

VALIDATED PLAN

Promoting Equity and Access
for Black Students



achieve.lausd.net/south-validated-plan

ACKNOWLEDGEMENTS

The Validated Plan sprang from a belief that schools must do a better job of serving Black students. Fortunately, many who shared that view—parents, students, principals, community leaders—lent their talents to the development of this plan. We are grateful to those listed below and to many others for their contributions.

Special thanks are also extended to Los Angeles Board of Education members, Dr. George J. McKenna III and Tanya Ortiz Franklin, for their vision and unwavering support in helping Black students achieve equity, which formed the foundation of the Validated Plan. Their guidance for the project was essential.

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- **Jalisa Johnson**, Community Organizer, Innovate Public Schools
- **Lakiesha Jones**, Local District South Parent
- **Melissa Mack**, Local District South Parent
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- **Everil Nelson**, Local District South Parent
- **Michael Romero**, Superintendent, Local District South
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- **Dr. Didi Watts**, Chief of Staff, Los Angeles Board of Education, District 7
- **Dr. Robert Whitman**, Community of Schools Administrator - Fremont, Local District South
- **Sharon Williams**, Equity Coordinator, Local District South
- **Akela Wroten Jr.**, Local District South Parent
- **Faith Wroten**, Local District South Parent



MESSAGE FROM THE LOCAL DISTRICT SUPERINTENDENT

In Local District South, we have spent countless hours thinking about how to make school better for Black students. Better at teaching them in the classroom, better at helping them outside of the classroom and better at guiding them toward a brighter future.

Two years ago, we began meeting with a group of parents, pastors, college professors and community groups, which continues to this day. While listening to many points of view, we began developing a plan for making Black student achievement a top priority.



Those seeds, planted back in 2019, have sprouted. Today, I present--with pride-- a plan called, “The Validated Plan: Promoting Equity and Access for Black Students.”

This blueprint describes how our schools will promote equity and access for your children. Starting this school year, some of the goals we will work on to accelerate Black student academic achievement include:

- Identifying more Black scholars for the gifted and talented program
- Raising math and reading scores for Black students at each school
- Making sure more Black high school graduates meet college standards and enroll

With your support and with the hard work of students, teachers, and administrators, your child will not only succeed in the classroom but soar. Isn't that a goal worth striving for?

At all schools in Local District South, we have taken a stand. Rolling up our sleeves, we have moved beyond talk. We have committed ourselves, and the resources required to make these changes happen. Through the Validated Plan, I believe we will reimagine education.

In solidarity,

Michael Romero
Local District Superintendent



OUR WHY

A year before the world learned about the COVID-19 pandemic and the tragic death of George Floyd, Local District South planned to reaffirm its commitment to Black students.

That effort, involving teachers, staff, community leaders, and Local District South Staff, led to something more: Validated Plan remakes how we will accelerate learning for Black students from A to Z.



The plan changes, for instance, how we hire school leaders; how we identify gifted students; and how we prepare them for life beyond high school. In short, it reimagines our approach to education.

EXPANDING OPPORTUNITIES, ERADICATING INEQUITIES




“We have a powerful potential in our youth, and we must have the courage to change old ideas and practices so that we may direct their power towards good ends.”
— Mary McLeod Bethune



WE LISTENED, WE LEARNED

Parents. Students. Teachers. Principals. Community leaders. For hours every month, they joined us at the table, sharing personal stories, often speaking with passion and reviewed the plans that centered on a common goal:

 **How can our schools elevate Black student achievement?**

 **We listened and learned. A lot.**

Together, we created a broad plan for what became the Validated Plan. More than two years in the making, it describes how we plan to reimagine how our schools educate Black students.

But first, we sorted through their calls for change. This is what we heard:

	Train teachers in having a cultural understanding so they can respect Black students and challenge them to be their best	
Monitor data to better track Black student performance		Bolster partnerships among schools, Black families, and community groups
	Offer more ways to get help with classwork	
	Ensure staff hiring reflects the school community	Make more Black students eligible for high-achieving programs, such as Advanced Placement, and Gifted and Talented Education
		



Action Step 1

RECRUIT, DEVELOP, AND SUPPORT

We listened, we learned, and we used this knowledge to develop five action steps. Our first action step to continue to support our Black students is recruiting and developing administrators, teachers, and staff. Local District South will focus on the following:

Allocation of Human Resources

- Place effective Black leaders and teachers at school sites
- Provide our most challenged schools with the most innovative staff



Professional Learning

- Facilitate training that delivers Culturally Responsive instructional practices in English and Math
- Accelerate Black student achievement by offering resources and training



Increase Student Academic Engagement

- Coach administrators and teachers to better engage and improve the academic progress of Black students
- Establish Equity Director position



Action Step 2

CULTURALLY RESPONSIVE ACADEMIC SUPPORTS

We must embrace classroom strategies that support Black students. These strategies include increasing student-led discussions and monitoring their grades.

Core Academic Enhancements and Supports

- Ensure Culturally Responsive Instruction in all classrooms
- Teach and highlight historical events that include moments and figures related to the Black experience in history and social science



Affirming School Environments

- Share models of school spaces that affirm Black students and evoke a sense of belonging
- Dedicate spaces inside and outside the classroom to celebrate and affirm Black heritage



Action Step 3

REMOVE BARRIERS TO SUCCESS

We must eradicate barriers to access and success for Black students. Local District South will promote access to Gifted and Talented Education (GATE) program, Advanced Placement (AP) classes and accelerate University of California/California State University eligibility for Black students.

High Quality Academic Support and Interventions

- Monitor Black students' grades monthly
- Provide personalized academic support
- Identify more Black students for the Gifted and Talented Education (GATE) program
- Increase participation in classes that prepare Black students for college



Model and Reinforce Positive Behavior

- Use Restorative Practices to enhance community building
- Emphasize positive teacher-student relationships

Social-Emotional Wellness

- Enhance school and community-based mental health services
- Provide regular check-ins by local district support staff to schools in need of a mental health provider



Action Step 4

VALUE BLACK STAKEHOLDERS

We value Black families and need their feedback to put our Validated Plan into action. We will continue to listen and learn from our village of Black families and community members.

Parental Empowerment

- Provide clear communication to elevate Black voices
- Host Black parent workshops and meetings



Parents as Partners

- Develop a Black Parent Advisory Council
- Celebrate Black student success stories



Action Step 5

STUDENT-CENTERED LEADERSHIP AND CAREER-BASED MENTORING

We will maintain a student-centered perspective in determining Black student needs. We will leverage the collective power of our relationships with community and faith-based organizations to provide college and career options.

Student Empowerment

- Establish a Black Student Advisory Council
- Encourage middle and high schools to create a Black Student Union or leadership group
- Encourage elementary schools to increase leadership opportunities for Black students

Community Partnerships

- Motivate schools to have Black students represented in leadership groups
- Expand partnerships with faith-based organizations and community groups



OUR YEARLY GROWTH TARGETS

The Validated Plan is committed to accelerating growth in these four prioritized areas for the next five years: increasing literacy, numeracy, gifted and talented identification and A-G “C” or better for Black students. These growth targets are ambitious, achievable, and supersede traditional academic growth.

Literacy

The percentage of Black students meeting Dynamic Indicators of Basic Early Literacy Skills (DIBELS) End of Year (EOY) benchmarks in 2nd grade will increase from 61% in June 2019 to 80% by June 2026 (over 4 points per year for 5 years).

Numeracy

On the California Assessment of Student Performance and Progress (CAASPP) in Math, improve the average Distance from Standard (DFS) from -63.5 in 2019 to 0 in 2026 for Elementary Schools (i.e., on average, students are on standard by 2026) and -107.4 in 2019 to -34 in 2026 for Middle Schools (over 14 points per year for 5 years).

Gifted and Talented Identified

The percentage of Black students identified as Gifted and Talented will increase from 9.2% in June 2019 to 15% overall by June 2022.

A-G “C” or Better

The percentage of Black students in a graduating 9th-12th grade class demonstrating college and career readiness with a “C” or better on University of California (UC)/California State University (CSU) A-G approved courses will increase from 42.5% in June 2019 to 75% by June 2026 (over 6 points per year for 5 years).



DISTRICT RESOURCES FOR PARENTS



Access, Equity and Acceleration
(213) 241-3340
lausdaea.net



Beyond the Bell
(213) 241-7900
btb.lausd.net



Dual Language Programs
(213) 241-5582
achieve.lausd.net/apolo



Gifted/Talented Programs
(213) 241-6500
achieve.lausd.net/Page/1086



Magnet Programs
(213) 241-6532
achieve.lausd.net/Page/1909



Parent and Community Services
(213) 481-3350
achieve.lausd.net/pcss



Permits and Student Transfers
(213) 241-3844
achieve.lausd.net/Page/12914



Restorative Practices
(213) 241-0394
achieve.lausd.net/PBIS_RP



School Mental Health
(213) 241-3841
achieve.lausd.net/smh



Special Education Services
(213) 241-6701
achieve.lausd.net/sped



Student Support Programs
(213) 241-3840
achieve.lausd.net/Page/15337



Zones of Choice
(213) 241-0466
achieve.lausd.net/zoc



LOCAL DISTRICT SOUTH CONTACTS FOR PARENTS

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Student Support Programs

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MEET THE VALIDATED EQUITY TEAM

The Local District South Validated Equity team consists of two dedicated educators who believe in promoting equity and access so that Black students thrive. They are focused completely on ensuring that the goals of the Validated Plan are achieved. Their work is always centered around what is best for Black students. With their passion and the support of families, students, teachers, administrators, and community partners, Black students will succeed.

Dr. Kenya Williams was most recently the principal of Humanities and Arts Academy of Los Angeles. She received her Doctorate in Education from the University of Southern California and is a former English teacher with an expertise in culturally responsive instructional strategies. Throughout her career, she has been focused on engagement strategies for Black students and has a track record in increasing graduation rates for historically underserved students. She has provided professional development for teachers and implemented programs that accelerated academic achievement for students of color.

Sharon Williams is a K-12 educator who has served as an elementary teacher, high school and college counselor, gifted and magnet coordinator, school psychologist, and parent educator in Los Angeles Unified. She brings her culturally relevant and diverse experiences as Equity Coordinator to accelerate academic achievement for Black students.



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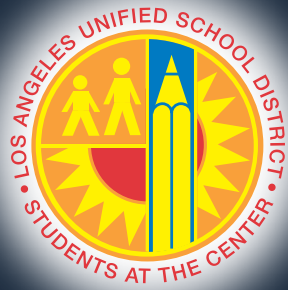


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Get involved, stay connected, share your experiences and needs. We would love to hear from you, please reach out to us.







Local District South

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Expanding Opportunities, Eradicating Inequities

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