



*The Pathway to the Promise.™*

# Office of Equity

Viola Burgess, Executive Director

Education Committee Meeting  
April 5, 2016

***And How Are the Children?  
The Children Are Well***

# Office of Equity Structure

**Viola Burgess** – Executive Director

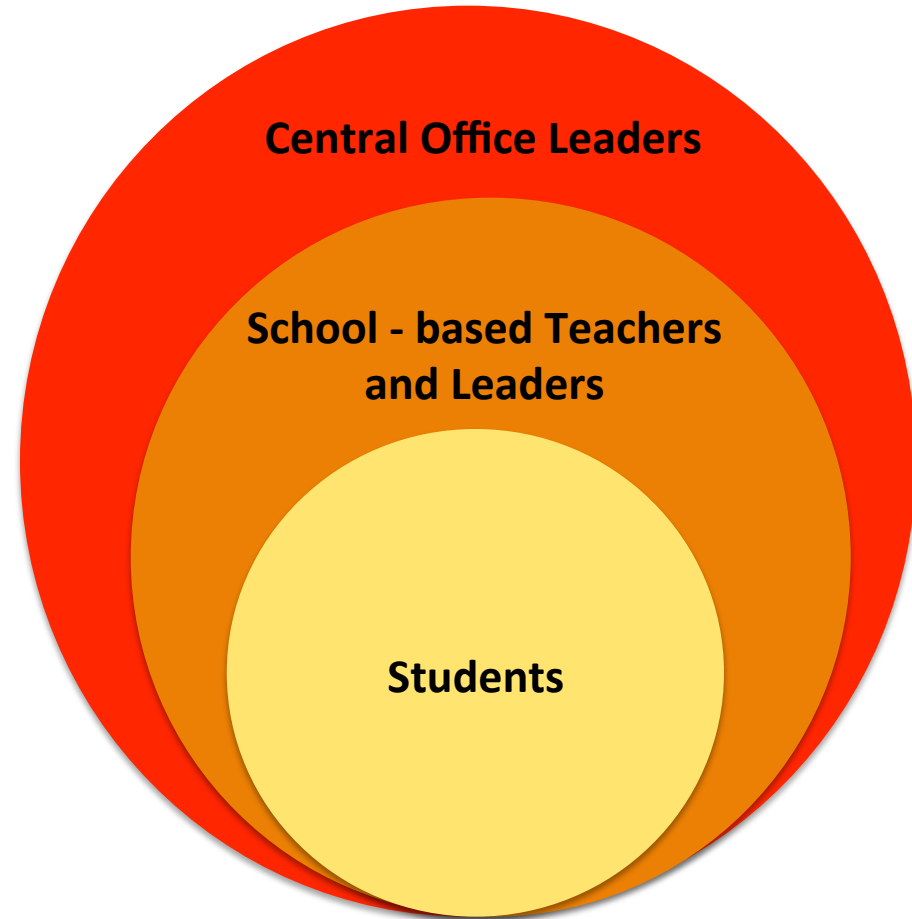
**Branden Ballard** – Project Manager, We Promise

**Susan Loskoch** – Racial Equity Support Liaison

**Shana Nelson** – Instructional Equity Leadership Specialist

**Jason Rivers** – Project Manager, We Promise

**I'Asia Thomas** – Project Manager, Equity



# We Promise Goal

## Goal:

To increase the percentage of young men graduating college and career ready and eligible to receive the Pittsburgh Promise.

- Academic
- Social
- Emotional
- Racial Identity Development



# We Promise Structure

## Structure:

**Structured group mentoring with black males from the community that allows our scholars to see greatness in a reflection of self.**

- **Weekly Group Mentoring Sessions**
- **We Promise Summits**
- **Community Events**
- **Senior Recognition Luncheon**
- **Individual Relationship Building**
- **Leveraging We Promise Alumni**





# We Promise Participation

## Participation:

Program is offered to Black male students in grades 9-12.

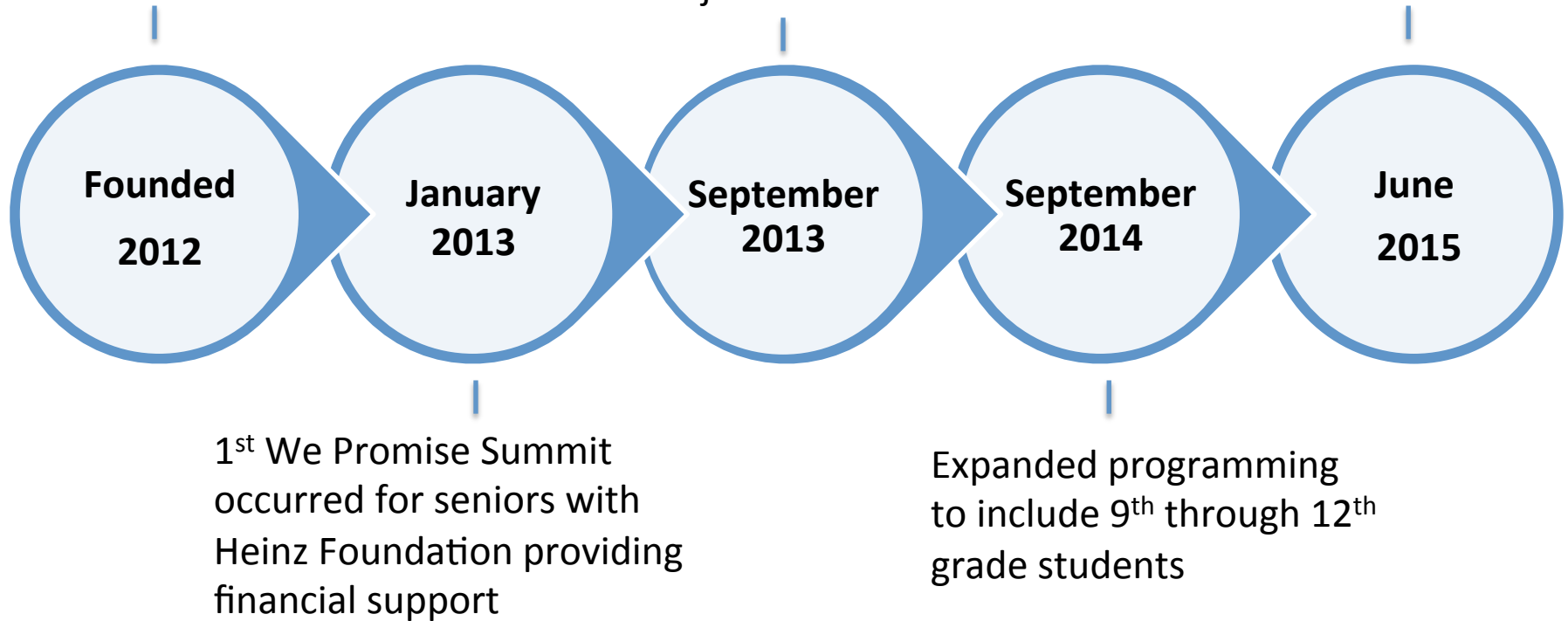
- All 6-12, 9-12, and special schools receive support
- 9<sup>th</sup> & 10<sup>th</sup> graders must have a cumulative GPA of 1.50-2.49
- 11<sup>th</sup> & 12<sup>th</sup> graders must have a cumulative GPA of 1.75-2.49
- Currently servicing over 300 scholars in grades 10-12



# We Promise Timeline

**18% of Black  
males graduated  
Promise Ready**

**39% of Black  
males graduated  
Promise Ready**



# We Promise Support

## Support:

The We Promise Program is able to impact the lives of our students based on the support of the following:

- Superintendent Linda Lane
- School Board Members
- Heinz Foundation
- Community-Based Mentors and Organizations
- School Principals, Counselors, Teachers
- Central Office Support
- Local Colleges and Universities
- Parents and Guardians
- Local Politicians





# We Promise Next Steps

## Next Steps:

- Research and respond to the need for a female-based program to complement We Promise... 'She Promise'?
- Utilize success of We Promise intervention to inform instructional delivery within schools
- Moving from initiative to institution
- Continue to elevate student voice in program design and implementation



# We Promise Student Voice

**“It is not enough to simply listen to student voice. Educators have an ethical imperative to do something with students and that is why meaningful student involvement is vital to school improvement. “**

