

Office of Equity Updates

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African American and Multi-Ethnic Student Achievement
Scholar Advisors: Shanti Croom, Renate Westbrook, and Aaron Mercadel
Matthew Caniglia, Teacher Encinal HS

June 26, 2025

Overview of Today's Presentation

01

Mentoring/Advising

02

Professional Learning

03

Curriculum/Instruction

04

Student/Family Engagement

05

Collective/Individual Progress

06

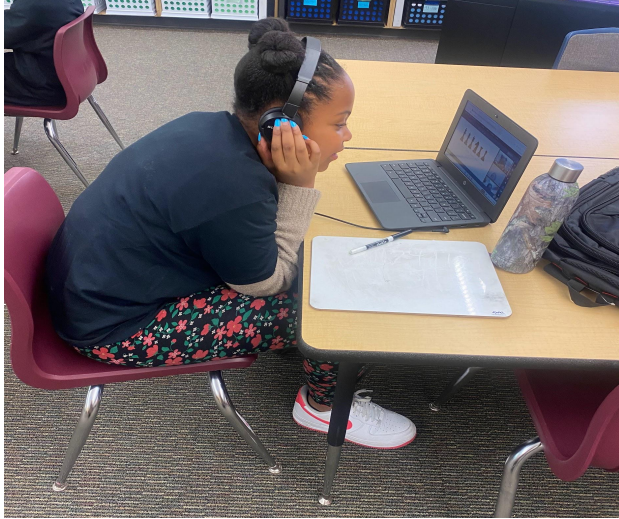
Next Steps/Board Discussion

Equity is a Verb: Mentoring & Advising



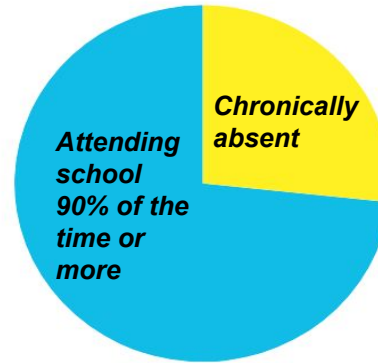
- **Scholar Staff & Student Advisors** provide **case management for up to 20+ Scholar Students** at Maya Lin, Ruby Bridges, EHS Junior Jets, and Wood Middle School
- Secret Sauce - committed educators, student advocates, role models, family liaisons, data driven, and members of the larger support team at each site.

Spotlight from Elementary- Black Math Genius



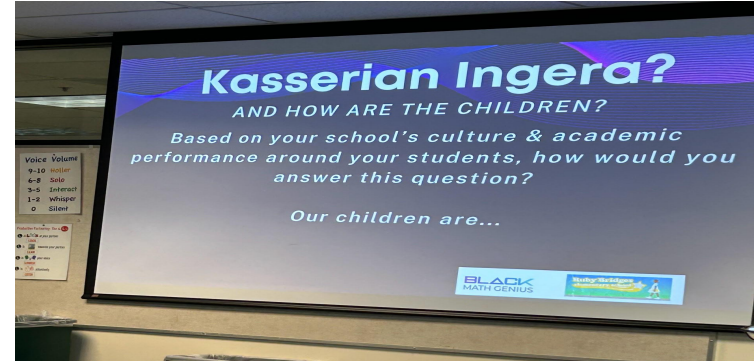
Spotlights from Middle School

- Black History Month Slideshow Contest
- Annual Black History Month Tabling Event & Books (BSU)
- Attendance for Scholar Program Students (see graph below):



Equity is a Verb: Professional Learning for Staff

- Student Behavior and Regulation Techniques
- Student Engagement and Success Strategies w/Scholar Advisors
- Supporting BIPOC Student Achievement in Math w/Dr. Assata Moore (Black Math Genius founder)
- Supporting Student Behavior Part I & II w/ SPG Therapy



Equity is a Verb: Professional Learning for Leaders

- Asset based language and practices (School Board, Principals, Assistant Principals)
 - Participation in Principal CoP - Create a learning space for our principals to address anti blackness and build the capacity of their staff
 - Individual Principal Coaching
 - Executive Functioning Workshop for Teachers/Staff
- Dual-Capacity Framework - Building Trusting Partnerships with families Workshops
 - Black Family Listening Sessions w/presentations to site staff (EHS & Wood)
 - Supporting Black Student Achievement w/Tyson Amir and Milton Reynolds (3 Part Series)

Curriculum & Instruction: AP African American Studies



Equity is a Verb: Curriculum & Instruction - CLR



August & October PD Days with Bay Farm, Earhart, Love, Ruby Bridges Ruby Bridges - CLR Monthly Binder Study and Two Cohorts in Coaching Cycles Earhart - CLR Monthly Binder Study



Culturally and Linguistically Responsive Practices-
V.A.B.B.- Validate, Affirm, Bridge, Build

Equity is a Verb: Student & Family Engagement



Annual Educational Summit 6th-12th grade

Equity is a Verb: Student & Family Engagement



Celebrating Black History Month: Black Resilience and Resistance

Equity is a Verb: Student & Family Engagement

- Drafted the Anti-Hate Speech Student and Family Compact
- Support the BLACK Program w/Tyson Amir at AHS and LMS (Year 2)
- Supported the Stop the Hate Family Forum with DEI Roundtable Leads
- Hosted Live Scan Fingerprinting Party
- BIPOC Families Elementary Workshop (Understand Your Child's Scores and Resources to Help)
- BIPOC Families Middle School Workshop (How to Support your Child in Math)
- BIPOC Families Secondary Night (Navigating high school and prep for college/career)



Equity is a Verb: Celebrating Individual & Collective Progress

Family Survey 2025

Percent of respondents "Agree" or "Agree Strongly" by item

Item	All	IEP	Black/AA Students	Focal Scholars	Primary Language at home is not English*	LGBTQ+ Students	Non-Binary Students
Teachers and administrators at this school believe that I am doing my best to help my child learn.	78.6%	79.6%	74.3%	100.0%	86.5%	68.1%	71.1%
I believe that staff at this school feel good about my support for their work.	75.5%	78.9%	71.9%	100.0%	82.2%	62.5%	65.8%
Staff at this school really care about this local community.	83.2%	80.9%	77.8%	100.0%	84.3%	79.2%	73.7%
I believe that I do a good job of supporting the teachers at this school	79.0%	81.9%	73.1%	91.3%	86.0%	66.7%	73.7%
At this school, teachers and families think of each other as partners in educating children.	77.8%	77.9%	74.3%	100.0%	84.3%	72.2%	71.1%
I have full confidence in the teachers and administrators at this school.	76.5%	73.9%	67.7%	91.3%	82.7%	66.7%	60.5%
Staff at this school work hard to build a trusting relationship with parents.	72.9%	73.6%	65.3%	91.3%	84.9%	61.1%	57.9%
Teachers and administrators at this school believe that talking with parents helps them understand their students better.	71.6%	76.3%	66.5%	95.7%	82.7%	61.1%	55.3%
I feel respected by teachers and administrators at this school.	74.4%	71.6%	66.5%	91.3%	82.2%	65.3%	65.8%
I feel my cultural beliefs and practices are respected by teachers and administrators at this school.	81.1%	83.3%	76.1%	100.0%	88.7%	75.0%	73.7%
I respect the teachers and administrators at this school.	92.1%	91.0%	88.6%	100.0%	94.6%	84.7%	86.8%
Total	78.4%	79.0%	72.9%	96.4%	85.4%	69.3%	68.7%

Above Overall

Same as Overall

Below Overall

Office of Equity: Areas For Consideration

- Budget (Refer to CCEIS)
- Prioritize mandatory Professional Learning opportunities
- Protect the Office of Equity and its focus on Black and Multi-Ethnic Student Achievement and its original mission (we've only just begun)
- Expand Scholar Advisors across more schools
- Our equity work must translate to improving the following for black students:
 - ELA/Literacy
 - Math
 - A-G eligibility
 - Improved grades
 - Equitable enrollment and outcomes in advanced classes
 - Sense of pride in themselves, their culture, and their future

Level Up for the Office of Equity 2025-26

- Explore and pilot Cesar Chavez Anti-bias Curriculum (another layer of reinforcement to pair with PBIS SEL Toolkit Lessons)
- Modify scholar caseloads as needed
- Additional collaboration between Advisors, Sr. Director of Equity, Elementary/Secondary Directors and Site Principals
- Increase Advisor visibility across more sites
- Increase opportunities for field trips, college tours, guest speakers
- Support the explicit growth in Literacy and Math achievement facilitated by Ed Services



Moving Equity Forward

What Did I Do to Move Equity Forward Today?

Office of Equity Updates

Discussion