The Six Core Root Causes of Ineffective Community Engagement:

1. Lack of belief that the system’s success is critically dependent on its relationships with students & families

2. Lack of belief in students & families as experts

3. Lack of understanding and expertise around highly effective student & family engagement.

4. Lack of committed and consistent district & school leaders

5. Lack of inclusivity based on race & culture

6. Systems/tools are not made to be community-friendly
OUSD ENROLLMENT BY ETHNICITY

- African American: 22.1% (N = 7,771)
- Asian: 5.9% (N = 2,082)
- Filipino: 2.3% (N = 826)
- Latino: 11.1% (N = 3,920)
- Multiple Ethnicity: 44.4% (N = 15,627)
- Native American: 0.7% (N = 242)
- Pacific Islander: 12.1% (N = 4,253)
- White: Not Reported

Total Enrollment: 35,165
OUSD Enrolment by Language

35,165

Subgroup Donut

32.9% N = 11,557
3.6% N = 1,259
49.8% N = 17,512
THE OAKLAND TEAM

- Aleida Lopez, Family Liaison, Frick United Academy of Language
- Amapola Obrera, Principal, Frick United Academy of Language
- Jaymie Lollie, Community School Manager, Frick United Academy of Language
- Jason Arenas, Alameda COE Program Director, Family, School & Community Partnerships
- Jerome Gourdine, Director of Targeted Strategies for Student Achievement, Office of Equity, OUSD
- Lakisha Young, Co-Founder & CEO of The Oakland Reach
- Michael de Sousa, Chief Program Officer of The Oakland Reach
- Sara Nuño-Villa, Family Community Engagement, Office of Equity, OUSD
Upper Lake Unified School District
Our Partners:

1. Fawn Rave - Education Director, Robinson Rancheria of Pomo of California
2. Joy Marcks - Education Director, Habematoolel Pomo of Upper Lake
3. Beniakem Cromwell - Chairman, Robinson Rancheria of Pomo of California
4. Madeline Young - Student ULHS
5. Dena Loans Arrow - Student ULHS
6. Robert Young - Emergency Preparedness & Special Projects Coordinator, LCOE
7. Cynthia Lenners - Deputy Superintendent, LCOE
8. Amanda Laughner - Science Teacher, ULHS / Native American Club Advisor
9. Annie Pivniska Petrie - Director Secondary Education, ULUSD / Principal, ULHS
10. Mike Smith - Coordinator Pupil Personnel Services, ULUSD / Principal, ULMS
11. Stephanie Wayment - Director Elementary Education, ULUSD / Principal, ULES
12. Tenderly Logan - Director Pupil Personnel Services, ULUSD
13. Ana Santana - Board Member, ULUSD / Healthy Start Program Director, LCOE
14. Dr. Giovanni Annous - Superintendent, ULUSD
Our Differences

Oakland Unified School District

- OUSD: Large Urban District Serving 35k+ students
- 80+ schools
- Approximately 55 squares miles
- OUSD serves families with over 40 languages
- The Community Engagement Initiative focuses on our African American Population

Upper Lake Unified School District

- Upper Lake: Small District (855 students)
- Covering large geographical area with one third of the land designated as Mendocino National Forest
- District and all 4 schools located on adjacent 50 acres of land
- The Community Engagement Initiative focuses on our Native American Population
Our Commonalities

- African Americans and Native Americans share the common struggle that neither one of their populations chose their current destiny.
- Current political, social, and educational systems have oppressed both communities
  - Segregated schools for African American community
  - Boarding schools for Indigenous community
- Generational negative experiences with our school systems. The need to build trust.
- Curriculum designed specifically for:
  - Native American History based on the local Pomo tribes residing in Lake County (Lake County Strong Unit), composed with Tribal Representatives
    - More being developed
  - African American Male Achievement curriculum (Khepera)
    - More being developed for all targeted strategies
Collective Focal Strategies

- Listen to your community
- Do the work (work with efficacy)
- Produce a tangible product (Curriculum, events, partnerships, etc)
“We’ve got to face the fact that some people say you fight fire best with fire, but we say you put fire out best with water. We say you don’t fight racism with racism. We’re gonna fight racism with solidarity.”

Fred Hampton

Chairman of the Illinois Chapter of the Black Panther Party
The Office of Equity: Targeted Initiatives
AFRICAN AMERICAN MALE ACHIEVEMENT

Manhood Development Program (MDP)

Background:

- Started in 2010
- 6 pilot schools, 18 schools currently
- Uses Khepera Curriculum

Objectives:

- \textit{Decrease} suspensions and \textit{increase} attendance.
- \textit{Decrease} incarceration and \textit{increase} graduation rates.
- \textit{Decrease} the opportunity/achievement gap and \textit{increase} literacy.
The Office of Equity: Targeted Initiatives

- Student, Family and Community Engagement
- Parent Teacher Relational Home Visits
- Racial Justice Task Force
- Affinity Committees
Core Anti-Racist Workshops

- The Pandemic of Racism: How Does White Supremacy Show Up In Our Schools?
- Culturally Responsive Teaching In This Moment: Best Practices in OUSD
- How to Be an Antiracist Educator: Everyday Race Consciousness & Resistance
- Advancing Equity Through Meaningful Family Engagement
- Building Relationship-Centered Schools to Address Racism & Bias
- Healing Centered Restorative Justice
- Equity Traps: Developing Mindfulness & Counter-Strategies
Policies Supporting Racial Justice and Equity

- Equity Policy
  - Working on administrative regulations
- George Floyd Policy
  - Black Organizing Project lead this initiative
- Black Reparations Policy
  - Was organized and lead by community
Committee to Empower Excellence in Black Students

Black Advisory committee at the district level

- Started 2019/2020 school year
- Works to advocate for Black students, families and staff
- Submitted *recommendations* to the board and superintendent for the LCAP
- Parent lead
- Community Driven
Family and Community Engagement Network (FACE)

- Collaborative comprised of Alameda County school districts
  - Sharing tools and promising practices across the county
  - Has been working together for the last 6 years

- Focuses on racial justice and equity within our school systems
  - Learning to use the Courageous Conversation tool (Glen Singleton)
  - How to analyse district data and incorporate intentional and inclusive practices in our LCAP
Parent Teacher Home Visits

Central office provided trainings on home visits to sites.

Strong focus on relationship building with families.

Resetting prevailing mindsets on why and how home visits are conducted.

Central office funded additional hours for staff.
FRICK UNITED FAST FACTS
HECHOS RÁPIDOS DE FRICK UNITED

- 350 students
- Majority of Students are Title 1
- Dual Language Program Model
- Languages Spoken
  - 7 Home Languages
- 22% are New Comer Students
- 21% of Students are Differently Abled

- 350 estudiantes
- La mayoría de los estudiantes son título 1
- Modelo de programa de dos idiomas
- Idiomas hablados
  - 7 Idiomas casera
- El 22% son estudiantes recién llegados
- El 21% de los estudiantes tienen diferentes capacidad
HOME VISITS
VISITAS DOMICILIARIAS

- Many families struggle with understanding the requirements around distance learning.
- Opportunity to check in on the health and wellness of families and students.
- Supported students understanding how to access classes and the differences between synchronous and asynchronous learning.
- Allowed us to support ensuring families had access to food supports.

- Muchas familias tienen dificultades para comprender los requisitos del aprendizaje a distancia.
- Oportunidad de verificar la salud y el bienestar de familias y estudiantes.
- Se ayudó a los estudiantes a comprender cómo acceder a las clases y las diferencias entre el aprendizaje sincrónico y asincrónico.
- Nos permitió ayudar a garantizar que las familias tuvieran acceso a apoyos alimentarios.
Physically distanced, not emotionally distanced.

Físicamente distanciado, no emocionalmente distanciado.
ENGAGEMENT IS EVERYONE’S JOB!
¡EL COMPROMISO ES EL TRABAJO DE TODOS!

- Administration
- Community School Managers
- Community Partners
- Family Liaison
- Guidance Counselor
- Interns
- Office Team
- Teachers

- Administración
- Gerentes de escuelas comunitarias
- Socios de la comunidad
- Enlace familiar
- Consejero de orientación
- Pasantes
- Equipo de oficina
- Profesores
SITE AGENCY PARTNERS
SOCIOS DE LA AGENCIA DEL SITIO

OK

EBAYC
Where young people grow, thrive and lead!

THE UNITY COUNCIL

EBAC
EAST BAY AGENCY FOR CHILDREN
YEAR-LONG SERIES OF SHORT TRAININGS ON PROGRAMS AND NEW SYSTEMS BEING USED BY OUR SCHOOL OR OUSD.

- Attendance
- Enrollment
- Academic Platforms

SERIE DE Capacitaciones BREVES DE UN aÑO DE duración SOBRE PROGRAMAS Y NUEVOS sistemas QUE NUESTRA escuela O EL OUSD están UTILIZANDO.

- Asistencia
- Inscripción
- Plataformas académicas

OPEN FORUM TIMES FOR PARENTS TO ASK AND HAVE THEIR QUESTIONS ANSWERED, AND TO SCHEDULE A FOLLOW-UP FOR MORE SUPPORT.

- Estructura incluida traducción.
- Horarios de foros abiertos para que los padres pregunten y obtengan respuestas a sus preguntas, y para programar un seguimiento para obtener más apoyo.
TOPICS | TEMAS

FRICK UNITED
PARENT QUESTION & ANSWER SESSION
FRICK UNITED
SESION DE PREGUNTAS Y
RESPUESTAS DE LOS PADRES

WEDNESDAY, JANUARY 6, 2021 @ 5 PM
MIÉRCOLES 6 DE ENERO DE 2021 @ 5 PM

ZOOM ID: 969 0110 5114
PASSWORD: frick

FRICK UNITED
PARENT QUESTION & ANSWER SESSION
FRICK UNITED
SESION DE PREGUNTAS Y
RESPUESTAS DE LOS PADRES

WEDNESDAY, MARCH 17, 2021 @ 5 PM
MIÉRCOLES 17 DE MARZO DE 2021 @ 5 PM

ZOOM ID: 865 8627 1690
PASSWORD: frick

FRICK UNITED
PARENT QUESTION & ANSWER SESSION
FRICK UNITED
SESION DE PREGUNTAS Y
RESPUESTAS DE LOS PADRES

TUESDAY, NOVEMBER 17, 2020 @ 4 PM
MARTES 17 DE NOVIEMBRE DE 2020 A LAS 4 PM

ZOOM ID: 835 9700 1506
PASSWORD: frick

FRICK UNITED
PARENT QUESTION & ANSWER SESSION
FRICK UNITED
SESION DE PREGUNTAS Y
RESPUESTAS DE LOS PADRES

TUESDAY, FEBRUARY 9, 2021 @ 5 PM
MARTES 9 DE FEBRERO DE 2021 A LAS 5 PM

ZOOM ID: 835 9700 1506
PASSWORD: frick

FRICK UNITED
PARENT QUESTION & ANSWER SESSION
FRICK UNITED
SESION DE PREGUNTAS Y
RESPUESTAS DE LOS PADRES

TUESDAY, APRIL 13, 2021 @ 5 PM
MARTES 13 DE ABRIL DE 2021 A LAS 5 PM

ZOOM ID: 865 8627 1690
PASSWORD: frick

TOPICS | TEMAS
Cultural Awareness & Proficiency

- Building Connections (in the beginning)
- Native American Action Committee (NAAC)
- Students Cultural Connection: Wolfpack & Native American Students Club
- Staff Cultural Awareness Professional Development
- Partnership with Sites Leadership
- LCOE Tribal Youth Education Collaborative
- County Level Meetings and Professional Development
- County Wide Trauma Informed Training
Background & Community:

- Upper Lake ESD & Upper Lake HSUSD = Unification 2016
- Diversity
- Underserved Population
  - (Native Americans, English Language Learners, Students with Special Needs & Socioeconomic Disadvantage Students)
- Historical Background
  - Generational/Situational Trauma
  - (Executive Department, State of California, Executive order N-15-19)
- Challenges
  - Mission, Vision, One District, Budget, Facilities, Programs & Community
Cultural Proficiency (continue)

Wolfpack

Native American Students Club
Cultural Awareness & Proficiency (continue)

Staff Cultural Awareness
Professional Development Part 1:

Content
Local Historical Background
Generational Trauma
Challenges of representation

Upper Lake USD - March 2018
Cultural Engagement & Partnership

LCOE Tribal Youth Education Collaborative

Lakeport USD - Jan 2019

Kelseyville USD - Aug 2018

Countywide Cultural Awareness Trainings
Partnerships with Site Leadership
Partnerships with Other Educational Organizations

Mendocino Community College

Woodland Community College
Partnerships with Other Educational Organizations

Sacramento State University
Native Youth Empowerment

Sonoma State University
Native American Club

University California Davis
Native Youth Empowerment
Coaching
Extended Outreach
Northshore Youth Club
Robinson Rancheria & Habematolel Pomo of Upper Lake Community Activities and Events:

Indian Days
Robinson Rancheria & Habematoolel Pomo of Upper Lake Community Activities and Events:

Honor One is to Honor All
Robinson Rancheria & Habematolel Pomo of Upper Lake Community Activities and Events:

Youth Outreach Uniting Tribes Thru Health (Y.O.U.T.T.H )

2018 Inaugural Voices of the Lake 3 day Youth Summit
ULUSD supports students - Hope Through Art Foundation
MMIW impacts our community
Moment of Silence
Collective Focal Strategies

Listen to your community

Do the work (work with efficacy)

Produce a tangible product (Curriculum, events, partnerships, etc)