THE AFRICAN AMERICAN ACHIEVEMENT AND LEADERSHIP INITIATIVE (AAALI)
OBJECTIVES

• To provide a brief overview and refresher on the context of the African American Achievement Leadership Initiative

• To share how SFUSD is developing measures and organizing system wide to advance African American outcomes

• To provide an update on a specific initiative – The African American Postsecondary Pathway
SFUSD’s three goals of **Student Achievement, Access & Equity** and **Accountability** must be realized for our African American students and families. We need to interrupt the systemic barriers that have resulted in lower student performance, higher rates of suspension and racial isolation for our African American students. The **African American Achievement and Leadership Initiative** will:

- Analyze existing policies and programs in order to enhance and target effective services and interventions for African American students
- Enlist parents, educators and community partners in monitoring and improving the systems and strategies used to support students and school environments
- Establish and report on annual goals for African American achievement
- Collaborate with City agencies and the local philanthropic community to maximize resources and coordinate case management for African American students and families through My Brother and Sister’s Keeper (MBSK) San Francisco
Set PK -12 annual goals that, if met, will close the achievement and discipline gap in six years

Regular monitoring of data to intervene more quickly for target cohorts of students

Monitoring and identification of schools accelerating African American student outcomes

Strengthen pathways to postsecondary college and career options

Expand professional development to reduce implicit bias

New programs and academic themes at schools serving African American students

Reducing racial isolation through school assignment, program placement, and cultural competency training
If we:

1. Support all students and educators to develop a **growth mindset**
2. Focus on how to **engage**, **affirm**, and **empower** African American students and families
3. Provide **comprehensive wraparound** supports to guarantee readiness to learn
4. Ensure African American students receive **culturally responsive, rigorous** instruction

SFUSD will have built **relational trust** with African American students and families and created conditions for African American students to be **prepared for life, work, and study** beyond their secondary school years.

**The Graduate Profile: Developing Students to Compete and Thrive in the 21st Century World**
<table>
<thead>
<tr>
<th>Goal Description</th>
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<tbody>
<tr>
<td>Increase Kindergarten readiness for African American students by x percentage points annually</td>
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<tr>
<td>Reduce the chronic absentee rate of African American students by x percentage points annually</td>
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<tr>
<td>Increase in 3rd, 8th, 11th grade SBAC math proficiency for African American students by x percentage points annually</td>
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<tr>
<td>Increase in 3rd, 8th, 11th grade SBAC ELA proficiency for African American students by x percentage points annually</td>
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<tr>
<td>Increase in middle school readiness rate for African American students by x percentage points annually</td>
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<tr>
<td>Reduce chronic absenteeism rate for African American students by x percentage points annually</td>
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<tr>
<td>Reduce disproportionate suspension rate of African American students by x percentage points annually</td>
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<tr>
<td>Reduce disproportionate special education placement of African American students by x percentage points annually</td>
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<tr>
<td>Increase the 4-year cohort graduate rate for African American students by x percentage points annually</td>
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<tr>
<td>Reduce the high school dropout rate for African American students by x percentage points annually</td>
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<td>Increase the A – G graduation rate with a grade of C or better for African American students by x percentage points annually</td>
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<tr>
<td>Increase in African American student Growth Mindset score on CORE Survey by x points</td>
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<tr>
<td>Increase in African American families that strongly agree that they feel a sense of belonging and school connectedness by x percentage points annually</td>
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AAALI SY 2015 – 2016

**African American Parent Advisory Council**
- Launched on August 20th, 2015, meets monthly
- Convenes parents, guardians, and caregivers of Black children in SFUSD
- Parent-run group that listens to, educates, and advocates for parents

**African American Internal Oversight Committee**
- Launched on September 24th, 2015, meets monthly
- Convenes cross-functional team of district leadership
- Monitor African American achievement in a cohort of school sites and develop department goals and work plans to advance African American achievement

**African American Community Council**
- Launch in November 2015
- Convene parents, educators, community-based organization leaders, and students
- Provide recommendations regarding district policy, programs, and resource decisions affecting African American students
Theory of Action

1. Support all students and educators to develop a growth mindset

2. Focus on how to effectively engage, affirm, and empower African American students and families

3. Provide comprehensive wraparound supports to guarantee African American student readiness to learn

4. Ensure African American students receive rigorous, relevant instruction and academic supports
Theory of Action

1. Support all students and educators to develop a growth mindset

   • Monitor and analyze
     – Growth mindset curriculum rollout to additional middle school sites
     – Racial Equity Professional Learning Community trainings
     – Self-affirmation instructional practices and wise feedback
   • Hold a teacher-led Design Challenge for growth mindset practices
2. Focus on how to effectively engage, affirm, and empower African American students and families

- Formalize the districtwide AAPAC and define the development of site-based AAPACs
- Launch the African American Community Council
- Launch African American Student Week in collaboration with the Black Family Resource Network and Access & Equity Symposium
Theory of Action

3. Provide comprehensive wraparound supports to guarantee African American student readiness to learn

• Convene the African American Internal Oversight Committee to monitor department strategies for delivering wraparound supports and develop a data dashboard to monitor African American achievement
• Monitor and analyze the expansion of the Mentoring for Success program to four additional school sites and target outreach to African American students
• Coordinate and build capacity for postsecondary counseling and college and career preparedness activities for African American students
Theory of Action

4. Ensure African American students receive rigorous, relevant instruction and academic supports

• Convene the African American Internal Oversight Committee to monitor department strategies for rigorous, relevant instruction and develop a data dashboard to monitor African American achievement

• Draw on the SFUSD-Stanford Partnership and current SFUSD teachers to develop a research base of instructional practices that impact African American achievement

• Launch School Site Innovation Fund for African American Achievement

• Integrate African American-focused content into SFUSD’s Comprehensive Literacy Framework
Theory of Action

1. Support all students and educators to develop a growth mindset

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Overview

• 220 African American students recorded by SFUSD
• 253 students after additions from CBOs

Community Based Organizations

• At least 104 students associated with a community based organization
  • 68 students in one program
  • 22 students in two programs
  • 13 students in three programs
  • 1 student in four programs

College Plans

• 113 African American students sent transcripts to a 2-year or 4-year institution
MBSK
AFRICAN AMERICAN POSTSECONDARY PATHWAY
UPDATE ON PROGRAM MILESTONES

• 110 students participated in student orientation sessions
• 97 students registered for May 15th celebration through online sign-up
• 43 students participated in May 15th celebration and workshops hosted by LinkedIn
• Approximately 105 students have completed the Beyond 12 survey, in order to sign up for MyCoach App, college coaching, and/or data tracking support
• 41 students participated in orientation events held at City College of San Francisco and San Francisco State
<table>
<thead>
<tr>
<th>Current 9 – 12</th>
<th>Class of 2015</th>
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<tbody>
<tr>
<td><strong>Goal(s):</strong> 100% high school completion with postsecondary plan</td>
<td><strong>Goal(s):</strong> 100% postsecondary persistence and completion with career plan</td>
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- Increase participation in AVID and other college and career readiness courses
- Enroll African American students in 1 or more proven CBO program
- Use Early Warning Indicator data to connect students to academic supports
- Provide forum for African American 9th graders to complete and share Plan Ahead college and career portfolio
- Repeat Class of 2015 intervention (Beyond 12, LinkedIn, Summer Jobs) for current seniors

- Engage graduates at CCSF and SFSU in a sequence of experiences supporting postsecondary persistence
- Provide intake, assessment, and placement opportunities for students with no clear postsecondary plan
- Provide differentiated supports to graduates, anchored by CBO-led case management
## MY BROTHER AND SISTER’S KEEPER SAN FRANCISCO AFRICAN AMERICAN POSTSECONDARY PATHWAY PROJECT

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<thead>
<tr>
<th>High School</th>
<th>Post Secondary Path</th>
<th>Career</th>
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<tr>
<td><strong>Partner</strong></td>
<td>SFUSD CBOs</td>
<td>SFUSD CBOs</td>
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<td>SF City</td>
<td>SF Chamber</td>
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<td><strong>Key Activities</strong></td>
<td>• SFUSD identified an MBSK liaison at each HS and will hire District-wide counselor to serve all AA HS students.</td>
<td>• Students will matriculate into college, vocational or job.</td>
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<td>• Identify a sequence of support and trainings for academic and professional success.</td>
<td>• CBOs will serve as anchors, providing comprehensive support, training and mentoring.</td>
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<td>• Host events/meetings.</td>
<td>• The Chamber, OEWD (Via Mayor) and United Way will coordinate for students to experience careers in SF through internships and summer jobs.</td>
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<td>• Pair Senior with CBO partner.</td>
<td>• SFUSD will host quarterly alumni engagement events.</td>
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<td>• Identify summer internship opportunities in SF.</td>
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### Tracking

- Beyond 12 Tracking
- LinkedIn

### Metrics

- 100% High School/GED Completion
- 100% College/Vocation Completion
- 100% student receive a high-wage, high-demand job

### Plan

- SFUSD
- City and County Departments
- Higher Education
- Community Based Organizations
- Business/Philanthropy

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**Plan**
- SFUSD
- City and County Departments
- Higher Education
- Community Based Organizations
- Business/Philanthropy

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Thank You