

OAKLAND UNIFIED SCHOOL DISTRICT

Black Students and Families Thriving Task Force



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Ask of the Board

Receive a presentation for discussion and feedback on the progress of the Black Students and Families Thriving Plan, Indicators and Fund.

Planning Process in Three Phases

A Collaborative Process

Black Students & Families Thriving Task Force + Community Working Groups + Community Listening Sessions

**Phase 1: April 2021-
Jan 2022**

Develop the Theory of Change and Infrastructure for a 5 Year Implementation

Black Students Thriving

- Indicators
- Plan
- Fund



**Phase 2: Feb 2022-
Jun 2023**

Form Implementation Working Groups to progress monitor and support implementation of the Indicators, Plan and Fund

Black Students Thriving

- Data Dashboard
- Implementation Working Groups
- Progress Reports



**Phase 3: Jul 2023-
Jan 2026**

Form Ongoing Community & District Advocacy and Accountability Groups to progress monitor the Plan, Indicators and Fund

Black Students Thriving

- Progress Reports
- Document any updates as needed



Phase One Timeline

Resolution
March 2021

CORE Team
May 2021

Task Force
September 2021

Listening Sessions
November 2021

Board Review
January 2021



Physical & Emotional Health

We are an academic system yet we understand that students who are not healthy, well-fed and emotionally supported are not able to learn. This indicator measures the physical and emotional well-being of Black students and the degree to which they are able to access essential systems of support.



How we measure it?

- Students have their basic needs met in order to learn.
- Students have attained life skills.

What is the community saying?

- Schools are a safe, healing and beautiful environment to work and learn.
- SEL feels like an enacted district-wide practice and value.

Key Strategies

- Integrate SEL skills and practices into all curriculum.
- Provide targeted resources for unhoused students and families.

Empowered & Engaged

This indicator measures the agency of Black families and students to navigate their school system and advocate for change. This embodies a process of meaningful engagement and an outcome of Black families and students leading in decision making at the school.



How we measure it?

- Students and families can advocate for themselves and negotiate power in relationships.
- Students and families engage in school improvement and decision-making efforts.

What is the community saying?

- Black families and stakeholders feel welcomed, valued and empowered.
- Students have choices, voice and are encouraged to cultivate positive connections within the community.

Key Strategies

- Establish low-barrier opportunities for families to share updates about their experiences with the District.
- Connect all Pre-K and ECE families to elementary-aged buddies to support relationship building.

Safe & Sense of Belonging

Black well-being should be defined to include social, emotional and intellectual supports through honoring and valuing our Black students and families. This indicator measures Black students and families engagement at the classroom, school site and central office level that intentionally incorporates student/family voice and is made visible through school and community connections.



How we measure it?

- Students do not feel targeted or ‘pushed out’ of their school environment.
- Students have access to trusting adults who care about them.

What is the community saying?

- Provide mental health supports for students, families and educators.
- Acknowledge the harm done to Black students, families and educators.

Key Strategies

- Families and District staff co-create communication and engagement plans with effective tools.
- Extend school building hours to provide additional resources for families.

Academically Prepared

Black scholars will be acknowledged for their inherent genius and have a clear on track plan for graduation and beyond from preschool through adult learning. This indicator measures the access to (upward mobility) in academic success, and culturally responsive curriculum and teachers for Black students.



How we measure it?

- Students are equitably provided with A-G courses, AP classes, academic pathways, internships and dual enrollment.

What is the community saying?

- Students feel consistently challenged and provided with the appropriate academic supports.
- Students have access to Black leadership and career based mentoring.

Key Strategies

- Expose Black students to Black-led STEAM programs.
- Provide Black students with Black literacy coaches.

Love & Affirmed

This indicator measures if school environments are providing learning about Black history, culture and identity that celebrates and affirms Blackness. Including integrating Black culture and history in everyday learning, not just for Black students, but for all students to affirm Blackness. As a result, Black students can freely express and embody their Blackness however it looks like for them.



How we measure it?

- Students have access to knowledge and learning about Black history, culture and identity.
- Students feel confident in their school environment to celebrate their Blackness.

What is the community saying?

- Students consistently feel safe and cared for.
- Students believe they have consistent access to quality and nutritious meals.

Key Strategies

- Provide Black students culturally relevant curriculum, delivered by Black educators.
- Fund Black staff positions to support the needs of Black students.

Rich & Diverse Learning Experiences

This indicator measures access to and usage of non-traditional career opportunities including life skills and extracurricular activities for Black students that are rooted in Black/African history and joy. This includes paid opportunities.



How we measure it?

- Students have access to diverse learning, pathways and experiences in and out of the classroom.
- Students have the agency to pursue their interests/passions without fear of failure.

What is the community saying?

- The district understands and acknowledges where and how anti-Blackness exist.
- Recruit, develop and support Black educators.

Key Strategies

- Students have agency and skills needed to connect to resources based on their specific needs.
- Students have art and Oakland history embedded into instruction.

Black Thriving Fund

The work of the Black Thriving Fund is to develop a bold vision for how OUSD will generate, track and allocate resources to ensure every Black student, family and educator thrives.



Updated School
Plan for Student
Achievement
(SPSA) Tool

Resourcing the
Black Thriving
Indicators and
Plan

Guidance on
Conditions for
Black Students
Thriving



Phase Two Actions

- Analyze Barriers to Black Students Thriving.
- Design Solutions.
- Continued Engagements to Share Progress and Invite Feedback.
- Quarterly Task Force Meetings.
- California Healthy Kids Survey Experience.



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