

A photograph of a teacher with long dark hair, wearing a yellow shirt, sitting at a blue table with several young students. The students are engaged in an activity, with one girl in the foreground raising her hands. The table is covered with various colorful objects, including a blue bowl, a red apple, and some small toys. The background shows a classroom setting with a chalkboard and shelves.

# African American Advisory Committee Meeting

November 30, 2023





## OUR MISSION

To provide a rigorous education in a safe, inclusive learning environment with caring, passionate professionals who prepare students to reach their highest potential.

## OUR VISION

EVERYONE CONTRIBUTES,  
EVERY STUDENT ACHIEVES





# OUR DISTRICT GOALS

## GOAL 1

Improve teaching for student learning, achievement, and success.



## GOAL 2

Promote a safe and caring learning environment.



## GOAL 3

Foster a team commitment.



## GOAL 4

Operate with increasing efficiency and effectiveness.



## GOAL 5

Improve outcomes for low-performing student groups.



*Everyone Contributes, Every Student Achieves*

# OUR CORE VALUES AND BELIEFS

## Student Success

Every student is provided tremendous opportunities to learn, to achieve, and to reach their highest potential and all staff members are focused on that success.



## Districtwide Safety and Security

Our schools and district sites operate effectively to ensure the safety and security of our students, families, staff and all community members.



## Expectations

Student, parent, staff, and community expectations are well-defined and shared. Our community members are supported in order to achieve these high expectations.



## Operational Effectiveness and Efficiency

Fiscal and human resources are well-managed and prioritized to meet our instructional and operational goals.



## Collaboration and Teamwork

We work collaboratively, as a team, to ensure our students succeed in a supportive climate. Key decisions are informed by stakeholder feedback and input. We celebrate our successes!



## Improvement and Monitoring

Community members work as a team to review our progress, celebrate our successes and use data to address our changing needs.



## Respect and Trust

Communication and interaction in our community are guided by mutual respect, trust, integrity and support.



## Equity

Stakeholders are entitled to access and opportunities in a bias-free, socially, and emotionally supportive environment for all to be successful.

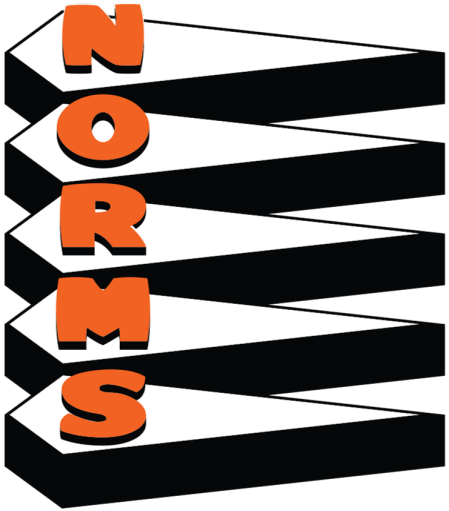


*Everyone Contributes, Every Student Achieves*

# African American Advisory Committee Team Norms

## Guiding Principle:

All conversations and actions will be grounded in the district's core values and beliefs, goals, mission, and vision.



1. Make sure everyone's voice is heard.
2. Ask questions for clarification to help avoid making assumptions.
3. Listen actively to teammates without interrupting others.
4. Be kind and respectful.
5. Set time to reflect at the end of each meeting.
6. Keep a positive tone. Discuss ideas and issues.

*If norms are broken:*

*Process observer gives a "T" signal for a timeout and will state "remember our norms" to the group.*

*Everyone Contributes, Every Student Achieves*

# Meeting Agenda



Time	Topic
9:00	Welcome
9:10	Bylaws
9:30	ESS
10:15	Bylaws LCAP/Equity Vote for 2 reps Black History Month Next Meeting Feb 2
11:00	End of meeting

# Check-in Circle

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# Purpose of AAAC



# Purpose

## PURPOSE

The purpose of this Advisory committee is to work collaboratively with Eastside Union School District for African American student outcomes. The committee will help improve the quality of education for African American students by raising the level of awareness in our community about cultural learning differences, advising on action that will impact change, while prompting an understanding among parents, educators and other stakeholders.



# AAAC Bylaws

# Bylaws



## **EASTSIDE UNION SCHOOL DISTRICT AFRICAN AMERICAN ADVISORY COMMITTEE**

### **BYLAWS**

#### **ARTICLE I NAME OF COMMITTEE**

This committee shall be known as the **Eastside Union School District African American Advisory Committee**. Henceforth, this committee shall be referred to as the **AAAC**. The Eastside Union School District will be referred to as the District. (See glossary of terms on last page)

#### **ARTICLE II**



# Education Support Services (ESS)

# Education Support Services (ESS)

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*Dr. Roger Rice and Dr. Gary Rutherford from Education Support Services is facilitating the search for the next EUSD superintendent.*

[Click here to join the meeting](#)



# Question 1

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What is appealing or attractive of EUSD that would make a candidate want to come to EUSD as superintendent?



## Question 2

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What are the challenges or the opportunities at EUSD that a new superintendent should be aware of?

# Question 1

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What are the qualities or characteristics that you hope to see in the next superintendent (e.g., personality, experience, etc.)?



# LCAP and Equity



# Local Control Accountability Plan (LCAP) Meetings



Eastside Union  
SCHOOL DISTRICT

  
Eastside Union  
SCHOOL DISTRICT

## LCAP ADVISORY MEETINGS

Please join us for our 2023-2024 LCAP Advisory Meetings to discuss and provide input on the Local Control Accountability Plan.

All meetings are from 4:30 p.m. to 6:30 p.m.

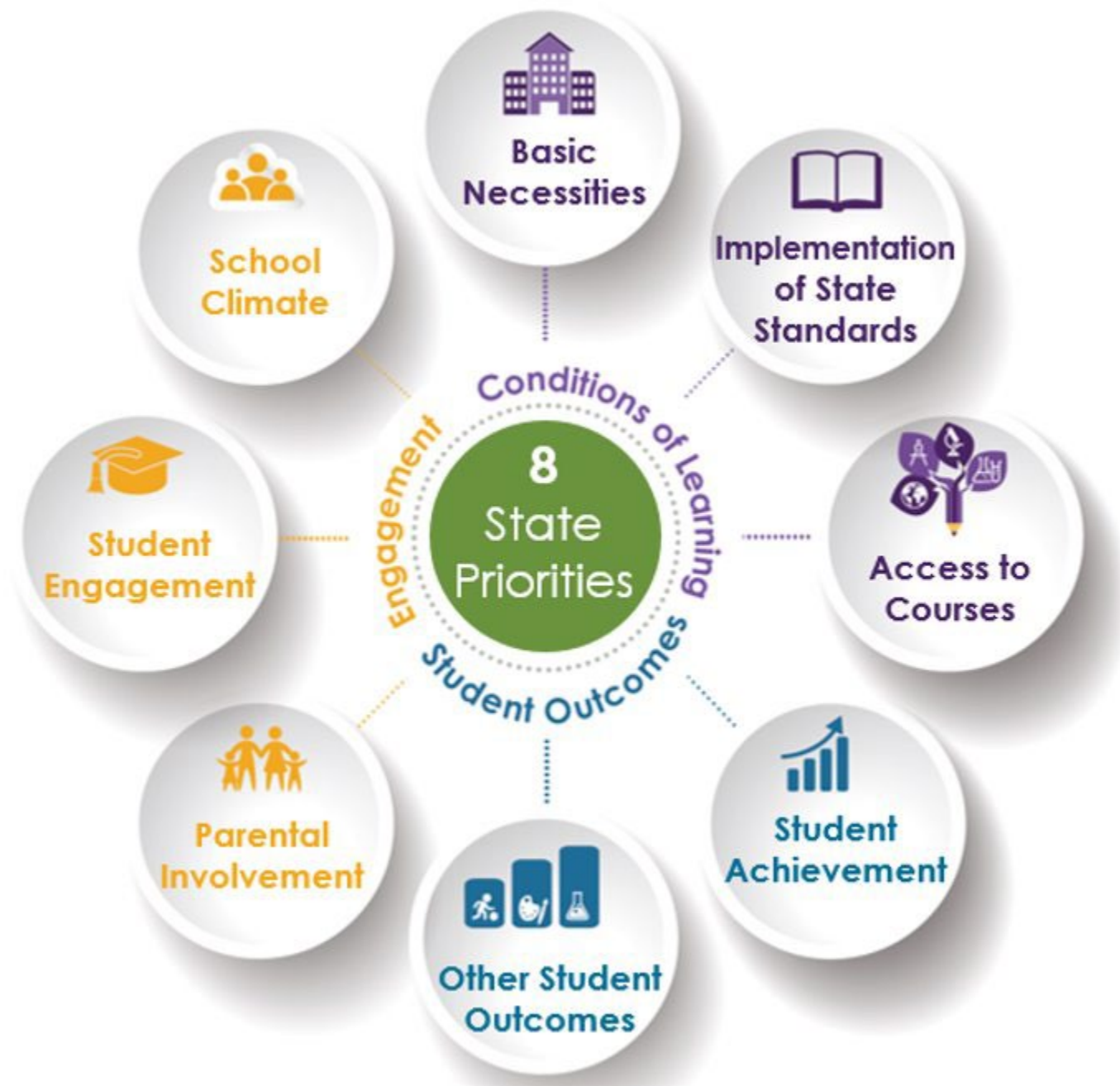


- Meeting 1: Monday, January 22, 2024**
- Meeting 2: Monday, February 5, 2024**
- Meeting 3: Monday, March 4, 2024**
- Meeting 4: Monday, March 18, 2024**
- Meeting 5: Monday, April 29, 2024**



Location: District Office, Room 105

*Everyone Contributes, Every Student Achieves*



*Everyone Contributes, Every Student Achieves*

# The Blueprint for Equity Focuses on Four Areas

These four areas reflect both the Equity Audit recommendations and community prioritization.

## **1 African American / Black Students**

Invest in understanding and meeting the needs of African American / Black students and families.

## **3 Curricula and Instruction**

Ensure curricula and instructional practices are reflective of cultural and linguistic diversity.

## **2 Asset Based Community**

Build a district community culture that recognizes students and families as assets.

## **4 Diversify Faculty**

Diversify faculty and staff to more closely reflect student and family demographics and gender.

Note: A previous version of the Blueprint included “Organizational Structures.” This area has been integrated into the four areas above.





# 2023-2024 Meetings

# AAAC meetings



Eastside Union  
SCHOOL DISTRICT

## African American Advisory Committee (AAAC)

Please join us for our 2023-2024 African American Advisory Committee meetings to discuss and provide input on how to improve the outcomes of our African American students and families.

All meetings are from 9:00 a.m. to 11:00 a.m. on the following dates:

- Thursday, November 30, 2023
- Thursday, February 1, 2024
- Thursday, March 21, 2024
- Thursday, April 18, 2024
- Thursday, May 16, 2024



Location: District Office, Room 106

# Black History Month

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February 23, 2024

5:00-7:00 pm

Location: To Be Determined

dziękuję tusind tak salamat  
谢谢 terima kasih mahalo  
ありがとう merci  
**thank you**  
baie dankie  
धन्यवाद molte grazie  
gracias obrigado  
obrigada  
teşekkürler ederim شکرا  
tack så mycket  
danke  
ขอบคุณ  
спасибо  
terima kasih  
takk

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