

# African American Achievement Task Force Recommendation Adoption

Board Meeting May 16, 2019 Agenda Item 9.1

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#### African American Achievement Task Force Members

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Greater Sacramento Urban League

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Improve Your Tomorrow

Vision 2000

Sacramento City Teachers Association

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Youth Development

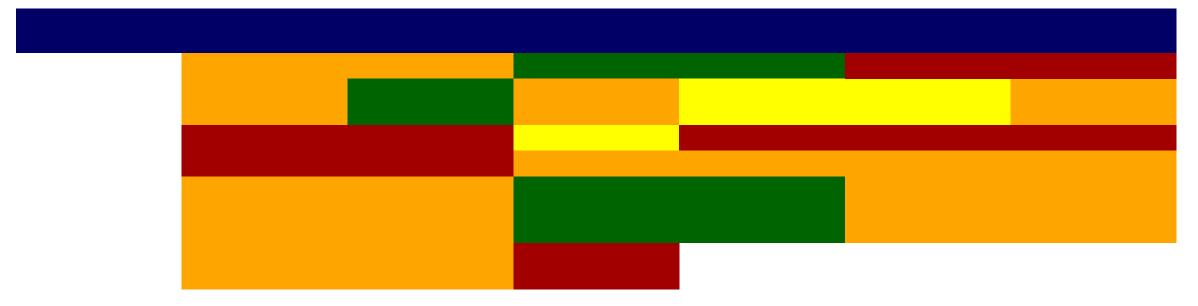
SCUSD Student Representative

Sacramento Youth Commissioner

Black Parallel School Board

**Building Healthy Communities** 

## 2018 California Dashboard Overview



# Methodology Limitations

- Unable to cost out each recommendation due to the urgency of the board request
- Seeking colleagueship of expertise/benchmark with other districts
- Cross departmental collaboration

## Recommendations to be Implemented Over Time

- All recommendations matter and should be implemented
- •Understanding complexity, cost and other factors, we suggest these recommendations be implemented over three years
- The community expects regular (e.g. monthly, quarterly, annually) updates on implementation progress and student outcomes

## Criteria for Recommendation Implementation Planning

#### Complexity

 The higher the number of factors and inter-departmental/disciplinary relationships required within a recommendation, the more complex the recommendation is considered to be. Additional complexity factors include political and/or labor bargaining considerations.

#### • Cost

- In the context of the financial crisis, assessing the new and iterative costs of a recommendation will determine how to allocate District resources efficiently and equitably. In addition, several recommendations reflect a combination of transactional and strategic costs
- Impact on teaching and learning
  - This refers to the intention and level of influence, minor or significant, a recommendation has to effect student achievement.

#### Contingency

• Given that the recommendations are not mutually exclusive, some recommendations will need to be implemented before others.

## Recommendation Framework

## Recommendation Framework - High Cost/Low Complexity

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#### High Cost/High Complexity

- Divest from future funding for school resource officers and reinvest in alternative supports
- Adopt and implement curriculum that includes and reflects Black/African American experience
- Increase Black/African American teachers from 109 to 150
- Implement research based intervention and acceleration strategies to close persistent learning gaps
- Provide professional development addressing inequitable disciplinary practices and mandate 100% faculty and staff attendance (full implementation)

#### Recommendation Framework - Low Cost/Low Complexity

#### Low Cost/Low Complexity

- Provide school-to-college and school-to-career experiences utilizing community stakeholders (career training, university shadowing, mentoring and internships, etc.)
- Establish a District-wide Black/African American Parent/Caregiver and Student Advisory Committee
- Establish a Black/African American Student Achievement Task Force Implementation/Accountability Steering Committee
- 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

#### Recommendation Framework - Low Cost/High Complexity

#### Low Cost/High Complexity

- Provide professional development addressing inequitable disciplinary practices and mandate 100% faculty and staff attendance (initial implementation efforts)
- Eliminate willful defiance suspensions (Senate Bill 419)
- Eliminate Pre K 3<sup>rd</sup> grade suspensions
- Create a District-wide study team tasked to review, monitor K-12 special education referral practices
- Implement multiple measures to assess student progress in order to identify students in need of intervention and prioritize resources

## Recommendation Implementation Time Horizon

Recommendation		

# Requested Board Action

Adopt the recommendations
of the
African American Achievement Task
Force

## Questions

# Closing/Thank You