



BLACK STUDENT

Achievement Plan

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BSAP Overview

BSAP Overview

The Black Student Achievement Plan (BSAP) was approved by the LAUSD Board of Education in February of the 2020-21 school year. Funding allocations have been earmarked to address the longstanding disparities in educational outcomes between Black students and their non-Black peers. Dating back to the landmark case, *Brown v. Board of Education of Topeka* in which the U.S. Supreme Court declared that segregated schools were unconstitutional, favorable outcomes for Black students and their communities continue to fall below district and national averages of their non-Black counterparts.

The perennial trend of Black student underperformance paired with the current landscape of local and national advocacy for racial equity have served as the inspiration to act now. The BSAP administrative team will work collaboratively with Local District leadership, school communities, the staff working group comprised of division points, and the steering committee comprised of community organizations, labor partners, parents and students to implement and monitor the plan.

The BSAP addresses the need for culturally responsive curriculum and instruction as the classroom norm, fosters partnerships with community based organizations with proven track records of success within the Black community and provides increased staffing support to address the academic and social-emotional needs of Black students.

The creation and implementation of this plan is a joint effort shared across LAUSD and our community partners. We will hold each other accountable for the realization of the Black Student Achievement Plan. The plan will serve as a dynamic document, adjustments made based on its responsiveness to black students, parents and their communities. The support will remain until parity and beyond is achieved.



School Selection & Criteria

School Selection & Criteria

Group 1 Schools

Selection Criteria	<ul style="list-style-type: none"> • Greater than or equal to 200 total black student enrollment with 1 or more high need flags* and English and math proficiency below the district average or • Less than 200 and greater than or equal to 100 total Black student enrollment with 2 or more high need flags and English and math proficiency below the district average or • HEET schools
Number of Black Students	11,111 students / 34,510 total students 32% of all Black students
Resource Overview	<ul style="list-style-type: none"> • Culturally Responsive School PD – Curriculum Audit • Culturally Responsive Curriculum Grant • Teacher PD Time and Planning Time • Community Partnerships • Teacher Residency – Black Educator Pipeline • Secondary African-American Studies Course – Teacher PD and Resources • Flexible School Grant • 6 hour Community Representative • Secondary Counselors • Psychiatric Social Workers • Pupil Service & Attendance Counselors • Restorative Justice Teachers • School Climate Advocates • Safe Passages Partnerships • Parent Workshops and Community Fair • Historically Black Colleges and Universities Tour • Spotify Math and Music Technology and Teaching PD • Black Cultural Arts Passport • Black Student Union Grant • STEM Makerspace Labs

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 1 Schools	BD 1	BD4	BD 7
Region South	Barrett ES Purche ES Foshay Span Manual Arts SH Normandie ES Windsor Hills ES Crenshaw SH Dorsey SH Washington Prep SH Mann UCLA Span Audubon MS 74th St ES Cimarron ES 54th St ES 95th St ES 59th St ES La Salle ES Woodcrest ES West Athens ES YES Academy Manhattan ES Bradley Gbl Awr ES 42nd St ES Raymond ES Harte Prep MS Muir MS		Narbonne SH Gardena SH Peary MS Carson SH 107th St ES Fremont SH Annalee ES Markham MS Gompers MS Dymally SH Dana MS Knox ES Drew MS Griffith Joyner ES 92nd St ES Figueroa St ES
Region West	Hamilton SH Hillcrest ES Los Angeles SH Cresecent Htd ES	WESM SH Venice SH Fairfax SH Marina Del Rey MS Hollywood SH Paseo Del Rey ES Brentwood ES	

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 2 Schools

Selection Criteria	Greater or equal to 100 total Black student enrollment with 0 or 1 high need flags*
Number of Black Students	9,465 students / 34,510 total students 28% of all Black students
Resource Overview	<ul style="list-style-type: none"> • Culturally Responsive School PD – Curriculum Audit • Culturally Responsive Curriculum Grant • Teacher PD Time and Planning Time • Community Partnerships • Teacher Residency – Black Educator Pipeline • Secondary African-American Studies Course – Teacher PD and Resources • 6 hour Community Representative • Secondary Counselors • Pupil Service & Attendance Counselors • Parent Workshops and Community Fair • Historically Black Colleges and Universities Tour • Spotify Math and Music Technology and Teaching PD • Black Cultural Arts Passport • Black Student Union Grant • STEM Makerspace Labs

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 2 Schools	BD 1	BD2	BD 3	BD4	BD 7
Region East		Santee SH			Los Angeles SH
Region North			Armstrong MS Hale MS Nobel MS Cleveland MS	Taft SH	
Region South	Manchester ES 135th St ES Obama Span				King Drew SH Ambler ES White MS Dodson MS Curtiss MS San Pedro SH Broadacres ES Fleming MS Leapwood ES Jordan SH Rancho Domgz Span 93rd St ES Carnegie MS Bethune MS McKinley ES South Park ES Amestoy ES 75th St ES 156th St ES 96th St ES

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 2 Schools	BD 1	BD2	BD 3	BD4	BD 7
Region South					King Drew SH 118th St ES Flournoy ES 112th St ES 99th St ES
Region West	Baldwin Hills ES LACES Span Palms MS Middle College SH Century Park ES Burroughs MS Western Tech ES Budlong ES Cochran MS Angeles Mesa ES GALA King Span Hawkins SH			University SH Cowan ES Wright MS Revere MS Loyola Villg ES Open Chtr ES Webster MS Westside Glbl Span	

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 3 Schools

Selection Criteria	100 > total Black student enrollment > 50
Number of Black Students	6,228 students / 34,510 total students 18% of all Black students
Resource Overview	<ul style="list-style-type: none"> • Culturally Responsive School PD – Curriculum Audit • Culturally Responsive Curriculum Grant • Teacher PD Time and Planning Time • Community Partnerships Regional Offices Culturally Responsive PD Grants

Group 3 Schools	BD 1	BD2	BD 3	BD4
Region East		Cortines SH DBM SH		
Region North			No Hollywood SH Reed MS Kester ES Grant SH Chatsworth SH SOCES Span Lawrence MS Canoga Park SH Henry MS Porter Ranch Span	Portola MS Serrania ES

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 3 Schools	BD 1	BD2	BD 3	BD4
Region South	Miller ES Yth Opp SH 32nd St Span King Jr ES Alexander SCS Iovine & Young Ctr			
Region West	Weemes ES Virginia Rd ES Carthay ES 61st St ES Bright ES Coliseum St ES Lawson Acad ES 52nd St ES BALA Span 6th Ave ES Cienega ES Saturn ES	West Adams SH		Emerson MS Mark Twain MS Playa Vista ES Westport Hts ES Grand Vw ES Bancroft MS Kentwood ES Westminster ES Rosewood ES Johnson STEM MS



* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 3 Schools	BD 5	BD 6	BD 7
Region East	Carver MS Jefferson SH		Angelou Comm SH Main ES
Region North			
Region South			153rd St ES 116th St ES Avalon Gardens ES Grape ES Lomita Mag ES Normont ES Narbonne Harts SH Carson Acad Ed SH Denker ES Barton Hill ES Drew Pub Srvs MS Garcetti ES Caroldale Span President Es 109th St ES Meyler ES Compton ES Russell ES Del Almo ES Carson Med Arts SH Weigrand ES Eshelman ES Carson ES Chapman ES

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average

Group 3 Schools	BD 5	BD 6	BD 7
Region South			Ritter ES Rivera Per Arts SH 66th St ES Edison MS Gompers Med MS Taper ES Banning SH Bonita ES Wisdom ES Vladovic Harbor SH
Region West	King Mag MS		

Group 4 Schools

Selection Criteria	<ul style="list-style-type: none"> Less than 50 total Black student enrollment All remaining schools in the district
Number of Black Students	7706 students / 34,510 total students 22% of all Black students
Resource Overview	<ul style="list-style-type: none"> Regional Offices Culturally Responsive PD Grants Regional Offices Culturally Responsive Curriculum

* High Need Flags

- Referral and suspension rates were greater than their percentage of enrollment at the school
- Greater than 10 percentage points more Black students disagreed with the school experience survey items than the district average
- Experienced more chronic absenteeism than the district average



District Goals

District Goals

In June 2021, the Board of Education approved a set of four powerful goals outlining the student outcomes we expect to see by 2026. These goals establish a philosophy on the primary areas of success around which we must organize – postsecondary preparedness, literacy, numeracy, and social-emotional wellness – to ensure our students are ready for the world. Most importantly, these goals serve to build greater alignment on how to best meet the needs of our students.

Postsecondary

70%

The percentage of students in a graduating 9th-12th grade cohort demonstrating college and career readiness with a “C” or better on University of California/California State University A-G approved courses will increase to 70% by June 2026

Literacy

+30_{pts}

In order to build a strong foundation for literacy, move third-grade students, on average, 30 points closer to proficiency on Smarter Balanced Assessment English Language Arts/Literacy from 2022 to 2026.

Numeracy

+40_{pts}

In order to improve Algebra 1 pass rates, move students, on average, 40 points closer to proficiency on Smarter Balanced Assessment Mathematics from 2022 to 2026 in Grades 3-5 and 6-8.

Social-Emotional
Wellness

+8%

At each school level, student in elementary, middle school, and high school will demonstrate growth of 8% in each of the social-emotional learning (SEL) competencies of growth mindset, self-efficacy, self-management, and social awareness, by June 2026 as preliminarily measured by the School Experience Survey with full transition to a portfolio rubric to be implemented by the 2023-24 school year.

Where Black students currently are:

2021 - 2022	Black Students	Non-Black Students	Difference
Graduation Rate	86.6%*	86.0%*	0.6%
SBA English/ELA Proficiency	31.2%	42.5%	-11.3%
SBA Mathematics Proficiency	17.4%	29.4%	-12.0%
DIBELS (EOY) Proficiency	53.9%	63.3%	-9.4%
A-G Completion – UC/CSU requirements	45.7%*	50.9%*	-5.2%
Attendance – Chronic Absenteeism	57.1%	44.3%	12.8%



Student Success Metrics

The effectiveness of the Black Student Achievement Plan will be determined based on improvement in the District Goals for Black students and the BSAP student success metrics in alignment with the District Goals. Quantifiable baseline metrics and annual goals are outlined in the Local Control Accountability Plan (LCAP) section.

School Experience and Support

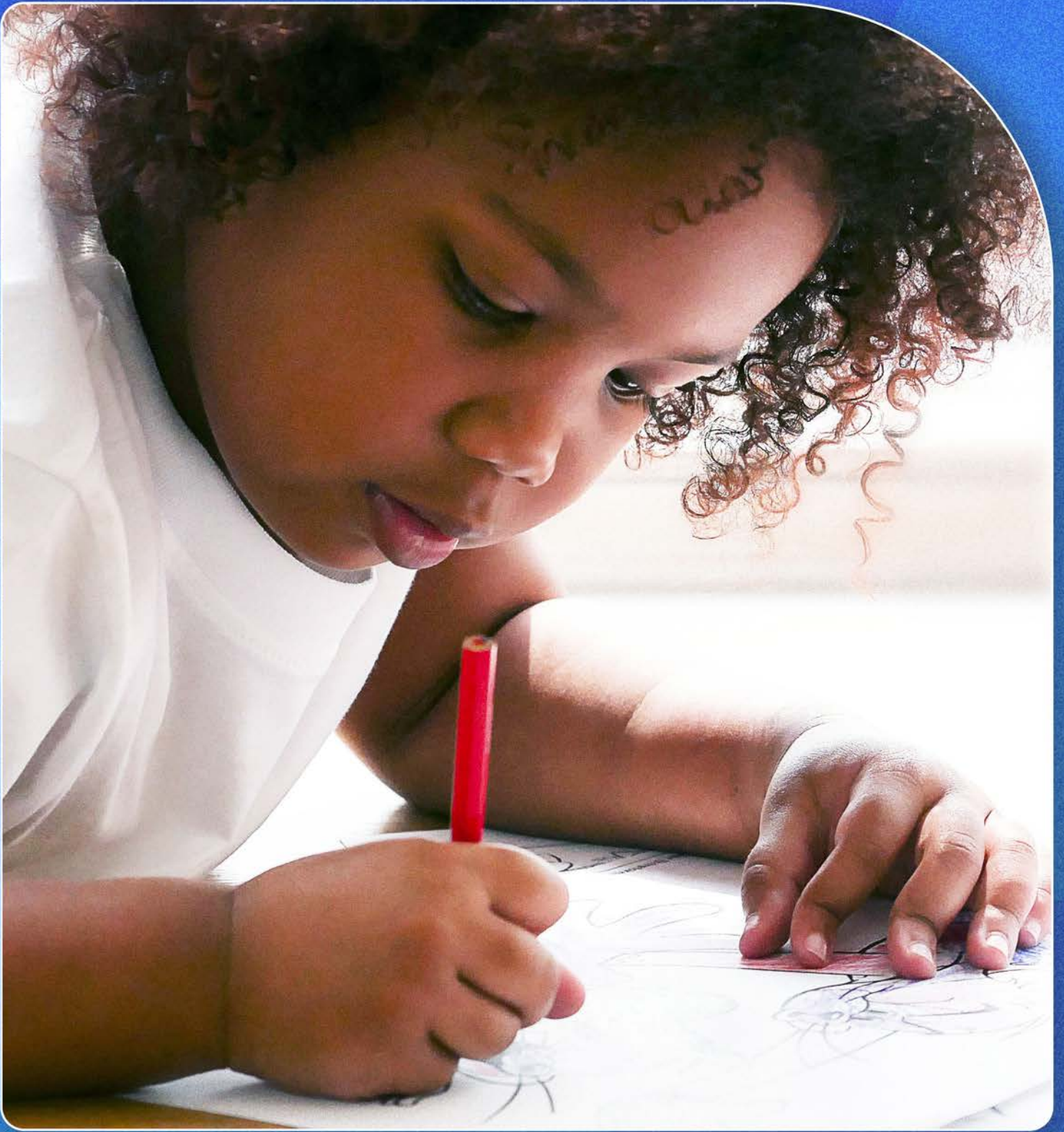
- Every student has an advocate
- Increase access to mental and social-emotional health resources
- Increase favorable school experience survey responses
- Access to culturally responsive curriculum and pedagogy
- Decrease discipline rates (arrests, suspensions, referrals)
- Elimination of policies and practices that contribute to school to prison pipeline

Academic Achievement

- Academic Achievement
- Graduation rate increase
- Attendance and chronic absenteeism rate decrease
- Increase enrollment in Advanced Placement and honors courses
- Increase proficiency in Math and ELA/English
- Increase number of students on track in A-G requirements
- Increase number of students at or above benchmark in literacy skills
- Decrease 1st time referrals for special education services

Engagement

- Increase levels of parent and family engagement
- Increase participation in extracurricular activities at school
- Increase presence of community organizations on campus



BSAP Definition & Theory of Action

BSAP Definition of Success & Theory of Action

Definition: Successful Black student achievement is defined by high academic performance, strong social-emotional awareness and management, and a positive cultural identity. Furthermore, strategies and methods utilized to cultivate these things shall be directly responsive to the unique needs of Black students due in large to the historic and ongoing social and economic conditions experienced by Black people.

Theory of Action

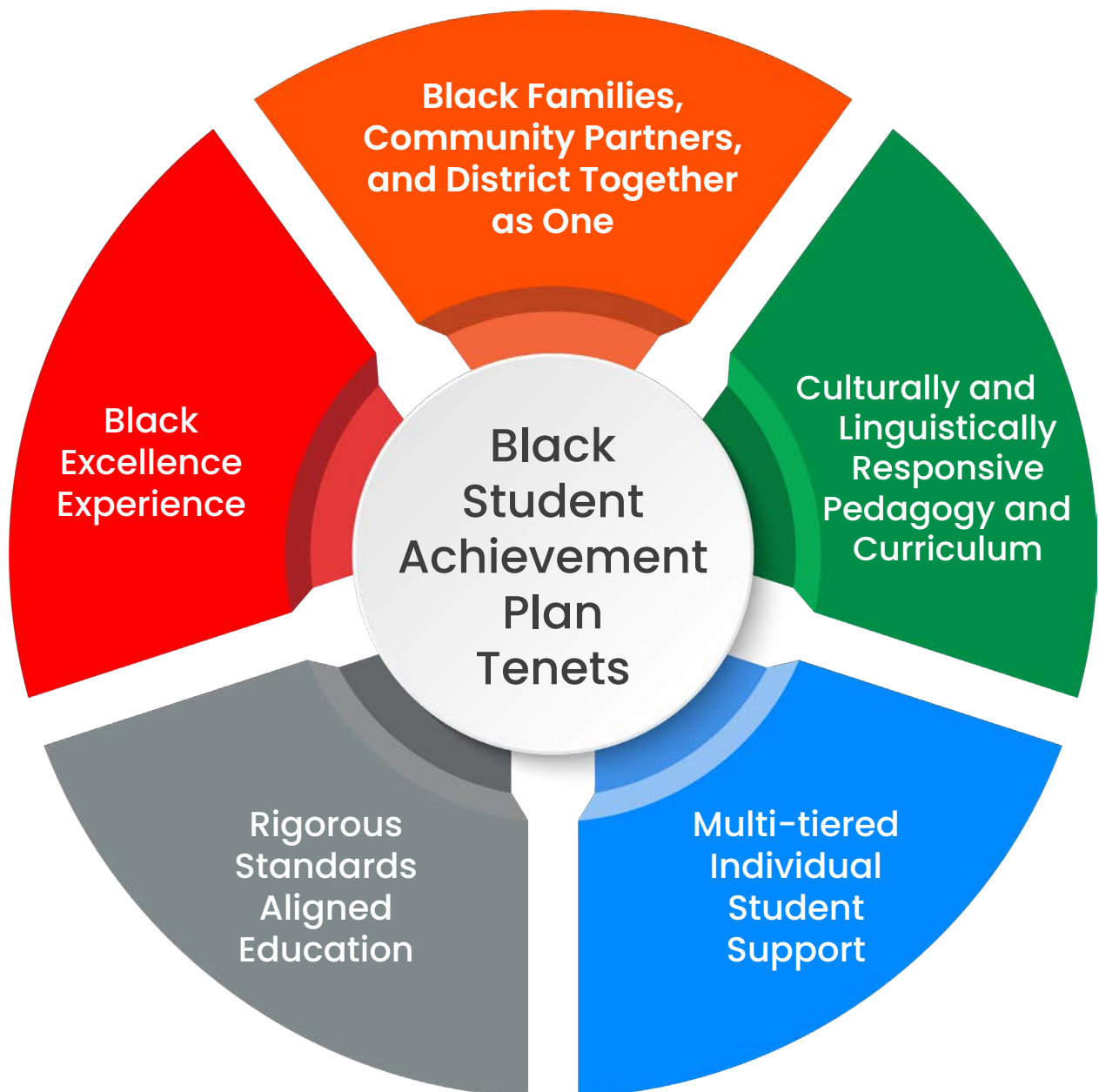
When We

- A. learn from the Black community and bring the lived experiences of our Black students and families into our instructional planning,
- B. engage Black students and their families in shared ownership to improve conditions for Black students including personal value attached to education,
- C. support our teachers, school administrators, and staff to deliver academically challenging learning environments, establish data informed multi-tiered support structures, provide culturally and linguistically responsive pedagogy and equity driven education,
- D. align all district efforts at every level to drive improvement in teaching and learning for Black students,
- E. increase internal and external accountability for the improvement of Black student performance

Then:

All LAUSD Black students will graduate **READY FOR THE WORLD** – to thrive in college, career and life.

To effectively implement this Theory of Action and reach the BSAP goals, the following five tenets have been established and represent the critical areas of focus. Each tenet contains several strategies in alignment with the Theory of Action and the overarching District Strategic Plan. These tenets are overlapping and work together to realize the BSAP student success measures. The measures of success are quantified and outlined in the Local District Accountability Plan.





BSAP Tenets

Tenet A: Black Families, Community Partners, and District Together as One

Improving Black student performance can only be achieved as Black families, community partners and the district working together as one. Through our shared partnership, we will learn from each other and leverage the assets that each bring to provide comprehensive support for Black students honoring the voices for which the plan is designed.

Strategy	Theory of Action Element	Strategic Plan Priorities
School teams and district personnel establish advisory committees with Black students, families, staff, and other key partners to inform the BSAP at the school and District levels.	A. Learn from the Black community	3D Honoring Perspectives
School teams and district personnel regularly survey Black students and families to capture multiple perspectives on their educational experience and establish ways we can collectively support them.	A. Learn from the Black community	3D Honoring Perspectives
School teams and district personnel collaborate with community partners and students to create meaningful leadership opportunities and internships to advance student leadership development and enrichment experiences	B. Personal Value of Education	3A Strong Relationships
District added BSAP Goal 8 to the Local Control Accountability Plan to increase fiscal transparency for families and community partners.	E. Internal and External Accountability	3B Accessible Information 4C Sustainable Budgeting
District created and monitors the BSAP open data dashboard to increase data transparency for families and community partners.	B. Shared Ownership E. Internal and External Accountability	3B Accessible Information
District BSAP team collaborates with all District divisions to increase coherence and vision alignment.	D. Align all efforts	3C Leading for Impact
District partners with USC to establish teacher residency programs focusing on increasing the number of Black educators.	E. Internal and External Accountability	5A Diverse Workforce

Tenet A: Black Families, Community Partners, and District Together as One

Strategy	Theory of Action Element	Strategic Plan Priorities
District and school administration partners with organizations to increase safe passages within the neighborhood community.	E. Internal and External Accountability	3C Leading for Impact
District markets, recruits, selects and retains Pupil Service & Attendance Counselors, Academic Counselors, Restorative Justice Teachers, Psychiatric Social Workers and School Climate Advocates to reflect our Black student population and increase support for Black students.	C. Equity driven education	5A Diverse Workforce
District conducts Black parent workshops to encourage numeracy and literacy support at home. District works with school sites to develop Black parent resource centers and community fairs.	D. Personal Value of Education	3A Strong Relationships

Tenet B: Culturally and Linguistically Responsive Pedagogy and Curriculum

Increase Black student proficiency in all content areas by leveraging the cultural capital and tools students bring to the classroom, ensuring inclusivity, access, and engagement. In order to reduce the opportunity gaps, we provide students with instruction that is culturally and linguistically responsive, and personalize the learning for all students.

Strategy	Theory of Action Element	Strategic Plan Priorities
Teachers create and implement culturally responsive units of instruction aligned to Gholdy Muhammad's Framework – Cultivating Genius.	C. CR Pedagogy	1A High Quality Instruction
School teams including parents, students and community members will conduct a culturally responsive curriculum audit using the curriculum scorecard. School teams will supplement and revise curriculum based on the findings to be more responsive to Black students.	C. CR Pedagogy	1A High Quality Instruction

(continued) Tenet B: Culturally and Linguistically Responsive Pedagogy and Curriculum

Strategy	Theory of Action Element	Strategic Plan Priorities
District creates African-American Studies course for UCOP approval. High schools include African-American studies course and middle schools include ethnic studies courses including African-American studies content in their master schedules.	C. CR Pedagogy	3C Leading for Impact
School teams will participate in anti-black racism professional development and implement strategies.	A. Lived Experiences of Black people	5A Diverse Workforce

Tenet C: Multi-tiered Individual Student Support

Identify and align essential resources to address each student's unique academic, behavioral, and social-emotional learning needs. Align instructional supports and services to address Black students across universal tier 1 whole group instruction, targeted tier 2 support and intensive tier 3 individual case management within and outside the school day.

Strategy	Theory of Action Element	Strategic Plan Priorities
Schools use diagnostic English and mathematics data to design tier 2 and tier 3 individual student support structures within the school day.	C. Multi-tiered Support	1A High Quality Instruction
BSAP site team members analyze academic and social-emotional data in 5 week cycles to develop student action plans for support.	C. Multi-tiered Support	4A Data-Driven Decision Making
BSAP site team members and school staff implement social emotional learning and mental health strategies aligned with the HEART initiative (Humanize Engagement and Connectedness, Enhance Integrated Care, Advance Authentic Family Partnerships, Raise Mental Black Health Awareness, Tailor Trauma-Informed Practices.)	C. Multi-tiered Support	2C Strong Social-Emotional Skills

Tenet D: Rigorous Standards Aligned Education

Cultivating the genius of each student includes creating meaningful real-world learning experiences that are aligned to rigorous content standards, implementing anti-racist instructional practices, and developing critical independent thinkers. There is an emphasis on students' conceptual knowledge development combining procedural skill development to demonstrate mastery of the content standards.

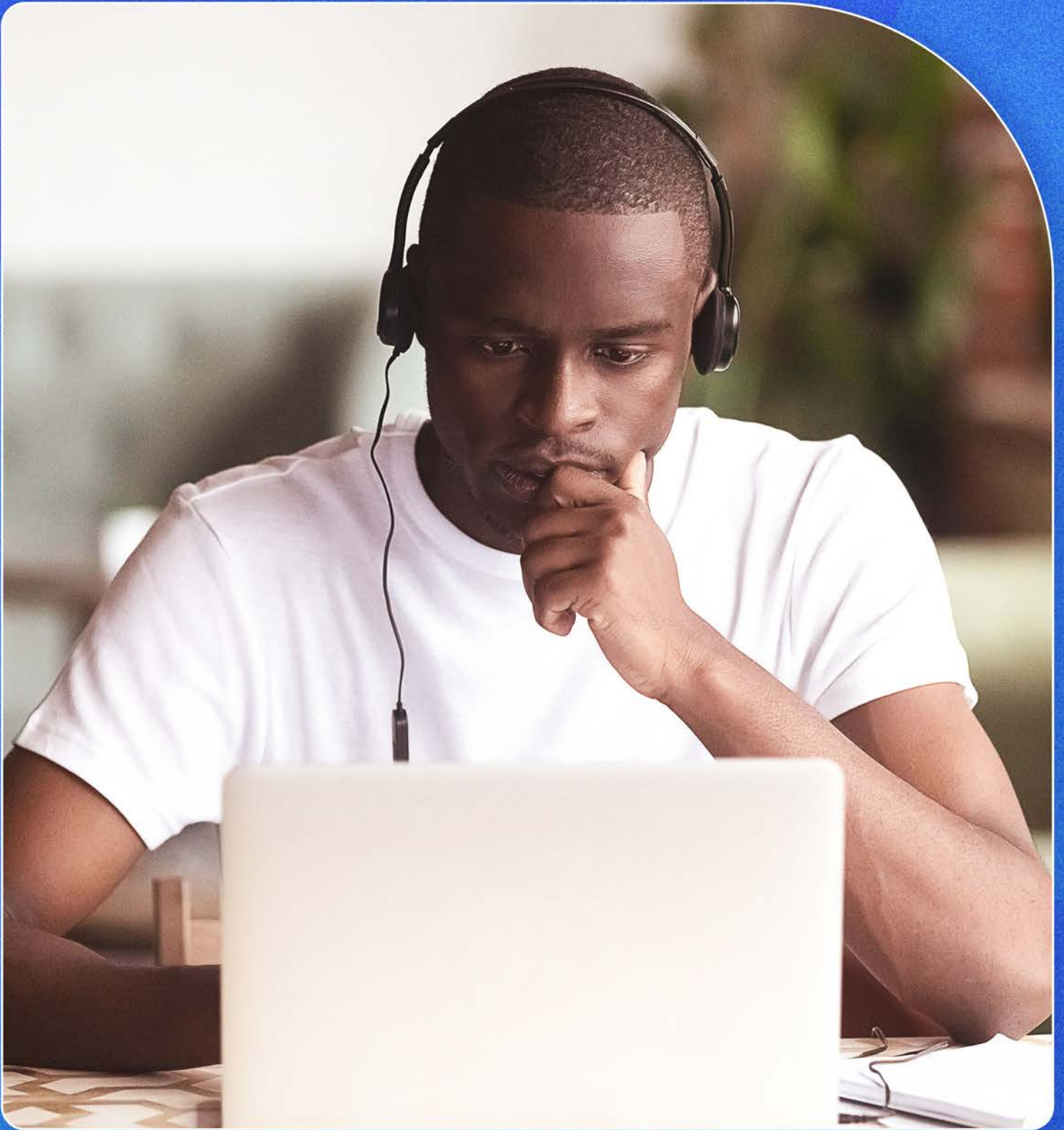
Strategy	Theory of Action Element	Strategic Plan Priorities
Administrative Coordinators of Instruction and School Administrators conduct classroom observations and provide feedback and teacher resources aligned with standards-based lessons, rigor, and inquiry-based instruction.	C. Academically challenging environment	31A High Quality Instruction
Teachers participate in professional developing focusing on the intersection of mathematics and music production using Spotify technology.	C. Academically challenging environments	51A High Quality Instruction
Elementary teachers plan differentiated mathematics support during an after school planning period using diagnostic data for their Black students and coaching feedback.	C. Equity driven education	1A High Quality Instruction 4A Data Driven Decision Making
Honors teachers participate in professional develop aligning gifted practices with culturally responsive practices for Black students. School teams increase access to gifted and talented programs by addressing the disproportionality of Black students identified to receive services.	C. Academically challenging environments	1C Eliminating Opportunity Gaps



Tenet E: Black Excellence Experience

We expand the range of what can be for Black students within and beyond school by providing experience steeped in Black excellence. Through these rich experiences, we expand our students' vision of who they are and what they can achieve. The contributions within the Black community serve as motivation and models of what can be accomplished further developing positive Black student identity.

Strategy	Theory of Action Element	Strategic Plan Priorities
High school students participate in college tours including trips to Historically Black Colleges and Universities such as the Atlanta College Center Tour – Morehouse, Spelman and Clarke Universities.	B. Personal Value Attached to Education	1C Eliminating Opportunity Gaps
Secondary schools create and/or enhance Black Student Unions to foster Black student growth and development through diversity, academics, community services and outreach.	B. Personal Value Attached to Education	1B Enriching Experiences
District and school teams create Black Cultural Arts grade level experiences to create regular access to artistic and cultural experiences for Black students outside of the classroom.	A. Lived Experiences	1B Enriching Experiences
District and Region offices hold a Black speaker student empowerment series for students and families.	B. Personal Value Attached to Education	1B Enriching Experiences
District and community partners hold a summer Black gala for students, parents and community members.	B. Engage Black families	3A Strong Relationships

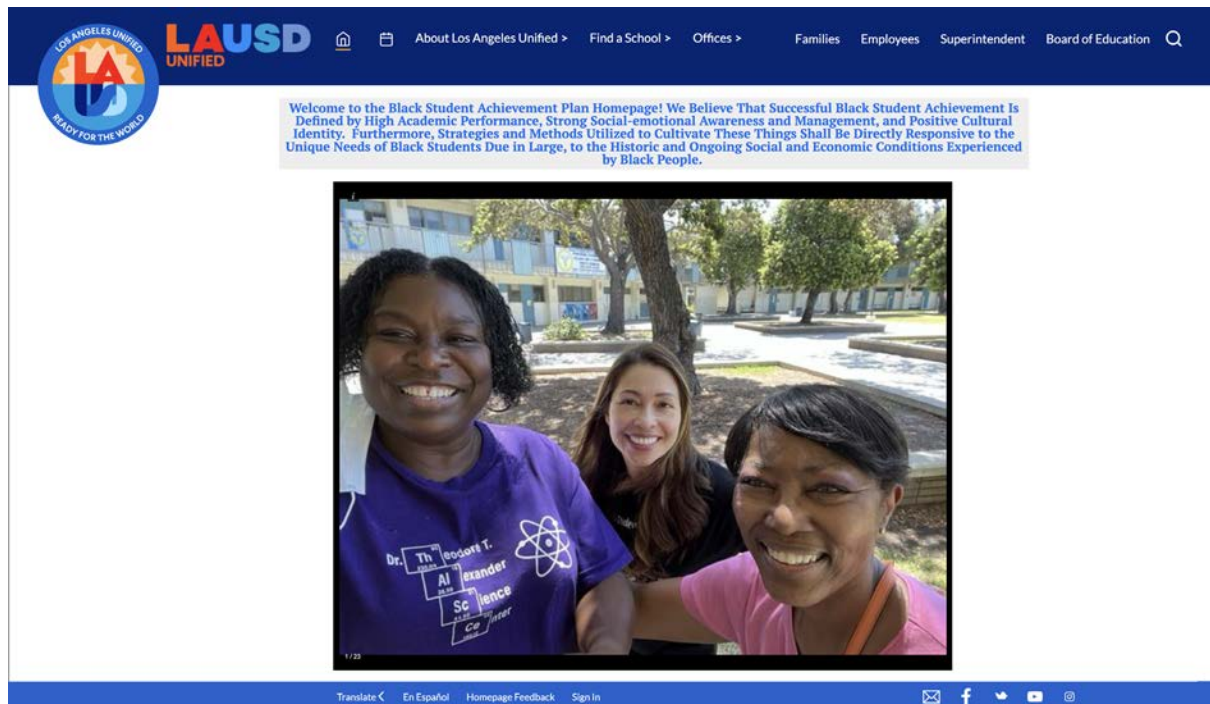


Open Data Dashboard

Open Data Dashboard

The open data dashboard represents the District's commitment to transparency. The public can view progress towards the BSAP goals at the school level, regional level and board office level. We invite you to view the data presented on the BSAP dashboard.

<https://achieve.lausd.net/opendata>





Local Control Accountability Plan

Local Control Accountability Plan

The Los Angeles Unified Local Control and Accountability Plan (LCAP) articulates our District's vision to improve outcomes and opportunities for all students and to close equity gaps across our district. As part of the state of California's Local Control Funding Formula (LCFF), school districts, county offices of education and charter schools are required to develop, adopt, and annually update a three-year Local Control Accountability Plan (LCAP) to report on the funds distributed through the LCFF. The LCAP is required to identify annual goals, specific actions geared toward implementing those goals, and must measure progress for student groups across multiple performance indicators based on eight priorities set by the State.

The BSAP was added to the LCAP in the 2021-2022 school year as a standalone goal. Please visit the LCAP Goal 8 for BSAP measuring and reporting results. Current results are listed here. For the full Final 2022 LCAP.

Goal #	Description
8	Black Student Achievement Plan Implementation

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023-24
Attendance Rate: Percent of Students with Excellent Attendance (96% or Higher)	<p>All Black Students in LAUSD: 52.9%</p> <p>Students in BSAP Cohort 1 Schools: 49.8%</p> <p>Students in BSAP Cohort 2 Schools: 58.0%</p> <p>(Year: 2017-18)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 58.0%</p> <p>Students in BSAP Cohort 1 Schools: 51.5%</p> <p>Students in BSAP Cohort 2 Schools: 65.3%</p> <p>(Year: 2020-21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021-22.</p>	<p>All black students in LAUSD should be 58.0%</p> <p>Students in BSAP Cohort 1 Schools: 54.9%</p> <p>Students in BSAP Cohort 2 Schools: 68.7%</p>

* The information for year 2 Outcome and year 3 Outcome will be provided in future LCAP cycles, in compliance with the LCAP template.

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
Black Student Chronic Absenteeism Rate (District Calculation: 91% or Lower) – Grades K-5)	<p>All Black Students in LAUSD: 25.2%</p> <p>Students in BSAP Cohort 1 Schools: 27.8%</p> <p>Students in BSAP Cohort 2 Schools: 24.4%</p> <p>(Year: 2017-18)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 32.6%</p> <p>Students in BSAP Cohort 1 Schools: 42.0%</p> <p>Students in BSAP Cohort 2 Schools: 29.9%</p> <p>(Year: 2020-21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021-22.</p>	<p>All black students in LAUSD should be 25.2 %</p> <p>Students in BSAP Cohort 1 Schools: 34.8%</p> <p>Students in BSAP Cohort 2 Schools: 22.7%</p>
Black Student Chronic Absenteeism Rate (District Calculation: 91% or Lower) – Grades 6-8	<p>All Black Students in LAUSD: 22.1%</p> <p>Students in BSAP Cohort 1 Schools: 30.7%</p> <p>Students in BSAP Cohort 2 Schools: 17.0%</p> <p>(Year: 2017-18)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 25.2%</p> <p>Students in BSAP Cohort 1 Schools: 36.4%</p> <p>Students in BSAP Cohort 2 Schools: 18.6%</p> <p>(Year: 2020-21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021-22.</p>	<p>All Black Students in LAUSD: 22.1%</p> <p>Students in BSAP Cohort 1 Schools: 33.4%</p> <p>Students in BSAP Cohort 2 Schools: 15.6%</p>



* The information for year 2 Outcome and year 3 Outcome will be provided in future LCAP cycles, in compliance with the LCAP template.

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
Instructional Days Lost to Suspension	<p>All Black Students in LAUSD: 1,170 days</p> <p>Students in BSAP Cohort 1 Schools: 597</p> <p>Students in BSAP Cohort 2 Schools: 167</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 31.4%</p> <p>Students in BSAP Cohort 1 Schools: 30.4%</p> <p>Students in BSAP Cohort 2 Schools: 26.3%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 699</p> <p>Students in BSAP Cohort 1 Schools: 357</p> <p>Students in BSAP Cohort 2 Schools: 100</p>
Early Literacy Proficiency – DIBELS (Kindergarten)	<p>All Black Students in LAUSD: 61%</p> <p>Students in BSAP Cohort 1 Schools: 51.7%</p> <p>Students in BSAP Cohort 2 Schools: 69.8%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 46%</p> <p>Students in BSAP Cohort 1 Schools: 37.9%</p> <p>Students in BSAP Cohort 2 Schools: 47.0%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 73%</p> <p>Students in BSAP Cohort 1 Schools: 63.7%</p> <p>Students in BSAP Cohort 2 Schools: 81.8%</p>



* The information for year 2 Outcome and year 3 Outcome will be provided in future LCAP cycles, in compliance with the LCAP template.

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
Black Student Chronic Absenteeism Rate (District Calculation: 91% or Lower) – Grades K–5)	<p>All Black Students in LAUSD: 31%</p> <p>Students in BSAP Cohort 1 Schools: 27.2%</p> <p>Students in BSAP Cohort 2 Schools: 24.7%</p> <p>(Year: 2017–18)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 31.4%</p> <p>Students in BSAP Cohort 1 Schools: 30.4%</p> <p>Students in BSAP Cohort 2 Schools: 26.3%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 30.8%</p> <p>Students in BSAP Cohort 1 Schools: 25.6%</p> <p>Students in BSAP Cohort 2 Schools: 21.5%</p>
Single Student Suspension Rate	<p>All Black Students in LAUSD: 1.46%</p> <p>Students in BSAP Cohort 1 Schools: 2.0%</p> <p>Students in BSAP Cohort 2 Schools: 0.8%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 0.0%</p> <p>Students in BSAP Cohort 1 Schools: 0.0%</p> <p>Students in BSAP Cohort 2 Schools: 0.0%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 0.9%</p> <p>Students in BSAP Cohort 1 Schools: 0.0%</p> <p>Students in BSAP Cohort 2 Schools: 0.0%</p>



* The information for year 2 Outcome and year 3 Outcome will be provided in future LCAP cycles, in compliance with the LCAP template.

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
<p>Smarter Balanced Results:</p> <p>Proficiency Rate (ELA) – Grades 3–5</p> <p>For reference: Distance from Standard Met (ELA)</p>	<p>All Black Students in LAUSD: 31.4%</p> <p>Students in BSAP Cohort 1 Schools: 22.0%</p> <p>Students in BSAP Cohort 2 Schools: 32.9%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –49.5</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>This information is not available for the 2020–21 year.</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 42.0%</p> <p>Students in BSAP Cohort 1 Schools: 32.6%</p> <p>Students in BSAP Cohort 2 Schools: 43.5%</p> <p>All Black Students in LAUSD: –45.2</p>
<p>Smarter Balanced Results:</p> <p>Proficiency Rate (ELA) – Grades 6–8</p> <p>For reference: Distance from Standard Met (ELA)</p>	<p>All Black Students in LAUSD: 32.3%</p> <p>Students in BSAP Cohort 1 Schools: 16.1%</p> <p>Students in BSAP Cohort 2 Schools: 40.2%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –54.4</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>This information is not available for the 2020–21 year.</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 43.0%</p> <p>Students in BSAP Cohort 1 Schools: 26.8%</p> <p>Students in BSAP Cohort 2 Schools: 50.9%</p> <p>All Black Students in LAUSD: –49.7</p>

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Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
Early Literacy Proficiency – DIBELS (Grade 1)	<p>All Black Students in LAUSD: 56%</p> <p>Students in BSAP Cohort 1 Schools: 49.2%</p> <p>Students in BSAP Cohort 2 Schools: 54.9%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 59.6%</p> <p>Students in BSAP Cohort 1 Schools: 54.7%</p> <p>Students in BSAP Cohort 2 Schools: 58.7%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 68%</p> <p>Students in BSAP Cohort 1 Schools: 61.2%</p> <p>Students in BSAP Cohort 2 Schools: 66.9%</p>
Early Literacy Proficiency – DIBELS (Grade 2)	<p>All Black Students in LAUSD: 62%</p> <p>Students in BSAP Cohort 1 Schools: 54.0%</p> <p>Students in BSAP Cohort 2 Schools: 63.8%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 53.6%</p> <p>Students in BSAP Cohort 1 Schools: 44.9%</p> <p>Students in BSAP Cohort 2 Schools: 61.2%</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 74%</p> <p>Students in BSAP Cohort 1 Schools: 66%</p> <p>Students in BSAP Cohort 2 Schools: 75.8%</p> <p>All Black Students in LAUSD: ~45.2</p>



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Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
<p>Smarter Balanced Results: Proficiency Rate (Math) – Grades 6–8</p> <p>For reference: Distance from Standard Met (Math)</p>	<p>All Black Students in LAUSD: 18.6%</p> <p>Students in BSAP Cohort 1 Schools: 6.9%</p> <p>Students in BSAP Cohort 2 Schools: 24.4%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –103.6</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>This information is not available for the 2020–21 year.</p> <p>Note that BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 33.0%</p> <p>Students in BSAP Cohort 1 Schools: 21.3%</p> <p>Students in BSAP Cohort 2 Schools: 38.8%</p> <p>All Black Students in LAUSD: –43.6</p>
<p>Smarter Balanced Results: Proficiency Rate (Math) – Grade 11</p> <p>For reference: Distance from Standard Met (ELA)</p>	<p>All Black Students in LAUSD: 13%</p> <p>Students in BSAP Cohort 1 Schools: 9.1%</p> <p>Students in BSAP Cohort 2 Schools: 21.2%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –133.2</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 18.0%</p> <p>Students in BSAP Cohort 1 Schools: 13.4</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –99.3</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data</p> <p>Dashboard Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 33.0%</p> <p>Students in BSAP Cohort 1 Schools: 29.1%</p> <p>Students in BSAP Cohort 2 Schools: 41.2%</p> <p>All Black Students in LAUSD: –127.2</p>

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Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
<p>Smarter Balanced Results: Proficiency Rate (ELA) – Grade 11</p> <p>For reference: Distance from Standard Met (ELA)</p>	<p>All Black Students in LAUSD: 36.3%</p> <p>Students in BSAP Cohort 1 Schools: 31.2%</p> <p>Students in BSAP Cohort 2 Schools: 48.9%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –44.1</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 42.6%</p> <p>Students in BSAP Cohort 1 Schools: 35.7%</p> <p>Students in BSAP Cohort 2 Schools: 58.0%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD SBAC Data</p> <p>Source: LAUSD Open Data Dashboard Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 55.0%</p> <p>Students in BSAP Cohort 1 Schools: 49.9%</p> <p>Students in BSAP Cohort 2 Schools: 67.6%</p> <p>All Black Students in LAUSD: –39.4</p>
<p>Smarter Balanced Results: Proficiency Rate (Math) – Grades 3–5</p> <p>For reference: Distance from Standard Met (Math)</p>	<p>All Black Students in LAUSD: 23.4%</p> <p>Students in BSAP Cohort 1 Schools: 14.7%</p> <p>Students in BSAP Cohort 2 Schools: 27.0%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: –64.4</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>This information is not available for the 2020–21 year.</p> <p>Note that BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 36.0%</p> <p>Students in BSAP Cohort 1 Schools: 27.3%</p> <p>Students in BSAP Cohort 2 Schools: 39.6%</p> <p>All Black Students in LAUSD: –4.4</p>

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Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
Four-Year Cohort Graduation Rate	<p>All Black Students in LAUSD: 80.89%</p> <p>Students in BSAP Cohort 1 Schools: 86.4%</p> <p>Students in BSAP Cohort 2 Schools: 89.9%</p> <p>(Year: 2018–19)</p> <p>Source: LAUSD SBAC Data</p> <p>All Black Students in LAUSD: ~103.6</p> <p>(Year: 2019–20)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 78.8%</p> <p>Students in BSAP Cohort 1 Schools: 86.9%</p> <p>Students in BSAP Cohort 2 Schools: 88.2%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 89.0%</p> <p>Students in BSAP Cohort 1 Schools: 94%</p> <p>Students in BSAP Cohort 2 Schools: 98%</p>
Five-Year Cohort Graduation Rate	<p>All Black Students in LAUSD: 81.40%</p> <p>Students in BSAP Cohort 1 Schools: 87.4%</p> <p>Students in BSAP Cohort 2 Schools: 87.6%</p> <p>(Year: 2019–20)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 82.8%</p> <p>Students in BSAP Cohort 1 Schools: 87.4%</p> <p>Students in BSAP Cohort 2 Schools: 90.1%</p> <p>(Year: 2020–21))</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 89.0%</p> <p>Students in BSAP Cohort 1 Schools: 95%</p> <p>Students in BSAP Cohort 2 Schools: 95%</p>

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Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Desired Outcome for 2023–24
Percent of Advanced Placement Exams with a 3 or higher	<p>All Black Students in LAUSD: 34%</p> <p>Students in BSAP Cohort 1 Schools: 22.5%</p> <p>Students in BSAP Cohort 2 Schools: 41.6%</p> <p>(Year: 2019–20)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 19.8%</p> <p>Students in BSAP Cohort 1 Schools: 12.7%</p> <p>Students in BSAP Cohort 2 Schools: 24.1%</p> <p>(Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22.</p>	<p>All Black Students in LAUSD: 64.0%</p> <p>Students in BSAP Cohort 1 Schools: 52.5%</p> <p>Students in BSAP Cohort 2 Schools: 71.6%</p> <p>All Black Students in LAUSD: ~39.4</p>
A–G Completion Rate	<p>All Black Students in LAUSD: 28.2%</p> <p>Students in BSAP Cohort 1 Schools: 27.2%</p> <p>Students in BSAP Cohort 2 Schools: 42.9%</p> <p>(Year: 2019–20)</p> <p>Source: LAUSD Open Data Dashboard</p>	<p>All Black Students in LAUSD: 40.0%</p> <p>Students in BSAP Cohort 1 Schools: 42.1%</p> <p>Students in BSAP Cohort 2 Schools: 53.1% (Year: 2020–21)</p> <p>Source: LAUSD Open Data Dashboard</p> <p>Note that this data does not capture the impact of BSAP, as BSAP's first year of implementation was 2021–22</p>	<p>All Black Students in LAUSD: 57.8%</p> <p>Students in BSAP Cohort 1 Schools: 56.8%</p> <p>Students in BSAP Cohort 2 Schools: 72.5%</p> <p>All Black Students in LAUSD: ~4.4</p>



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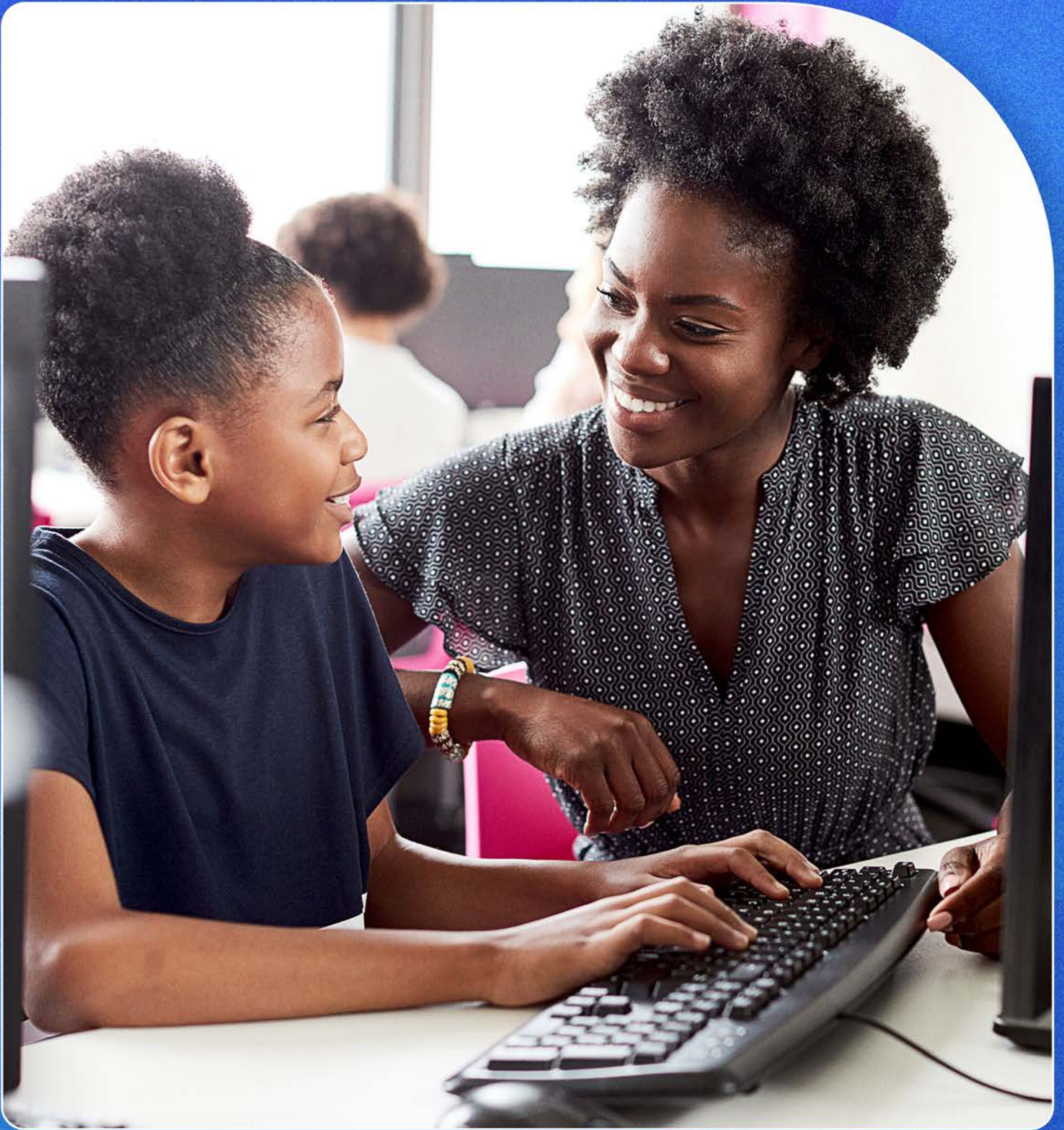
Steering Committee

Steering Committee

The steering committee has been instrumental in the development and providing recommendations for implementation of the BSAP. The BSAP steering committee is comprised of Black students, parents, community members and district staff. The Regions (formerly Local Districts) selected students and parents. One half of the committee is comprised of the following community partners: Students Deserve, Community Coalition, InnerCity Struggle, Labor and Community Strategy Center and labor partners, UTLA and SEIU Local 99. The committee has been charged with the following tasks.

- Develops and monitors strategies to improve achievement
- Review and cast advisory votes on the initial allocations under this program
- Review and report back to the Board of Education on the district's progress realizing the academic promise and providing for the social-emotional wellbeing of black students informed by the LCAP goals, actions and metrics and make recommendations on further strategies and equitable allocation of resources needed to realize the goals
- Provides recommendations to the Black Student Achievement Staff Working Group and Oversight and Accountability team
- Meets monthly with additional meetings as needed





External Evaluation

External Evaluation

External evaluation conducted by the RAND corporation, primary investigator Dr. Alice Huguet and the University of Southern California, Center for Education, Identity and Social Justice, primary investigators, Dr. Darnell Cole and Dr. Shafiqah Ahmadi.

The desired outcomes of BSAP are “high academic performance, social-emotional awareness and management, and a positive cultural identity” for Black students. In addition, BSAP addresses Black students’ unique needs due to the historic and ongoing inequitable and inextricably interconnected social and economic conditions in schools. As a result, the proposed evaluation plan is designed to inform operations and implementation changes, and determine the impact of BSAP on these vital outcomes for Black students.

The evaluation assesses the BSAP over two academic years. This evaluation is mixed methods in design, and will employ quasi-experimental techniques and case study methods. The core objective of the BSAP evaluation is to examine implementation of BSAP across school sites to inform continuous improvement, and to determine the extent to which the BSAP levers improve academic performance, social-emotional awareness and management, and positive cultural identity that can contribute to Black student success (Black Student Achievement Plan – Board Amended”, p. 2, 2021).

As a result, three research questions guide this work:

To what extent does BSAP increase Black students’ access to a supportive school climate, mental and social-emotional health supports, and high-quality curricula? How does BSAP work to improve or hinder access to these supports, and move from a punitive to a supportive school climate?

To what extent does BSAP improve indicators of Black student success, such as attendance, grades, test scores, disciplinary events, participation in extracurricular activities, and responses to the School Experience Survey? How does BSAP engage Black students to improve or hinder their academic success?

To what extent does BSAP improve engagement indicators, such as parent/guardian and family connections with the school community, student participation in extracurricular activities, and the presence of community organizations on campus? How does BSAP work to improve levels of engagement between parents/guardians and school, Black students’ engagement with extracurricular activities, and the presence of community organizations on campus?

The organizations collaborating on this evaluation, RAND and USC Rossier Center for Education Identity and Social Justice (RossierJustice), have a strong track record for conducting evaluations and empirical research across K-12 and post-secondary settings. In addition, the project leads and essential staff have expertise and experience studying schools serving Black students.

The evaluation strategies and research tools used are sensitive to how identities such as race, ethnicity, gender, sexual orientation, religion, disability, etc., intersect to identify systemic issues, inform solutions that create equity, and foster shared values and democratic ideals.





Appendix

1. Website Information
2. Social Media
3. Advisory Committees
4. Staffing
5. MyPLN PG Links
 - A. Culturally Responsive Scorecard PD on My PLN
<https://lausd.csod.com/ui/lms-learning-details/app/curriculum/6c9f0c0e-a174-46f1-9c32-7a335e404a64>
6. Culturally Responsive Units
<https://drive.google.com/drive/folders/ID78B8bKOcT3pSvFqxY4KAMdubx6Egh4q>
7. Appendix Documents

Website

<https://achieve.lausd.net/bsa>

Social Media

Instagram: BSAP_LAUSD

Twitter: BSAP_LAUSD

Facebook: BSAP_LAUSD

Advisory Councils

Student Advisory:	The BSAP student advisory will be comprised of one student from each secondary school from both Group 1 and Group 2 schools. Monthly meetings will be used to determine individual site implementation and to receive feedback regarding the responsiveness of the BSAP to the needs of Black students.
Parent Advisory:	The Community of Schools and Local District leadership will create a BSAP parent advisory committee. The LD parent advisory committee designee will meet with the district BSAP team to provide feedback on implementation ensuring responsiveness to the needs of parents.
Professional Business Advisory:	Professionals across business sectors will provide feedback on creating real-world opportunities for students enhancing the connection between the classroom and life after graduation.

Staffing

BSAP positions will not replace existing personnel at the school site. BSAP personnel will provide supplemental support for black students. Monitoring of budgets and staffing will take place to ensure that resources are not being supplanted.

Secondary counselors will

1. Monitors and case manage student progress for Black students
2. Pair with PSWs to determine Individual Student Success Plan (ISSP) caseload
3. Conduct ISSP meetings during non-course classroom time and communicate information to the classroom teachers, site administration and parents
4. Participate in data review with BSAP site team every grade period
5. Participate in multidisciplinary teams, such as Student Success Team (SST), Coordination of Services Team (COST), Resource Coordinating Team (RCT), and Crisis Team to identify necessary support services (e.g. counseling, assessment, and interventions).Pair with PSWs to determine Individual Student Success Plan (ISSP) caseload
6. Work with academic counselor and BSAP team to identify intervention, enrichment, or prevention opportunities for Black students
7. Provide professional development for parent education around Black student achievement
8. Assists in master schedule developmen
9. Administer Black Student Success Plans (BSSPs)
10. The BSAP counselor does conduct IGP's or program students (Secondary)



Elementary PSAs will

1. Monitor Black student attendance and academic progress to support early identification and intervention with at risk students
2. Pair with PSWs to determine Black Student Success Plan (BSSP) caseload
3. Conduct BSSP meetings during non-course classroom time and communicate information to the classroom teachers, site administration and parents
4. Analyze attendance data and develop support plans
5. Provide evidence-based child welfare and attendance services, including advocacy and targeted case management to facilitate Black student engagement, attendance, academic achievement, and improve social well-being and school stability
6. Regularly review, assess and share with school-community stakeholders data and trends related to Black student enrollment, attendance/engagement, social-emotional learning/behavior support, adjustment, academic achievement, and progress toward graduation
7. Assist in the development of a multi-tiered system of support for Black student, family, and school-community stakeholder well-being
8. Support the development, planning, and implementation of services to increase the attendance, academic achievement, graduation and career/college readiness of Black students served
9. Administer Black Student Success Plans (BSSPs)
10. Ensure protection of educational and due process rights for Black students
11. Support and monitor program services, activities, and documentation in alignment with program funding, as well as federal, state, District, and program accountabilities and)
12. Provide on-going support, professional development/training, and technical assistance to school/agency-based staff and other stakeholder groups



Psychiatric Social Workers will

1. Pair with counselors to determine Black Student Success Plan (BSSP) caseload
2. Promote Black student achievement and wellbeing by implementing culturally responsive universal/early intervention strategies aimed at promoting critical wellness and social-emotional well-being.
3. Build a coherent student support infrastructure that establishes and fosters key internal and external partnerships, thereby increasing Black student academic success, and prevent the disproportionality of Black students in special education, suspension and juvenile justice.
4. Work closely with school leaders to transform school climate that is affirming and inclusive of Black, Indigenous, People of Color (BIPOC) students and culture.
5. Serve as a resource to school sites by providing culturally responsive mental health consultation
6. Assist with crisis team response
7. Plan, coordinate, and facilitate staff development workshops and trainings to address barriers to learning, as well as restoring and maintaining a safe and healthy learning environment.
8. Provide support and consultation for targeted student threat/risk assessments
9. Administer Black Student Success Plans (BSSPs)
10. Provide community referrals
11. Promote and implements culturally response evidence-based practices
12. Promote Black parent engagement and provides support that addresses social-emotional barriers to learning, including facilitation and/or participation in SSPT meetings
13. Maintain effective documentation of services in Welligent and the Medi-Cal Reimbursement Program in compliance with LAUSD and LAC-DMH guidelines.
14. Conduct home visits as needed.

RJ Teachers will

1. Develop lesson plans and materials to support Multi-Tiered Systems of Support (MTSS), leveraging evidence-based Positive Behavior Interventions and Supports/–Restorative Practices (PBIS/RP), including community building activities in classrooms for the targeted student populations
2. Co-teach and conducts community building activities with new teachers and supports the implementation of Restorative Practices/Justice.
3. Support school site teams in the development of safe, healthy, welcoming and affirming school and classroom environments.
4. Support teachers in developing procedures and routines that cultivate connectedness and trust that are taught, modeled and reinforced.
5. Conduct demonstration lessons on classroom management techniques, SWPBIS, Restorative Practices/Justice, interpersonal skills and conflict resolution.

(continued) RJ Teachers will

6. Assist school staff with the implementation of the Discipline Foundation Policy at designated site/sites.
7. Review school data and reports to provide support, monitor implementation progress and effectiveness of the Discipline Foundation Policy at designated schools.
8. Support classroom teachers with the implementation of Positive Behavior Interventions and Supports/Restorative Practices
9. Administer Black Student Success Plans (BSSPs)
10. Support school administrators and other key staff in developing the infrastructure needed to provide multi-tiered supports and interventions for the targeted student population.
11. Provide professional development, training, and/or presentations to assist school site personnel in the implementation of Positive Behavior Interventions and Supports/Restorative Practices aligned with culturally responsive strategies.
12. Assist schools in developing strategies that emphasize prevention and whole school implementation of SWPBIS and Restorative Practices.
13. Assist teachers with evidence-based classroom management approaches that support Community Building and use of Restorative Practices.
14. Collaborate with community agencies and provides a range of services that address the psycho-social/educational needs of black students

School Climate Advocate will

1. Support school site personnel in implementing multi-tiered systems of support and the District's school site safety policies to build positive school climates.
2. Support school personnel with student mediation and conflict resolution.
3. Provide support to traditionally marginalized groups and identify available resources within the school, the District, and community per the site administrators' direction.
4. Participate in school-wide group guidance programs that support mentoring and other strategies to improve students' nonacademic skills and engagement.
5. Participate in school site committees, Safe Passages Collaborative meetings, and collaborative problem solving to develop student action plans with school personnel.
6. Provide information to school site administrators regarding causes and effects of campus and community tension.
7. Collect and disseminate information regarding disorderly or disruptive conduct or other situations and alert school site administrators when an emergency exists.
8. May reference District dashboard data and respond accordingly as per the site administrators' direction.

(continued) School Climate Advocate will

9. May assist a site administrator in counseling and/or mentoring individuals or groups of students.
10. Collaborate with community agencies that provide a range of support and services that address at-risk students' needs per the site administrators' direction.
11. Maintain confidentiality when dealing with students, families, staff, and community members.

BSAP team will work together to

1. Conduct group BSAP sessions during advisory, lunch, after school and individual sessions as needed based.
2. Plan with Administrative Coordinators of Instruction and site administration
3. Submit quarterly reports to ACs forwarded to school administration. Office of the Superintendent and LD leadership will have access to reports through a shared drive.
4. Collaborates with AC to analyze BSAP success metric data every 5 weeks.
5. Administer Black Student Success Plans (BSSPs)

Administrative Coordinators of Instruction will

1. Serve as the site principal's key instructional leader to co-plan, implement, and develop instructional monitoring structures to ensure effective teacher development aligned with the BSAP.
2. Effectively uses data to identify and appropriately address the instructional needs of black students.
3. Coordinate intensive instructional support at school sites that are not meeting the Black Student Achievement Plan outcomes.
4. Coordinate service support for site BSAP personnel (ie. counselors, RJ Teachers, PSWs, School Climate Advocates)

Math Coaches will

1. Develop and model culturally responsive mathematics lessons.
2. Work with the local district math team to design school structures to provide support for each student based on diagnostic results.
3. Work with the local district math team and school sites to ensure that units of study are rigorous (conceptual, procedural, and real-world application).
4. Work with the local district math team and school sites to understand the relatedness between IABs (interim formative assessments) and their current scope and sequence and summative end of the year SBAC results.

BSAP Designees will

1. Collaborate with teachers and assist principal to ensure that professional development plan, instructional strategies, intervention/enrichment services and SWBP are aligned with the BSAP success indicators.
2. Assist the site principal with creating a school learning environment that promotes equity and high expectations for black student academic achievement. (Guest speakers, assemblies, parent engagement opportunities).
3. Collaborate with school team to establish structures for small group and individual targeted skill instruction in ELA and Math and enrichment for all Black students.
4. Attend monthly district BSAP professional development meetings. Share and implement learning with school community.
5. Monitor 16 BSAP success metrics for the black students on the campus.
6. Attend district professional development on culturally responsive education.

