

Oakland Unified School District
Reparations Resolution

BLACK THRIVING PLAN



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

In response to the Reparations Resolution passed January 2021, OUSD has designed this outline of the 2022 Black Thriving Plan.

One of the first of its kind for a school district in the United States, this plan is a guide and tool that will help us create better experiences and results for Black students and families in OUSD.



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The Black Thriving Plan builds on the organizing legacy of Black Oaklanders. This plan is the continuation and result of efforts that began years ago. Post civil-rights era organizing to support Black Oaklander's public education experience are our legacy.



Almost 50 years since this work started—and thanks to the momentum created by the Reparations for Black Students campaign and continued efforts of the OUSD Reparations Initiative—the OUSD Board of Education adopted the Reparations for Black Students Resolution in March 2021.

HOW DID WE GET HERE?

1970

Dr. Marcus A. Foster becomes Oakland's first Black superintendent with a vision of community schools that serve the needs of children and their families.

1973

Dr. Foster assassinated.

Black Panther Party leader Ericka Huggins helped launch the Oakland Community School, and served as its Founding Director.

2009

In 2009, the District's groundbreaking Office of African American Male Achievement opened, making OUSD the first district in the country to focus specifically on the success of Black boys.

2017

The Reparations for Black Students in Oakland Campaign was launched, with 200 Black students, teachers, family members, and staff attending listening sessions. People raised their voices about harsh discipline, anti-Black bias, and academic tracking all impacting Black students in Oakland.

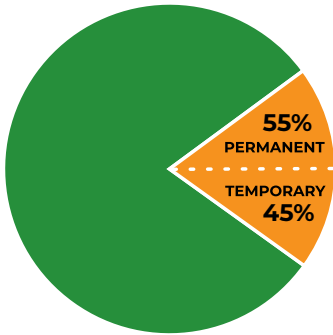
2020

OUSD took a step toward stopping the harm to Black students and families by following the community-based leadership of the Black Organizing Project (BOP) and adopting the George Floyd Resolution to eliminate the District's police department and to reinvest in school culture and safety.



INEQUITIES FACING BLACK STUDENTS

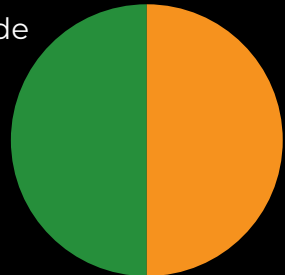
Trends in attendance, academic performance, enrollment, and disciplinary data all make it clear that we are not serving our Black students well.




As of the 2018-19 school year data, **22%** of OUSD employees are Black. Of the Black OUSD staff members, nearly half hold temporary positions.

From 2018-20, Black students made up at least **50% of out-of-school suspensions**, but only roughly **20% of student population**.

At least **50%** of Black students in grade K-5 are **reading below grade level**. The number of Black students below grade level is much higher in the higher grades than lower grades, which means the problem continues to get worse while they're in OUSD.





The data makes clear that Black students are entering the district having already been less prepared than their peers.

The percentage of Black students in OUSD is less than half of what it was in 2020.

We understand that this is a problem bigger than our school district alone. That means we have to work even harder to support our Black students.

“

Our reparations work gives us another opportunity to build on our collective will to do better for Black students, families, and educators in our system. As a mother of two students, and a Superintendent who was born and raised in East Oakland, I know that my own experiences in this system are layered and complex. I also know they are likely similar to many other stories. And I know, beyond a doubt, that they are all crucial to our healing and growth. This is why I want to hear from you. We are committed to listening and learning from the diverse stories and experiences among current and past Black OUSD community members. We can and must do better for all of our students, including all of our Black students.

”

KYLA JOHNSON-TRAMMELL

Superintendent, OUSD Parent, OUSD Graduate

A young Black girl with her hand raised in a classroom. She is wearing a pink hoodie with the words "SHINE" and "STAR" visible. The background is a blurred classroom setting with bookshelves.

WHAT DOES A BETTER FUTURE LOOK LIKE... TO THE DISTRICT? TO THE COMMUNITY?

“Our district’s vision is to ensure that Black students, families, and educators experience a high-quality system of care and learning that results in equity, justice, and opportunities for all.”

**- Kyla Johnson-Trammell,
Superintendent**

CONSTRUCTS STRATEGIES

Physically &
Emotionally Healthy

Focus on stable housing, healthy meals, and social-emotional learning

Empowered &
Engaged

Focus on strong relationships and open and accessible communication—between families and the district, and between families and other families

Sense of Safety &
Belonging

Focus on programming that centers Black people creating more access to school and resources, and working with families to co-create engagement plans

Academically
Prepared

Focus on more access to Black educators across all subjects, and preparation for college and/or career.

Loved & Affirmed

Focus on providing all students and staff more education on Black history and culture, and on anti-Black racism.

Rich & Diverse
Learning
Experiences

Focus on expanding students' learning experiences beyond just academics, including life skills, arts, and local history and culture.

COMMUNITY VOICE

Between October and December of 2021, we welcomed over 250 community members across five listening sessions, where attendees shared their personal experiences within OUSD. The following input guided our work.



“Reparations looks like imagining a system that loves, empowers, and supports Black students.”

“JOY AND LAUGHTER

“Understand my culture and encourage me to be my best self.”

“I don’t think you can have an official decide on what a community needs. It can’t come from the outside, it needs to come from the inside.”

“Administration is accountable for their mistakes.”

“When the walls are full of color and art the environment feels safe.”

“NO POLICING”

“Facilities are clean from lead, mold, and dirty bathrooms.”

“Representation of Black teachers and providing Black cultural content in the school curriculum/textbooks.”

“Black students should be taught the strength of their ancestors and a history that begins significantly before chattel slavery.”

“NUTRITIONAL FOOD”

OUR THEORY OF CHANGE

WE ACKNOWLEDGE...

OUSD has a responsibility to stop perpetuating anti-Black racism. We must acknowledge our past actions—and lack of action—that have caused harm to Black students, families, and educators.

We must commit to a present and future that repair harm and create conditions that allow all Black OUSD community members to thrive.

WE AFFIRM...

Antiracist, healing-centered systems change requires collaboration, truth-telling, and repair. We invite and listen to the voices of Black students, families, educators, community members, and OUSD system partners. Our work to dismantle anti-Black racism in Oakland public schools responds to the desires and visions of our extended community.

WE HAVE FORMED...

A Black Students and Families Thriving Task Force to name priorities and make recommendations for system-wide solutions that support Black OUSD community members to thrive academically, mentally, physically, and spiritually. The Task Force will monitor OUSD through 2026 to make sure we do what we say we'll do to keep improving structures, policies, practices, resource allocation, and governance from 2021-2026.

WE WILL...

Eliminate structural anti-Blackness within OUSD and rebuild systems that create conditions to consistently ensure all Black students, families, and educators are thriving.





HOW WE'LL GET THERE

PHASE I: APR 2021 to JAN 2022

- Develop the infrastructure for 5-year implementation
- Bi-Monthly Task Force Meetings
- Quarterly Board Reports
- Development of Thriving Plan, Indicators and Fund

PHASE II: Jan 2022 to Dec 2023

- Analyze Barriers to Black Students Thriving
- Design solutions
- Reparations Road Show to share progress with community and invite feedback
- Quarterly Task Force Meetings
- California Healthy Kids Survey (CHKS Experience)

PHASE III: Jan 2024 to 2026

- Develop and Practice Advocacy Measures
- Implement Healing-Centered, Anti-Racist Interventions
- Hold the System Accountable
- Advocate for Students

THRIVING FUND

WHAT WE'VE DONE

Established a work group that meets regularly and has included Task Force members and community members comprising philanthropy, district, campaign and community partners.

Higher level of clarity of path forward to move forward with coding existing resources.

Concerted push to better articulate the current investments allocated to Black students, families and educators.

WHAT WE'VE LEARNED

Understanding of the internal landscape re: strategies and funding for Black students (certainly opportunities, but more so the challenges that currently exist)

Understanding the capacity of community partners to contribute to fundraising and building partnerships with philanthropy.

Understanding the importance of leveraging the broader ecosystem of Black-led businesses, leaders, community organizations, etc.

We're all invested in figuring out what a Black community school model can look like to provide whole-child/holistic (which one?) programs and support for student success.

WHERE WE'RE HEADED

Updated SPSA Process (22-23)

Linked Document Providing Site-Based Guidance (developed spring 22)

Site Black Reparations Committee (SBRC) Formation

Continued research and learning to inform strategy, implementation and improvement.

WE GOT THIS FAR TOGETHER...

We're grateful to every member of our community who's raised their voice and invested their time in support of this work!

WE'VE GOT TO KEEP GOING TOGETHER.

"In the fall of 2021, we held numerous virtual and in-person engagement opportunities. We will continue to listen with care so that your stories directly inform the recommendations made by the Black Students and Families Thriving Task Force. These recommendations will lead the way to the changes we need to stop the cycle of harm in OUSD and instead cultivate the promise of every single Black scholar in the district."

Kyla Johnson-Trammell, Superintendent

JOIN US ON THE JOURNEY...

One key element of our work in Phase 2 is the Reparations Road Show. We'll travel around to different community sites to share our progress so far, and to invite community ideas on how to move forward. We listened to community input from listening sessions and promised we would keep the community engaged as we continue the work. The Road Show is our effort to deliver on that promise.

Keep your eyes on our website to catch us at one of our stops!

www.ousd.org/reparations

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