



Guiding Principles

Anti-Black racism is a systemic problem in education: 0DQ\ VWXGLHV KDYH LGHQWLILHG DQG H|SORUHG
DQWL %ODFN UDFLVP ZLWKLQ 2QWDULR V HGXFDWLRQ V\VVWHP \$QWL %ODFN UDFLVP LV D V\VVWHLF SUREOHP LQ WKH
HGXFDWLRQ V\VVWHP DQG WKURXJKRXW VRFHW\ DQG KDUP FDQ EH SHUSHWXDWHG E\ HYHQ WKH PRVW ZHO

Black parents and communities must be engaged as partners in their child's education: (GXFDWRU\
DQG VFKRRO DGPLQLVWUDWRUV QHHG WR HQJDJH %ODFN SDUHQWV DQG FRPPXQLWLHV WR JDLQ WUXVW DQG FUHDWH D
SRVLWLYH DQG LQFOXVLYH OHDUQLQJ HQYLURQPHQW WKDW VXSSRUW WKH DFDGHPLF DFKLHYHPHQW DQG ZHO EHLQJ RI
%ODFN VWXGHQWV W LV WKURXJK WKHVH UHODWLRQVKLSV WKDW HGXFDWRUV ZLOO XGHHVVWDQG ZKHU WKHLU VWXGHQWV
FRPH IURP VR WKDW WKHY DQG FUHDWH DQ HQYLURQPHQW WKDW LV D SODFH RI YHUW\ IRRZWK DQG OHUOLQJ

Organizational change is needed: 7KLV VWUDWHJ\ ZLOO EH LPSOHPHQWHG ZLWK XUJHQF\ UHFRJQLQJ WKDW JHQHUDWLRQV
RI %ODFN VWXGHQWV LO LQGVRU DQG (VVH\ FRXQW KDYH H|SHUHQFHG DQWL %ODFN UDFLVP LQ HGXFDWLRQ KLOH
FRXQJH LV KDUG DQG WDNH WLPH LV LV PRUH OLNHO WR EH HPEUDFHG E\ VWDII ZKHQ LV LV WUHDWHG DV D SUHDFW
DQG D VHQVH RI XUJHQF\ LV IHOW DW DDO OHYHOV RI WKH %RDUG

Ideology and culture need to change, not only behaviors: -G RUGHU WR FKDQJH RXWFRPHV IRU %ODFN
VWXGHQWV WKH LGHRORJ\ DQG FXOWXUH WKDW VXVWDLQ DQWL %ODFN UDFLVP QHHG WR FKDQJH QRW VLPSO\ WKH
EHKDYLRXUV RI LQGLYLGXDOV

The Board will adopt a learning mindset when implementing this strategy: 7KH %RDUG ZLOO DFW ZLWK
FRXQJH VXVWDLQHG IREFXV DQG HOGXUDQH WR HPEUDFH LQQR\DWLRQ SHURJQLQJ WKDW QRW DQWL LQWLDWLYHV LO
WKH VWUDWHJ\ PDV KDYH WKH GHVLUHG LQDFW\ WKH %RDUG ZLOO DQW D QDUJLQJ LQVWUXWHG ZKHQ LPSOHPHQWLOJ

VHJJ\

VFR

QLV DQWL VFR KXVLOV WKH LQVWUXWHG DQWL %ODFN UDFLVP

QVSLW DQG VXSSRUW %ODFN VWXGHQW V\FFHVV

Our programs and staff will be outcomes, not activities: -XVFRV\ ZLOO

DFKLHYHPHQW RI %ODFN VWXGHQWV DQG WKH UHSUHVHQWDLRQ DQG ZHO EHLQJ RI %ODFN UDFLVP

Priority 5:

+LUH DQG VXSSRUW PRUH %ODFN VWDII

% O G U D F L V P