accountability of ***services, programs, policies and resources*** that **directly impact** the district/school culture and climate of our classrooms and the **academic, social/emotional and personal outcomes** for B/AA students.
2. To **review, monitor, and evaluate** the district's **implementation** of the Board adopted B/AA Task Force recommendations as of May 16, 2019, and consider other possible strategic areas as appropriate.









**The Original Task Force**— composed of members of our community - representing **grassroots, academic, research, and nonprofit sectors**- who have demonstrated expertise, knowledge of developing solutions to complex issues, and a clear commitment to increasing student outcomes and narrowing opportunity gaps.



# Kudos

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*Celebrating and Acknowledging B/AAAB Members for their Time, Commitment, and Dedication to **OUR** Community*

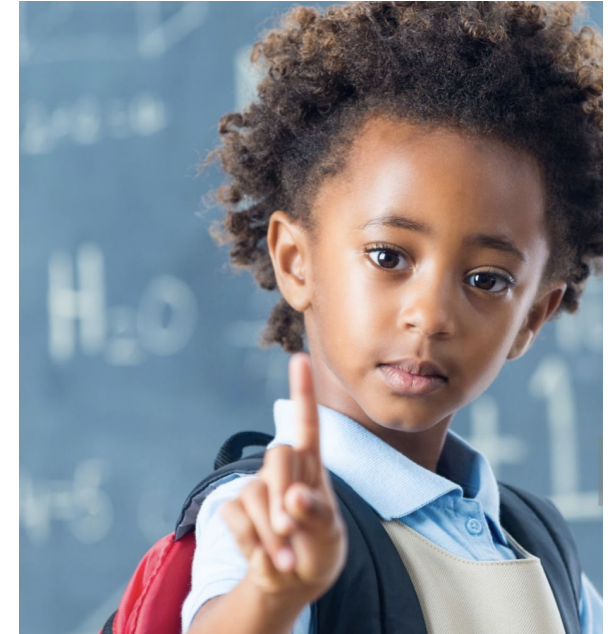


Fighting for the education of Black students in California | EdSource

[edsource.org](https://edsource.org)

A Sacramento organization is suing the state, alleging officials knew about discriminatory disciplinary practices for years and did nothing.

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DON'T MISS OPINION  
Black To School

*Lest we forget...*





# JULY 2020

## Established Black/African American Advisory Board

1. \* Julius Austin,  
*Chairperson*
2. \* Toni Tinker,  
*Vice-Chairperson*
3. \* Rayvn McCullough,  
*Secretary/Treasurer*
4. \* Nakeisha Thomas,  
*Parliamentarian*
5. \* Mel Assagai
6. \* Benita Ayala
7. \* Lynn Berkeley Baskin
8. \* Ursula DeWitt
9. \* Cassandra Jennings
10. \* Kenya Martinez
11. \* Cecile Nunley
12. \* Salena Pryor
13. \* Darryl White
14. \* Kim Williams
16. \* Matt Wallace
17. \* Conrad Crump
18. \* Brit Irby
19. \* Alicia Williams
20. \* Latoya Ramsey
21. \* Denisha Fletcher
22. \* Noah Hayes
23. \* Safiya Neal
24. \* Thomas Rose  
Bolden
25. \* Franschelle Brown
26. \* Malachi L Smith
27. \* Rashida  
Dunn-Nasr
28. \* Sonia Lewis
29. \* Terrence Gladney

\*Began Service July 2020

\*Began Service February 2021

# Who We Are and What We Represent



# AAAB Executive Committee & Subcommittee Updates

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The purpose of the AAAB Executive and Subcommittee Updates is to share how African American Advisory Board members are engaging and supporting overall SCUSD work. It is an opportunity to highlight how the work of the AAAB impacts other district initiatives/priorities.



# ***That's Not My Job!***

This is a story about four people named:

**Everybody, Somebody, Anybody** and

**Nobody**. There was an important job to be done and **Everybody** was sure that

**Somebody** would do it. **Anybody** could have done it, but **Nobody** did it. **Somebody** got

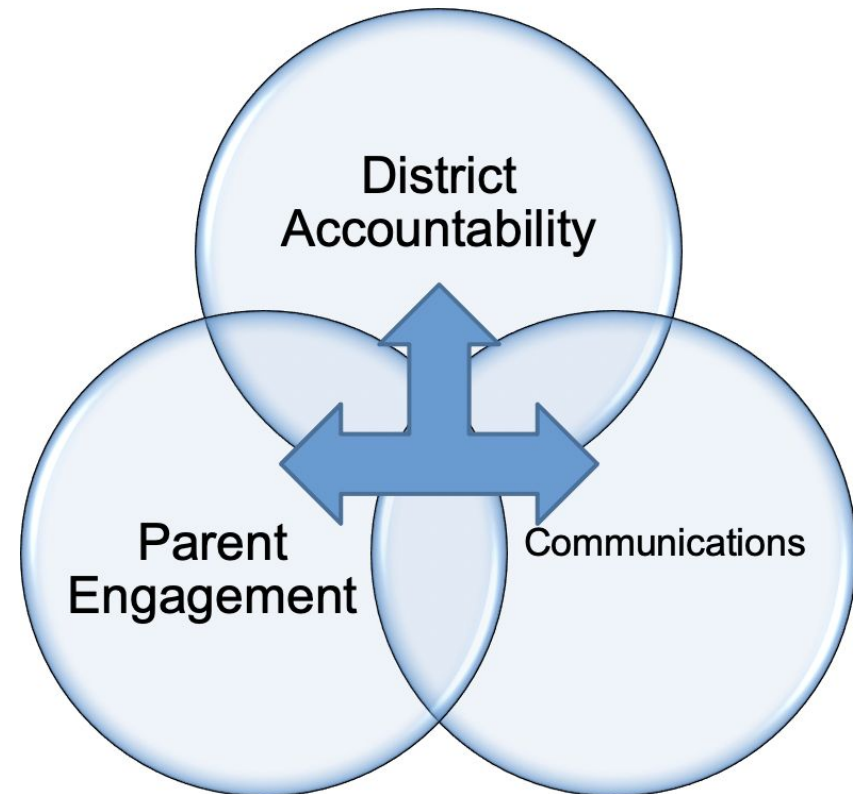
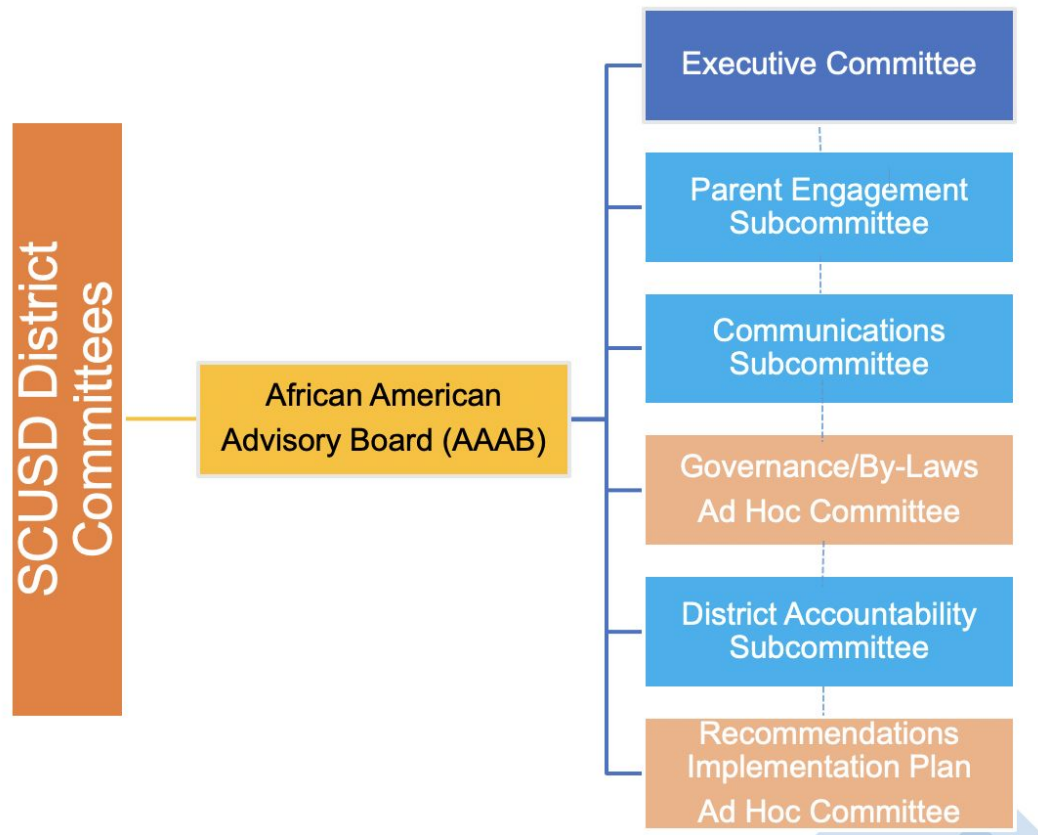
angry about that, because it was **Everybody's** job. **Everybody** thought **Anybody** could do it.

It ended up that **Everybody** blamed

**Somebody** when **Nobody** did what **Anybody** could have done.



# AAAB Organizational and Committee Structure



# Placement within the District

<https://www.scusd.edu/aaab>



[INTRANET](#) [INFINITE CAMPUS](#) [SELECT LANGUAGE](#) [CALENDAR](#)

916.643.7400 [Contact Us](#) [f](#) [Twitter](#) [YouTube](#) [Search](#) [MENU](#)

## COMMUNITY & SUPPORT

[Constituent Services Office](#)

[Racial and Social Justice Resources](#)

[Community Facility Use](#)

[District Committees](#)

### African American Advisory Board

[Bond Oversight Committee \(BOC\)](#)

[Community Advisory Committee \(CAC\)](#)

[District English Learner Advisory Committee \(DELAC\)](#)

[District Wellness Committee](#)

[LCAP Advisory Committee](#)

[LCAP English Learner Parent Advisory Committee](#)

[Student Advisory Council \(SAC\)](#)

[School Safety Task Force](#)

## African American Advisory Board (AAAB)

There is urgent work necessary to support our African American students in reaching their full potential. As educators and leaders in our community, we are obligated to change outcomes for African American students on a variety of key district student outcome indicators, including grade level readiness, graduation, A-G completion, and college and career readiness measurements.

Current outcomes are unacceptable and serve as the impetus for establishing the African American Advisory Board. This advisory board will be comprised of members of our community who have demonstrated expertise, knowledge of developing solutions to complex issues, and clear commitment to increasing student outcomes and narrowing opportunity gaps.

[SBAC Results Across Demographic Groups](#)

Translate this page – Traduzca esta pagina – 翻译此页面 – Тхhais nplooj ntawv no – Перевести эту страницу – Dịch trang này

Sign Up for African American Advisory Board Email List



# Committee Updates: Parent/Family Engagement

Co-Chairs – Alicia Williams and Conrad Crump

Last Meeting: Monday, October 11, 2021

Meeting Outcomes and Next Steps:

- In what ways can we collaborate with similar entities and organizations that support SCUSD's Black/African American families?
- What are the best ways to survey SCUSD families to determine their needs?
- How do we elicit more B/AAAB participation to help develop a practical plan of action based on needs and the Committee's capacity?

Next Meeting: Monday, November 8– 6:00 -7:30pm

# Committee Updates: Communications

Chair – Ravyn McCullough

Last Meeting: Thursday, October 28, 2021

## Meeting Outcomes and Next Steps:

- The Challenge and Opportunity of Creating One Voice/One Message – coordination with other committees
- Developing comprehensive communication and outreach plan
- Refining AAAB's internal (AAAB) and external (Community/District) protocols, policies and procedures.
- A Learning Session is planned for the December 3, 2021 AAAB General Membership meeting

Next Meeting: Thursday, November 11, 2021– 6:00 -7:30pm

# Committee Updates: District Accountability

Chair: Terrence Gladney

Last Meeting: Tuesday, October 26, 2021

Meeting Outcomes and Next Steps:

- Joint meeting with Recommendations Committee to finalize the Recommendation Plan of Action and help to define the progress monitoring and recommendation revision processes
- A joint Learning Session scheduled for November 17

Next Meeting: Tuesday, November 23– 6:00 -7:30pm





Let's Stay Focused  
*WE are, because THEY are!*

# Committee Updates: Recommendations Implementation

Collaborative Leadership w/ Facilitative Support

Last Meeting: Wednesday, October 20, 2021

Meeting Outcomes and Next Steps:

- Continued to develop, vet and edit the recommendation implementation plan of action with measurable goals and objectives
- A Learning Session is planned for the November 17, 2021

Next Meeting: Wednesday, November 17– 6:00 -7:30pm

# Committee Updates: Governance/By-Laws

Co-Chairs – Nakiesha Thomas and Terrence Gladney

Last Meeting: Wednesday, October 27, 2021

Meeting Outcomes and Next Steps:

- Continues to build the Board's governance infrastructure
- Refining Membership and Conflict of Interest Policies
- Beginning to develop policies and procedures manual
- On target to have a draft of the By-Laws to share and get feedback from the general B/AAAB membership at the December 1 Meeting

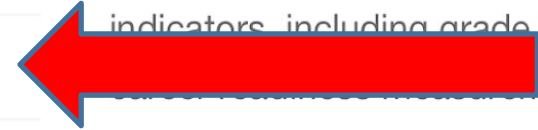
Next Meetings: Wednesday, November 10 & 24, 2021 – 6:00 -7:30pm



# Models Used to Establish the B/AAAB

## District Committees

African American Advisory Board	There is urgent work necessary to support our African American students in reaching their full potential. As educators and leaders in our community, we are obligated to change outcomes for African American students on a variety of key district student outcome indicators, including grade level readiness, graduation, A-G completion, and college and
Bond Oversight Committee (BOC)	
Community Advisory Committee (CAC)	
District English Learner Advisory Committee (DELAC)	
District Wellness Committee	
LCAP Advisory Committee	<b>Bond Oversight Committee</b>
LCAP English Learner Parent Advisory Committee	
Student Advisory Council (SAC)	The Sacramento City Unified School District's (SCUSD) Citizens' Bond Oversight Committee (CBOC) is an oversight body to the District on matters related to the Measures Q & R construction bond program implementation as required by California's <a href="#">Strict Accountability in Local School Construction Bond Act of 2000</a> , which mandates that citizen advisory panels be established to assure accountability for the use of public funds.
School Safety Task Force	
Inactive District Committees	
School Committees	



# **Sacramento City USD**

## **Administrative Regulation**

### **Citizen Advisory Committees**

AR 1220

#### **Community Relations**

The Superintendent or designee may create citizen advisory committees to advise the administration; such committees do not report to the Board and are not subject to open meeting laws.

(cf. 2230 - Representative and Deliberative Groups)

Regulation SACRAMENTO CITY UNIFIED SCHOOL DISTRICT


approved: November 16, 1998 Sacramento, California

reviewed: June 11, 2002

revised: June 2, 2015

# Who can be a member of the Black/AA Advisory Board?

The Board membership is to include parents/guardians of B/AA students , B/AA community members, leaders and organizations throughout the District, **with a specific outreach effort to include families, students and organizations that reflect the diversity of the intersection of the B/AA community (socio-economic, foster, homeless, exceptional needs)** The largest group represented on the Advisory Board will be represented by at least **51%** **must be made up of parents/guardians/caregivers of B/AA students and students** currently attending a SCUSD school and who are not employed by the district.



The Six  
Questions Every  
Manual Should  
Answer and  
What Each  
Policy/Procedure  
Should Cover

- **What?**

- What is the procedure or policy?

- **When?**

- When is it done?
- What triggers it?

- **Where?**

- Where is it done?

- **Why?**

- Why is it done?
- What is the purpose of doing or having this?

- **How?**

- How is it done?
- How does the process flow?

- **Who?**

- Who does it?
- Who supports it?
- Who approves it?



# Committee Updates: Executive Committee

Chair: Julius Austin

Last Meeting: Wednesday, October 25, 2021

## Meeting Outcomes and Next Steps:

- Continue to build its capacity to lead, coordinate, and implement all proposed elements in order to align with the stated B/AAAB mission and purpose
- With the assistance from the facilitation team, the Executive Committee is working closely with all Committee chairpersons, District personnel, and Community Partners to address the need of SCUSD's Black/African American students and their families.
- A brief engagement, skills, and interest survey will be administered to AAAB members prior to the December 1, 2021 General Membership

Next Meeting: Wednesday, November 15, 2021– 6:00 -7:30pm

# Join a Subcommittee!

- **Parent Engagement**
  - Every 2<sup>nd</sup> Monday
- **Governance/By Laws**
  - 2<sup>nd</sup> and 4<sup>th</sup> Wednesdays
- **Communication**
  - Every 3<sup>rd</sup> Thursday
- **Recommendations**
  - Every 3<sup>rd</sup> Wednesday
- **District Accountability**
  - Every 4<sup>th</sup> Tuesday

AAAB

## Committees for AAAB

Please review the available slots below for the committee you are interested in and have the capacity to join, click on the button to sign up. Thank you!

Created by: RM Rayvn M

Already signed up? You can [change your sign up](#).

2021

List View

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
	Committee (6:00pm-7:30pm) <a href="#">+ more</a> <a href="#">Sign Up</a>		Committee (6:00pm-7:30pm) <a href="#">+ more</a> <a href="#">Sign Up</a>	Committee (6:00pm-7:30pm) <a href="#">+ more</a> <a href="#">Sign Up</a>		
	16	17	18 Recommendations Committee (6:00pm-7:30pm) <a href="#">+ more</a> <a href="#">Sign Up</a>	19	20	21
	23	24 District Accountability C... (6:00pm-7:30pm)	25	26	27	28
						29

# Learning Session: Recommendations Implementation Plan (20 minutes)

Board of Education Executive Summary  
Academic Office/Special Education Department  
2020-2021 Annual Budget Plan and Annual Services Plan

Success City Unified School District

Preschool, Alternative Dispute Resolution and District

Funds received to provide special education services \$129,049,916

2020-2021 Expected Operating Expenditures	
Administrative Expenses	\$ 40,954,548.77
Instructional Expenses	\$ 10,391,568.83
Employee Expenses	\$ 34,190,877.42
Supplies	\$ 1,969,314.00
Services	\$ 33,140,988.42
<b>Total Operating Expenses</b>	<b>\$124,012,581.21</b>

FROM PAGE 5

The above figures do not include projected transportation costs of \$11,924,451 for 2020-2021 for students with Disabilities.  
Note: Students receiving special education services in special day classes generate ADA which is listed as part of the district's general fund contribution under LCFF

[https://www.scusd.edu/sites/main/files/file-attachments/scusd\\_local\\_plan\\_2020\\_20211.pdf](https://www.scusd.edu/sites/main/files/file-attachments/scusd_local_plan_2020_20211.pdf)

[https://www.scusd.edu/sites/main/files/file-attachments/scusd\\_local\\_plan\\_2020\\_20211.pdf](https://www.scusd.edu/sites/main/files/file-attachments/scusd_local_plan_2020_20211.pdf)



End of June  
(BOE)

[https://drive.google.com/file/d/158M11fA1qQF-qIDFLImIj4\\_Ys6WVI83/view](https://drive.google.com/file/d/158M11fA1qQF-qIDFLImIj4_Ys6WVI83/view)

**SEPTEMBER  
(CURRENT)**  
PROPOSED TO EVENTUALLY MOVE  
TO MID-AUGUST

# Step 1: Understand the The District's LCAP Process

LCAP Goal	Examples of Actions	Examples of Metrics
<p><b>Goal 1: College and Career Readiness</b></p> <p>100% of SCUSD students will graduate college and career ready with a wide array of postsecondary options and a clear postsecondary plan. Growth in Graduation Rate and College/Career Readiness will be accelerated for Students with Disabilities, English Learners, African American students, American Indian or Alaska Native students, Hispanic/Latino students, Native Hawaiian or Pacific Islander students, Foster Youth, Homeless Youth, and other student groups with gaps in outcomes until gaps are eliminated.</p>	<ul style="list-style-type: none"> <li>• Sustain and expand Career and Technical Education (CTE) pathways and programs</li> <li>• Provide Academic and Career Counseling</li> <li>• Accelerate progress toward graduation through Credit Recovery Programming (Central and site-based)</li> <li>• Maintain funding for AP/IB/SAT exam fees</li> <li>• Provide additional support for International Baccalaureate (IB) program</li> </ul>	<ul style="list-style-type: none"> <li>• Graduation Rate</li> <li>• College/Career Preparedness</li> <li>• UC/CSU 'A-G' completion</li> <li>• CTE Pathway enrollment/completion</li> <li>• Certificates of Completion earned</li> <li>• State Seal of Biliteracy</li> <li>• On-track graduation and on-track UC/CSU 'A-G' status</li> </ul>
<p>This goal closely aligns to the district's Equity, Access, and Social Justice Guiding Principle: <i>All students are given an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options.</i></p>		



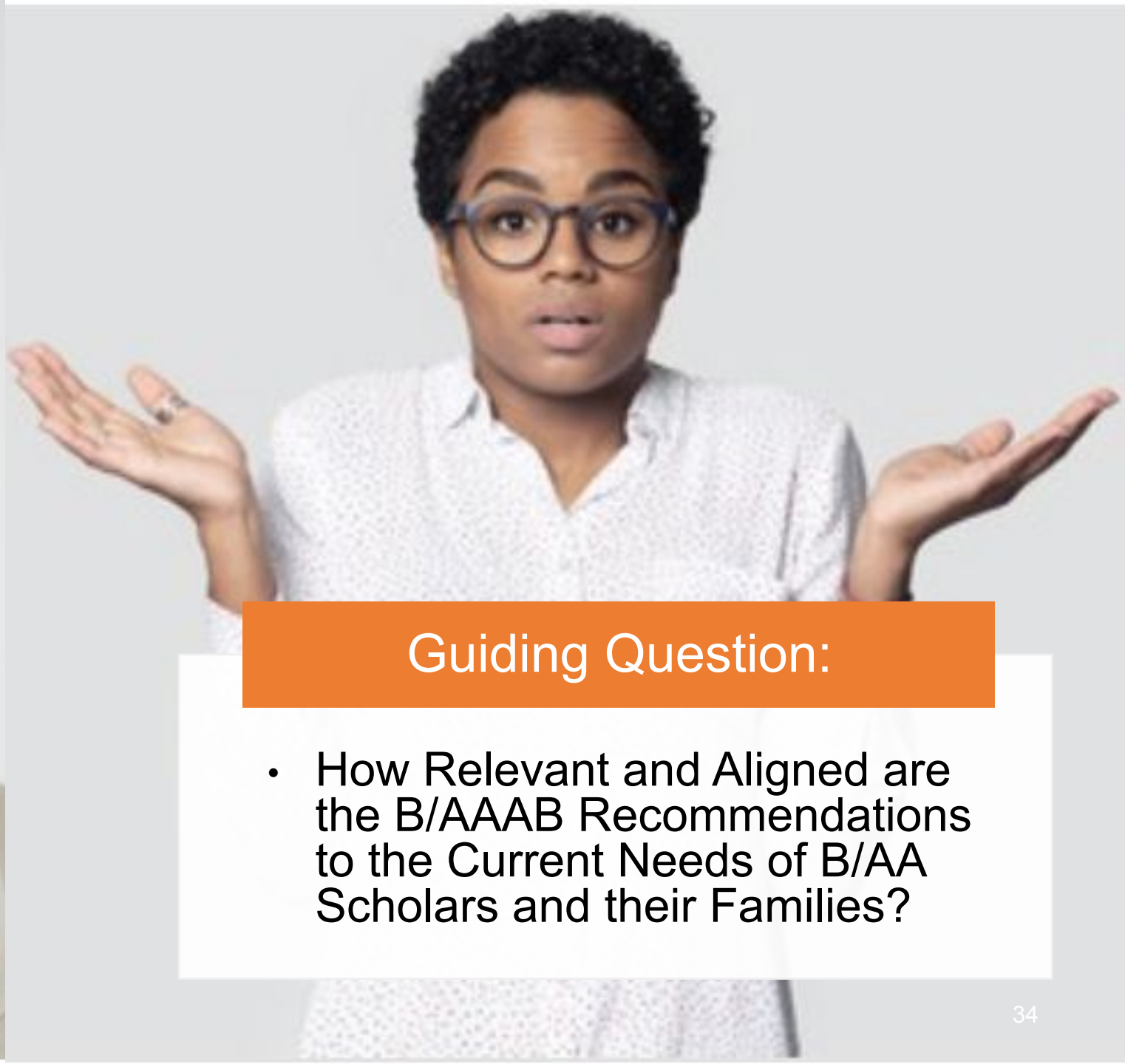
# Step 2: Determine Status of AATF Recommendation Implementation

**1. STATUS OF B/AAAB RECOMMENDATIONS AT-A-GLANCE** - <https://drive.google.com/file/d/1Is-3USio8BdPxIzHzG9YNNNjAbKuKRaY/view>

(8) TOTAL CULTURE AND CLIMATE RECOMMENDATIONS:	(5) TOTAL ACADEMIC ACHIEVEMENT RECOMMENDATIONS:
<b>COMPLETED AND NEED TO BE MONITORED</b>	
1. CC.1: Establish a District-wide Advisory Board	
2. CC.2: Establish a Black/African American Parent Engagement Steering Sub-Committee(s)	
3. CC.3: Require sites with over 5% variance on suspension rate disproportionality to develop and implement a plan to reduce suspensions to at least the district average.	
4. CC.4: Eliminate willful defiance suspensions (Senate Bill 419).	
5. CC.5: Eliminate PRE-K – 3rd grade suspensions.	
6. CC.6: Divest from future funding for school resource officers and reinvest in alternative supports.	
<b>INCOMPLETE AND REQUIRE PRIORITIZATION AND IMPLEMENTATION</b>	
7. CC.7: Provide professional development addressing inequitable disciplinary practices and mandate 100% faculty and staff attendance	1. AA.1: Implement multiple measures to assess student progress to identify students in need of intervention and prioritize resources.
8. CC.8: Increase Black/African American teachers from 109 to 150.	2. AA.2: Implement research-based intervention and acceleration strategies to close persistent learning gaps.
	3. AA.3: Provide school-to-college and school-to-career experiences utilizing community stakeholders (career training, university shadowing, mentoring and internships, etc.).
	4. AA.4: Create a District-wide study team tasked to review, monitor K-12 special education referral practices.
	5. AA.5: Adopt and implement curriculum that includes and reflects Black/African American experience

# Step 3: Align the LCAP Process with B/AAAB Recommendations

LCAP Goal Area	LCAP Recommendations	Notes on Alignment Begins on page 178/289 (pg. 53)	Measurable Outcomes Begins on p. 166/289 (pg. 43)	2024 Target for all Students	2024 Target for African American Students
1: College and Career Readiness	1A - Increase amount of counselor FTE	LCAP Actions 1.2, 1.3	Metric 1C: College/Career Indicator Metric 1D: A-G Completion Metric 1I: FAFSA Completion	1C: 62% 1D: 70% 1I: 85%	1C: 48% 1D: 58% 1I: 79%
	1H - Increase/Provide school-to-college and school-to-career experiences utilizing community stakeholders:	LCAP Actions 1.2/1.3			
	1I - Specific strategies to market college to students: Ex: Invite black faculty to come to campuses, engage student interests, and let students see themselves reflected	LCAP Actions 1.2/1.3			
	1F - Develop/strengthen partnerships for CTE programs:	LCAP Action 1.1	Metric 1G: CTE Pathway Completion Metric 1H: CTE Pathway Enrollment Metric 1F: A-G and CTE Completion	1G: 18.9% 1H: 31.3% 1F: 13.8%	1G: 16% 1H: 32.3% 1F: 10.7%
	1G - Offer robust CTE options at all school sites. Examples of specific needs:	LCAP Action 1.1			
2: Foundational Ed Experience	2B - Increase access to sports, music, arts, and after-school programs	LCAP Actions 2.3, 2.16, 2.21			
	2E - Consistency and fidelity in implementation of district programs/efforts:	LCAP Actions 2.1, LCAP Goal 6, LCAP Actions 2.4, 2.6, 2.22, other	Metric 2A: ELA State Assessment Metric 2B: Math State Assessment Metric 2C: California Science Test Metric 2M/N: DCA Participation Rate Metric 2O: DCA Performance (Math) Metric 2P: DCA Performance (ELA)	2A: -15.6 DFS 2B: -35.6 DFS 2C: 45% 2M/N: 95% 2O: 70% 2P: 61%	2A: -52.9 DFS 2B: -78 DFS 2C: 34% 2M/N: 95% 2O: 61% 2P: 59%
	2F - Implement additional assessments to provide data necessary to support students:	LCAP Actions 3.6, 3.17, LCAP metrics 2M-P			
	2G - Effective implementation of UDL:	LCAP Action 2.1, Goal 6			
	2H - Reading, writing and arithmetic across the curriculum. Across the curriculum strategies (Math and ELA) for social science, PE, science, and other electives as valuable support mechanisms for Math and ELA	LCAP Action 2.11, 8.4			
	2W- Recruitment and Retention of Staff:				
	2X- Metrics/Data Monitoring:	LCAP Metrics 2A, 2B, 2T, 2S, 4D			



## Guiding Question:

- **How Relevant and Aligned are the B/AAAB Recommendations to the Current Needs of B/AA Scholars and their Families?**

# Step 4: B/AAAB Feedback and Break Out Group Discussions (10 minutes)

**GROUP 1: SUSPENSION RATES:** The District will monitor the established plans and provide quarterly progress updates on the school sites with over 5% variance on suspension rate disproportionality.

**GROUP 2: ACHIEVEMENT GAP:** The District will use its current Title I, III, and Mitigation of Learning Loss, Local Control Accountability Plan (LCAP), The Elementary and Secondary School Emergency Relief Fund (ESSER) funds to immediately identify, assess, monitor, and provide research-based tiered intervention (remediation to acceleration) strategies to address the persistent learning gaps for its Black/African American student body. The District will immediately address learning loss pre/during/ after COVID-19 with all available resources for black/African American students

**GROUP 3: CULTURALLY RELEVANT PROFESSIONAL DEVELOPMENT:** The AAAB will identify and recommend a list of vetted and qualified vendors able to provide professional development opportunities addressing inequitable disciplinary practices, pre-college and career planning, and curricular and programmatic resources reflecting Black/African experiences. The list will be presented to SCUSD leadership to take action and integrate into the professional learning calendar



# Open Discussion and Community Announcements and Resources 15 minutes

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# What You Can Expect at the December 1st B/AAAB Meeting



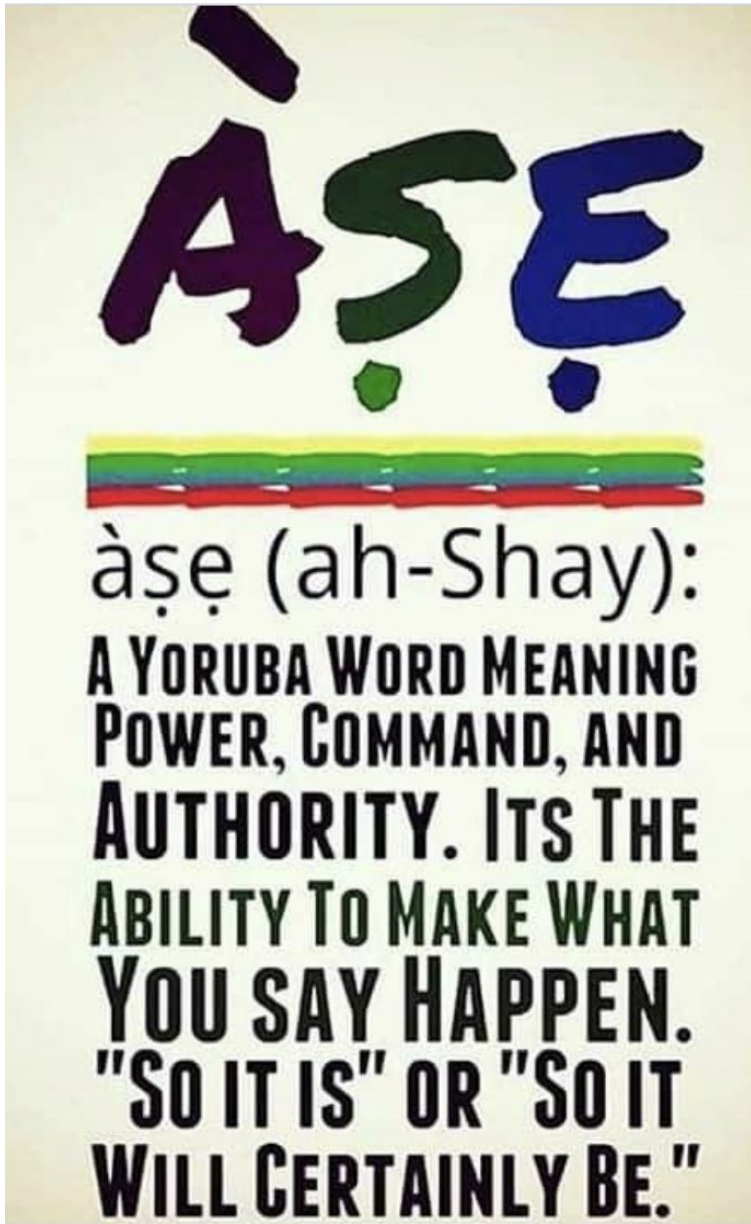
**By-Laws Learning and Feedback Session**



**Deep Dive into the Communications Implementation Plan**



**Parent Engagement Plan of Action**



Final  
Thoughts: For  
the Good of  
the Order

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**Thank You for  
Attending and  
Actively  
Participating!**

***Next Meeting  
December 1, 2021  
6:00 – 8:00 pm***