

DEI Update: Supports and Actions for Black/African American Student Success

May 15, 2024

VISION

NUSD will provide an engaging and safe learning community where all students will demonstrate responsibility, achieve academic and social-emotional growth, embrace diversity, and are prepared to make decisions about their college and career success.

CORE VALUES

CORE VALUE

We value learning and achievement for each of our students.



CORE VALUE

We value diversity, equity, and inclusion.



CORE VALUE

We value our families as partners in the education of their students.



CORE VALUE

We value our committed, collaborative, caring, and exemplary employees.





DISTRICT GOALS

- ★ **1. Maximize Academic Growth, Responsibility, and Achievement for Each Student**
- ★ **2. Cultivate the Social-Emotional Well-Being of Each Student**
- ★ **3. Create a Safe, Engaging Environment Where Students Connect to School**
- ★ **4. Engage Parents and Families to Support Student Success**
- ★ **5. Hire, Train, and Retain High-Quality Staff**



Objectives

Tonight's presentation is a 6-month update on our analysis of our data and intentional actions to support Black/African American students' success and to share NUSD's Diversity, Equity, and Inclusion (DEI) work in our district. The presentation will include a review of:

- Data & Metrics
- Literacy Supports Tier I and Tier II
- Results-Driven Investments and Budgets in 23-24 and 24-25
- Program & Scope
- Recognizing our partners for supporting the DEI plan and our Black/African American students
- Next Steps and Approval of Expenditures



Results-Driven Investments & Budgets



CAASPP

Percentage of Students Who Met or Exceeded Standards

Year	ELA		Math	
	All Students	Black/African American Students	All Students	Black/African American Students
2016-2017	43%	24%	33%	14%
2017-2018	48%	29%	35%	16%
2018-2019	50%	29%	37%	17%
2021-2022	44%	26%	29%	12%
2022-2023	41%	22%	28%	11%

Note: The CAASPP assessment was not administered in 2020 or 2021



Mobility

Percentage of Students Who Stay in NUSD Schools		
Student Group	12th Graders who were with NUSD in Kindergarten	12th Graders who were with NUSD in 8th Grade
All Students	29% (292/997)	47% (471/997)
Black/African American	25% (43/173)	50% (86/173)



Graduation & A-G Rates

Percentage of Students Who Stay in NUSD Schools

Student Group	Graduation Rate (2023)	A-G Rate (2023)
All NUSD Students	94.3%	67.9%
Black/African American Students - <u>NUSD</u>	91.0%	50.7%
Black/African American Students - <u>Sacramento County</u>	70.9%	35.9%
Black/African American Students - <u>California</u>	77.9%	42.6%



Advanced Placement (AP)/ International Baccalaureate (IB) Enrollment & Pass Rates

Percentage of Students in 9th-12th grade that are enrolled in AP/IB

Student Group	2021-22	2022-23	2023-24
All NUSD* Students	31%	30%	33%
Black/African American Students - NUSD*	18%	20%	20%

Percentage of AP/IB Students in 9th-12th grade that passed one or more AP/IB exams

Student Group	2020-21	2021-22	2022-23
All NUSD* Students	38%	45%	48%
Black/African American Students - NUSD*	13%	23%	26%

**Includes Leroy Greene Academy*



Intentional Investments to Support this Work

Funding Source	Types of Support	Amount Allocated
Learning Recovery Emergency Block Grant (LREBG)	• NUSD Writing Initiative • Co-teaching TOSAs • Intervention Pilots: Amira, SIPPS, Read 180	\$8,624,082
Arts, Music, Instructional Materials (AMIM)	• Arts and Music Resources • Athletics • iReady, IXL	\$1,341,194
LCFF / LCAP	• DEI Multi-Year Plan	\$654,190
Equity Multiplier Funds	• MTSS Interventions: SIPPS, Read 180, Math 180 • Literacy & Math Training • DEI Expansion • Professional Learning Communities Training • Restorative Learning Lab	\$1,153,500
Educator Effectiveness	• Literacy Training: PD, LETRS	\$880,752
Extended Learning Opportunity Program	• LEAP Academy • SpringBoard Early Literacy Intervention	\$6,924,793
TOTAL (22-23 and 23-24)		\$19,578,511



Updates on Current Actions and Supports



Opportunities to Provide Tiered Interventions and Enrichment

During the school day - in the classroom

- Daily
- Includes ELA, math
- Data based grouping, clustering, and co-teaching
- Data includes iReady, IXL

During the school day-WIN time

- Daily during Whatever I Need (WIN) time
- Core and supplemental materials such as SIPPS, Read 180, and Math 180
- Tier I, II, and III

Opportunities to Differentiate: Intervention & Enrichment

- Includes both intervention and enrichment
- Based on student need
- Short term and long term cycles to monitor results
- Provides equitable access to the curriculum for all students (Tier I, II, and III)
- Is responsive to the diverse needs of all learners

Outside of the school day-after school

- Includes intervention and enrichment
- School based and LEAP Academy
- Programs such as Springboard early literacy intervention

Outside of the school year-intersessions and summer learning

- Targeted intervention
- Priority students enrolled first
- Includes Springboard interventions
- Dr. Hollie's literacy bundles, and experiential learning



Literacy Actions in Natomas Unified

Writing Initiative	<i>TK-11th</i>	7,289 students
SpringBoard Collaborative: <i>Spring Into Excellence</i>	1st-3rd	60 students in pilot, 300 registered for summer school so far
iReady	K-8th	6,421 students , 3 diagnostics annually
AMIRA	TK-5th	Pilot with 255 students
LETRS (TK-5) -	TK-5th	29 teachers receiving training, serving approximately 696 students
Center for Culturally Responsive Teaching & Learning	TK-8th	950 students experiencing in-class coaching



Literacy Actions in Natomas Unified

Read Naturally	7th-8th	600 licenses for Fall
Read 180	3rd-9th	700 licenses for Fall
IXL	9th-12th	1,200 students, 3 diagnostics annually
Varsity Tutoring	TK-12th	Available for all students



Literacy Professional Development with Dr. Sharokky Hollie

Professional Development	Staff Trained
Anti-racist/Anti-Bias Training: Addressing implicit bias and implementing anti-racist strategies in instruction, engagement, and management	867 staff
Use of Academic Language: PD on culturally responsive instructional approaches to academic language	753 staff
Jump Start & In-Class Coaching: Jump Start is the level 1 PD to in-class, job-embedded coaching on culturally responsive instructional strategies and classroom management	113 staff
Cultural Behavioral Tutorials: 16 different tutorials covering such culturally responsive practices such as representative texts, conversation patterns, and sense of connectedness	335 staff
Book Studies: Facilitated book study of Dr. Hollie's book	122 staff
Principal Coaching: Culturally responsive coaching on leadership practices	16 staff
PD in 2024-2025 includes expansion to in class coaching and Academic Literacy	



Intentional Programs for Black/African American Students



A4/NUSD Program Comparison

	A4	NUSD - Black/African American Student Success Initiative
Mentoring & Partnerships	• Academic Advisor Program • AA Student Leadership Academy • Step Up HBCU	• Improve Your Tomorrow • All Things Pretty • 100 Black Men • U-CAN (HBCU & Mentoring) • BLACK Program • Ujima GIRLS
Middle School Support Programs	• AA Males Achievement Course • LEAD • Math Camp	• BLACK Program • iVIBE • Ujima GIRLS • 100 Black Men
Literacy Programs	• After School Reading • Kinder Readiness • Summer Reading	• TCM Winter Intersession • Spring Into Excellence Spring Intersession • Spring Into Excellence Summer Program • Kinder Readiness



A4/NUSD Program Comparison

	A4	NUSD - Black/African American Student Success Initiative
Student Activities	• BSU • Student Voice	• BSU • Student Voices • Black Excellence Ball • Black Seniors Graduate Achievement Celebration
Parent Engagement	• Parent University • Summer Reading Program- parent engagement component	• Parent University • Black/African American Parent Focus Group • DEI Literacy Nights • Springboard Collaborative - Spring Into Excellence
Support for Students with Behavior Concerns	• Academic Center for Suspended Students	• Plan for Restorative Learning Lab



LEAP Academy Updates

- **Literacy Intervention with TCM Culturally Authentic and Responsive Texts** - (Home book bundle distribution and resources)
 - Winter Intersession - **126 students** (29.7% B/AA)
 - Spring Intersession - **118 students** (24.2% B/AA)
 - 11 Lending Libraries (created on all LEAP school sites)
- **2024-2025 After School Enrollment Projections** (*Added 500 seats to serve all K5/8 sites. Seats range per site from 100-225*)
 - **Total 2024-25 B/AA Enrolled at schools served by LEAP: 1,182**
 - Only 197 (16.5%) have submitted registration for LEAP to date with more time to register
 - B/AA priority students received enrollment, targeted messaging and follow up phone calls
 - All students who have registered have been enrolled
 - Intervention materials will include:
 - Use of diagnostic data from iReady
 - SpringBoard early literacy intervention
 - Math 180 intervention
 - Pre and post monitoring using iReady Standards Mastery Assessments



LEAP Academy Updates

SpringBoard Collaborative - Early Literacy Intervention ***"Spring into Excellence" Spring Pilot & Summer Program***

- **Spring Pilot (K-3 early intervention)**
 - 60 Students enrolled in pilot
 - 23.3% B/AA students (District Enrollment = 21.6% B/AA)
 - 100% completion of Team Learning Huddles with families
 - Teacher, parent and student collaborative meetings
 - 76% Attendance at parent-teacher workshop
- **Summer Program (K-5 intervention and enrichment)**
 - 383 K-2 students registered
 - 95 B/AA students (25%)

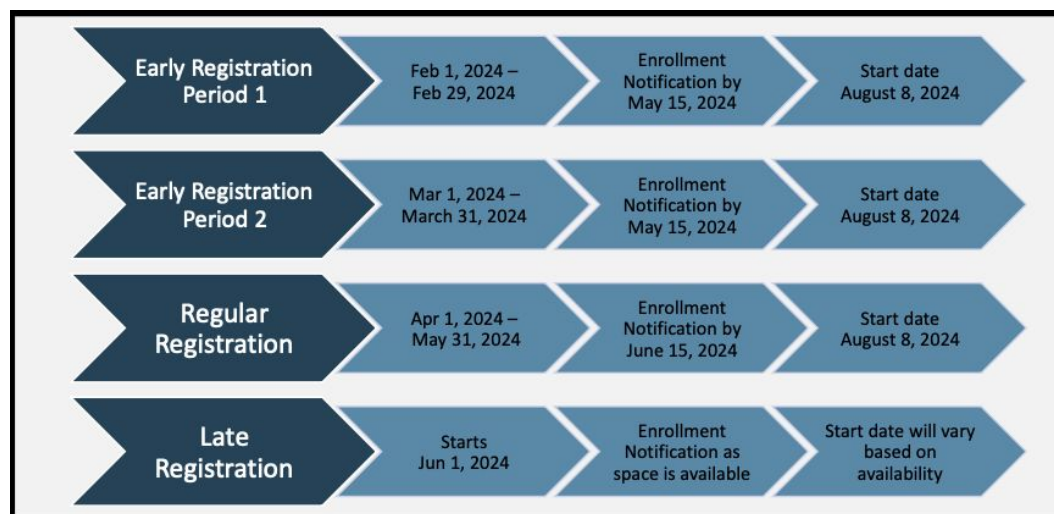


LEAP Priority Students

Registration information is available across the district through Parent Square. Families receive an email invitation with a link to register for the program through the LEAP Academy website. The website <https://natomasunified.org/leap-academy> includes a section with an FAQ about the program and an infographic explaining the registration process and timelines.

As part of expansion, enrollment priority is given to the following students:

- Foster Youth/Homeless
- English Learner
- Free and Reduced Meal Program





LEAP Priority Students

For the 2023-2024 school year, the LEAP Academy is serving 890 students across the district. LEAP enrollment will increase in the next two years to serve a minimum of 1,408 students.

School	ASES Capacity	ELOP Capacity	Total Capacity
American Lakes School	125	100	225
Bannon Creek School	118	100	218
H. Allen Hight Elementary	NA	100	100
Heredia-Arriaga School	NA	100	100
Heron School	NA	100	100
Jefferson School	100	100	220
Natomas Middle School	65	NA	65
Natomas Park Elementary	NA	100	100
Paso Verde School	NA	100	100
Two Rivers Elementary	NA	100	100
Witter Ranch Elementary	NA	100	100
TOTAL CAPACITY	408	1000	1408



Mentoring and Partnerships



BLACK Program Pilot New Partner in 2023-2024

- Averaging 115 students at NHS and 85 at NMS meeting monthly
- Designed to increase student's interest in and knowledge of Black history through ELA and Social Science
- Keynote at Black Seniors Celebration





100 Black Men



100 Black Men of Sacramento has provided **14** Saturday Academy sessions at Natomas High School where students learn:

- Communication Skills
- Cultural Awareness
- Health and Wellness
- Careers in the STEM field
- College Readiness Skills



**Averaging 12
Mentees per
Session**



Ujima GIRLs in Robotics Leadership (GIRL) CAMP

Summer Programming

- Partnership with UC Davis
- STEM mentoring program for Middle (20) and High School (20) girls who identify as Black/African American
- Inspire the next generation of Black Female Creators, Makers, and Leaders in STEM fields
- NUSD girls will be exposed to projects, activities, and Black/African American women with careers in the STEM fields
- All materials, supplies, and college assistants are provided by Ujima. NUSD is responsible for the salary of two NUSD staff members, who will be trained to facilitate the program.
 - Budget request of \$10,000



Ujima GIRL at Natomas USD

Ujima Girls in Robotics Leadership (GIRL) CAMP
FOR THE NEXT GENERATION OF BLACK FEMALE CREATORS, MAKERS, AND LEADERS

What is the Ujima GIRL Project?
The Ujima GIRL (Girls in Robotics Leadership) Project aims to create STEM learning spaces for African American/Black girls to work collaboratively to address community and global issues. This week-long coding and robotics program incorporates hands-on projects, cultural activities, and community-building. Participation is recognized as an approved Educational Preparation Program on the UC undergraduate admissions application.

Location: Jefferson School
Address: 2001 Pebblewood Dr, Sacramento, CA
Application Deadline: May 1st, 2024
Apply here: <https://tinyurl.com/Ujima24NUSD>

For more information, please visit the Ujima GIRL Project website:
<https://c-stem.ucdavis.edu/ujima/>

Dates & Grade Levels:
Ujima GIRL+ Camp

- Incoming 9th-12th Graders
- Monday, June 3rd - Friday, June 7th

Ujima GIRL Camp

- Incoming 6th - 8th Graders
- Monday, June 10th - Friday, June 14th

Time: 9am - 4:30pm
Cost: FREE

The Curriculum Focuses On:

- Community Building & Culture
- Coding & Robotics
- Principles of Engineering
- Video Production
- Black Women in STEM

Questions?
Email: communications@natomasunified.org

Logos: UC Davis C-STEM Center, NSF, Natomas Unified School District



Improve Your Tomorrow (IYT) 2023-2024 School Year 289 NUSD students impacted

123 Black/African American males being served at Discovery, Jefferson, Inderkum, Natomas High, and Natomas Middle



Initiative for 1300 males of color to attend college with support from district and IYT

All expense paid trip to tour HBCUs provided by IYT





Improve Your Tomorrow

- New Guaranteed admission to Sacramento State, Sonoma State and Humboldt State for IYT students meeting criteria
- 75% of class of 2023 graduates, and who participated in IYT at least 4 semesters enrolled college after high school
- ***Coming soon: Peer Tutoring and Parent Liaison for Enhanced Family Engagement***



"The program helped me become more of a leader and The 529 lets me put my money in savings and helps with tuition", said Xavier Brewer, a peer tutor and IYT member of three years.





All Things Pretty Inc.

Existing, Summer, and Future Plans

- Provides weekly mentoring and support for 40 girls who have been identified as needing additional social-emotional support and tools to resolving conflicts. (Started winter 2024 at Inderkum)
- Provides tools and resources to increase participant's confidence, self-love, and academic and social skills while providing rewards and incentives for meeting their individual goals.
- Staff meets regularly with family members in support of the girls.
- Program has become so popular that girls who are not enrolled want to be involved.





All Things Pretty Inc.

15 participants surveyed and shared:

- 100% - I like being a part of the program that encourages me through mentorship
- 93.3% - I have been trying to do better with my attendance.
- 100% - I really like my mentors and feel supported by them.
- 86.7% - Program has made me want to focus more on my grades and my success instead of things that normally distract me. (The other 13.3% said somewhat.)
- Two students accepted into the CECA program.
- Staff immerses themselves in the IHS culture by attending games, activities and events at the school to strengthen trust and relationships with participants.





iVIBE

- This is the third year we've partnered with iVIBE for a week summer program for middle school girls.
- Program is designed to teach girls practical skills on health and wellness, self-care, confidence, positive relationships, and making positive choices.
- Last year, 18 students participated with more than 50% of the participants African American - students were from ALS, BCS, Heron, JFS, LGA, LGMA, and NMS.
- Feedback from participants was extremely positive; enrollment each year from girls who attended prior year.





United College Action Network U-CAN

- Currently serving Juniors and Seniors at IHS, LGA, and NHS
- Support all UCAN students with applying to one or more colleges and FAFSA and weekly check-in meetings
- CAFE partnered with UCAN to provide HBCU-focused Parent University for parents to learn about partnership with UCAN and HBCU opportunities for their students
- Students participated in Team Up for Change with the Sacramento Kings with a focus on empowering youth through mental health and entrepreneurship





UCAN - HBCU

HBCU Focus and College Fairs

- UCAN provides access, support, and resources to attend Historically Black Colleges to students at our high schools
- Fairs provide on the spot admission for NUSD students attending and meeting minimum criteria



**85 NUSD students attended
2023 College Fair and 15
received on the spot
admissions to college**





UCAN - Mentoring

GEMS Mentoring Program

- 59 9-11th grade girls at NHS are enrolled
- Dedicated to mentoring and supporting students to be successful
- All attend regular group sessions
- 43 attend regular 1:1 sessions to work on academic planning and other support
- 90% of them have participated in the Writing, Self Care, and College/Career Sessions
- Pilot began January 2024 and will continue next school year



**100% participants
Black/African American**



Black Student Unions (BSU)

- BSU Clubs are active at Inderkum, Leroy Greene, & Natomas High School
- District paid membership for schools to participate in a statewide BSU
- College and Cultural Field Trips



IHS Black Student Union Presents

Thursday, FEB 29th
IHS Atrium
4:30 - 6:30

BSU NIGHT

6th Annual



Join us as we celebrate black history, excellence, and love!

Guest speakers, performances, student panels, and more!

Keynote Speaker: Jordan McGowan



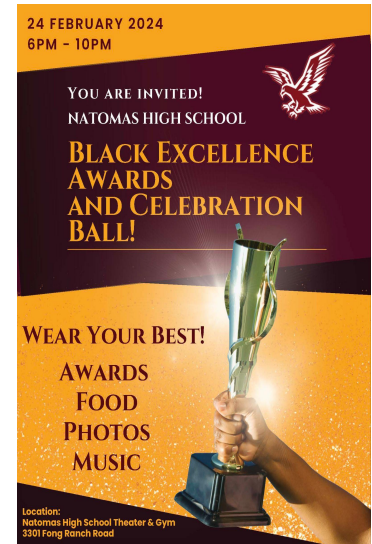
Theme:
"If they don't give you a seat at the table, bring a folding chair."
- Shirley Chisholm





Natomas High School (NHS) Black Excellence Ball

- BSU at Natomas High School hosted its 2nd Annual Black Excellence Ball, February 24, 2024.
- Teachers provided positive and encouraging statements about all student participants which were read by the student presenters.
- All 89 participants received a certificate and cheers from family members and friends who filled the theater.
- The event was designed by students to celebrate Black Excellence and encourage fellow students.
- CAFE provided support to the event as part of Student Voices.



Black Seniors Graduate Achievement Celebration

Supporting Our Black Student Unions with a special celebration for graduating seniors who identify as Black/African American to celebrate their accomplishments and present them with Kente Stoles, a cultural significance, that can be worn during their graduations.



Black Student Unions of Natomas Unified School District Presents

BLACK SENIORS GRADUATE ACHIEVEMENT CELEBRATION

CLASS OF **2024**
A FIRST IN NATOMAS!
MAY 3, 2024
6PM - 8PM



BULLDOGS
DISCOVERY HIGH

TIGERS
INDEPENDENT TIGERS

VERON GREENE ACADEMY
EST. 2012

RSVP by 4/25

Families are invited to attend this culturally rich event and to celebrate students as they receive their Class of 2024 Kente Cloth Stoles to wear during their high school graduations.

North Natomas Community Center
2631 New Market Dr. Sacramento

<https://forms.gle/7UeCmRSQMoiHrNZ68>



79 Students participated in our first year



Moments from Black Seniors Graduate Achievement Celebration

May 3, 2024





Added Advanced Placement: African American Studies

In addition to Race and Social Justice and Ethnic Studies courses, we are piloting the College Board's AP African American Studies as a part of their second year of piloting the course. There are a limited number of schools that were selected to pilot the course during the 23-24 school year.

	Race & Social Justice	Ethnic Studies	AP African American Studies
American Indian/Alaska Native	3 (1.1%)	2 (1.5%)	0 (0%)
Asian	28 (10.3%)	16 (11.9%)	0 (0%)
Black/African American	55 (20.2%)	38 (28.4%)	11 (33.3%)
Filipino	9 (3.3%)	2 (1.5%)	1 (3%)
Hispanic	134 (49.3%)	51 (38.1%)	10 (30.3%)
Native Hawaiian/Pacific Islander	2 (0.7%)	2 (1.5%)	1 (3%)
Two or More Races	13 (4.8%)	11 (8.2%)	7 (21.2%)
White	28 (10.3%)	12 (9.0%)	3 (9.1%)
Students with Disabilities	33 (12.1%)	23 (17.2%)	4 (12.1%)
English Learners	35 (12.9%)	20 (14.9%)	3 (9.1%)
Socio-Economically Disadvantaged	196 (72.1%)	89 (66.4%)	28 (84.8%)
Total	272	134	33



Student Voices

- CAFE engages with a variety of groups including Black Student Unions as part of Student Voices to gain students' perspectives and provide support with bringing their ideas to fruition such as Black Senior Graduate Achievement Celebration, Black Excellence Ball, and Girls Mentoring at Natomas Middle School.





Family Engagement

Examples of Parent University Offerings

LEARN HOW NUSD INTRODUCES STUDENTS TO HBCU

- Prepare for college admissions
- Learn about financial aid
- Find out about scholarships
- Upcoming HBCU College Fair

Parent University Workshop
Wednesday Sept. 6th
6pm- 7pm
Via ZOOM

U-CAN is a partner with Natomas Unified School District, providing families with education and opportunities to access Historically Black Colleges and Universities.



Register at: www.natomasunified.org/parent-university/

Read Aloud w/ Author Crystel Patterson

Celebrate Black History Month with NUSD and author Crystel Patterson!

- Receive Free Book
- Read Aloud
- Participate in Fun Activities
- Author Q&A

Thursday,
February 22nd
6 - 7 pm
via Zoom

Register: natomasparentuniversity.org





Family Engagement

Focus Groups for Black/African American Families

- A minimum of 3 times a year, CAFE hosts Diverse Conversations for Black/African American families
- Opportunity to hear and gain input from diverse families on various topics
- Intentional focus to address cultural needs
- Sessions are designed to be more listening than presenting



DIVERSE CONVERSATIONS

SUPPORTS FOR BLACK/AFRICAN AMERICAN STUDENT SUCCESS

There is a Board presentation on 11/15/23 on this topic. This Diverse Conversations will review that presentation which covers NUSD's work to improve the success of our Black/African American students. Hear what is being done.



11/30



12PM OR
6PM



Virtual session via ZOOM

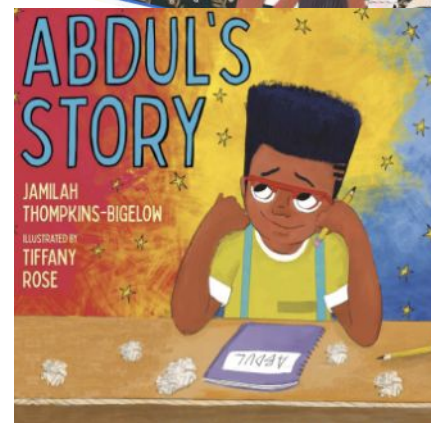
More Info and to RSVP:

www.natomasunified.org/parent-university/



Family Engagement

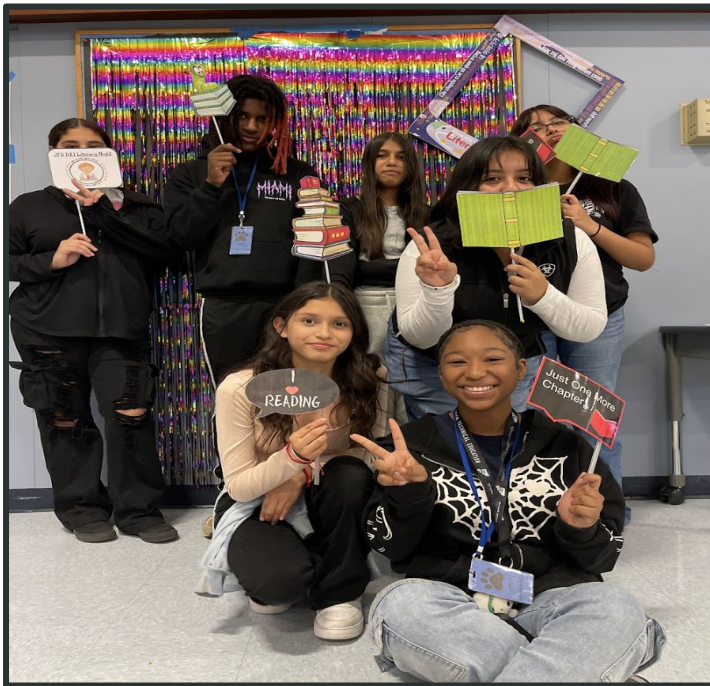
- DEI Literacy Nights are organized by NUSD's TOSAs in fall and winter
- 11 school sites hosted at least one DEI Literacy Night in 23-24
 - ALS, BCS, JFS, LGMA, PVS, HES, HAH, HAS, NPE, TRE, WRE





Family Engagement

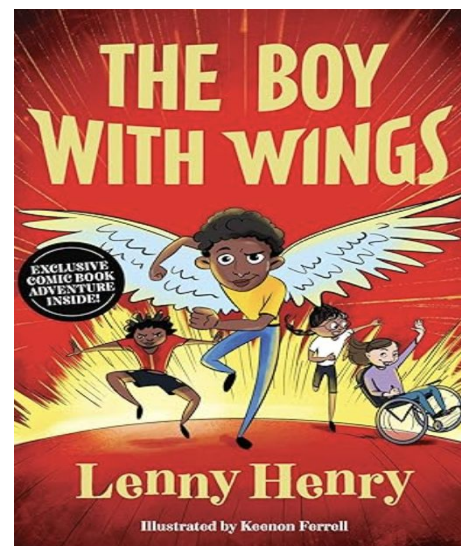
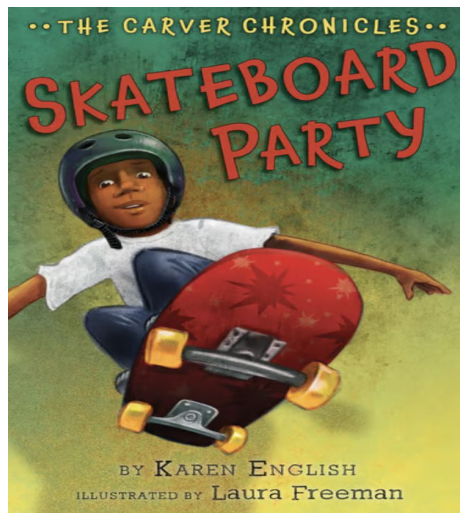
- 837 families attended a DEI Literacy Night Event in 2023-2024





Family Engagement

- 86 new book titles were purchased for all TK-5 and TK-8 school sites in 2023-2024
- 1166 books were purchased for school libraries this year
- Book titles include: *Skateboard Party* and *The Boy With Wings*





Data and Metrics



Winter 2023-24 Math and ELA Diagnostic (i-Ready) Results

Percentage of K-8 students who placed At or Above Grade Level on their Fall and Winter Diagnostic Assessment (i-Ready)

Content Area	Student Group	Fall (Diagnostic 1)	Winter (Diagnostic 2)	Change
English Language Arts	All Students	20%	31%	+11%
	Black/African American	12%	20%	+8%
Math	All Students	10%	19%	+9%
	Black/African American	4%	9%	+5%



District Writing Assessment

Percentage of students whose NUSD district writing assessment average score was 3 or higher on a 4-point rubric

Student Group	Fall 2023 Pre-Assessment	Spring 2023 Pre-Assessment	Change
All Students	19.4%	41.7%	+22.3%
Black/African American	12.2%	32.5%	+20.3%



2023-2024 Attendance Data to Date

Average Days Absent Per Student for 2023-24 through 4.19.24

Student Group	TK-12	TK-K	1st-3rd	4th-6th	7th-8th	9th-12th
All Students	10.0	12.5	10.7	9.4	9.8	9.0
Black/African American Students	11.9	15.3	13.3	11.7	12.0	10.2

(Through 4.19.24)



Chronic Absenteeism Year-Over-Year Comparison

Chronic Absenteeism (CA)*

Student Group	2022-2023 (Through 5/5/2023)	2023-2024 (Through 5/3/2024)	Year-over-Year Reduction in CA
All Students	29.00%	22.80%	-6.2%
Black/African American Students	35.60%	31.10%	-4.5%

**Chronic absenteeism is defined as a student that has missed ten percent or more of the school year for any reason*



DEI Partner Recognition

DEI Partner Recognition 2023-2024

100 Black Men

NUSD partner since 2018 for students across sites in grades 6-12 to provide mentoring and culturally-rich STEM based activities with a focus on African American youth with monthly weekend sessions.

DEI Partner Recognition 2023-2024

Center for Culturally Responsive Teaching and Learning Dr. Sharokky Hollie

Dr. Sharroky Hollie is a national educator who provides professional development to thousands of educators in the area of cultural responsiveness. Since 2000, Dr. Hollie has trained over 150,000 educators and worked in nearly 2,000 classrooms.

DEI Partner Recognition 2023-2024

Freedom Soul Media Education Initiative: BLACK Program BJ Victor

Founder Tyson Amir's first book, *Black Boy Poems*, was nominated by the Librarians of America. It has become part of the modern Black literary canon. His second book, *Black Boy Poems Curriculum*, is used in instruction in K-12 schools across the country. He has worked with over 150 schools and served more than 35,000 students.

DEI Partner Recognition 2023-2024

Improve Your Tomorrow (IYT) Michael Casper and Michael Lynch

Improve Your Tomorrow was founded in 2013 with the mission to increase the number of young men of color to attend and graduate from colleges and universities. IYT has been a partner with NUSD since 2019 in the following areas: student mentoring, 1300 Campaign, and college field trips.

DEI Partner Recognition 2023-2024

United College Action Network (U-CAN) Angelice Ferrell

United College Action Network partners with NUSD on providing college and mentoring supports to students for Historically Black Colleges and Universities.



New and Planned Actions and Supports



Keeping our DEI Efforts Up-to-Date



Annually, we will review our DEI work to ensure it continues to reflect our community, and that we are communicating the intentional efforts we take with our student groups who may be most at risk.

"Progress over time..."
BP 0100



Diversity, Equity, and Inclusion Administrator

- New position through Equity Multiplier funds, requesting Board approval
 - Build a districtwide culture of equity and inclusion
 - Continued development and implementation of strategies to promote, monitor, and sustain a climate of diversity, equity and inclusion.
 - Collaborate with district staff, principals, site staff, families, and students to facilitate changes that will identify and remove systemic barriers that perpetuate inequitable opportunities.
 - Collect feedback and facilitate the analysis of the resulting data to regularly identify opportunities of strength and growth related to DEI practices
 - Build and sustain systems that empower all enable students, families, and staff to speak out against bias or bullying
 - Provide district monitoring and oversight for our Black/African American Student Success Initiative



Additional Planned Actions and Supports

Additional Planned Actions:

- Equitable Discipline Project with WestEd
- Expanding BLACK Program at NMS and NHS and adding IHS
- Partnership with Freedom Soul Media Education Initiatives to develop a DEI training module for the NUSD new teacher orientation
- IYT Peer Tutoring and Parent Liaison for Enhanced Family Engagement
- Grant funded PD Partnership with CDE and SCOE for Creating Equitable Learning Environments for Young Boys of Color (3rd-5th, 6th-8th, 9th-12th spans)
- In communication with Children's Defense Fund about Freedom Schools

Additional Planned Literacy/Math Supports:

- Springboard Collaborative
- SIPPS Districtwide
- Read 180 Districtwide
- Math 180 Districtwide



Action This Evening

Tonight, we ask Trustees to approve the following investments:

- **Ujima Mentoring Program: \$10,000**
- **Teacher Created Materials (TCM) written and curated by Dr. Sharroky Hollie: \$37,000 (LCAP DEI funds)**
- **Springboard Collaborative Expansion: \$60,000 (ELO-P funds)**

QUESTIONS