

PITCH Strategy Matrix: Summary of Key Activities and Resources for African American Achievement

*S = strategies schools implement with support from Central Office; C = strategies led by Central Office

	Professional Capacity	Instructional Guidance	Transforming Mindsets	Collaborative Culture	High-Quality Staff
S	Professional Development & Coaching <u>Foundational</u> <ul style="list-style-type: none"> Provide individualized new teacher supports PD provided focused on closing gaps for African-American students <u>Extended</u> <ul style="list-style-type: none"> Create shared site-based professional development calendar with Central Office 	Curriculum, Instruction, & Assessment <u>Foundational</u> <ul style="list-style-type: none"> Literacy Development: <ul style="list-style-type: none"> (i) Fountas & Pinnell implementation (ii) Comprehensive Approach to Literacy Mathematics: <ul style="list-style-type: none"> (i) SFUSD Core Curriculum (ii) 3 signature strategies in Math <u>Extended</u> <ul style="list-style-type: none"> Use of culturally relevant student libraries 	Student-Centered Learning Climate <u>Foundational</u> <ul style="list-style-type: none"> Culture Climate Team utilizes Safe & Supportive Schools framework and curriculum <u>Extended</u> <ul style="list-style-type: none"> Utilizing the <i>Teaching Attendance</i> Modules to develop attendance improvement plans and track effective interventions 	Fostering Relational Trust among staff <u>Foundational</u> <ul style="list-style-type: none"> Design school staff team building activities and professional development to have hard conversations about African American achievement and race 	Principal Leadership <u>Foundational</u> <ul style="list-style-type: none"> Training on <i>Leading for Equity</i> <u>Extended</u> <ul style="list-style-type: none"> Conduct Daily Learning Walks
	Collaborative Inquiry using Data <u>Foundational</u> <ul style="list-style-type: none"> Provide PD on effective use of formative data (academic, SEL, and culture climate) with a focus on subgroups and to identify and address gaps <u>Extended</u> <ul style="list-style-type: none"> Conduct Instructional Rounds Implement Lesson Study (QTEA Master Program) 	Strengths-Based, Differentiated Instruction & Growth Mindsets <u>Foundational</u> <ul style="list-style-type: none"> Identify and support African American focal students Develop, monitor, and adjust Individualized Learning Plans Revisit Balanced Scorecard to identify strategies that will improve outcomes for African American students <u>Extended</u> <ul style="list-style-type: none"> Implement Academic, Social Emotional, and Behavioral RTI 	Cultural Responsiveness & Inclusivity <u>Foundational</u> <ul style="list-style-type: none"> Customize Culturally Responsive Teaching PD and strategies Design structures for African American student voice 	School-Family-Community Partnership <u>Foundational</u> <ul style="list-style-type: none"> Provide individualized mentoring for students Ensure two - way feedback between site and home <u>Extended</u> <ul style="list-style-type: none"> Coordinate a sequence of community building activities with families and community members Implement Community School strategies 	Staff Recruitment, Selection, and Retention <u>Extended</u> <ul style="list-style-type: none"> Demo Lessons or Teaching Video for New Teaching Candidates Weekly Staffing Calls with HR
	Professional Capacity	Instructional Guidance	Transforming Mindsets	Collaborative Culture	High-Quality Staff
C	Professional Development & Coaching <u>Foundational</u> <ul style="list-style-type: none"> Coordinate new teacher PD opportunities for <i>Culturally and Linguistically Responsive Teaching</i> (CLRT) and practices Provide PD for CLRT and practices Provide structures and protocols for site - based teacher collaboration <u>Extended</u> <ul style="list-style-type: none"> Coordinate Central Office PD at school sites Ongoing coaching by IRFs 	Curriculum, Instruction, & Assessment <u>Foundational</u> <ul style="list-style-type: none"> PD on <i>Anti-Racist Teaching</i> Purchase culturally relevant student libraries - support teachers on how to integrate the libraries into daily literacy Ongoing Literacy coaching Ongoing Numeracy coaching <u>Extended</u> <ul style="list-style-type: none"> Provide F&P Classroom Instructional Materials and PD Hold Bi-Monthly Curriculum Alignment Meetings with sites Develop and identify resources to reflect local and national African-American history Update Teaching & Learning Framework & Expectations 	Student-Centered Learning Climate <u>Foundational</u> <ul style="list-style-type: none"> Provide training and ongoing support for Culture Climate teams at sites - e.g. <i>Implicit Bias Training (The Skin That I'm In...)</i>, <i>Micro-Aggression</i> Develop customized Tiered Fidelity Index (TFI) for sites Central response team co-creates school response plan (in response to tiered fidelity index) - gap analysis <u>Extended</u> <ul style="list-style-type: none"> Provide Integrated Safe & Supportive Schools Professional Learning Coordinate Safe & Supportive Schools site-based coaching 	Fostering Relational Trust among staff <u>Foundational</u> <ul style="list-style-type: none"> Ensure two - way feedback between site and central office <u>Extended</u> <ul style="list-style-type: none"> Identify and share team building resources for sites Identify and share restorative practices resources for sites 	Principal Leadership <u>Foundational</u> <ul style="list-style-type: none"> LEAD - cohort based coaching and support

	<p>Collaborative Inquiry using Data <u>Foundational</u></p> <ul style="list-style-type: none"> Facilitate cross - school improvement networks 	<p>Strengths-Based, Differentiated Instruction & Growth Mindsets</p> <ul style="list-style-type: none"> Develop, monitor, and adjust Individualized Learning Plans 	<p>Cultural Responsiveness & Inclusivity <u>Foundational</u></p> <ul style="list-style-type: none"> Customize Culturally Responsive Teaching PD and strategies Design structures for African American student voice <p><u>Extended</u></p> <ul style="list-style-type: none"> Develop PD on African American History for educators 	<p>School-Family-Community Partnership <u>Foundational</u></p> <ul style="list-style-type: none"> Coordinate Family Partnership Academy Modules: (i) Family Partnership Implementation Guide; (ii) Partnership Plan, tied to school's BSC; (iii) Bringing Attendance Home-Attendance Works; (iv) Black Family Partnership (v) Positive Communication Strategies Host Family Liaison monthly improvement networks Increase Family Liaison allocation <p><u>Extended</u></p> <ul style="list-style-type: none"> Coordinate SF Beacon Initiative Expand summer learning opportunities 	<p>Staff Recruitment, Selection, and Retention <u>Foundational</u></p> <ul style="list-style-type: none"> Prioritize recruitment of highly effective, diverse teachers at high-potential sites Develop selection model and interview protocols to recruit diverse, culturally responsive teaching candidates Design onboarding and retention plans for teachers Partner with local universities that have equity focused training programs i.e. Mills College
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Glossary

- Culturally Responsive Teaching - the process of using familiar cultural information and processes to scaffold learning. Emphasizes communal orientation. Focused on relationships, cognitive scaffolding, and critical social awareness (Zaretta Hammond, *Culturally Responsive Teaching & the Brain*, P. 156)
- Community Building Activities - Neighborhood Walks, Community Asset Mapping, Home Visits, Parent Observations of Site, and Study Circles
- Community School Supports - partnerships between school and community partners that focus on academics, health and social services, youth and community development and community engagement
- Individualized mentoring - Students meet one-on-one or in small groups with a mentor. Mentors may be community role models, in-school advocates, or educators recruited through Mentoring For Success.