

# Black/African American Student Success

## 5 DISTRICT GOALS, 10 STRATEGIES, MANY ACTIONS

### GOAL 1

Maximize academic growth, responsibility, and achievement for each student

### GOAL 2

Cultivate the social-emotional well-being of each student

### GOAL 3

Create a safe, engaging environment where students connect to school

### GOAL 4

Engage parents and families to support student success

### GOAL 5

Hire, train, and retain high-quality staff

#### STRATEGIES WITHIN THIS GOAL

#### SOME ACTIONS WITHIN THIS GOAL...



**Literacy, Academic Coursework & Programs**

**College & Career**

**Representative & Responsive Curriculum, Materials, and Strategies**

- AP African American Studies course
- Teacher Created Materials (TCM - created materials curated by Dr. Hollie) Culturally Authentic and Responsive Texts (home book bundles and resources in classrooms) - beginning winter 2023
- Freedom Soul Media Program (6th-12th grade) pilot at NMS and Natomas High School for approx. 300 students - beginning winter 2023
- "Spring into Excellence" Summer Program - beginning summer 2024



**Attendance**

**Eliminate Disparity & Disproportionality in Discipline Practices**

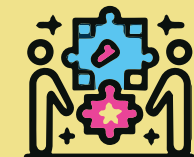
- Attendance incentives for students in mentoring programs - coming soon
- Pilot Girls Group at Inderkum High School to support behavior incidents
- Early adopter for no school suspensions for 48900(k) willful defiance/disruption at all grade levels (2021)
- Plans to expand Girls Groups across secondary - coming soon



**Student Engagement & Input**

**Equity-Based Policies and Practices**

- Black Excellence Ball at Natomas High School
- "Spring into Excellence" Spring Pilot - beginning spring 2024
- Student mentorship and after-school programs (Improve Your Tomorrow [IYT], iVIBE, 100 Black Men, etc.)



**Parent Education & Engagement**

- Parent University Workshops in partnership with U-CAN
- IYT work with family engagement - coming soon
- Freedom Soul Media Program videos and parent engagement events - coming spring 2024



**Recruitment & Hiring of Representative Staff**

**Professional Development & Coaching of Staff**

- Diverse Future Educator Program
- 4 hours of Anti-Racist/Anti-Bias Training with 466/686 (68%) certificated staff and 401/597 (67%) classified staff having attended
- All 16 principals participating in coaching on Equity Based Leadership practices