African American Advisory Board
May Meeting

May 5, 2021
Via Zoom

AAAB Executive Committee

- Julius Austin, Chairperson
- Toni Tinker, Vice-Chairperson
- Rayvn McCullough, Secretary/Treasurer
- Nakeisha Thomas, Parliamentarian

Welcome to Our Newest Board Member

Terrence Gladney

African American Advisory Board Members (Founding)
Period of Service: July 2020 to Present

- **Mel Assagai**, government policy consultant

- **Julius Austin**, Sacramento Promise Zone and Sacramento Housing Authority

- **Benita Ayala**, SCUSD Parent

- **Lynn Berkeley Baskin**, NAACP

- **Ursula DeWitt**, Black Parallel School Board

- **Cassandra Jennings**, Greater Sacramento Urban League

- **Kenya Martinez**, CAC and SCUSD Parent

- **Cecile Nunley**, Community Member

- **Salena Pryor**, NAACP Education Chair

- **Nakeisha Thomas**, SCUSD Parent

- **Darryl White**, Black Parallel School Board

- **Kim Williams**, Building Healthy Communities

Welcome Additional AAAB Board Members!
Period of Service: February 2021 to Present

- Matt Wallace
- Conrad Crump
- Brit Irby
- Toni Tinker
- Alicia Williams
- Latoya Ramsey
- Rayvn McCullough
- Denisha Fletcher

- Noah Hayes
- Safiya Neal
- Thomas Rose Bolden
- Franschelle Brown
- Malachi L Smith
- Rashida Dunn-Nasr
- Sonia Lewis

May 5th Agenda

- Welcome
- Review group norms
- Purpose reminder
- Debrief Learning Sessions
- AAAB Case Studies
- Big Ideas Pipeline

Our Working Norms & Agreements

- 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.

Our Working Norms & Agreements in a Virtual Environment

- Be discreet with multi-tasking – others not need know during the meeting.

- Use the mute button at your site to prevent the transmission of background noise.

- Speak up to get attention if you have something to say.

- [Turn on your video](#) whenever possible.

- Follow an organized line up to ensure each person has a chance to respond

The AAAB Board's Primary 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 continuous improvement of 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.

Learning Sessions

Black Parallel School Board Opportunity

Present **9th and 10th graders** are being recruited to serve on the BPSB Zero Tolerance Youth Committee for the **2021/22** school year. Students receive **$15 an hour** for their participation invirtual meetings, presentations and other organizational activities

Strategic Case Studies – Work of AAAB

- Re-Imagine School Safety Task Force Update – *Julius Austin, Darryl White, Kenya Martinez, Benita Ayala*

- Significant Disproportionality Committee – *Toni Tinker*

- Facilities Master Plan Committee - *Cassandra Jennings*

- Scholarship Opportunities
  - *https://www.scusd.edu/scholarships (SCUSD Students)*
  - *https://www.scusd.edu/community-scholarships (All Students)*

- LCAP Feedback Process

- *Upcoming SCUSD Board of Education Meetings*
  - *May 6th and May 20th*
  - *AAAB begins monthly report out at June 10th board meeting*

Additional Useful Links

- SCUSD African American Advisory Board Website
    - https://www.scusd.edu/aaab

- May 6th SCUSD Board Meeting Agenda
    - https://www.scusd.edu/sites/main/files/file-attachments/5-6-21_amended_agenda_done_on_5-3-21_.pdf

- LCAP Draft Documents
    - https://www.scusd.edu/sites/main/files/file-attachments/lcap_back-up_docs_5-3-21_item_10.4.pdf

- Learning Continuity and Attendance Plan
    - https://www.scusd.edu/sites/main/files/file-attachments/scusd_learning_continuity_and_attendance_plan_update_10.29.20.pdf?1604117610

- School Plans for Student Achievement
    - https://www.scusd.edu/post/school-plan-student-achievement-spsa-2021

Big Ideas Pipeline

- Determine the length of time AAAB Members serve on the AAAB.

- Develop a conflict of interest policy.

- Recommendations Monitoring and Reporting out

- How will they address membership diversity gaps (e.g. students, faith based, etc.)

- Dual representation on the board (e.g. BPSB, NAACP)

- Professional Development Topics
  - Advisory Board Capacity Building
  - Recommendations to the District on professional development topics/areas

- Removal of Board Members

- Onboarding of New Board Members

- Launch of AAAB Google Document in addition to district website: https://www.scusd.edu/aaab

- What is the communication process with the district?

Working Committee Exploration

- Need to assess most critical needs and set working groups (chair/vice-chair de facto members):
  - Communication
  - Data
  - Budget
  - Ad-Hoc By-Law

Recommendation Implementation (**Bold** Items Have Been Implemented)

Recommendation	Up to 1 Year	Up to 2 Years	Up to 3 Years
1. **Establish a District-wide Black/African American Parent/Caregiver and Student Advisory Board**	X		
2. Establish a Black/African American Student Achievement Task Force Implementation/Accountability/Parent Engagement Steering Sub – Committee (s)	x		
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**	X		
4. **Eliminate willful defiance suspensions (Senate Bill 419)**	X		
5. Implement multiple measures to assess student progress in order to identify students in need of intervention and prioritize resources	x		
6. Implement research based intervention and acceleration strategies to close persistent learning gaps	x		
7. **Provide school-to-college and school-to-career experiences utilizing community stakeholders (career training, university shadowing, mentoring and internships, etc.)**	X		
8. **Divest from future funding for school resource officers and reinvest in alternative supports**	X		
9. Create a District-wide study team tasked to review, monitor K-12 special education referral practices	x	x	
10. Adopt and implement curriculum that includes and reflects Black/African American experience	x	x	
11. **Provide professional development addressing inequitable disciplinary practices and mandate 100% faculty and staff attendance**	X	X	X
12. Eliminate Pre K – 3rd grade suspensions	x	x	x
13. Increase Black/African American teachers from 109 to 150	x	x	x

Revised Recommendation Framework

Organizational Infrastructure: *Recommendations Implemented and Require AAAB Progress Monitoring*

- #2 Establish a Black/African American Student Achievement Task Force/Advisory Board
- (#1 – embedded as a subset of the AAAB)

Culture and Climate: *Recommendations Implemented and Require AAAB Progress Monitoring*

- #3 – Require sites with over 5% variance on suspension rate disproportionality to develop and implement a plan to reduce suspension to at least the district average
- #4 – Eliminate willful defiance suspension (Senate Bill 419)
- #8 – Divest from future funding for school resource officers and reinvest in alternative supports
- #12 – Eliminate Pre K-3rd grade suspension

Revised Recommendation Framework

Proposed Revision of Academic Achievement Recommendations:

- The District will use its current Title I, III, and Mitigation of Learning Loss 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. **(Addresses recommendations #5, #6 and #9)** - immediately address learning loss pre/during/ after COVID-19 with all available resources for black/African American students

- 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 **(Addresses recommendations #7, #10, #11)**

Stand-alone recommendation: #13

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Overarching Outcomes

By June 30, 2020 and each year thereafter, SCUSD will
decrease the percentage of non-proficient students by 5%*

- Increase 3rd grade SBAC met or exceeded for Black or African American students:
  - In Mathematics from 17% in 2017-18 to 25%* in 2019-20.
  - In English Language Arts from 18% in 2017-18 to 27%* in 2019-20.
- Increase 6th grade SBAC met or exceeded for Black or African American students:
  - In Mathematics from 15% in 2017-18 to 24%* in 2019-20.
  - In English Language Arts from 19% in 2017-18 to 27%* in 2019-20.
- Increase 8th grade SBAC met or exceeded for Black or African American students:
  - In Mathematics from 16% in 2017-18 to 24%* in 2019-20.
  - In English Language Arts from 29% in 2017-18 to 36%* in 2019-20.
- Increase 4-year cohort graduation rate from 74.1% in 2017-18 to 76.7%* in 2019-20.
- Increase 4-year A-G course completion from 45.9% in 2017-18 to 48.6%* in 2019-20.

*The 2019-20 goal represents a reduction of 10 percent of the percent of students who did not achieve the desired goal in 2017-18. For example, if 20% met the desired goal previously, a total of 80% did not meet the goal. Ten percent of the 80% that did not meet the goal is 8 percentage points. Adding the 8 percentage points to the 20% who previously met the goal equals a hypothetical new goal of 28% for the current year. For each year thereafter 2019-20, the goal is to decrease the percent of non-proficient students by 5%.

Next African American Advisory Board Meeting
5:30 to 7:30PM via Zoom

- June 2nd

Student-Centered Closure