



SCUSD- Black Parallel School Board (BPSB) Action Plan

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SCUSD Core Value and Guiding Principle

SCUSD Core Value

We recognize that our system is inequitable by design and we vigilantly work to confront and interrupt inequities that exist to level the playing field and provide opportunities for everyone to learn, grow and reach their greatness.

SCUSD GUIDING PRINCIPLE

All students are given an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options

Presentation Objectives

- **Background on the BPSB litigation**
- **Action Plan Overview**
- **Next Steps**

Background on the BPSB Litigation

- **Introduction to BPSB:**
 - o Stemming from litigation filed in 2019 to address disproportionate representation in special education for Black students, disproportionate disciplinary action against Black students as a whole (and within Special Education), inconsistent practices to support Black students with disabilities.
 - o Seeks to address inequities faced by Black students, particularly in special education, within SCUSD.
 - o Advocates for equitable policies, support, access to resources, and achievement.
 - o Establishes a plan developed by an Independent Monitor through an analysis and input process.
 - o Builds accountability measures for ensuring implementation and growth over a five-year period.

Action Plan Overview

Purpose of the Plan:

- To address systemic inequities, with a focus on improving outcomes for Black students in special education.

Key Components:

- Support tailored for students with disabilities.
- Discipline reform for all students.
- Enhanced family and community engagement in special education processes.
- Policy advocacy to ensure compliance with IDEA (Individuals with Disabilities Education Act) and consistent implementation of equitable practices.
- Increased opportunity for community engagement that support special education program implementation.

Support in Special Education

- **Goals:**
 - Ensure Individualized Education Programs (IEPs) are culturally responsive and fully implemented.
 - Ensure that Special Education department is providing comprehensive and timely evaluations and that teams are supporting the implementation of supports and services within the Least Restrictive Environment (LRE).
 - Ensure that IEPs are inclusive of meaningful parental involvement and are evaluated accurately for impact and educational benefit.
 - Increased engagement with families across all special education components.
- **Actions:**
 - Develop and implement structured evaluation and LRE checklists
 - Provide professional development on culturally responsive pedagogy and differentiated instruction.
 - Strengthen monitoring and tracking of IEP assessments, goals, and LRE to ensure progress and accountability.

Discipline Reform

- **Goals:**
 - Reduce disproportionate disciplinary actions against African American students, particularly those in special education.
 - Implement anti-bias/anti-racism and trauma-informed principles within the context of student discipline for all students with an emphasis on Black students and students with disabilities.
- **Actions:**
 - Conduct a thorough review and revision of discipline policies affecting all students with an emphasis on Black students and students with disabilities.
 - Through an MTSS Design, develop responsive discipline guidelines that focus on interventions as a basis for potential disciplinary responses.
 - Increase availability of behavioral support services and interventions, including Positive Behavioral Interventions and Supports (PBIS).

Family & Community Engagement

- **Goals:**
 - Strengthen partnerships between schools, families, and the community, particularly in the context of special education.
 - Empower families to advocate effectively for their children's special education rights and needs.
- **Actions:**
 - Form a special education advisory group composed of parents, educators, and community leaders to oversee and collaborate on the implementation of the action plan.
 - Establish various committees tied to the implementation of various directives and actions.
 - Conduct workshops to educate families on the IEP process, procedural safeguards, and how to advocate for appropriate services.
 - Establish regular communication channels between special education departments and families to ensure transparency and collaboration.

Next Steps

- **Immediate Actions:**
 - Finalize and distribute the action plan with an emphasis on Black students.
 - Begin implementing academic and discipline reform strategies in all settings with a focus on special education settings.
 - Launch the special education advisory group and initiate family engagement workshops.
- **Long-Term Goals:**
 - Regularly assess and adjust the plan based on data, with a focus on improving special education outcomes in alignment with the agreed upon directives.
 - Develop a sustainable framework for ensuring equitable access to special education services and supports.
- **Call to Action:**
 - Encourage all stakeholders, particularly those in special education, to actively participate in the plan's implementation and success.

Questions?