

**Santa Barbara Unified
Response to
Black Student Youth SB**

June 23, 2020

Board Resolution

2019-20/27

Background

- ❖ Four hundred years of systemic racism has impacted all aspects of life for Blacks in America, including education.
- ❖ Sunday June 7, 2020-- Black Youth SB Protest and March
 - Stop at District Office to deliver demands
- ❖ Monday, June 15, 2020 Listening Session

Demand #1

“ We demand Ethnic Studies classes with culturally relevant curriculum.”

Action Response #1

- Elective options for many years and continuing
- November 2018: Ethnic Studies became a graduation requirement (Class of 2024); achieved through community advocacy and implementation planning
- Courses: 2 new District courses (initially) and SBCC DE options
- Curriculum development grounded in CA Model Curriculum for Ethnic Studies & SBUnified Ethnic Studies Framework
- Four-year implementation phase, beginning with over 1100 students and 11 teachers this Fall.

Demand #2

“ We demand SBUSD implement equitable hiring practices and recruit culturally competent teachers of color for Ethnic Studies and all classrooms.”

Action Response #2

Hiring

- SBUSD will examine our teacher candidate screening practices
- SBUSD will examine our teacher interview protocol methods
- SBUSD will examine our teacher selection process

All three of these above actions will be accomplished by December, 2020, well in advance of the 2021 teacher hiring window. Examination of each will identify potential barriers, areas in need of improvement, and any actions that are missing from the process that would lead to a more equitable process

Recruiting

- SBUSD will pursue avenues for recruitment that will enhance our potential for getting diverse applicant pools for our posted teaching positions
- SBUSD will engage in partnerships with teacher preparation programs that have a diverse class of student teachers
- SBUSD will pursue recruitment opportunities at hiring fairs that have attendees of diverse backgrounds

Demand #3

“We demand SBUSD have School Resource Officers complete bias training class before being allowed to work on campus in addition to de-escalation training and protocols.”

Action Response #3

- School Resource Officers/Deputies are required to **show completion of professional learning** in the areas of de-escalation techniques, implicit bias, cultural competence, adolescent brain development, and working with students with disabilities.
- An **evaluative tool** will be developed by district leadership to measure student, staff, and parent/guardian perception of the SRO/SRD. Results will be provided to law enforcement to be used in the officer/deputy's annual evaluation.
- District leadership will work with the Santa Barbara Police Department and Santa Barbara Sheriff's Department in July 2020 **establish training requirements and communicate expectations** for evaluation of SRO/SRDs.

Demand #4

“ We demand SBUSD publicly condemn the school to prison pipeline.”

Action Response #4

- Board Resolution 2019-20/27
- Work beyond the words
 - Racial and Ethnic Discrepancy Evaluation
 - South Coast Task Force for Youth Safety
 - Professional Learning-- Creating diverse and affirming learning environments that value all learners and cultures.
 - Continued conversations with Black Youth SB

Demand #5

“ We demand SBUSD allocate funds to rehabilitation and mental health services for at-risk youth as an alternative to probation and/or juvenile hall.”

Action Response #5

- School-based mental health services are provided in preschool through 12th grade through Family Service Agency and CALM.
- Preschools and Elementary Schools benefit from trauma-informed consultation model through CALM.
- Racial and Ethnic Disparities Work
- Clinical Youth Outreach Worker and Lead Youth Outreach Coordinator
- Alternatives to suspension include referral to mental health assessment.
- Sources of Strength-- \$90,000

Demand #6

“ We demand SBUSD adopt a resolution declaring racism as a public health emergency and allocate resources to implement restorative justice practices to deal with hate crimes.”

Action Response #6

- Board Resolution 2019-2020/27
- Position Commitments Restorative Approaches
 - Teacher on Special Assignment for Student Engagement
 - Coordinator of School Climate and Safety
 - Dean of Student Engagement
 - Elementary Assistant Principals
- Restorative Approaches “Re-boot” 2020-21
 - Audit and root cause analysis
 - Continued work on creating the “Conditions for Learning”
 - Mindset work