

# **African American Advisory Board November Meeting**

**November 4, 2020  
Zoom Meeting**

# African American Advisory Board Members

- 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

# Agenda

- Check-In (10 Minutes)
- Review Group Norms (5 Minutes)
- Stephan Brown, Director of Student Hearing and Placement Office to discuss virtual student discipline and behavior (20 Minutes)
- Outreach Plan update (15 Minutes)
- ~~*Build Pipeline of professional learning content based on AAAB recommendations (20 Minutes) – Table to December 2<sup>nd</sup> meeting*~~
- Discuss the Selection process for Executive Committee Members (15 Minutes)
- Black Parallel School Board AAATF Recommendation cross walk to the LCA Plan (10 Minutes)
- District Status Update (10 Minutes)
  - *Re-Imagine Safety Committee Update*
  - *Upcoming District Board Meeting Topics*
    - *November 5<sup>th</sup> – Re-Opening Metrics*
    - *November 19<sup>th</sup> and December 10<sup>th</sup> – Fiscal Recovery Plan Review and Adoption*
- Student Centered Closing (10 Minutes)

# Group Norms

1. Be student-focused and trust that everyone comes with a desire to support students, the AAATF recommendations and implement the Task Force work
2. Come ready to be engaged
3. Step Up, Self-Regulate and Step Back
4. Stay on topic in discussion: use the parking lot for thoughts that are not on topic
5. Use evidence and data to drive inquiry and support recommendations
6. Provide one voice in Board Communications
7. Strive to attend all meetings; if you miss a meeting, it is your responsibility to find out what was covered.

# Norms for Virtual Meetings

- Do not multi-task (do other work) 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

# Recommendation Implementation Time Horizon

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 – 3 <sup>rd</sup> 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-3<sup>rd</sup> grade suspension

## **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**

# African American Advisory Board

Student Interventions and Discipline  
November 4, 2020

**Stephan Brown**

Director of Student Hearing and Placement  
Title IX Coordinator



# California Discipline Ed. Codes

- Frequent Ed. Codes

- 48900 (a)(1): Fighting
- 48900 (a)(2): Battery
- 48900 (c): Controlled Substance
- 48900 (g): Theft
- 48900 (r): Bullying
- 48900 (.2): Sexual Harassment (grades 4-12)

- What about 48900 (K)?

[https://www.scusd.edu/sites/main/files/file-attachments/cal\\_ed\\_codes.doc.pdf](https://www.scusd.edu/sites/main/files/file-attachments/cal_ed_codes.doc.pdf)

\* Jurisdiction as Defined by Ed. Code.

# Suspension Reform

- Jurisdiction
- SCUSD History
- SCUSD Reforms
  - Approval for all suspensions during DL
  - Guidance from Legal, SHPD, SEL
  - Weekly data tracking

# Mandatory Expulsions

- In SCUSD many expulsions generally involve “Big 5 Offenses”
  - 48915 (c)(1): Possession of a Firearm
  - 48915 (c)(2): Brandishing a Knife
  - 48915 (c)(3): Selling a Controlled Substance
  - 48915 (c)(4): Sexual Assault/Harassment
  - 48915 (c)(5): Possession of Explosives



# Distance Learning Interventions and Discipline

- 2 Suspensions this year
- At least 45 inquires to me from administrators
- Zoom bombing is a major issue
  - Not just in SCUSD
    - Difficult for students to re-focus
    - Students posting teachers and students on IG
    - Few incidents in recent weeks

# Expulsions Since 2009

## Approx. 120

- **Most Common Expulsion Offenses** (approximately)
  - 33% **Controlled Substance** (almost always sales)
  - 23% **Fighting or Battery** (multiple on one)
  - 23% **Weapons**

# Expulsion Comparison 2013/14 - 2018/19

(Approximate Numbers)

• Sacramento	69
• Long Beach	152
• Elk Grove	172
• San Juan	210
• Bakersfield	222
• Folsom Cordova	247
• Oakland	212
• Fresno	1,034



## SACRAMENTO CITY UNIFIED SCHOOL DISTRICT Report of Suspected Harassment

DATE: \_\_\_\_\_

**Directions:** Complete this form to report harassment. An investigation will be conducted to determine if harassment occurred and whether corrective actions are needed.

Date of Incident (s): \_\_\_\_\_ School: \_\_\_\_\_  
Name of Student Victim: \_\_\_\_\_ Grade: \_\_\_\_\_  
Name of Aggressor (s): \_\_\_\_\_ Grade: \_\_\_\_\_  
Person Completing Form: \_\_\_\_\_ Title: \_\_\_\_\_  
Signature: \_\_\_\_\_ Phone: \_\_\_\_\_

### Type of Harassment

- |   |  |  |                                   |                                |
|---|--|--|-----------------------------------|--------------------------------|
| <input type="checkbox"/> Sexual Harassment/Gender Based | <input type="checkbox"/> Race or Ethnicity | <input type="checkbox"/> Special needs or disability | <input type="checkbox"/> Religion | <input type="checkbox"/> Other |
|---|--|--|-----------------------------------|--------------------------------|

### Location (chose all that apply)

- |                                     |  |  |
|-------------------------------------|--|--|
| <input type="checkbox"/> Classroom  | <input type="checkbox"/> Restroom                  | <input type="checkbox"/> Off school property |
| <input type="checkbox"/> Hallway    | <input type="checkbox"/> Playground/field          | <input type="checkbox"/> Email/text/computer |
| <input type="checkbox"/> Lunch room | <input type="checkbox"/> Field trip/activity/event | <input type="checkbox"/> Other: _____        |

### Frequency

- |                                       |  |
|---------------------------------------|--|
| <input type="checkbox"/> One Instance | <input type="checkbox"/> Ongoing or Repetitive |
|---------------------------------------|--|



# MTSS and SEL

- Coordination of District Efforts
  - Intervention
  - Attendance
  - Pro-active
- Specific guidance at the Teacher level for SEL
  - Specific guidance to teachers
  - Site level guidance and training

Questions are Welcome

# Outreach Plan Update

- Tuesday, November 10<sup>th</sup> Outreach Event
  - Zoom Event
  - Scheduled for 6:00 – 7:30PM
  - Sub-Committee will meet to review PowerPoint (Need to determine time)
    - Need to determine lead facilitators
      - Darryl
      - Ursula – Co-Lead
      - Nakeisha
      - Cassandra – Co-Lead
- Greater Sacramento Urban League
  - Agreed to serve as back office support
  - Responded to October 21<sup>st</sup> deadline

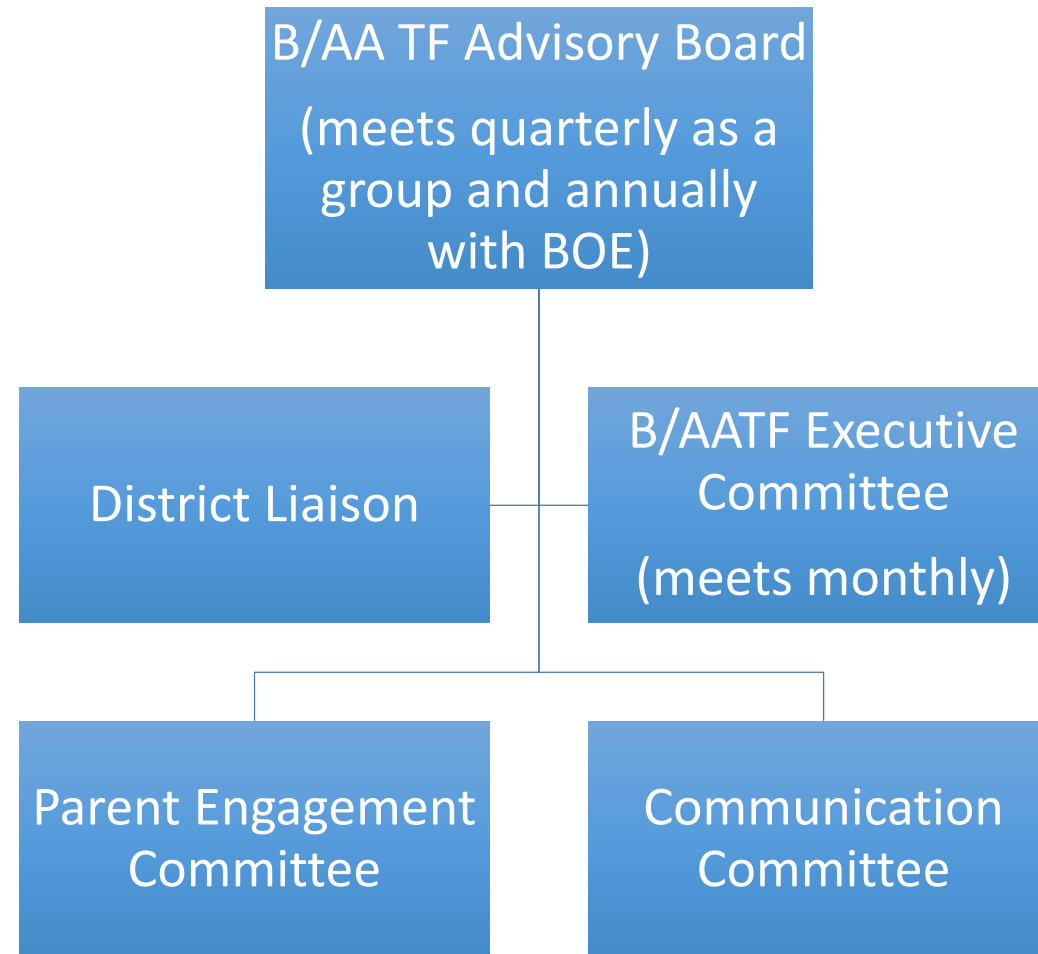
# Build Pipeline of professional learning content based on AAAB recommendations

## *December Follow-Up with District Staff*

- Implicit Bias
- Equity in Grading
- Recruiting African American Teachers
- Closing the Achievement Gap
- Others??

# Frame Executive Board Selection Process

# Revised Organizational Structure and Governance



# AAAB Governance Leadership Structure

- **Executive Committee** (structure, composition, duties)
  - Comprised of the Chair, Vice Chair, Secretary/Treasurer, and Parliamentarian
  - Exercises the function and management of the African American Advisory Board (Advisory Board) between meetings of the Advisory Board
- **Chair – (serves a two-year term)**
  - Facilitates the monthly advisory board meetings
  - Develops the agenda for the next advisory board meeting
  - Calls and presides over executive ~~board~~ committee meetings and regular board meetings as needed
  - Appoints, instructs, and when possible, serves as an ex-officio member of committees
  - Appoints individuals to serve on various committees
  - Works closely with District-appointed representative(s)
  - Reports to the school board as needed or assigns a designee

# AAAB Governance Leadership Structure

- **Vice Chair – (serves a one-year term)**
  - Fills in for the Chair as a substitute whenever needed
  - Works closely with the Chair to ensure a smooth process is evident at every meeting
  - Assists the Chair as needed
  - Coordinates all of the sub-committees
  - Serves as the Host of the Advisory Board and works with the Chair and District representative(s) to ensure all new members, guests and observers are properly recognized and introduced as appropriate at designated meetings
- **Secretary/Treasurer – (serves a two-year term)**
  - Works with district staff on tracking board funds dedicated to the African American Advisory Board
  - Takes meeting minutes and ensures the accuracy of all decisions and future plans of the Board
  - Keeps records of Committee members, subcommittee members, reports, and all other important documents and decisions
- **Parliamentarian – (serves a one-year term)**
  - Upholds rules and regulations of the Advisory Board
  - Ensures the Advisory Board engagement process is followed



# Governance Agreements

- **Standard Term:** 2 Years
- **Term Limit:** 2 consecutive terms

## **2020-2021 Executive Board Members and Terms**

- Chair – (serves a two-year term) expires July 2022
- Vice Chair – (serves a one-year term) expires July 2021
- Secretary/Treasurer – (serves a two-year term) expires July 2022
- Parliamentarian – (serves a one-year term) expires July 2021

## **2021-2022 Executive Board Members and Terms**

- Chair – (completes a two-year term) expires July 2022
- Vice Chair – (serves a two-year term) expires July 2023
- Secretary/Treasurer – (completes a two-year term) expires July 2022
- Parliamentarian – (serves a two-year term) expires July 2023

# Selection Process of AAA Executive Committee Members

December 2, 2020

- Each AAA Board Member is encouraged to be in attendance
- Nominations will be received from the floor
  - Members can nominate any AAA Board Member *OR*
  - Self-nominate
- Voting will be based on the majority of those present
  - “Majority” – any number greater than half
  - Examples: If there are 8 members present, a majority vote would be 5
  - If there are 11 members present, a majority vote be 6
- Unfilled positions will be:
  - Brought back to the AAA Board for another vote *OR*
  - Possibly filled by the Executive Committee as a “volunteer”

# Strategic Connections

- *Re-Imagine School Safety Task Force Update*
- *Upcoming District Board Meeting Topics*
  - *November 5<sup>th</sup>*
    - ***Re-Opening Metrics***
  - *November 19<sup>th</sup> and December 10<sup>th</sup>*
    - ***Fiscal Recovery Plan Review and Adoption***

# Recommendation Crosswalk to LCA Plan

## Setting December 2<sup>nd</sup> Meeting Topics

- ~~Academic Office Response to Professional Learning proposal~~ Move to January/February
- Professional Learning Pipeline
- 1<sup>st</sup> Round of LCAP Input for next 3-Year Plan
- Select Executive Committee Members
  - Nominate
  - Vote
- Outreach Plan update

# Next AAAB Meetings – 5:30 to 7:30PM via Zoom

- December 2<sup>nd</sup>
  - January 6<sup>th</sup>
- February 3<sup>rd</sup>
  - March 3<sup>rd</sup>
  - April 7<sup>th</sup>
  - May 5<sup>th</sup>
- June 2<sup>nd</sup>

# Student Centered Closure



Thank

you

