

# Advancing Equity Through Meaningful Family Engagement



Leadership Institute  
Summer 2020

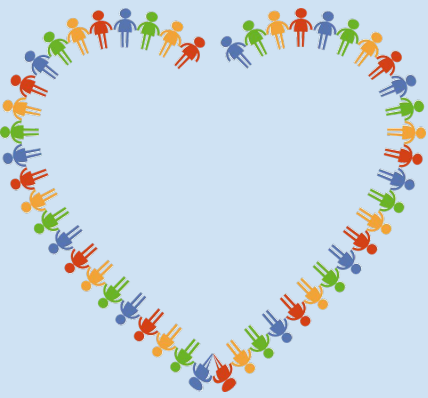
# ZOOM Logistics

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**Chat box** when you log in, throw a shout out to your school/department and say Hi!

## **When presentation begins:**

Make sure you're muted, unmute yourself to speak



# Community Agreements

- **Honor the time** – no sidebars in chat, technology aligned to meeting purpose, start & end on time
- **Act as a collective body** – honor confidentiality when someone shares a personal story
- **Check for understanding** – surface assumptions
- **Share divergent views** – value as learning opportunity
- **Celebrate successes and each other's contributions**

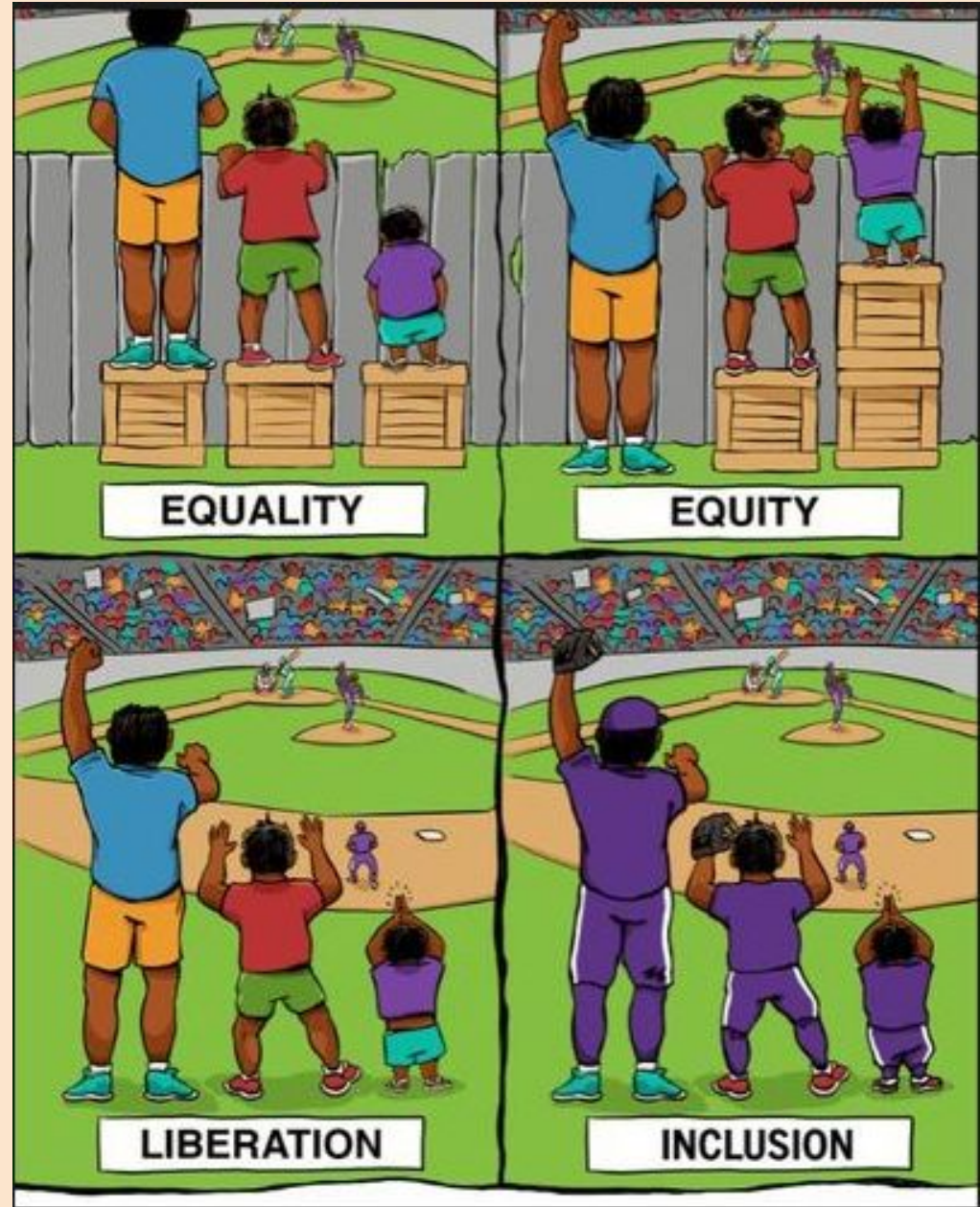
## ***What is Equity?***

*Just and fair inclusion.*

*An equitable society is one in which all can participate and prosper.*

*The goals of equity must be to create conditions that allow all to reach their full potential.*

*Equity creates a path from hope to change.*

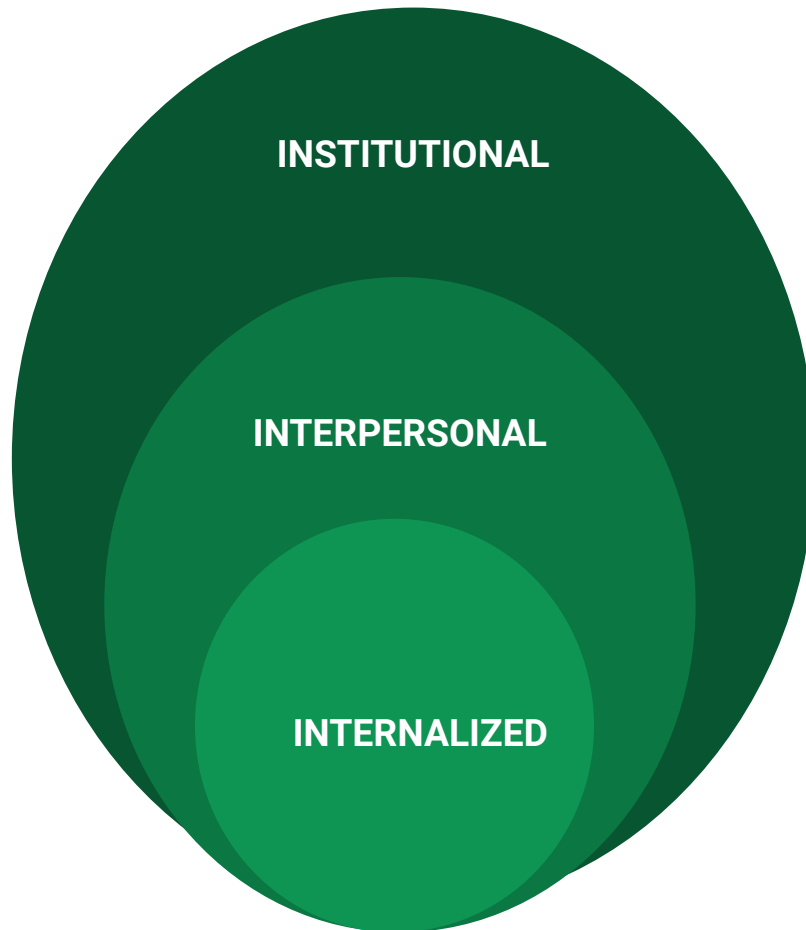


# What is the Deficit Thinking Paradigm?

(Z. Hammond)

“While operating from a deficit thinking paradigm, educators and policymakers believe that culturally and linguistically diverse students fail in school because of their own deficiencies or because their families don’t value education, not because of social inequities, unfair school policies, or different treatment in the classroom. There is an ill-informed belief that a students’ failures are family dysfunction. This deficit perspective suggests that efforts to improve academic achievement should focus on “fixing students” (i.e. improving test taking skills) rather than shifting the school culture to support intellectual academic potential. As a result, teachers’ deficit-oriented attributions of student performance influence their instructional decision making, resulting in giving students less opportunity for engaging curricula, interesting tasks, and culturally congruent ways of learning.”

# 3 Layers of Systemic Bias



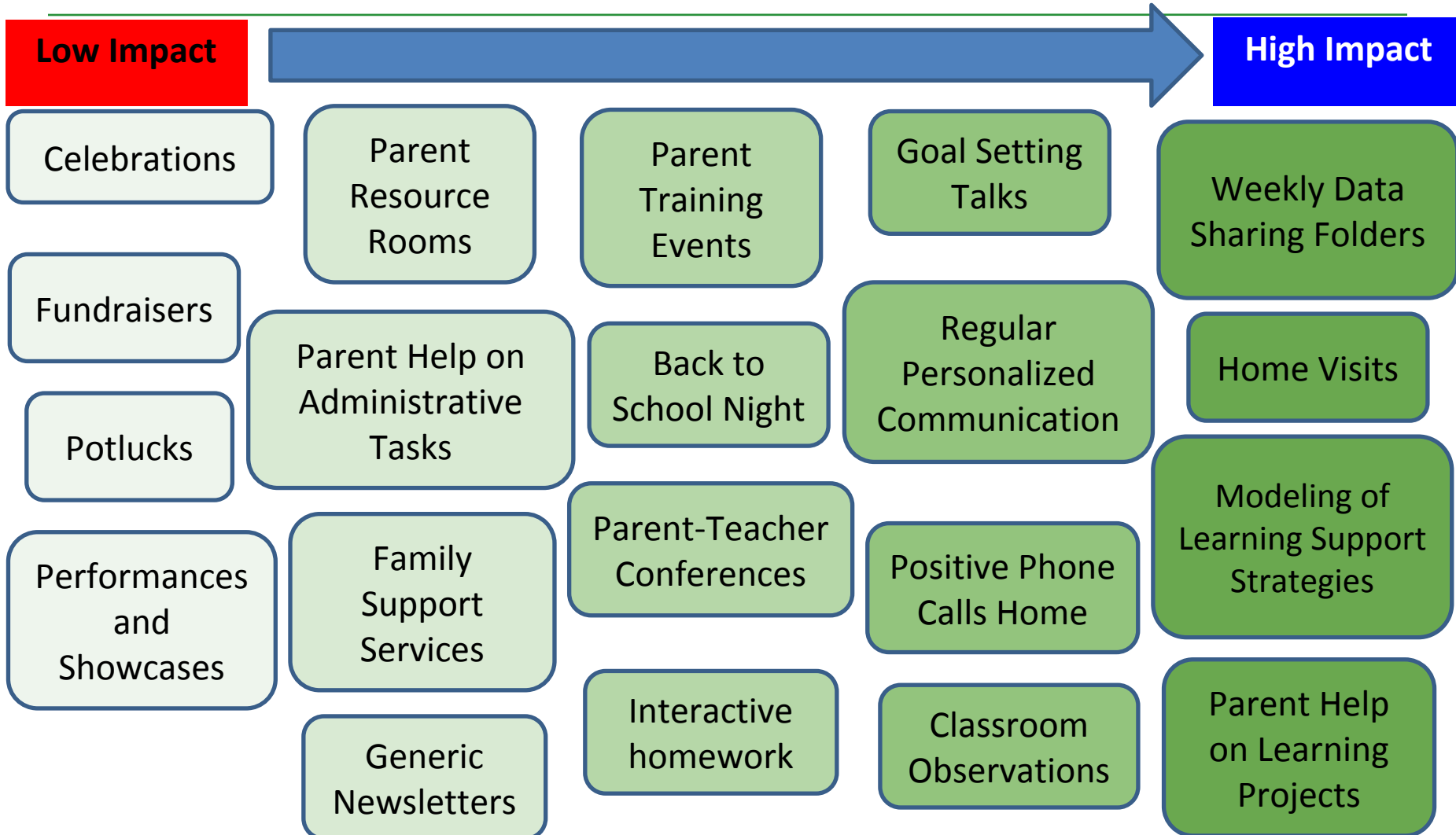
- Internalized - manifestation of bias within oneself
- Interpersonal - manifestation of bias between people
- Institutional - manifestation of bias within organizations, groups, education system, legal system, etc



# Black Lives Matter

- Racial Justice Movement to disrupt and eradicate racism
- George Floyd Resolution (OUSD)
- Racial Justice Task Force (OUSD)
  - [Resources and guides](#) for leading conversations and ongoing reflection on educator practices

# USDOE Framework: Family Engagement Should be Relational, Build Capacity of Families And Staff, And Be Linked to Learning





# Anti-Racist Partnership Mindset:

## *Core Beliefs*

- ❑ All parents have dreams for their children and want the best for them.
- ❑ All parents can support their children's learning.
- ❑ Partnerships with families are essential to academic achievement.
- ❑ The responsibility for building partnerships between school and home rests on *all staff*, including the principal.



# Equity Learning Questions for Educators

- *How do I make the invisible VISIBLE?*
- *How do I build empowering narratives of my students and families?*
- *How do I counter deficit thinking?*
- *How do I integrate my student and families' cultural and linguistic assets with learning?*

# Building Parent & Community Partnership for Learning and Continuous Improvement

We must build up parent and educator capacity across the district for partnership.  
We start from the same base – engaged parents and students.

## Family & Student Engagement



I am involved in my/my child's education.



I am involved in my/my child's school.



I am involved with the broader school community .



I am involved district-wide, city-wide, community-wide.

LCAP

## Community Engagement

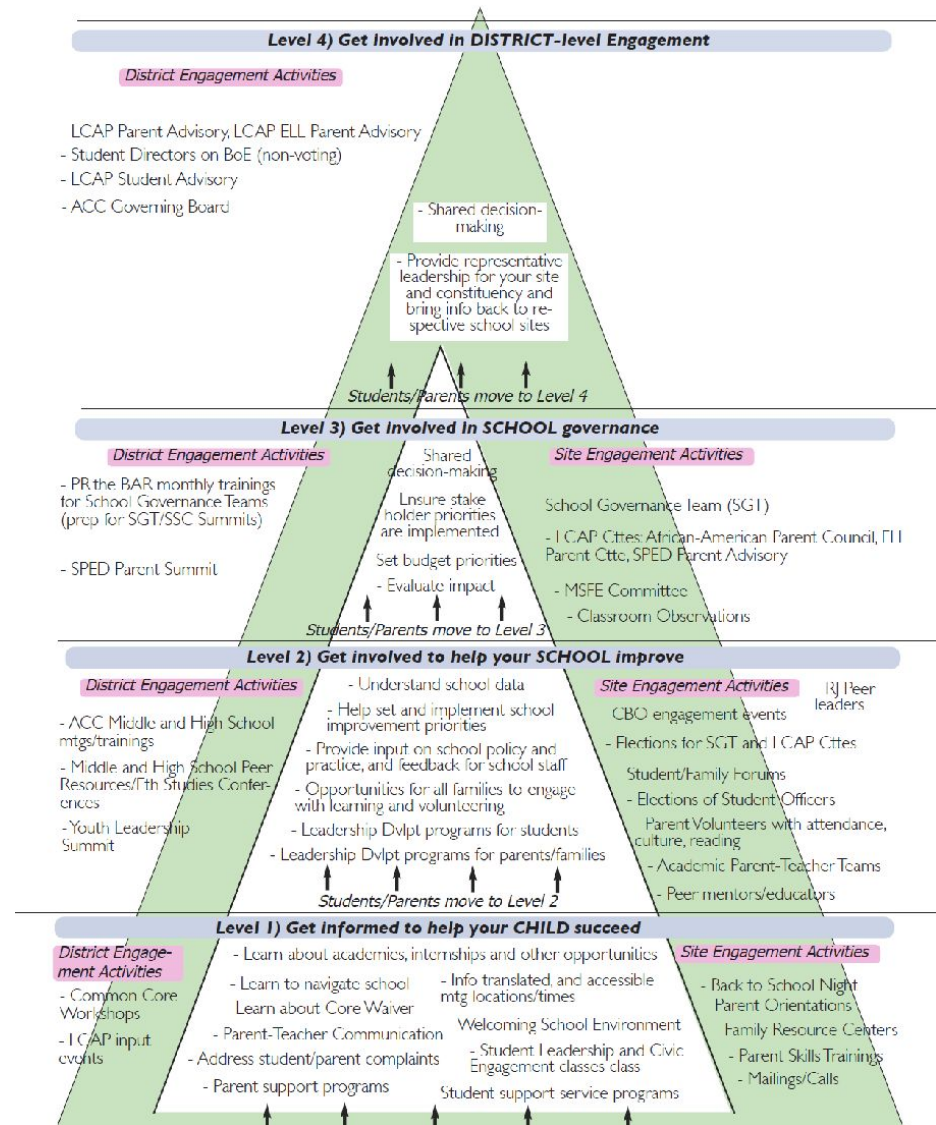
# OUSD Family Engagement Theory of Action

**Level 3: Site Level Opportunities for Decision Making**

**Level 2: Site Level Opportunities for Parent Leadership and Volunteering Linked to Learning**

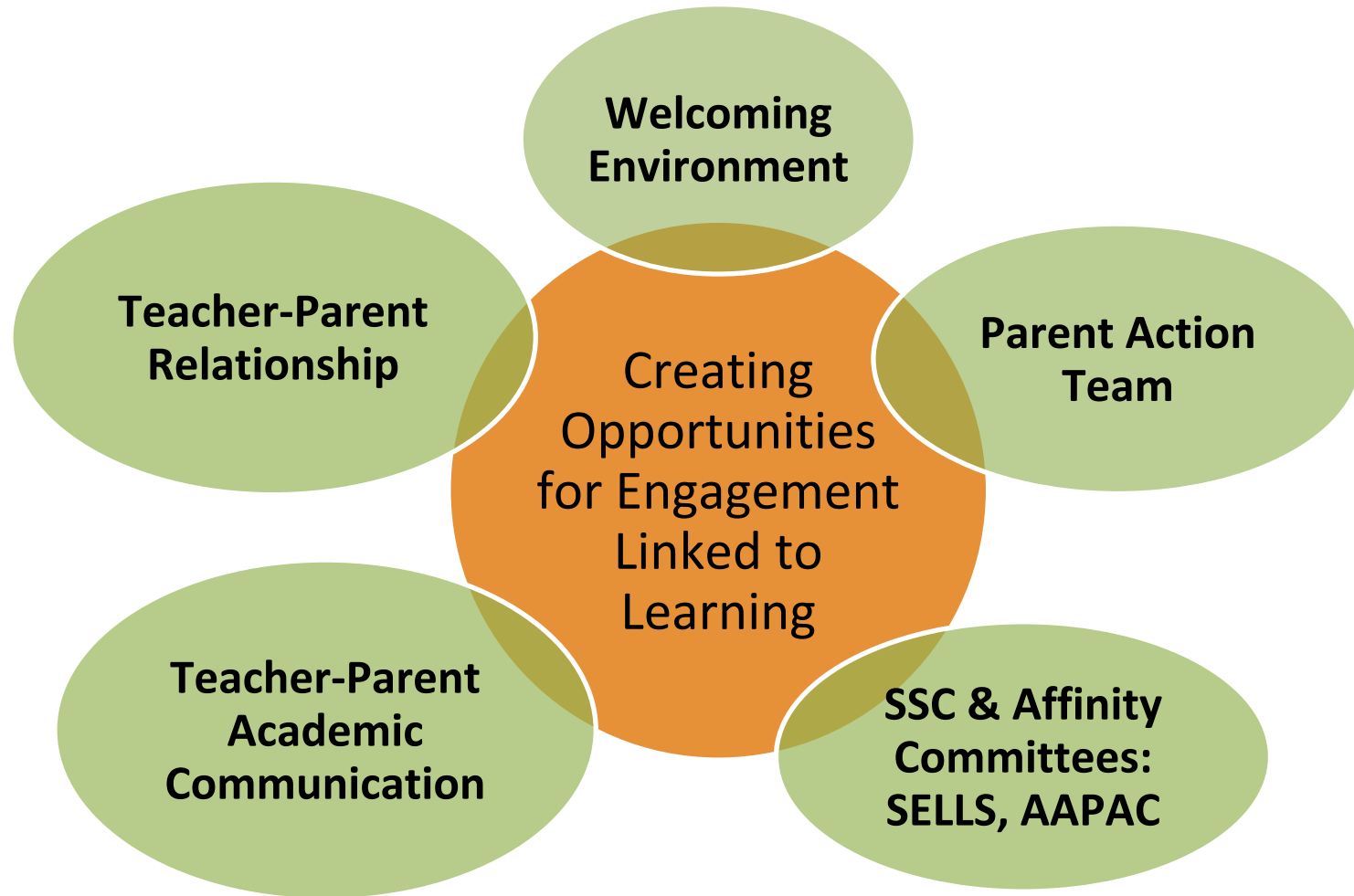
**Level 1: Site Level Opportunities for Parent-Teacher Partnership**

**Foundation: Welcoming Environment & Partnership Mindset**



# Setting up Conditions for Success

## Building Our Site Based Family Engagement Infrastructure



Setting up Condition for Success  
Building Our Site Based Family Engagement Infrastructure

**How do we set up conditions for  
partnership virtually?**

# Welcoming Environment

- How are you planning to welcome your students and families virtually?
  - Emails
  - Website (*info for families that is updated*)
  - Phone calls (*from teachers*)
  - Texts (*from teachers, from school*)
  - Mail (*postcards, etc*)

\*Make sure to use engagement opportunities to recruit volunteers, especially at the beginning of the year

# Welcoming Environment

- How are you planning ongoing communication with families? How often and for what purpose?
  - Newsletters via email (*general updates and info*)
  - Coffee with the principal on zoom (*Set up for different languages*)
  - Community meetings via zoom (*language centered*)
  - Classroom meetings via zoom
  - Room parents who can help with calls, emails and texts



# Teacher/Parent Relationship & Academic Communication

- How are we creating systems and structures for parent/teacher communication?
  - Mode of Communication;
    - [“home visits”](#) (*zoom or in person*)
    - calls home
    - emails to families and students
    - texts (TalkingPoints/FasTalk)
  - Frequency and purpose of communications
    - Welcome/Relationship Building
    - Information about DL program and expectations
    - Regular check-ins about student progress

# OUSD Family Central

One place for ESSENTIAL family information.





# Staff Contact Information

## Office of Equity Meaningful Student and Family Engagement Team

Network 2: K-8 Regional Family Liaison: [Arcelia.Gonzalez@ousd.org](mailto:Arcelia.Gonzalez@ousd.org)

Network 3: K-8 Regional Family Liaison: [Samantha.Fenwick@ousd.org](mailto:Samantha.Fenwick@ousd.org)

Network 4: K-8 Regional Family Liaison: [Karina.Najera@ousd.org](mailto:Karina.Najera@ousd.org)

Middle School: Regional Family Liaison: [Munera.Mohsin@ousd.org](mailto:Munera.Mohsin@ousd.org)

High School: Regional Family Liaison: [Nicole.Wiggins@ousd.org](mailto:Nicole.Wiggins@ousd.org)

School Governance Specialist: [Sara.Nuno@ousd.org](mailto:Sara.Nuno@ousd.org)

Student Engagement Liaison: TBD

Executive Director: [Raquel.Jimenez@ousd.org](mailto:Raquel.Jimenez@ousd.org)

[Professional Development Menu](#)

Website: [www.ousd.org/familyengagement](http://www.ousd.org/familyengagement)

Resources: [www.ousdfamilytoolkit.org](http://www.ousdfamilytoolkit.org)

# Community Schools, Thriving Students



**Thank you!**  
**¡Gracias!**  
**شكرا لكم!**



**OAKLAND UNIFIED  
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