

# African American Advisory Board Meeting

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September 1, 2021  
6:00 pm – 8:00 pm



**Sacramento City Unified School District**

**Putting Children First**

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# Meeting Agenda

Welcome and Introductions (10 minutes)

Review of AAAB Purpose, Mission, Goals  
& Objectives (10 minutes)

Review Group Norms (5 minutes)

District Updates (45 minutes)

AAAB Executive Committee &  
Subcommittee Update (30 minutes)

Open Discussion (25 minutes)

# Meeting Purpose and Intended Outcomes

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- To share with and receive feedback from the AAAB re: District and Subcommittee reports and updates.
- To follow up on pending District requests and determine next steps
- To encourage participation on Subcommittees





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# **Welcome and Introductions (10 minutes)**

Current African American Advisory Board Members

Executive Committee

Sac City USD Staff

Facilitation Support Team

Guests

***Every system  
is perfectly  
designed  
to get the  
results that it  
gets***

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**Sacramento City Unified School District**

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**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

# AAAB Purpose

1. To **advise** the Board and Superintendent and relevant District Department designee(s) regarding accountability of ***services, programs, policies and resources*** that **directly impact** the district/school culture and climate of our classrooms and the **academic, social/emotional and personal outcomes** for B/AA students.
2. To **review, monitor, and evaluate** the continuous improvement of the district's **implementation** of the Board adopted B/AA Task Force recommendations as of May 16, 2019, and consider other possible strategic areas as appropriate.





# SCUSD Black/African American Students are

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## •MOST LIKELY TO:

- Be suspended or expelled;
- Be identified for special education

## LEAST LIKELY TO:

- Become proficient readers by third grade;
- Be placed in Gifted and Talented Educational programs;
- Master the mid-level mathematics skills that position students for success in college-preparatory math courses;
- Be placed in a full sequence of college-preparatory courses;
- Complete an Advancement Placement (AP) Course;
- Meet the the A-G College Readiness UC/CSU Eligibility Requirements

# SCUSD AAAB Milestones Recap

Convened Superintendent's African American Achievement Task Force

- Originally scheduled to end December 2020
- Met every Tuesday thereafter with few exceptions (October to May)

**27 Sep. 2018**

Retreat on January 18, 2019

- Cross-walked recommendations to Graduation Task Force

**18 Jan. 2019**

Presented preliminary task force recommendations to Board of Education

**21 Mar. 2019**

**Nov.–Dec. 2018**

Sponsored focus groups

- Principals
- Teachers
- Students
- Parents

**19 Mar. 2019**

Community Engagement session at John Still



# SCUSD AAAB Milestones Recap

Board of Education Adopts AAA Task Force recommendations

16 May 2019

Launch of African American Advisory Board

- Meets monthly from July 2020 to present
- November – December 2020 – Outreach and Selection of New Board Members
- March 3, 2021 – Election of Executive Committee

1 July 2020

29 Oct. 2019

African American Achievement Task Force – Transition Committee Launch

- Met monthly from October 2019 to June 2020
- COVID-19 Pandemic impact (March 2020 to present)

# Current AAAB Membership: July 2020 - Present

1. \* Julius Austin,  
*Chairperson*
2. \* Toni Tinker,  
*Vice-Chairperson*
3. \* Rayvn McCullough,  
*Secretary/Treasurer*
4. \* Nakeisha Thomas,  
*Parliamentarian*
5. \* Mel Assagai
6. \* Benita Ayala
7. \* Lynn Berkeley Baskin
8. \* Ursula DeWitt
9. \* Cassandra Jennings
10. \* Kenya Martinez
11. \* Cecile Nunley
12. \* Salena Pryor
13. \* Darryl White
14. \* Kim Williams
16. \* Matt Wallace
17. \* Conrad Crump
18. \* Brit Irby
19. \* Alicia Williams
20. \* Latoya Ramsey
21. \* Denisha Fletcher
22. \* Noah Hayes
23. \* Safiya Neal
24. \* Thomas Rose  
Bolden
25. \* Franschelle Brown
26. \* Malachi L Smith
27. \* Rashida  
Dunn-Nasr
28. \* Sonia Lewis
29. \* Terrence Gladney

\*Began Service July 2020

\*Began Service February 2021



Sacramento City Unified School District

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District  
Team

- Announcements,  
Acknowledgements, and  
Transitions



# SCUSD AAAB Facilitation Team



**Dr. William J. Ellerbee, Jr.** is a retired educator from Sacramento City Unified School District (SCUSD), and has been volunteering behind the scenes, providing support to the SCUSD African American Advisory Board (AAAB) since its inception. He is a graduate of SCUSD, and began his employment with the District in 1971. He has had the pleasure of serving the District as a classified and certificated employee, as well as an administrator (Principal, Area Superintendent, and Associate Superintendent).

**Cloteal Thrower Herron** is a "Community Champion," Educator, Certified Mediator, Family Life Coach, Facilitator, Parent Educator and Author. Ms. Herron retired from Sacramento State University and currently serves as a Facilitator and Trainer with California GEAR UP, the Coalition of Educational Partnerships (CEP) at Burbank High School, Roberts Family Development Center, and Freedom Schools. She facilitates and trains foster youth to navigate their lives through her **GIRL Power & Boyz-2-KINGS** mentoring series.

**Dr. Elston R. (Rick) Perry** has been an educator in Berkeley and Oakland Unified School Districts. He is an author of several motivational books including *Project ASAP—A Life Skills Manual for Boys of Color*, and *the COLOR of Education—A Parent's Guide to Empowerment, Equity, & Excellence* (Fall 2021). and has volunteered as a tutor at the Juvenile Detention Center for Alameda County. He has worked as a community organizer in the Bay Area and in north and south Florida and is a retired pastor.

# AAAB Facilitators' Roles & Responsibilities:

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## The Role of the AAAB Facilitator is to...

- Plan/Guide/Manage
- Advise/Coach/Support
- Remain Objective and Process-Oriented
- Ensure that the **GROUP's** objectives are met effectively, with clear thinking, good participation and consensus from everyone involved.

## The AAAB Facilitators are not...

- Board Members
- Decision-makers
- Instructors/Trainers
- “*Directors*” or Influencers

# Agreed Upon Group Norms – 5 minutes

*The purpose of the working norms is to set the guardrails for how we relate to each other, problem solve and resolve potential conflicts or concerns. These are living norms which can be revised as needed to ensure everyone feels included and able to participate.*



**Be student-focused and trust that everyone comes with a desire to support students, the AAATF recommendations and implement the Task Force work**



**Come ready to be engaged**



**Step Up, Self-Regulate and Step Back**



**Stay on topic in discussion: use the parking lot for thoughts that are not on topic**



**Use evidence and data to drive inquiry and support recommendations**



**Provide one voice in Board Communications**



**Strive to attend all meetings; if you miss a meeting, it is your responsibility to find out what was covered.**



# District Updates (45 minutes)

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The purpose of the District Updates is to share how African American Advisory Board members are engaging and supporting overall SCUSD work. It is an opportunity to highlight how the work of the AAAB impacts other district initiatives/priorities.

# Placement within the District

<https://www.scusd.edu/aaab>



[INTRANET](#) [INFINITE CAMPUS](#) [SELECT LANGUAGE](#) [CALENDAR](#)

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## COMMUNITY & SUPPORT

[Constituent Services Office](#)

[Racial and Social Justice Resources](#)

[Community Facility Use](#)

[District Committees](#)

### African American Advisory Board

[Bond Oversight Committee \(BOC\)](#)

[Community Advisory Committee \(CAC\)](#)

[District English Learner Advisory Committee \(DELAC\)](#)

[District Wellness Committee](#)

[LCAP Advisory Committee](#)

[LCAP English Learner Parent Advisory Committee](#)

[Student Advisory Council \(SAC\)](#)

[School Safety Task Force](#)

## African American Advisory Board (AAAB)

There is urgent work necessary to support our African American students in reaching their full potential. As educators and leaders in our community, we are obligated to change outcomes for African American students on a variety of key district student outcome indicators, including grade level readiness, graduation, A-G completion, and college and career readiness measurements.

Current outcomes are unacceptable and serve as the impetus for establishing the African American Advisory Board. This advisory board will be comprised of members of our community who have demonstrated expertise, knowledge of developing solutions to complex issues, and clear commitment to increasing student outcomes and narrowing opportunity gaps.

[SBAC Results Across Demographic Groups](#)

Translate this page – Traduzca esta pagina – 翻译此页面 – Тхhais nplooj ntawv no – Перевести эту страницу – Dịch trang này

Sign Up for African American Advisory Board Email List

# Sacramento City Unified School District Updates

First Day of School  
Thursday, September  
2<sup>nd</sup>

Update on Kit Carson

EPOCH Anti-Racist  
Training PD

Assembly Bill 104  
Process

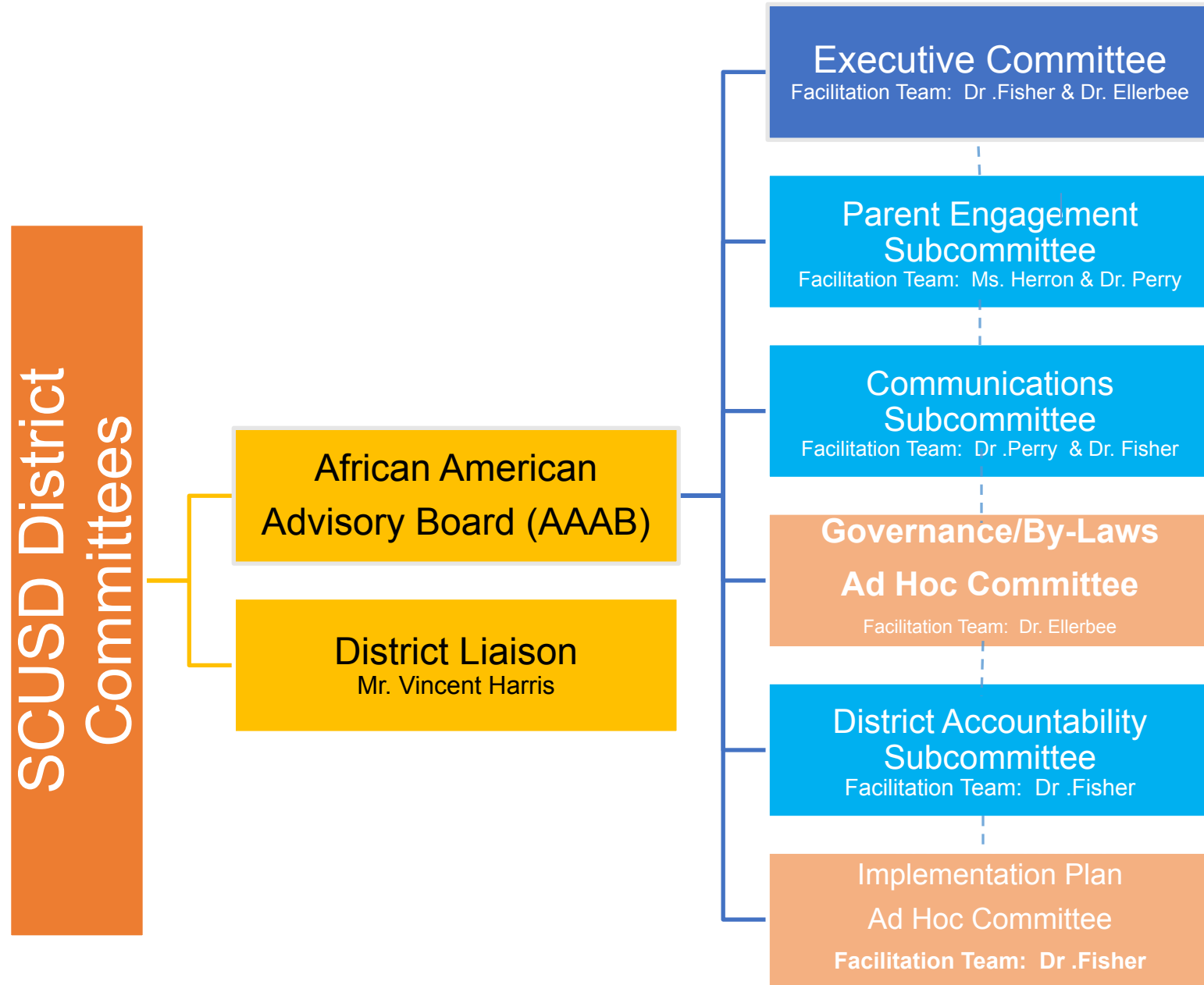
IAS Resolution

# AAAB Executive Committee & Subcommittee Updates (30 minutes)

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The purpose of the AAAB Executive and Subcommittee Updates is to share how African American Advisory Board members are engaging and supporting overall SCUSD work. It is an opportunity to highlight how the work of the AAAB impacts other district initiatives/priorities.

# Current AAAB Structure



# Brief Working Committee Descriptions

Meet 1-2 x per month between AAAB Meetings

1.5 – 2.0 hours per meeting

(July – December 2021)

## Parent

Parent Engagement: Determine the Committee's purpose, role, and activities

**2<sup>nd</sup> Monday: Next Meeting September 13 – 6:00 – 7:00 pm**

## Communications

Communications: Develop internal (AAAB) and external (Community) stakeholder outreach plan of action; includes proposing AAAB Learning Sessions and Community Engagement activities

**2<sup>nd</sup> & 4<sup>th</sup> Thursday: Next Meetings: September 9, 23 – 6:00-7:30 pm**

## District Accountability

District Accountability Plans: Review and determine alignment or misalignment with AAAB recommendations and/or best interest of African American students

**4<sup>th</sup> Tuesday: Next Meeting: September 28- 6:00 - 7:30 pm**

## Governance

By-Law Development: Draft and finalize the AAAB By-Laws and governance structure

**2<sup>nd</sup> & 4<sup>th</sup> Wednesday: Next Meetings: September 8, 22 - 6:00-7:30 pm**

## Recommendations

African American Task Force Recommendation Implementation: Assist with the development, vetting, and editing of the recommendation implementation plan of action

**3<sup>rd</sup> Wednesday: Next Meeting: September 22 - 6:00- 7:30 pm**

# Committee Updates: Executive Committee

Presenting: Julius Austin, AAAB Chair

Last Meetings: Friday, August 27

## Major Outcomes and Action Items

- Representation at all August committee meetings
- Refining and streamlining Communication protocols (internal/external)
- Ensuring AAAB Infrastructure is in place by December 2021
- Action Items:
  - What's working for you? What do you need more of? Less of?

Next Meeting: To be confirmed



# Committee Updates: Parent Engagement

Co-Chairs – Alicia Williams and Conrad Crump

Last Meetings: Mondays, August 9, 23, 30

## Major Outcomes and Action Items

- Working diligently to DEFINE the Committee's mission, vision, and purpose
- Doing this by understanding the original intent of the approved Parent Engagement Recommendation(s) and determine current relevance
- Brainstormed ideas, organized into categories, need to prioritize
  - Communication, Celebratory, Needs and Services
- Draft Action Plan submitted to full AAAB @ October 6, 2021 for review and feedback

Next Meeting: Monday, September 13 – 6:00 - 7:00 pm

# Committee Updates: Governance/By-Laws

Chair – Nakeisha Thomas (AAAB Parliamentarian)

Last Meeting: Wednesday, August 25, 2021

## Major Outcomes and Action Items

- Determined governance structure for AAAB review and ratification
- Continued to develop AAAB governance structure philosophy
- Develop a process to reconcile previous AATF governance process with current AAAB needs

Next Meeting: Wednesday, September 8 – 6:00 -7:30pm

# Committee Updates: Communication

Chair (TBD):

Last Meeting: Thursday, August 12, 26

## Major Outcomes and Action Items

- Continued to define the Committee's core, purpose, function, and goals
- Continue to make progress on developing internal (AAAB) and external (Community) stakeholder outreach plan of action
- Scheduled "All Chairs" meeting on September 9 to share streamlined communication protocol

Next Meetings: Thursdays, September 9, 23 – 6:00 – 7:30 pm

# Committee Updates: Recommendations

Chair (TBD): Presenting: Dr. Fisher

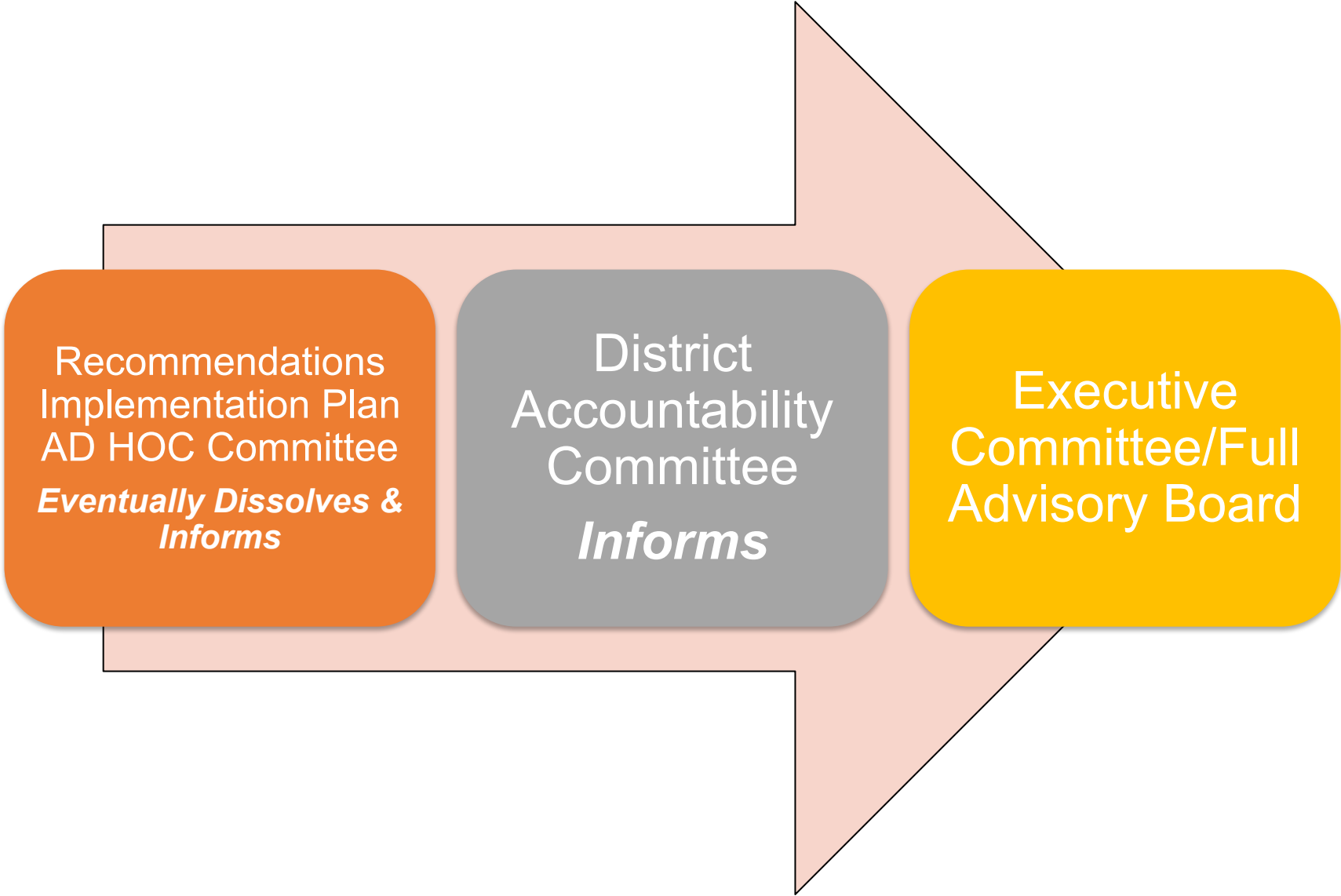
Last Meeting: Wednesday, August 18

## Major Outcomes and Action Items

- Developed extensive review process asking and answering the following questions:
  - What is currently impacting families and students now, in 6 months, next year?*
  - Which have immediate dollars attached? Which have immediate mandates from the federal, state and county expectations of the district*
  - What are the things that need to go through the teachers' union? How to navigate?*

Next Meetings: Wednesday, September 15– 6:00 – 7:30 pm

# ***Proposed Committee Structure***



# Committee Updates: District Accountability

Chair: Terrence Gladney (to be ratified by the full AAAB)

Last Meeting: Tuesday, August 24

## Major Outcomes and Action Items

- Continued to refine the Committee's purpose and processed
- Developing a plan of action to 1) build AAAB capacity of District accountability reports 2) provide guidance based on Recommendations Committee implementation plan of action 3) deploy a plan of action/blueprint to the other AAAB committees and/or the full Board/ the executive committee based on the situation
- Create a multi-tiered approach that best utilizes the AAAB committee/members strengths
- **Drive** the narrative on "when" we request/need the information

Next Meeting: Tuesday, September 28 – 6:00 – 7:30 pm





Open  
Discussion  
25 minutes

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# Final Thoughts: For the Good of the Order





**Thank You for  
Attending and  
Actively  
Participating!**

***Next Meeting  
October 6, 2021  
6:00 – 8:00 pm***