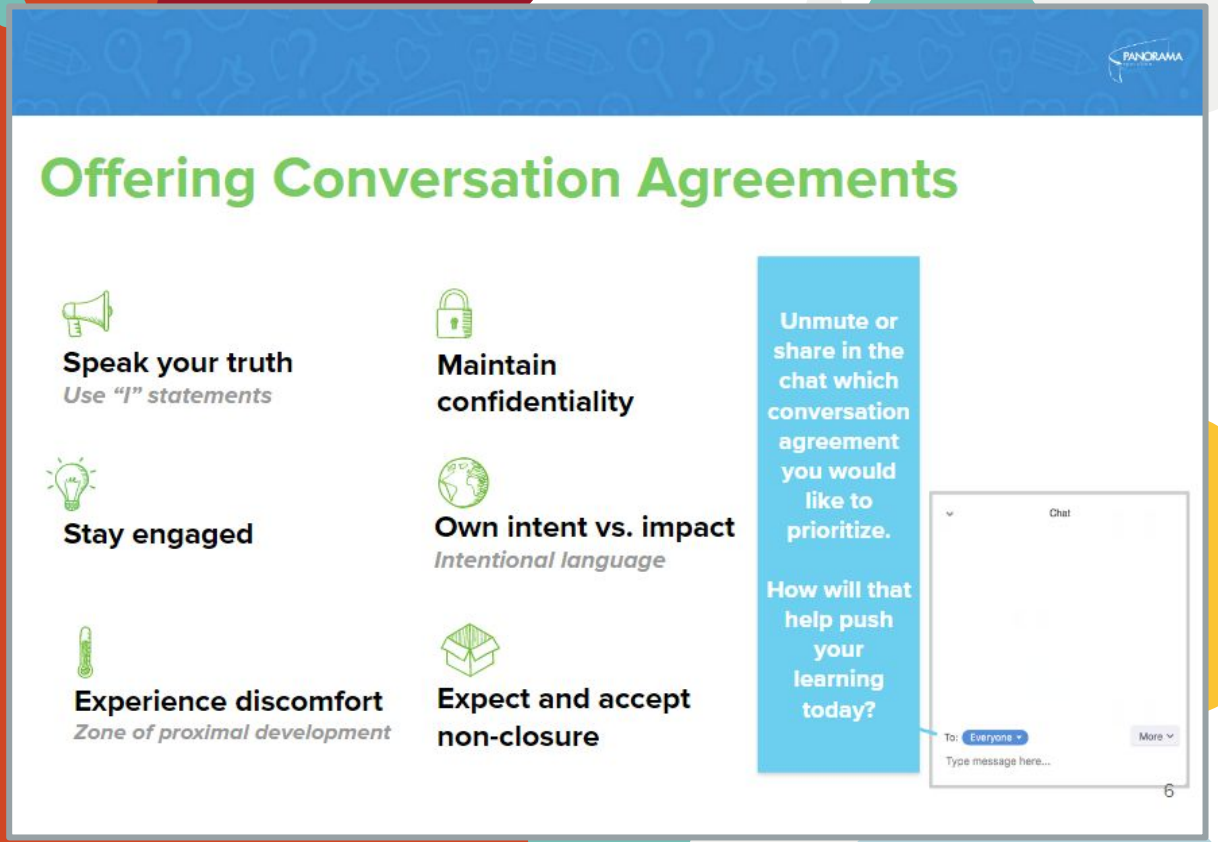
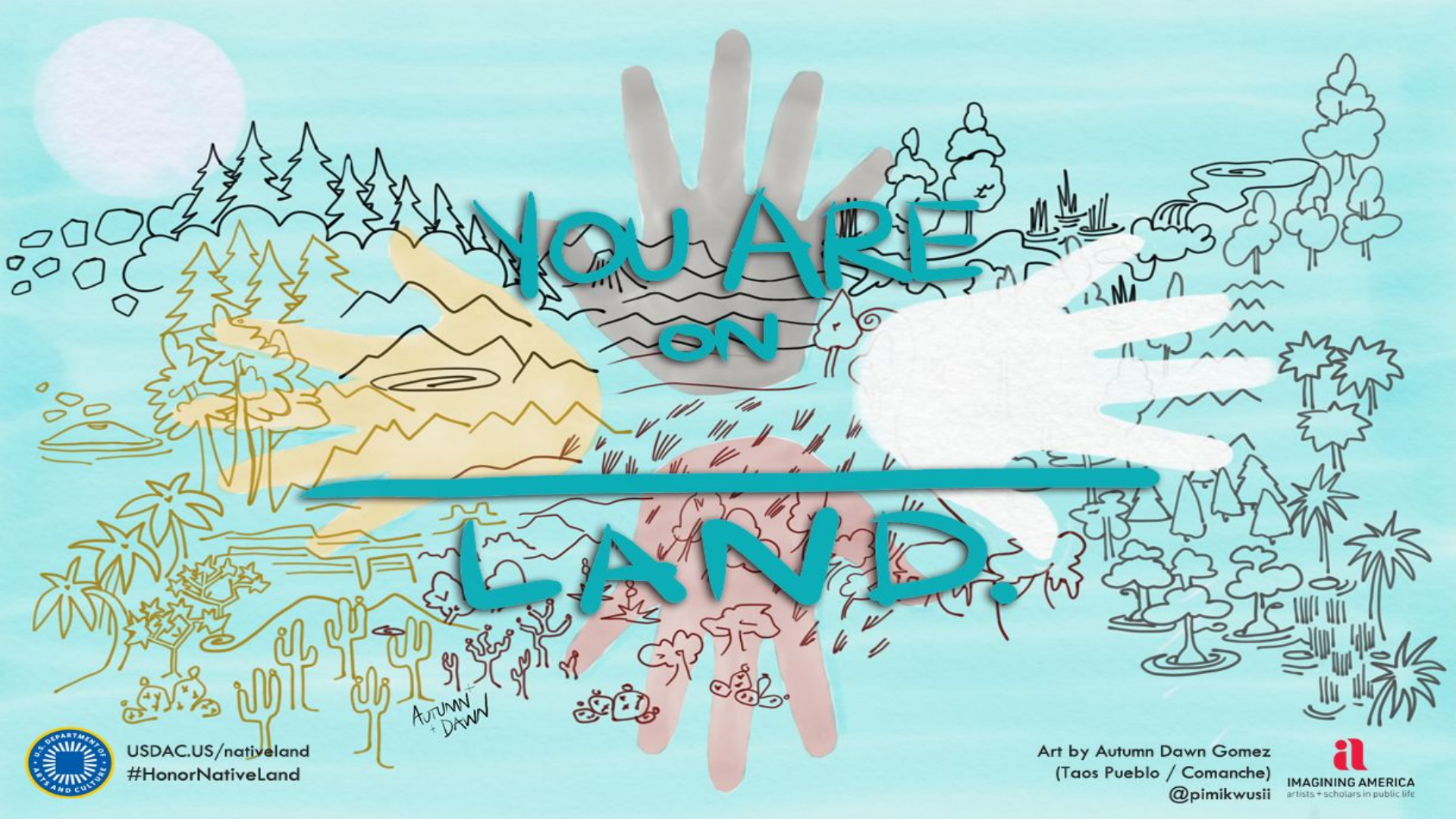
ARUSD Racial Equity Committee Report

April 15, 2021 Board Meeting

Our Draft Vision

By the end of the 2022-2023 school year, all Alum Rock students will feel proud and confident about their personal identity and joy in learning due to all district members' intentional efforts to engage in anti-racist work, including culturally responsive pedagogy, the de-centering of Whiteness in our organization, and transformational social emotional learning.





USDAC.US/nativeland
#HonorNativeLand

Art by Autumn Dawn Gomez
(Taos Pueblo / Comanche)
@pimikwusii

IMAGINING AMERICA
artists + scholars in public life

Review of March 9 REC Meeting

3 SEL Signature Practices	Facilitator	Topic
Welcoming Activity	Anna & Veronica	Courageous Conversations Protocol & Land Acknowledgement
Engaging Activity	Veronica	Quote Carousel
Building Background	Anna & Veronica	Panorama Education Survey Data
Engaging Activity	Veronica	Whole Group Debrief
Optimistic Closure	Anna & Veronica	Reflection & Next Steps

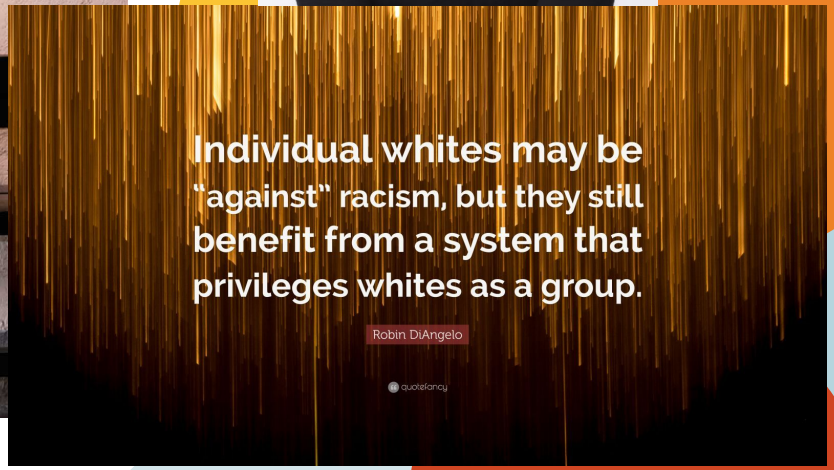
Racial Equity Committee: Core Group

Adena Goldfarb Community Partner	**Catalina Rodriguez** Parent (TK-5) & Community Partner	**Damani McArthur-Milton** ARUSD Employee (6-8)	**Danny Sanchez** Community Partner
Flor De Leon-Jacobo Parent (6-8) & Community Partner	**Joseph Manluco** ARUSD Employee (TK-8)	**Kasturi Basu** ARUSD Employee (TK-5)	**Michael The** ARUSD Employee (6-8)
Selena Ramirez Community Partner	**Vanessa Kerr** ARUSD Employee (6-8)	**Winnie Shih** Parent (6-8) & Community Partner	**Jason Sorich** District Liaison

Quotes Carousel



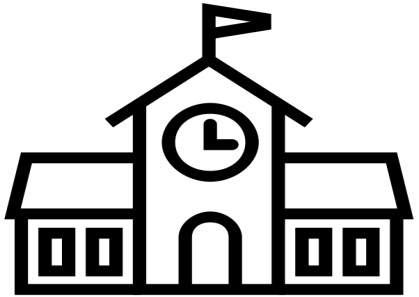




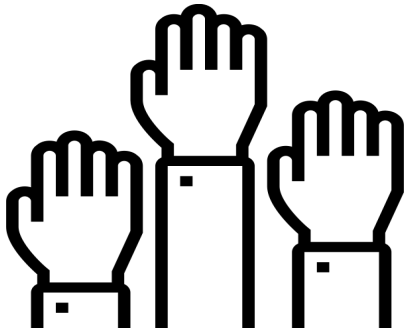
Panorama Education Survey Data

Questions to Ponder:
What do I notice?
What do I wonder?

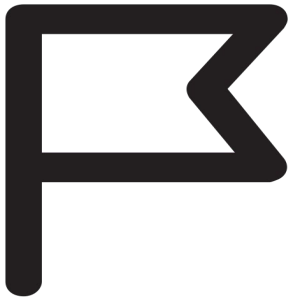
Fall 2020 SEL & Equity and Inclusion Survey Program In Alum Rock



~29 Schools



~2,900 Students



~6 Topics

What Topics Did We Ask Students About?

Student Climate Survey

1. Knowledge and Fairness of Discipline, Rules and Norms

2. Climate of Support for Academic Learning

3. Sense of Belonging (School Connectedness)

4. Safety

5. Diversity and Inclusion*

6. Cultural Awareness and Action*

**This topic was asked only of secondary students, not elementary students.*

Who did we hear from overall?

Alum Rock Union Elementary School District	49.4% - 2886/5837

Who did we hear from 3-5?

Elementary Student Survey

1,528 responses | hide breakdown

Save as P

What is your race or ethnicity? (Please pick only one answer)

Subgroup with no data	51	3%
American Indian or Alaska Native	42	3%
Asian	168	11%
Black or African American	76	5%
Hispanic or Latino	706	46%
Filipino	104	7%
Native Hawaiian/Other Pacific Islander	25	2%
White	149	10%
Two or more races/ethnicities	207	14%

What grade are you in?

Subgroup with no data	25	2%
3rd grade	482	32%
4th grade	507	33%
5th grade	505	33%
Confidentiality protected	9	1%

Are you male or female?

Subgroup with no data	21	1%
Male	641	42%
Female	717	47%
I'd rather not say.	149	10%

Student Gender

f	808	53%
m	720	47%

Student Grade Level

03	502	33%
04	513	34%
05	513	34%

Student Race

Asian	294	19%
Black or African American	18	1%
Hispanic	1,155	76%
Two or more races	22	1%
White	29	2%
Confidentiality protected	10	1%

Student self-selected identify markers are in orange.

Who did we hear from 6-8?

Secondary Student Survey

1,358 responses | hide breakdown

Save as PI

Are you male or female?

Subgroup with no data	4	0%
Male	646	48%
Female	650	48%
I'd rather not say.	58	4%

What is your race or ethnicity? (Please pick only one answer)

Subgroup with no data	9	1%
American Indian or Alaska Native	10	1%
Asian	144	11%
Black or African American	31	2%
Hispanic or Latino	892	66%
Filipino	56	4%
Native Hawaiian/Other Pacific Islander	12	1%
White	30	2%
Two or more races/ethnicities	174	13%

What grade are you in?

Subgroup with no data	2	0%
6th grade	441	32%
7th grade	428	32%
8th grade	482	35%
Confidentiality protected	5	0%

Student Gender

f	696	51%
m	662	49%

Student Grade Level

06	441	32%
07	431	32%
08	486	36%

Student Race

Asian	206	15%
Black or African American	12	1%
Hispanic	1,094	81%
Two or more races	18	1%
White	15	1%
Confidentiality protected	13	1%

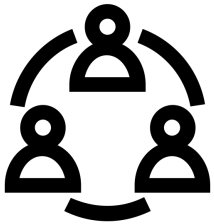
Student self-selected identify markers are in orange.

Why This Matters

Social Emotional Learning and **Attendance**

DID YOU KNOW?

Highly engaged students are **57% less likely** to be **chronically absent** in school than students who report low engagement.



Social Emotional Learning and **Behavior**

DID YOU KNOW?

Students who report low Social Awareness are **2.5x more likely** to have one or more **behavior incidents** than students who report high Social Awareness.



Social Emotional Learning and **Coursework**

DID YOU KNOW?

Students who report high Self-Management are **75% less likely** to face **failing grades** than students who report low Self-Management.



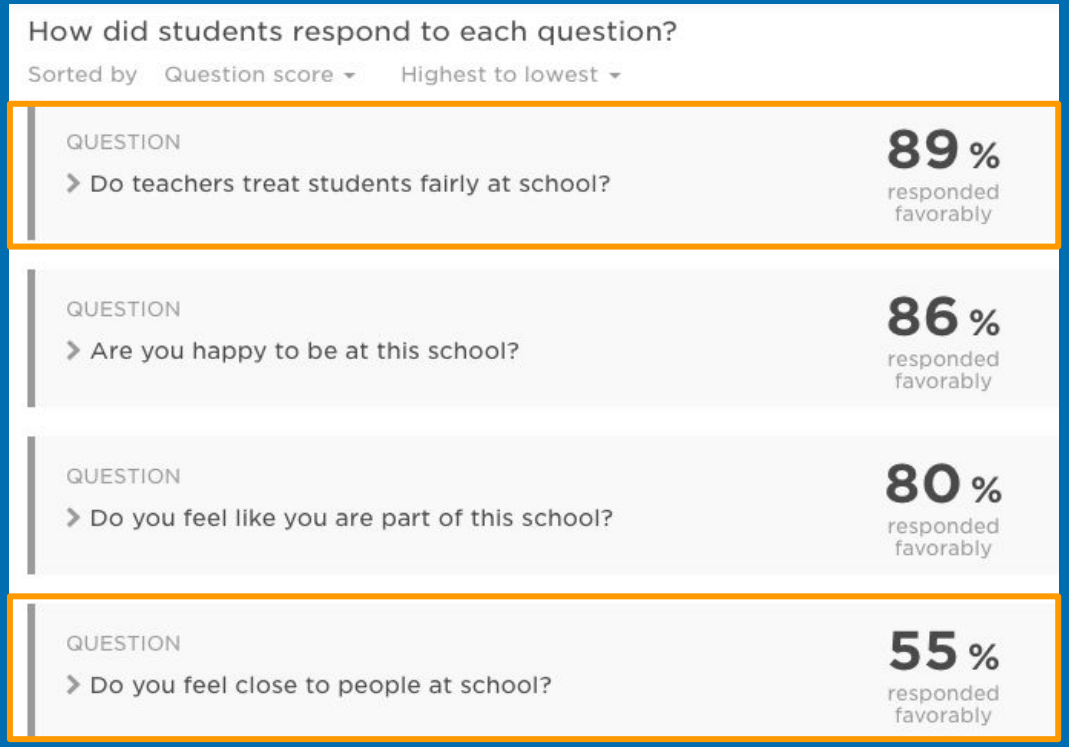
Source: https://go.panoramaed.com/sel-abc-research

Data Insights

- School Culture & Climate (Student)
  - Sense of Belonging
  - Cultural Awareness & Action
    - Cultural Awareness & Action (Staff)
  - Diversity & Inclusion

School Culture & Climate

Sense of Belonging (School Connectedness) | Grades 3-5



School Culture & Climate

Sense of Belonging (School Connectedness) | Grades 6-8

QUESTION	
The teachers at this school treat students fairly.	81% responded favorably
I am happy to be at this school.	72% responded favorably
I feel like I am part of this school.	65% responded favorably
I feel close to people at this school.	52% responded favorably

School Culture & Climate

Cultural Awareness & Action | Grades 6-8

How often students learn about, discuss, and confront issues of race, ethnicity, and culture in school

QUESTION	
How well does your school help students speak out against racism?	**71%** responded favorably
How confident are you that students at your school can have honest conversations with each other about race?	**59%** responded favorably
How often do teachers encourage you to learn about people from different races, ethnicities, or cultures?	**56%** responded favorably
How often do you think about what someone of a different race, ethnicity, or culture experiences?	**44%** responded favorably
At your school, how often are you encouraged to think more deeply about race-related topics?	**43%** responded favorably
How often do students at your school have important conversations about race, even when they might be uncomfortable?	**21%** responded favorably

PANORAMA EDUCATION

Stakeholder Involvement (Staff)

Cultural Awareness & Action (Adult Focus)

How well a school supports staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture

QUESTION

> How often do you think about what colleagues of different races, ethnicities, or cultures experience?

43% responded favorably

QUESTION

> How well does your school help staff speak out against racism?

42% responded favorably

QUESTION

> At your school, how often are you encouraged to think more deeply about race-related topics?

31% responded favorably

QUESTION

> When there are major news events related to race, how often do adults at your school talk about them with each other?

23% responded favorably

QUESTION

> How often do adults at your school have important conversations about race, even when they might be uncomfortable?

14% responded favorably

PANORAMA EDUCATION

School Culture & Climate

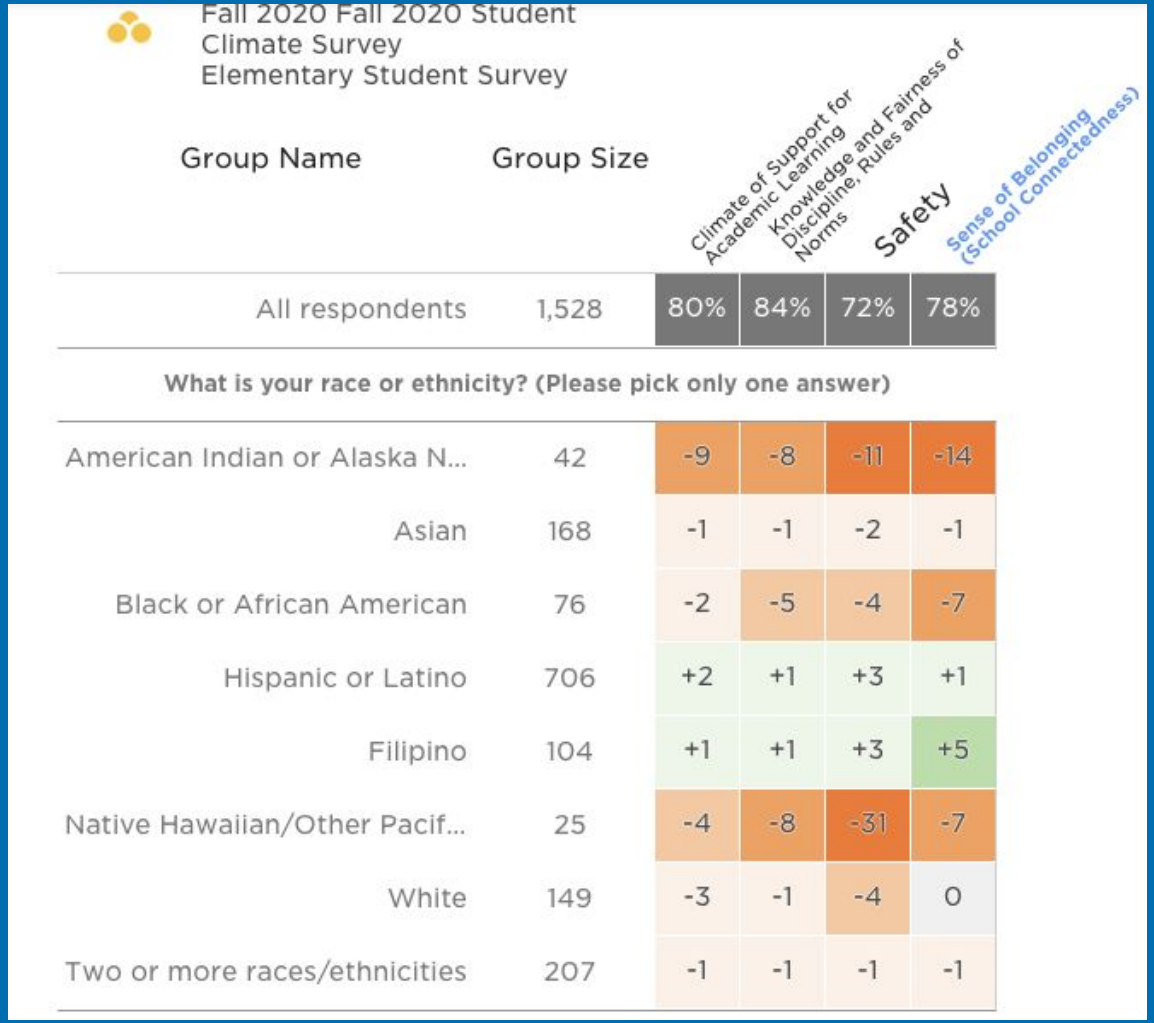
Diversity and Inclusion | Grades 6-8

How diverse, integrated, and fair school is for students from different races, ethnicities, or cultures

QUESTION How fairly do adults at your school treat people from different races, ethnicities, or cultures?	**88%** responded favorably
QUESTION How fairly do students at your school treat people from different races, ethnicities, or cultures?	**82%** responded favorably
QUESTION At your school, how common is it for students to have close friends from different racial, ethnic, or cultural backgrounds?	**73%** responded favorably
QUESTION At your school, how often do students from different races, ethnicities, or cultures hang out with each other?	**70%** responded favorably
QUESTION How often do you spend time at school with students from different races, ethnicities, or cultures?	**67%** responded favorably

PANORAMA EDUCATION

Comparing Groups
Grades 3-5



Fall 2020 Fall 2020 Student Climate Survey
Elementary Student Survey

Group Name	Group Size	Climate of Support for Academic Learning	Knowledge and Fairness of Discipline, Rules and Norms	Safety	Sense of Belonging (School Connectedness)
All respondents	1,528	80%	84%	72%	78%
What is your race or ethnicity? (Please pick only one answer)					
American Indian or Alaska N...	42	-9	-8	-11	-14
Asian	168	-1	-1	-2	-1
Black or African American	76	-2	-5	-4	-7
Hispanic or Latino	706	+2	+1	+3	+1
Filipino	104	+1	+1	+3	+5
Native Hawaiian/Other Pacif...	25	-4	-8	-31	-7
White	149	-3	-1	-4	0
Two or more races/ethnicities	207	-1	-1	-1	-1

Comparing Groups
Grades 6-8

Group Name	Group Size	Climate of Support for Academic Learning	Cultural Awareness and Action	Diversity and Inclusion	Knowledge and Fairness of Discipline, Rules and Norms	Safety	Sense of Belonging (School Connectedness)
All respondents	1,358	87%	49%	75%	82%	71%	68%
What is your race or ethnicity? (Please pick only one answer)							
American Indian or Alaska N...	10	-8	+11	+3	+6	-1	0
Asian	144	+2	-2	+3	-2	+2	-2
Black or African American	31	+3	+7	-7	+4	-1	+3
Hispanic or Latino	892	0	+1	0	+1	-1	+1
Filipino	56	+5	+2	+3	0	+5	0
Native Hawaiian/Other Pacif...	12	-1	+9	+15	-7	+11	+11
White	30	-6	+3	-7	-12	+1	-2
Two or more races/ethnicities	174	-3	-7	-3	-3	-1	-7

What are two things that this school could do to improve?

3-5th



6-8th



What are two things that this school could do to improve?

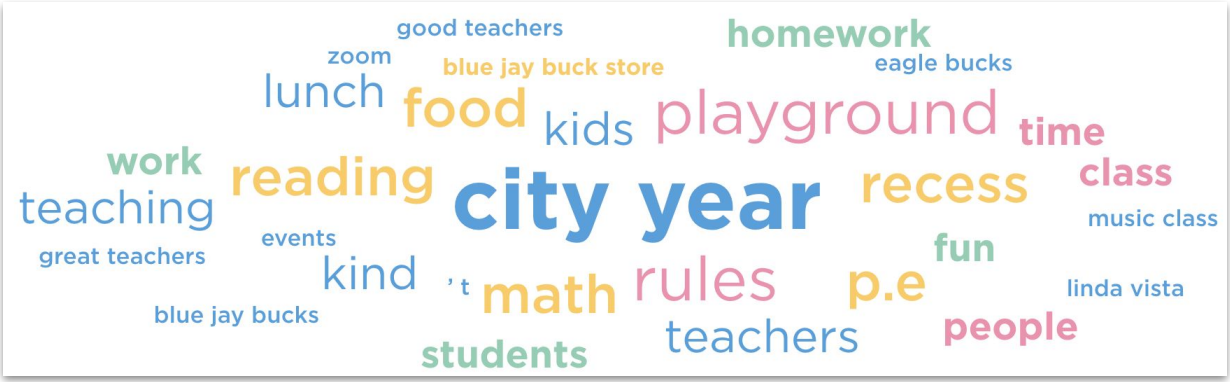
1. They can put mental health first and provide more social and emotional support. 2. The school can help focus more on careers and the **students** ' future jobs.

Some **teachers** are already on this, but maybe for attendance put their pronouns or put the name trans **people** prefer and not dead name, my friend had a breakdown because he just wanted to stop being called his dead name, they are trans. I can' **t think** of a second **improvement** , because otherwise our school is doing very well.

For me probably helping out **people** with bullying like calling parents and finding the source for the bully's behavior- even though I have personally never been bullied as far as I remember. Make it easier for **people** who don't speak English to communicate like putting someone who speaks that language next to them so they could learn for example.

What are two things that this school does well that it should continue?

3-5th



6-8th



What are two things that this school does well that it should continue?

Two things in this school that does well the first thing is the **teachers** in the school because they are helping our mind grow and grow every single grade.The second thing is **city year** because they help you get extra **work** and play on the **playground** when its **Fun** Friday and they let you play with stress toys when you are stressed.

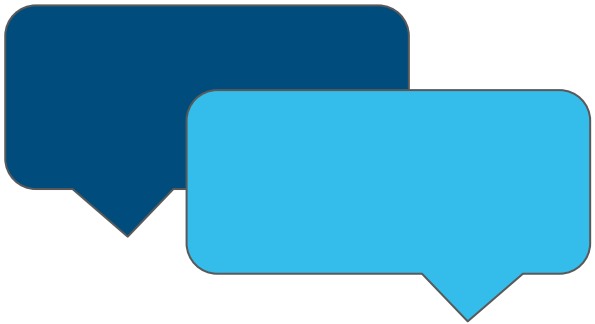
The **teaching** is one of my favorites, I love how my **Teachers** try there hardest to help us learn. I also like about my school that Everyone treats each other with the same rights.

Providing for those who go to school with low-income, they provide a lot for those who cant really provide for themselves. Communication is also really well, I suppose. When someone needs to get into contact with the administrators then they genuinely just contact the office and they answer very quickly.

1. Having an organized schedule, it really **helps** me remember the schedule easier. 2. Providing resources for **students** , it is really helpful for **students** that can't afford to go to the store because of the **pandemic** .

Enriching our Understanding

- What did you **notice**?
- What did you **wonder**?
- How could engagement with student perception of equity and inclusion **drive your school or district's strategic focus on** equity and inclusion?
- What could it look like to **invite students back into the planning** of next steps?



REC Next Steps

- Partner with district leaders to take action on Panorama Education data
- Meet as a REC Core Group (Meeting #3): April 20, 5:00-6:30pm
- Save date for Student Townhall: May 18, 2021, 6:00-7:00pm

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