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African American Resources

African American Success Framework



Berkeley Unified School District has a long history of partnership with Black students and families, and these partnerships have taken many shapes: the 20 Vision plan, the district's Local Control Accountability Plan (LCAP), and plans to change Special Education services have all been influenced by these partnerships. Still, the district acknowledges that more work and deeper partnership is necessary so that the full potential and brilliance of Black students is realized.

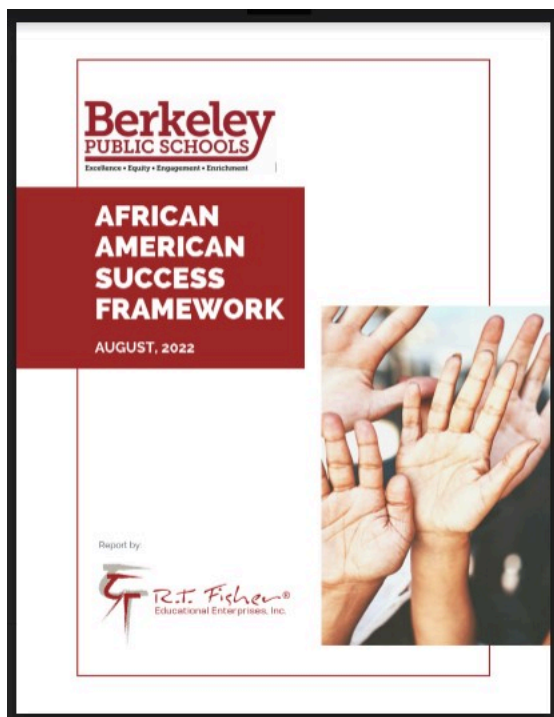
This resource page is meant to provide a single stop for information about BUSD's programs and services for Black and African American students and the families. Here you will find descriptions of the district's development of the African American Success Initiative, a comprehensive collection of programs and efforts designed to confront and remedy issues in the district related to serving African American students.

[Superintendent's African American Success Advisory Committee \(Click Here\)](#)

African American Success Framework Report



[Read the latest 2026 report here.](#)



[Read the original 2021 report here.](#)

In This Report You Will Find

What is the African American Success Framework?

Definition of AASF Term

AASF Intervention Multi-Tiered System of Support

AASF Theory of Transformation and Action

[Translate »](#)

Why is the African American Success Framework Needed?

Problem Statement and Research Questions

What are the Framework's Goals and Measurable Outcomes?

AASF Integration with District Plans Research Context

How is the African American Success Framework Organized?

Implementation Organizational Structure

What are the Conditions for Successful Implementation?

Next Steps

Join Us for Black-To-School 2026


Berkeley PUBLIC SCHOOLS
Excellence • Equity • Engagement • Enrichment

AFRICAN AMERICAN SUCCESS FRAMEWORK

SAVE THE DATE

BLACK-TO-SCHOOL
SATURDAY, SEPTEMBER 12, 2026
10:00 AM–12:00 PM
WILLARD MIDDLE SCHOOL
2425 Stuart Street • Berkeley, CA 94705

WELCOME! BLACK-TO-SCHOOL REGISTRATION
COME READY. LEAVE CONNECTED.

WHAT IS BLACK-TO-SCHOOL?
A BUSD initiative rooted in the African American Success Framework—bringing students, families, schools, and community partners together around:

- BELONGING + CULTURAL AFFIRMATION
- FAMILY + COMMUNITY PARTNERSHIP
- WELLNESS + GROWTH MINDSET
- ACADEMIC READINESS + RESOURCES

WHAT THE DAY WILL LOOK LIKE

- 10:00 AM** COMMUNITY WELCOME
- 10:15 AM** LEARN MORE ABOUT AND EXPLORE SCHOOL AND COMMUNITY RESOURCES
- 12:00 PM** LUNCH (WHILE SUPPLIES LAST) + GIVEAWAYS
- READY • SET • BLACK-TO-SCHOOL!**

COME MEET AND LEARN ABOUT RESOURCES SUCH AS:

- OFFICE • BERKELEY'S YOUTH EQUITY PROJECT • SCHOOL TEAMS & STAFF

COME READY. LEAVE CONNECTED.

SCAN ME

Come ready. Leave connected.

Translate »

Berkeley Public Schools invites students, families, and community members to our annual **Black-To-School** event! Rooted in BUSD's African American Success Framework, this special morning is designed to bring our community together around cultural affirmation, family partnerships, wellness, and academic success.

- 📅 **Date:** Saturday, September 12, 2026
- 🕒 **Time:** 10:00 AM – 12:00 PM
- 📍 **Location:** Willard Middle School (2425 Stuart Street, Berkeley, CA 94705)

What to Expect:

- **Connect with Resources:** Explore school teams, staff, the Office of Family & Community Engagement (OFEE), and Berkeley's Youth Equity Project.
- **Get Ready for the Year:** Get assistance with registration, academic readiness, and growth tools for your student.
- **Community & Fun:** Enjoy a warm welcome, lunch (while supplies last), and exciting giveaways!

Whether you need support getting set up for the school year or just want to celebrate with fellow BUSD families, we can't wait to welcome you!

The African American Success Framework: Year 3 of 3



View the November 2024 African American Success Framework (AASF) Year 3 of 3 Implementation Report [here](#).

View the African American Success Framework: Academic Year Three in Review [here](#).

The AASF Year 1 of 3 Implementation Report Can be found [here](#).

View the May 24, 2023 board update on the framework implementation [here](#).

The AASF Year One Implementation Appendix is [here](#).

African American Success Framework Transition Fair, April 11 & 18, 2026



The poster is for an 8th to 9th Grade Transition Fair. It features a background image of a school building with a red overlay. At the top left is the Berkeley Public Schools logo. At the top right is a circular logo for the African American Success Framework. The main title '8TH TO 9TH GRADE TRANSITION FAIR' is in large, bold, yellow letters. Below it is the date 'SATURDAY, APRIL 11TH, 2026' and the time '10:00AM - 12:30PM'. The location is 'DONAHUE GYM @ BERKELEY HIGH SCHOOL' with the address '1980 ALLSTON WAY' and parking information 'PARKING IN THE M GATE PARKING LOT ON MILVIA - MAP ON BACK'. Three polaroid photos show students and teachers, with captions 'GET RESOURCES!', 'MEET TEACHERS!', and 'CAMPUS TOURS!'. A banner reads 'BUILD YOUR PATH. OWN YOUR FUTURE.' Below this is a schedule of events: 10:00 AM - POWER BREAKFAST & COMMUNITY CONNECTION, 10:15 AM - THE HIGH SCHOOL ADVANTAGE, 10:30 AM - LAUNCH YOUR HIGH SCHOOL PLAN, and 11:30 AM - CAMPUS TOURS.

Berkeley PUBLIC SCHOOLS
Empowering Learning • Inspiring Growth • Ensuring Success

**8TH TO 9TH GRADE
TRANSITION FAIR**
SATURDAY, APRIL 11TH, 2026
10:00AM - 12:30PM • DONAHUE GYM @ BERKELEY HIGH SCHOOL
1980 ALLSTON WAY • PARKING IN THE M GATE PARKING LOT ON MILVIA - MAP ON BACK

GET RESOURCES!
MEET TEACHERS!
CAMPUS TOURS!

BUILD YOUR PATH. OWN YOUR FUTURE.

10:00 AM - POWER BREAKFAST & COMMUNITY CONNECTION
Grab Breakfast and meet other future high school families.

10:15 AM - THE HIGH SCHOOL ADVANTAGE
Welcome from High School Leadership.
Meet the people who will help you thrive.

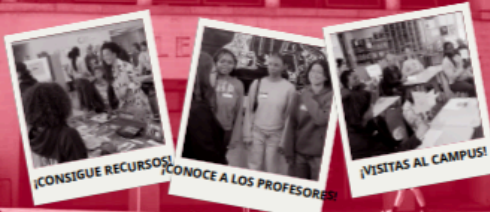
10:30 AM - LAUNCH YOUR HIGH SCHOOL PLAN
Learn about academics, electives, athletics, arts, leadership, and college prep opportunities

11:30 AM - CAMPUS TOURS
Explore the Campus
Join Us for Tacos & Quesadillas
(While Supplies Last)



**FERIA DE TRANSICIÓN
DE 8.º A 9.º GRADO**

10:00 A. M. A 12:30 P. M. • GIMNASIO DONAHUE EN LA ESCUELA SECUNDARIA
BERKELEY DO 11 DE ABRIL DE 2026
1960 ALLSTON WAY • ESTACIONAMIENTO EN EL ESTACIONAMIENTO M GATE EN MILVIA • MAPA EN LA PARTE POSTERIOR



CONSTRUYE TU CAMINO. SÉ DUEÑO DE TU FUTURO.

10:00 AM - DESAYUNO DE PODER Y CONEXIÓN COMUNITARIA
Desayuna y conoce a otras futuras familias de la escuela secundaria.

10:15 AM - LA VENTAJA DE LA ESCUELA SECUNDARIA
Bienvenida del liderazgo de la escuela secundaria.
Conozca a las personas que le ayudarán a prosperar.

10:30 AM - LANZAMIENTO DE SU PLAN DE ESCUELA SECUNDARIA
Obtenga información sobre las oportunidades académicas, optativas, deportivas, artísticas, de liderazgo y de preparación universitaria.

11:30 AM - VISITAS AL CAMPUS
Explora el campus Únete a nosotros para disfrutar de tacos y quesadillas
(Hasta agotar existencias)



9:45 AM - BREAKFAST & COMMUNITY WELCOME

Enjoy a light breakfast and connect with other families.

10:00 AM - STRONG START: WHAT TO EXPECT IN MIDDLE SCHOOL

Hear directly from the Middle Schools.

Meet the teams and programs that will support your success.

10:15 AM - STEP UP! WORKSHOPS + EXPLORE THE RESOURCE FAIR

Interactive student workshops.

Discover clubs, academic supports, enrichment programs, and more!

11:30 AM - READY, SET, STEP UP!

Join Us for Tacos & Quesadillas
(While Supplies Last)




FERIA DE TRANSICIÓN DE 5.º A 6.º GRADO

SÁBADO 18 DE ABRIL DE 2026
10:00–11:30 A.M. • ESCUELA SECUNDARIA MLK JR.
 1798 ROSE STREET • ESTACIONAMIENTO DISPONIBLE EN EL ASFALTO • ENTRADA EN GRANT STREET



¡CONSIGUE RECURSO
 ¡CONOCE A LOS PROFESORES!
 ¡ASISTE A LOS TALLERES

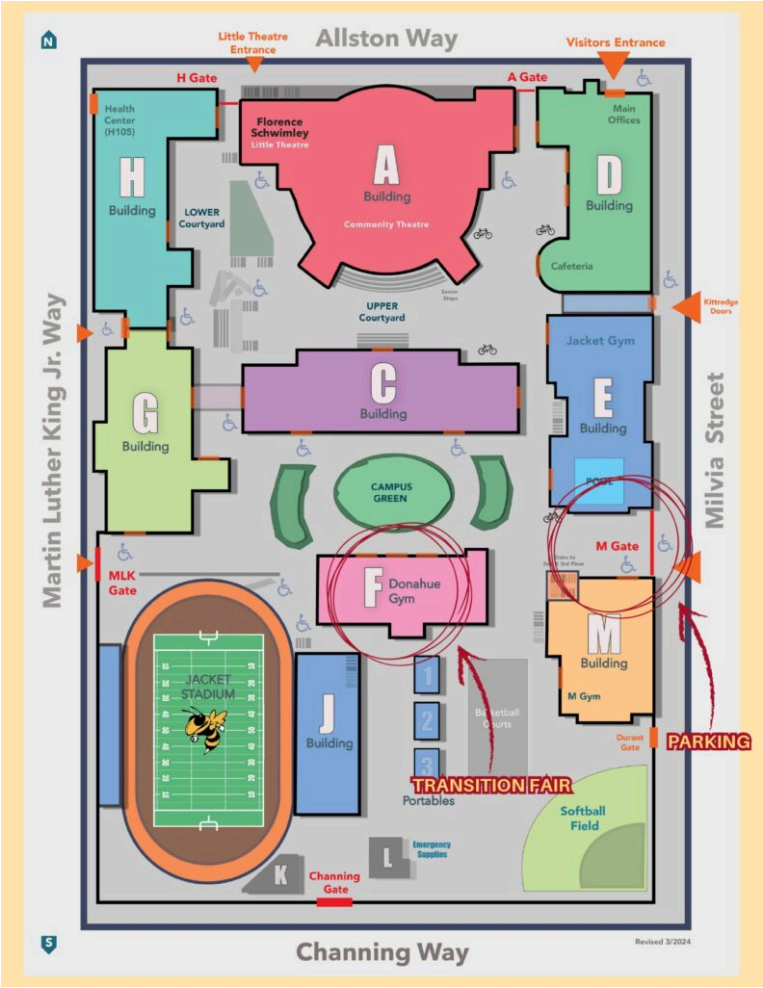
TU PRÓXIMO CAPÍTULO COMIENZA AHORA.

9:45 AM - DESAYUNO Y BIENVENIDA A LA COMUNIDAD
 Disfrute de un desayuno ligero y conéctese con otras familias.

10:00 A. M. - UN COMIENZO FUERTE: QUÉ ESPERAR EN LA ESCUELA SECUNDARIA
 Escuche directamente de las escuelas intermedias.
 Conozca los equipos y programas que apoyarán su éxito.

10:15 A. M. - TALLERES ¡ARRIBA! • EXPLORA LA FERIA DE RECURSOS
 Talleres interactivos para estudiantes.
 ¡Descubre clubes, apoyos académicos, programas de enriquecimiento y mucho más!

11:30 AM - ¡LISTOS. PREPARADOS. ADELANTE!
 Únase a nosotros para disfrutar de tacos y quesadillas
 (Hasta agotar existencias)



Black to School, Sept. 14, 2024



[Click here for a readable PDF of the flyer.](#)

[Click here to watch a short video on the event!](#)

College Bound

THE 2024-2025 college bound BERKELEY ACADEMY PROGRAM!

HIGHLIGHTS INCLUDE: Academic Excellence, Case Management, College & Career Prep, Community Service, Customized College Tours, Financial Literacy & Scholarships, Grade Monitoring, Leadership Development, Racial Equity and Inclusion, Scholar and Parent/Family Empowerment, Self Esteem Building, Social, Physical and Emotional Learning, Networking, Understanding the A-G College Requirements and much more!

Spaces are available for 9th – 12th Grade BUSD Scholars AND Families!

NO MINIMUM GPA IS REQUIRED!!!

CBBUSD meetings are held **once a month**. Each scholar must want to have the option of attending college, be actively engaged **and** accompanied by a parent or responsible adult for each meeting.

COLLEGE BOUND ACADEMY MEETING LOGISTICS

Time: 9:00am – 12 Noon except for the December meeting

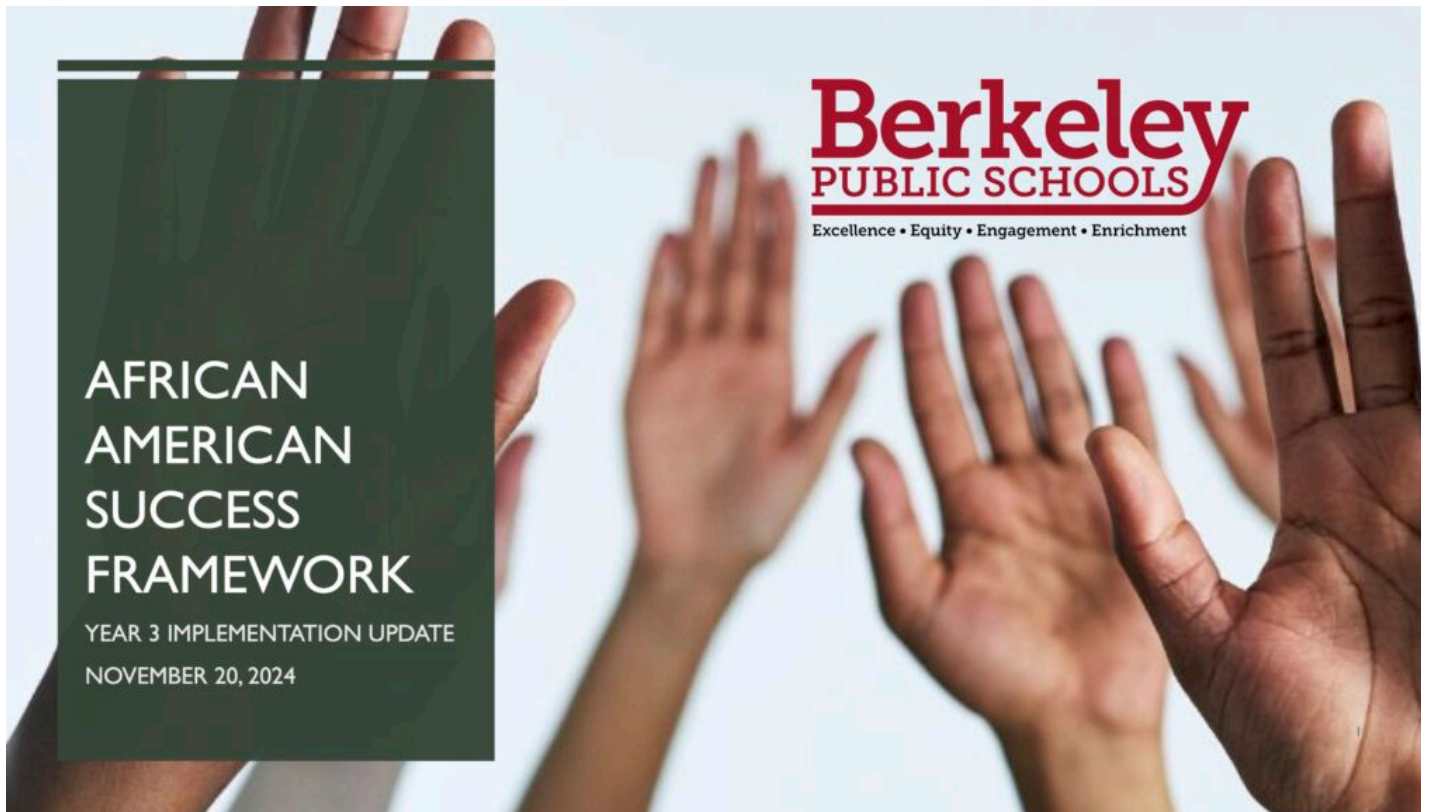
Location: Berkeley Unified School District Oxford Theater – 2020 Bonar Street, Berkeley

September 21st, October 5th, November 16th, *December 7th, January 25th, February 15th, March 22nd, April 19th and May 17th (Finale Program)

***2:00pm – 5:00pm**

Register TODAY by visiting <https://forms.gle/kmBRJFLV5Q7LvJDr9>

Latest African American Success Framework Board of Education Update



The November 20th African American Success Framework Board of Education Update Presentation can be viewed [here](#).

African American Success Framework Spring 2024 Newsletter



The African American Success Framework Spring 2024 Newsletter is available [here](#).

[Translate »](#)

Berkeley High School Smaller Learning Communities (SLC) Newsletter



AN IMPORTANT DECISION AWAITS YOUR 9TH GRADE SCHOLAR

**PLAN TODAY FOR A SUCCESSFUL TRANSITION INTO
THE BHS SMALLER LEARNING COMMUNITIES (SLC)**

The African American Success Framework Smaller Learning Communities (SLC) Newsletter is now available as an important resource for families transitioning from 9th to 10th grade. View the newsletter [here](#).

The African American Success Framework December 2025 Board Presentation





Superintendent's African American Success
Advisory Committee (AASAC):
Strategic Action 4.01

AASAC Retreat
August 2, 2025

View the African American Success Framework August 2, 2025 update to the Board of Education [here](#).

Fall 2023 Newsletter

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AFRICAN AMERICAN SUCCESS FRAMEWORK

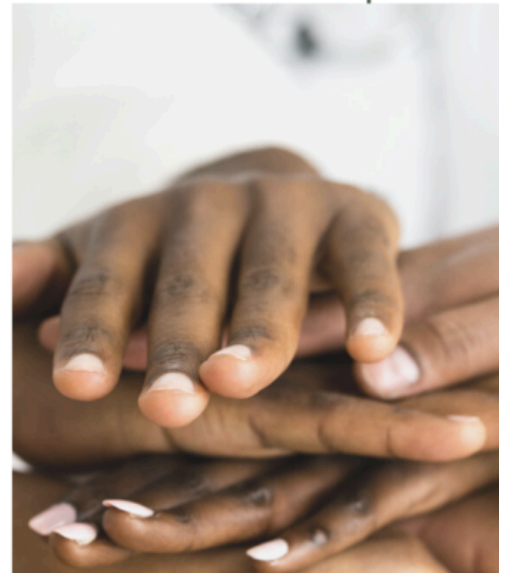
Fall 2023 Newsletter



The African American Success Framework Fall 2023 Newsletter is now available. View the readable pdf [here](#).

Step Up! Academy Fall 2023 – Summer Intervention Final Report

STEP UP! ACADEMY PROGRAM SUMMER INTERVENTION FINAL REPORT FALL 2023



The Step Up! Academy Program Summer Intervention Final Report is now available. View the pdf report at this [link](#).

Step Up! Academy Fall 2023 – Back to School Newsletter



Berkeley PUBLIC SCHOOLS
Endurance • Equity • Engagement • Excellence

STEP UP! ACADEMY EST 2013

BACK-TO-SCHOOL

Presented by the African American Success Framework

Greetings!

As we finish up the first month of the school year, we'd like to check in with a calendar of upcoming STEP UP! Academy dates, plus a recap of the eventful summer that BUSD scholars spent at the STEP UP! Academy. Please save the calendar below, then keep scrolling to enjoy snapshots of the STEP UP! Academy's summer sessions!

Read the Fall 2023 Step Up Academy newsletter [at this link](#).

The African American Success Framework 2nd Annual Black-to-School Event



(Click the image to view the video.)

Translate »

The African American Success Framework: Transition Fair



View a video recap of the 1st Annual African Success Framework Transition Fair [here](#).

The African American Success Framework: Board Workshop



View the February 25 African American Success Framework Board Workshop [here](#).

[African American Success Framework Fall 2023 Newsletter](#)

[Winter 2023 Newsletter](#)

WINTER NEWSLETTER 2023



[Read the Winter 2023 newsletter here.](#)

In this Issue:

- STEP UP! Academy sessions
- College Bound Saturday Sessions
- Young Gifted and Black Meetings
- Middle & High School Transition Fair April 15

[Read the December 2022 newsletter here.](#)

In this Issue:

- September: Black to School Event
- October: Latine/x Heritage Month
- November: Exploratorium Field Trip

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- December: Important Dates and Thrive At Home tool kits for Winter Break

[Read the Fall 2022 newsletter here.](#)

In this issue:

- An update on the Summer 2022 Step Up Academy
- Black to School Event on September 17
- Fall 2022 Saturday Programs



Community Engagement Meetings

Your input will help:

- inform the creation of strategic action steps
- determine the best services needed to support our scholars
- ensure that our community partnerships are relevant and rigorous

<	September 2026						>
Mon	Tue	Wed	Thu	Fri	Sat	Sun	
	1	2	3	4	5	6	
7	8	9	10	11	12	13	
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	
28	29	30					

Past Meetings & Newsletters

[CLICK HERE](#) to read the AASF February 2022 Newsletter

[CLICK HERE](#) to see the March 2022 AASF Board of Education Update

[VIEW THE PRESENTATION](#) : Virtual Community Engagement Listening Session #1 January 26, 2022

[VIEW THE PRESENTATION](#): Virtual Community Engagement Listening Session #2 February 24, 2022

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[VIEW THE PRESENTATION](#): Virtual Community-Based Organization Focus Group, February 17, 2022

[VIEW THE PRESENTATION](#): Virtual Student and Family Focus Groups, January 29, 2022

Black to School 2022



On September 17, 2022, BUSD and our African American Success Framework (AASF) partners held Black-To-School, a special event for students in grades 8. Students and parents enjoyed fun activities and workshop at the event.

[Click here](#) to view highlights of this special event.



Longfellow Principal Salita Mitchell tells students and parents that this is a very meaningful event. "It takes a village to raise our students," says Mitchell. "Thank you for being here and circling around our students."



Lia Osborn from the African American Regional Education Alliances shares that the focus of their session will be about what it means to be responsible, organized, motivated—to be brilliant, resilient, and strong!

Step Up Academy – Summer 2022



The Step Up Academy took place from June 16 through July 15, 2022. It served approximately 100 students in grades 3-8 across the district. [Click here to watch the video.](#)

Please get involved! BUSD recognizes you as students' first and most important teacher.

Your voice matters!

[CLICK HERE](#) to see the June 2022 AASF Board of Education Update

[CLICK HERE](#) to see the AASF Town Hall Meeting Presentation

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AASF Information for the 2022-23 School Year

- [CLICK HERE](#) to see the BUSD June 29, 2022 Board Meeting Presentation: Approval of the 2022-23 African American Success Framework
- [CLICK HERE](#) to see the AASF List of Goals and Strategic Actions
- [CLICK HERE](#) for additional AASF Reference Materials

2022 Black History Oratorical Fest Competition



In April 2022, elementary, middle, and high school students participated in the BUSD's Black History Oratorical Fest. This year's Black History Oratorical Fest was co-organized by mem of the Berkeley Unified School District's Office of Family Engagement and Equity (OFEE) and African American Success Manager Kamar O'Guinn.

The First BUSD Black History Oratorical Fest Competition

The first BUSD Black History Oratorical Fest Competition was held in 2018 with the purpose of uplifting Blackness while providing Berkeley students with an opportunity to shine through public speaking. Students recited published or original speeches, skits, spoken word, and poems from educators, entrepreneurs, government officials, and other authors related to the year's theme.

About This Year's Theme: Get Up! Speak Up! Demonstrate Black Resilience and Joy!

This year's theme encouraged our students to present original or published speeches focus on voicing the beauty and power of Black resilience and joy. The audience enjoyed a variety of spoken word, speeches, and poetry performances by our talented students. 1st, 2nd, and 3 place winners from each division were selected by a panel of judges.

[Click Here](#) to view the Elementary Black History Oratorical Fest Competition

[Click Here](#) to view the Middle and High School Black History Oratorical Fest Competition

Key Terms for the 2022-2023 School Year

African American Success Initiative: The district's overall efforts to support African American students and their families. This includes both the written plan – the Framework – and the collection of professional development, curricula, and programs to be enacted over multiple years. The African American Success Initiative is still being defined over the course of the Winter and Spring of 2022, and your input is critical!

African American Success Framework: A written document that expresses the district's and community's view of the strengths, opportunities, and challenges present for African American students; and the "theory of change" that leads to a coherent set of decisions about eliminating barriers to success.

Berkeley Unified School District's African American Success Framework (AASF) has officially launched as of the December 8, 2021 Board of Education Meeting. The AASF is a 3-Year Strategic Plan with Recommendations, Action Steps, and an Implementation Timeline to shine a bright light on what's working well for African American scholars and improve their outcomes.



The Framework will analyze five areas related to effective teaching and learning for African American students:

1. BUSD's past efforts to effectively serve African American students and their families
2. Research on effective classroom teaching and programs
3. Community Feedback
4. Educator Feedback
5. A "Theory of Change" for improving outcomes for African American students and the families

The African American Success Framework will address five areas of need in BUSD:

1. Tier One Classroom Instruction: What classroom teaching strategies best support African American learners?
2. Tier Two Intervention: What assets-based intervention programs best support African American learners?
3. Affinity-Based Programs: What identity-based programs should the district launch and/or maintain to best support African American students' knowledge of self, Black history, and Black culture?
4. Family Engagement: What family engagement programs should the district launch and/or maintain to best support African American families?
5. Data Dashboard: What data does the district need to share, or begin to collect and share, so that the district's work is transparent, actionable, and accountable to the community?

The African American Success Framework is still being defined over the course of the Winter and Spring of 2022, and your input is critical!

To review the full board presentation, please click [here](#).

Current African American Success Initiative Programs

Current Tier One Programs: Positive Impact in Our Classrooms

As BUSD seeks additional input during the Winter and Spring of 2022 on the current draft of the African American Success Framework, there are a number current efforts that seek to disrupt the longstanding patterns of teaching and learning for African American students in our classrooms. Below, please find list of current programs in this area of the Framework – understanding that BUSD is both “designing the plan and building the programs” at the same time.

- Ghody Mohammed, K-8 Schools
- Anti-Racist Teaching Strategies, Berkeley High School
- Vision Schools and Scholars

Current Affinity-Based Programs: Celebrating Identity, History, and Culture**Umoja Program at Longfellow**

Umoja is a Berkeley Unified School District (BUSD) program designed to support the holistic development of Black/African American learners. This unique program positions Black/African American history and shared experience as a central cornerstone for classroom learning. We believe in the innate capacity all Black/African American children to learn. We believe it is the responsibility of the classroom facilitator to honor, nourish, and support the intellectual and personal development of Black/African American children. We acknowledge the critical role that racism, bigotry, and cultural domination play in shaping learning environments. When Black/African American children don't learn we must interrogate the schools, curriculum, and teaching practices that have produced such results.

Young, Gifted, and Black

Young Gifted and Black is a program of E4E Arts, the not-for-profit arm of Edutainment for Equity. The group is led by experienced educators who combine have over 100 years of experience in youth and curriculum development, public education, nonprofit administration, strategic planning, and program development, and especially in the education of African American children. Additionally, each of the leaders is an award-winning artist and/or educator, whose individual and collective works have been honored the world over.

STEM STEPS

The STEM STEPS for Success program is a family membership program that provides culturally relevant academic enrichment programming and resource for African American families. Families with students in the 5th, 6th, 7th, and 8th grades who identify with the cultural experiences and traditions of African American people. The Scholar Program is designed to provide African American students with practical applications of math and science.

[Translate »](#)

culturally relevant, real-world context. Specifically, this program offers intensive STEM and college awareness experiences to participating students through project-based curriculum units and exploration activities.

College Bound

CPA/College Bound programs empower scholars AND their families to navigate the educational system and have the choice of attending college. 100% of scholars graduate from high school and have the choice of attending college while their parents learn to successfully take back control of their households while ensuring educational success for their scholars. To learn more about College Bound, please visit the program website!

Black Studies Department at Berkeley High School

The African American Studies Department, the only one of its kind in the United States, is a unique learning environment within Berkeley High School. It focuses on the African American experience relative to the national and global perspective. The humanities-based courses take students on a journey through Africa's glorious past, the Trans-Atlantic slave trade, and the African American dynamics as an integral part of the development of our nation through history, literature, language, dance, drama, and spoken word. [Please visit our website at this link!](#)

4. Current Family Engagement Efforts

Principals' Learning Circles

Our Partners



Frequently Asked Questions

WHAT IS THE RESEARCH SUPPORTING THE FRAMEWORK?

Please [click here](#) for the bibliography of research to support the African American Success Framework.

WHAT HAS BEEN IMPLEMENTED IN BUSD SO FAR?

Please [click here](#) for a listing of direct services implemented in BUSD as of Spring 2022.

WHAT IS THE AFRICAN AMERICAN SUCCESS FRAMEWORK AND WHO DOES IT SERVE?

- The AASF is a strategic plan with recommendations, action steps, and an implementation timeline informed by the following:
 - Asset Mapping of Previous and Current District Initiatives
 - District Data, Accountability Plans & Compliance Reports
 - LCAP Goals, LCP Learning Loss Strategies, CCEIS Measurable Outcomes
 - K-12 Principals' Meetings

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- Principal and Family Learning Circles, Town Hall Meetings, Stakeholder Focus Groups & Review Sessions
- Board of Education Approved Black Lives Matter Resolution
- The overall framework goal is to serve the approximately 1,200 Black/African American students in the Berkeley Unified School District
- Based on the needs assessment, four key recommendations emerged. Recommendations 1 and 4 will be the focus for the 2021-2022 school year.
 - Recommendation #1: Utilize approved culturally and linguistically responsive and relevant (CLRR) social, emotional, academic development (SEAD) interventions to address the academic performance of African American students.
 - Recommendation #2: Ensure that school personnel are in place and are appropriately trained, supported, and held accountable for the successful implementation of culturally-relevant professional development and pedagogical practices.
 - Recommendation #3: Review and update district-wide behavioral policies and practices.
 - Recommendation #4: Promote parent and community partnerships and alliances with local school sites.

WHAT IS THE AASF THEORY OF ACTION?

- The AASF Theory of Action is grounded in Four Strategic Pillars
 1. Conduct Stakeholder Engagement and Student Needs Assessment
 2. Create Strategic actions, Identify Partners and Provide direct services
 3. Develop Impact-oriented metrics to see the system utilizing a cycle of inquiry/dashboard framework to accelerate improvement
 4. Build Long-term practices to sustain and scale best practices which achieve desired results
- Ultimately, the AASF is not a collection of programs but rather a strategic framework oriented to support, build and sustain African American student achievement.

WHY WAS THE INITIATIVE LAUNCHED?

- African American students' academic achievement disparities are at disproportionately higher rates compared to students of other ethnic groups in the District. Additionally, current & historical District data suggest that African American students are:
 - MOST LIKELY TO:
 - Be suspended or expelled;
 - Be identified for special education than any other student group
 - LEAST LIKELY TO:
 - Become proficient readers by third grade;
 - Be placed in Gifted and Talented Educational programs;
 - Master the mid-level mathematics skills that position students for success in college-preparatory math courses;
 - Be placed in a full sequence of college-preparatory courses;
 - Complete an Advancement Placement (AP) Course;
 - Meet the A-G College Readiness UC/CSU Eligibility Requirements

IS THIS INITIATIVE EXCLUSIVE TO BLACK/AFRICAN AMERICAN STUDENTS?

- No, while the focus of this initiative is on African American students, all students are welcome to participate in activities. In fact, the goal of this initiative is to identify best practices which can be scaled to positively impact additional student groups.

HOW WILL THE SUCCESS OF THIS INITIATIVE BE MEASURED?

- Need to be explicit about what is actually controllable within the initiative – need to be clear about the handoff between the AASF and the actual work done on behalf of students – distinguish between calling out concerns and actual quality instruction.
- Overall, there will be a multiple measure approach to evaluating the effectiveness of the AASF initiative. The combination of measurement outcomes include:
 - Improved Attendance Rate

- Decrease in Chronic Absenteeism
- Decrease in Suspension Incidents
- Demonstrated engagement with parent/families/caregivers
- Demonstrated gains in percent correct in pre/post-test
- Increased sense of personal efficacy for students
- Increased cultural proficiency for staff in service to students
- Increased percentage of students who are A-G eligible
- Increased percentage of students graduating on time and A-G eligible
- Increased percentage of students completing their FAFSA application on time

WHO PUT THE INITIATIVE TOGETHER?

- This initiative reflects the collective efforts of:
 - Berkeley Unified School District
 - [RT Fisher Educational Enterprises](#)
 - African American Educational Regional Alliances
 - [College Bound](#)
 - [Berkeley Public Schools Fund](#)
 - In many respects, this initiative incorporates prior district efforts to support African American Students

HAS THERE BEEN BUSD STAFF INVOLVEMENT OR INPUT WITH THIS PROCESS?

- The entire BUSD governance and management team has been involved since the start of this initiative including:
 - Board Directors Brown and Babitt and Superintendent Stephens
 - BUSD Educational Services
 - K-8 Principals
 - High School Principals

HAS THE CURRENT TEAM RESEARCHED PREVIOUS BUSD EFFORTS BEFORE PROPOSING NEW INITIATIVES?

- Yes, an important first step in launching this framework focused on studying prior BUSD efforts such as:
 - 1968 Black Studies Department at Berkeley High School
 - 2010 Vision 2020
 - 2014 Equity Matrix included in the LCAP (Equity in our Schools) School Self-Assessment and District Audit Tool)
 - 2018 African American Success Manager position
 - 2020 Umoja Elective Class at Longfellow
 - 2020 Black Lives Matter Resolution (See PDF)
 - 2021 Coordinated Early Intervention Plan (CCEIS)

HOW WILL THE INITIATIVE BE FUNDED OVER TIME?

- This initiative is funded in the current LCAP under the Black Lives Matter Resolution and African American Success Framework of \$660,000

WHICH BUSD DEPARTMENT OWNS THE OVERALL SUCCESS OF THE AFRICAN AMERICAN SUCCESS INITIATIVE?

- Given the academic and social-emotional aspects of the AASF, the overall success requires the interdependent work of BUSD Educational Services, School Sites, Community Based Organizations, and the community.
 - Several of the student framework outcomes match the data requirements of the California Dashboard (e.g. chronic absenteeism, etc.,

[Translate »](#)

- Several of the process measures will require strong inter-department collaboration and expertise.
- In many respects, this is a boardroom to classroom framework

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Anti-Bullying: [Board Policy](#) | [Administrative Regulation](#) | [Compliance](#)

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Notification of Non-Discrimination Policy:

The Berkeley Unified School District is committed to providing equal opportunity for all individuals in district programs and activities. Accordingly, BUSD programs and activities shall be free from discrimination, harassment, intimidation and bullying based on actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression; nationality, race or ethnicity, religion, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities. (Board Policy 0410, Board Policy 1311, Board Policy 4030, Board Policy 5145.3, Board Policy 5145.7)

The Board also prohibits retaliation against any district employee or job applicant who complains, testifies or in any way participates in the district's complaint procedures instituted pursuant to this policy. (Board Policy 4030)

Complaint forms are available at school sites and on the district webpage at www.berkeleyschools.net/complaints.

For inquiries or concerns regarding BUSD nondiscrimination policy [5145.3](#) or the filing of discrimination complaints please contact:
Jasmina Viteskic, Title IX Coordinator/Compliance Officer
2020 Bonar Street Room 116, Berkeley, CA 94702
Phone: 510.486.9338 Email: nondiscrimination@berkeley.net

More information is available at www.berkeleyschools.net/non-discrimination/.

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