African American Success Framework: Year 1 of 3 Implementation Update

May 24, 2023
AFRICAN AMERICAN SUCCESS FRAMEWORK
AUGUST, 2022

WHAT IS THE AFRICAN AMERICAN SUCCESS FRAMEWORK (AASF)?

In the Fall of 2020, the Berkeley Unified School District (BUSD) undertook a major initiative to launch the African American Success Framework. The AASF operates as a systemic intervention intended to disrupt the equity gap with a systematic process and approach of assessment, planning, and execution to rigorously remediate and prevent educational, social, and developmental disparities for the District’s African American students.

- Tier 1: Targeted dissemination of information about additional District-sponsored support resources and programs
- Tier 2: Invitation to participate in supplemental program supports
- Tier 3: Direct case management supports and school-based Response to Intervention teams

WHAT IS THE AFRICAN AMERICAN SUCCESS FRAMEWORK NEEDED?

Despite comprising just about 12.5% of the total BUSD student population, Black/African American (B/AA) students represent the highest percentage of students receiving special needs services, receiving academic suspensions, and failing under academic proficiency levels, graduation rates, and A-G college eligibility rates.

WHAT ARE THE FRAMEWORK’S GOALS AND MEASURABLE OUTCOMES?

- **Goal #1**: Improve Academic Performance. URIs: approved culturally and linguistically responsive and relevant (CLR9) social, emotional, academic development (SEAD) interventions to address the academic performance of African American students. (1p Strategic Actions)

- **Goal #2**: Provide High-Quality Differentiated Professional Learning. Ensure that school personnel are in place and appropriately trained, supported, and held accountable for the successful implementation of culturally relevant development and pedagogical practices. (1p Strategic Actions)

- **Goal #3**: Create Safe and Inclusive Climate and Culture. Review and update District-wide behavioral policies and procedures. (1p Strategic Actions)

- **Goal #4**: Engage with Families and Communities. Promote parent and community partnerships and alliances with local school sites. (1p Strategic Actions)

(AASF pp. 2-13)
What is the African American Success Framework?

The AASF is a way of thinking about student success that provides clarity and improves decision making to **Enhance, Improve and Sustain** Opportunities for Black/African American Students and Families in BUSD.
Shout out to the Partners attending the May 24th BUSD Board of Education Meeting

- Dr. Darlene V. Willis, College Bound
- Young, Gifted and Black
  - Ikera Davis
  - Hodari Davis
- Dr. Mildred Browne, CCEIS Team
- Vanessa Sinai, Sylvia Mendez
- Alejandra Frias, Sylvia Mendez
- Salita Mitchell, Longfellow Middle
- Erin Rhoades, Berkeley Public Schools Fund
- Nina Goldman, City of Berkeley
- African American Success Advisory Committee Members
  - Yemarej Alexander
  - Lynda Gayden
  - Reichi Lee
  - Wilhelmenia Wilson
AASF
Milestones
Completed
**AASF Milestones (Fall and Winter)**

<table>
<thead>
<tr>
<th>Planned Date</th>
<th>Action</th>
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</table>
| August - June | • AASF progress monitoring sessions with district staff, governance team and district partners  
• Regular planning and alignment sessions with district and partners to implement key Year 1 strategic actions including Transition Fair, AASAC, CCEIS alignment, etc. |
| August - May | • Early Adopter School Network sessions covering Family Engagement, Professional Learning, SPSA/AASF Alignment, Student/Staff Engagement |
| August - May | • College Bound Monthly Sessions  
• Young, Gifted and Black weekly sessions  
• Sponsored monthly academic and social emotional intervention on 3rd Saturday of the month |
| September 17, 2022 | • Hosted Black to School |
| January 17, 2023 | • Facilitated community update on AASF implementation and AASAC outreach |
# AASF Milestones (Spring Sprint)

<table>
<thead>
<tr>
<th>Planned Date</th>
<th>Action</th>
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<tbody>
<tr>
<td>April 15&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Completed 1&lt;sup&gt;st&lt;/sup&gt; Annual AASF Transition Fair</td>
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<tr>
<td>April 19&lt;sup&gt;th&lt;/sup&gt;, May 10&lt;sup&gt;th&lt;/sup&gt;, June 21&lt;sup&gt;st&lt;/sup&gt;</td>
<td>Launched AASAC</td>
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<tr>
<td>April 25&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Sponsor Cragmont Family Engagement session</td>
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<tr>
<td>April 26&lt;sup&gt;th&lt;/sup&gt;, May 10&lt;sup&gt;th&lt;/sup&gt;, May 24&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Facilitate Remaining Longfellow Middle CLRR Sessions</td>
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<tr>
<td>April 28&lt;sup&gt;th&lt;/sup&gt;, May 25&lt;sup&gt;th&lt;/sup&gt;, June 3&lt;sup&gt;rd&lt;/sup&gt;, June 16&lt;sup&gt;th&lt;/sup&gt;, July 31&lt;sup&gt;st&lt;/sup&gt; to August 11&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Implement STEP-UP! Academy: Back to School</td>
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<tr>
<td>April 26&lt;sup&gt;th&lt;/sup&gt;, May 22&lt;sup&gt;nd&lt;/sup&gt;</td>
<td>Align CCEIS/AASF Discussion</td>
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<tr>
<td>April - June</td>
<td>Continue B Tech Academy weekly case management</td>
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<tr>
<td>May 4&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Explore Afterschool/AASF Partnership</td>
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<tr>
<td>May 21st</td>
<td>AAREA Awards</td>
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<tr>
<td>May 24&lt;sup&gt;th&lt;/sup&gt;</td>
<td>BUSD Community Update and BPSF Leading for Equity grants notification</td>
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## Proposed 2023-2024 AASF Milestones (N=430)

<table>
<thead>
<tr>
<th>Planned Date (s)</th>
<th>Action</th>
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<tbody>
<tr>
<td>September 16&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Black to School – Fall Tune-Up</td>
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<tr>
<td>November 4&lt;sup&gt;th&lt;/sup&gt;, February 9&lt;sup&gt;th&lt;/sup&gt;, May 4&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Quarterly STEP UP! Academy Check-Ins</td>
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<tr>
<td>February 3-4</td>
<td>AAREA Professional Development Summit</td>
</tr>
<tr>
<td>May 26&lt;sup&gt;th&lt;/sup&gt;</td>
<td>AAREA Student Awards</td>
</tr>
<tr>
<td>TBD</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Annual Transition Fair (Winter/Spring)</td>
</tr>
<tr>
<td>June 17 – July 15&lt;sup&gt;th&lt;/sup&gt;</td>
<td>AASF Summer Intervention</td>
</tr>
<tr>
<td>Weeks of November 13&lt;sup&gt;th&lt;/sup&gt;, December 18&lt;sup&gt;th&lt;/sup&gt; and March 25&lt;sup&gt;th&lt;/sup&gt;</td>
<td>THRIVE at HOME Kits distribution</td>
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Implementation of AASF Strategic Action 1.06:

Partner with Black/African American families/guardians to ensure they are equipped to monitor students’ academic progress and to advocate for their students’ academic success.

Video Link:
https://vimeo.com/robstephensshotme/blacktoschool
Implementation of AASF Strategic Action 1.14:

Launch a 5th/8th grade transition fair during the fall/spring semester which would include all 5th and 8th (plus 9th) graders and their families and provide information on all programs available at middle schools and Berkeley High School.

- Video Link: https://vimeo.com/robstephensshotme/aasuccesstransitionsfair?share=copy
Superintendent’s African American Success Advisory Committee

As defined in the 3-Year BUSD African American Success Framework adopted by the BUSD Board of Education on June 29, 2022, the purpose of the Superintendent’s African American Success Advisory Committee is to:

- Review, monitor, and evaluate the district’s implementation of the African American Success Framework and consider other possible strategic areas as appropriate.
- Advise the Board and Superintendent and relevant District Department designee(s) regarding accountability of services, programs, policies and resources that directly impact the district/school culture and climate of our classrooms and the academic, social/emotional and personal outcomes for all Black/African American students.

Meeting Information

All African American Success Advisory Committee meetings are open to the public. Meeting materials will be posted on this webpage as they become available.

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Presentation</th>
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<tbody>
<tr>
<td>April 19, 2023</td>
<td>Presentation</td>
</tr>
</tbody>
</table>
The Superintendent’s
African American Success Advisory Committee
Organizational Structure
February 2023-June 2023

Existing District Initiatives/Accountability Plans –
Including but not limited to: LCAP, CCEIS, Literacy Plan, DeLAC, Black Faculty Network

Meets monthly remainder of AY22-23 quarterly thereafter
Bi-annually with BOE

BPS Community Representation

Elementary Schools
1 Reps Per School Site
(11) Total

Middle Schools
2 Reps Per School Site
(6) Total

High Schools
1 Rep per grade level BHS
2 Reps from BTA
2 High School Students
(8) Total

Community Members-
Participated in AASF Framework development and invited by the Superintendent (TBD) Total

Superintendent

District Staffing
Director, Equity, Equity, Achievement and Belonging African American Success Project Manager
Onboard Addition FTE (e.g. AASF Coordinator)

District Department Leads and Personnel as Needed

12
Key AASAC Milestones

- **18 Applications Received**: Feb. 2023
- **12 Candidates Recommended**: Mar. 2023
- **First AASAC meeting**: 19 Apr. 2023
### African American Success Advisory Committee

#### Summary of Recommended Committee Members (18 Applicants yielded 12 members)

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
<th>Grade Level</th>
<th>Note (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Parent</td>
<td>Student</td>
<td>Community</td>
</tr>
<tr>
<td>#1 Bruktait Abebe</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>#2 Yemarej Alexander</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>#3 Summer Britt</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>#4 Lynda Gayden</td>
<td>X</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>#5 Kameka Goodwin</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>#6 Erin Holland</td>
<td>X</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>#7 Reichi Lee</td>
<td>X</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>#8 Haleemah Mujahid</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>#9 Jeremy Neal</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>#10 Milani Pelley</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>#11 Roger Smithtruss</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>#12 Wilhelmenia Wilson</td>
<td>X</td>
<td>X</td>
<td>X</td>
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**Totals**  
| 8 | 2 | 3 | 7 | 6 | 4 |

*A couple of applicants have multiple affiliations*
Outreach Summary

- Approximately 235 Elementary and 220 Middle School students were identified across BUSD school sites
- CCES team, OFEE and School Site teams supported the student identification process
- RTF has sent follow-up emails to BUSD staff and student families reminding them of the May 22nd Registration Deadline and May 25th Mandatory Orientation
- RTF mailed a hard copy of the STEP UP! Academy flyer to student homes (where addresses were available)
- During the week of May 15th, RTF will continue email outreach to families and request ongoing BUSD district support

Key Dates

- April 28th – Final student selection recommendations
- May 16th – STEP UP! Academy Teacher council introduction
- May 22nd – Registration deadline for STEP UP! Back to School
- May 25th – Mandatory orientation for STEP UP! Back to School
- May 30th – Virtual orientation Make-Up Session
- June 3rd – Family Fun Day at Lake Chabot
- June TBD – STEP UP! Academy Teach council design session
- June 16th – THRIVE at HOME kits distributed
- July 31st to August 11th – STEP UP! Back to School program at Berkeley Adult School
AASF Case Study
Early Adopter School Network
Strategic Actions 1.12 and 1.13
2022-2023 BUSD School Networks

VISION Schools
- Malcolm X
- Oxford
- Washington

AASF Early Adopter Schools
- Cragmont
- Mendez
- Willard
- Berkeley Tech Academy

BOTH
- Berkeley Arts Magnet
- Longfellow
LONGFELLOW MIDDLE SCHOOL

- Facilitate Cultural Competence Professional Learning Sessions (7 Fall Sessions + 10 Spring Sessions)

- 100% of survey responses (27) stated the course had a score of at least 4 out of 5 in measuring impact
“This professional learning has given me a lot to think about. I know that I want to make some changes in my own teaching practices, and I believe that the AASF should be a foundational framework in my work leading the science department team, but I don’t really know where to begin or what change to begin with.”

“It's giving me a chance to reflect on the needs and gifts of our students and how I, with all I bring, interface with that.”

“This learning has helped me focus on my Black and African American students and make sure I am doing the personal work necessary to best serve them.”
Berkeley Technology Academy

• Study student in-take process
• Weekly support for student, staff and family engagement, climate and culture
• Build college going pipeline
• Engage with CCEIS team to align supports
“This is in my top four experiences since 1993 in Busd to partner with an organization and be a part of a team that is making change and improvement in school culture, and student outcomes. It is highly supportive for me as a leader and for our school community.”

Heidi Weber, Principal of B Tech Academy
Cragmont Elementary School

Sponsored family engagement needs assessment sessions to build intervention programming to support students and families in building and sustaining student academic success

What are ways that you can share your expertise with your school to ensure that your child has the right conditions for learning?

• Set clear boundaries and give him directions step by step.
• Being able to help implement new ideas
• Assist my grandson with his transition to his next level, and reassure him of his confidence in himself ...
• Conference with my child’s teacher.
• Volunteer my time and in anyway. Attend meetings to give my input and hear from others.
Willard Middle School

• Sponsored family engagement needs assessment sessions to build intervention programming to support students and families in building and sustaining student academic success
• Sponsored family engagement needs assessment session
• Facilitated (2) CLRR professional learning overviews and planning for 2023-2024
Sylvia Mendez  
Elementary

- Created Kinder family packets
- Sponsored family engagement sessions
- Facilitated (2) Staff Professional Learning overview sessions
- 83% of (13) survey responses stated the course had a score of at least 4 out of 5 in measuring impact
Feedback from Sylvia Mendez...

“This is an extremely important area for teachers to receive continuing education.”

“Embolden my sense of urgency -- how can I refine my intervention practice to best serve my B/AA scholars? Should I be providing intervention in English at the early grades so that they can better transfer skills?”

“Hopeful and realistic perspective on a direction for positive outcomes for our Black students. Appreciated the global perspective and cultural and community grounding.”

“I work very closely with African American students here at Mendez. I have voiced inequity I see in regards to our African American students. I really really appreciate this learning and wish we had the opportunity to do this work collaboratively monthly instead of a few times a year.”
A Key Aspect of Implementing the AASF has been the integration of Strategic Partners. District leadership identified specific organizations to implement the AASF (Strategic Actions 1.22 and 1.23)
African American Success Framework Partners
# AASF Partners

<table>
<thead>
<tr>
<th>Theory of action</th>
<th>AAREA/RT Fisher</th>
<th>College Bound</th>
<th>Young Gifted &amp; Black</th>
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<tbody>
<tr>
<td>If we develop rigorous academic and social emotional experiences for students and families, then African American student achievement will improve</td>
<td>If we provide college going data to students and families then the number of African American students who are A-G college eligible will increase</td>
<td>If we provide opportunities for students to express their skills and learn more about African American history, then African American students will be more engaged at school as measured by attendance and surveys</td>
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## Services for Students
- **STEP-UP! Academy**
- **Early Adopter School Network**
- **Break Toolkits**

## Services for Parents
- **Family Engagement Sessions**
- **Black to School**

## Services for BUSD Staff
- **Culturally relevant professional learning sessions**

## Services for Parents
- **Monthly college and career readiness family meetings**

## Services for BUSD Staff
- **Gather Data of registered CB students in order to prepare a board presentation.**

### Services for Students
- **66 rehearsals to prepare for student performance (30 students)**

### Services for Parents
- **Parent meetings**

### Services for BUSD Staff
- **8 sessions for 2 paraprofessionals at each site to support the preparation of students for the annual MLK Oratorical**
- **District Mindfulness Institute (4 Parts)**
<table>
<thead>
<tr>
<th>Timeline</th>
<th>AAREA/RT Fisher</th>
<th>College Bound</th>
<th>Young Gifted &amp; Black</th>
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<tbody>
<tr>
<td>AUG - OCT</td>
<td>• Provide Monthly STEP-UP! Academy Session</td>
<td>• Sponsor college going sessions</td>
<td>• Sponsor rehearsal and performances</td>
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<td></td>
<td>• Sponsor “Black to School”</td>
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<tr>
<td></td>
<td>• Host Family engagement Facilitate Culturally Relevant professional learning</td>
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<tr>
<td>NOV - FEB</td>
<td>• Provide Monthly STEP-UP! Academy Session</td>
<td>• Sponsor college going sessions</td>
<td>• Sponsor rehearsal and performances</td>
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<tr>
<td></td>
<td>• Sponsor “Black to School”</td>
<td>• Sponsor college going field trips</td>
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<tr>
<td></td>
<td>• Host Family engagement sessions at AASF Early Adopter School Sites</td>
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<tr>
<td></td>
<td>• Facilitate Culturally Relevant professional learning</td>
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<tr>
<td>MAR - MAY</td>
<td>• Sponsor Middle/High Transition Fair</td>
<td>• Sponsor college going sessions</td>
<td>• Sponsor rehearsal and performances</td>
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<td>• Provide Monthly STEP-UP! Academy Session</td>
<td>• Sponsor college going field trips</td>
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<tr>
<td></td>
<td>• SPSA Preparation with AASF Early Adopter School Network</td>
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<tr>
<td>JUNE</td>
<td>• Review Year One Implementation of AASF</td>
<td>End of Year Eval/Report</td>
<td>End of Year Eval/Report</td>
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Young, Gifted and Black Highlights:

• Served 20 BUSD families
• Performed 25 times, with 15 shows in Berkeley and 12 for BUSD + AASF.
• Students mastered 10 songs + individual poems + multiple sets for various performances.
• 2 YGB students received awards in the BUSD Oratorical Fest.
Congratulations!!!
Thank You College Tour Partners
Achieve UC Customized College Tour

UC San Diego
UCLA
University of California Irvine
UCSB
UC Riverside
Concerned Parents Alliance, Inc.
College Bound Hall of Education Induction

Mr. Darryl and Mrs. Kadijah Bartlow
Mrs. Irma Parker
THANK YOU