

How to Create an African American Parent Advisory Council

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Professor, Author, Consultant

LEADERSHIP Cultural Proficiency Leadership Racial Equity Goals Equity Strategic Action Planning **Executive Coaching**

POLICY and GOVERNANCE Policy Development and Program Development and



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EDUCATION

Who's Advocating for Tyrone and Keisha? Equity Partnerships with Families Addressing School-to-Prison

RESEARCH

Pipeline

Survey Development Equity Data Collection and Analysis

HUMAN RESOURCES

Hiring and Retaining a Diverse Workforce

Mentoring Women in Leadership **Building Equity Partnerships** Creating Capacity with Communities





• The "Why" of Engagement

• Leadership

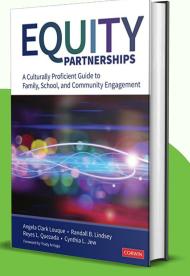
• Demographics/Data

• Educating Yourself

Benefits of AAPAC's

7 Cs of Engagement



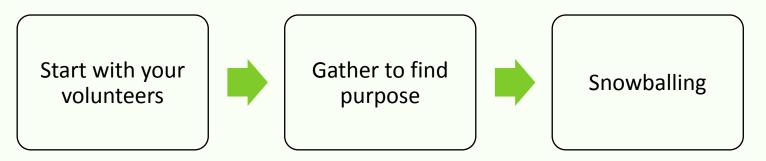


- Connectedness
- Community
- Culture
- Communication
- Collective Responsibility
- Care/Compassion
- Collaboration



How do I connect with Black/African American families?

• Connect families to education and social services when needed to support their children and families







The "Why" of Engagement

Moral

Moral Imperative

Legal

Federal State

Educational

Professional Standards

Research

Studies

Best Practices Using what works



What platforms can be used to build community?

Educate and equip yourself on values and appropriate behavior

Use the community as an asset and resource to support families







Ed-Trust-West-Black-Minds-Matter-FINAL-PDF.pdf (calfund.org)



California has the fifth largest Black population in the country and is home to about 900,000 African Americans under the age of 25. About 373,000 of these young people are students in our public K-12 schools, representing 6 percent of the public school population. Another 150,000 Black students attend college in California, either at a public or private institution.

Within our K-12 schools. African American students are concentrated in just a handful of California's 58 counties. The counties serving the largest concentrations of Black students are Solano, Sacramento, Alameda, Contra Costa, and San Francisco. In each of these counties. Black children represent at least 10 percent of the K-12 population. Los Angeles County - the biggest in terms of overall population - is home to the largest number of Black students, nearly 124,000. There, African American students comprise 8 percent of the school age population.

INYO

9%

Some of these counties have seen dramatic declines in the African American student population over the last two decades. For example, between 1995 and 2015, Alameda County experienced a decline in the Black student population from 23 percent to 12 percent, and San Francisco County experienced a decline from 18 percent to 10 percent.

SAN BERNARDINO

SAN DIEGO

5%

RIVERSIDE

6%

IMPERIAL

1%

Sources: U.S. Census Bureau, Population Division, 2014; California Department of Education, 2014-15 Enroliment; National Center for Education Statistics,

Integrated Postsecondary Education Data System

BLACK STUDENTS

CALIFORNIA'S

Source:

Black-Minds-Matter-Report-Ed-Trust-West-October-2 015.pdf

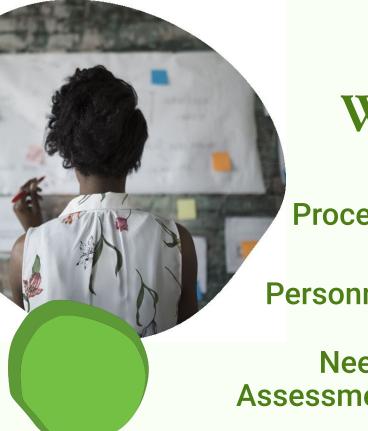


Culturally relevant Back to school - cultural practices of families

Know the cultural customs of African American families-what they accept and do no accept

Provide services in a language they understand





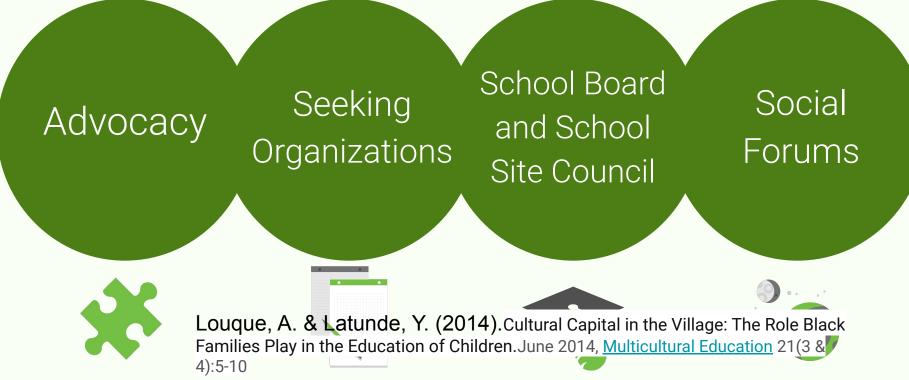
Where do I (we) begin?

Process What are the district guidelines? Who has to approve?

Personnel Who's the contact person(s)?

NeedsWho has the information I need?AssessmentWhat do they want?

RESEARCH FINDINGS



4) Communication - giving and receiving or sharing information (How can we communicate more effectively?)

Consistent communication/updates about expectations (particularly grading) -

Bi-directional

* Work along with the families to meet their education and social well-being needs

* Use multiple ways of communicating with the families

- (Online-zoom, text, youtube, learning channels, Public Broadcast System)
- * Provide services in a language they understand





Educators and Parents/Families

What do they say about us?



5) Collective Responsibility

- Make it a school, district, and community responsibility to support and engage African American families
- Do not accept- "# of students did not log in and their parents are the ones that do not show up for parent conference"



Engagement

Database of your Families

Coordinator/Director

Interest or Introductory Letter

Needs Assessment (Survey)



6) Care/Compassion

How can we show compassion and care?

- a) Check-ins
- **b)** Share resources what does the family need? social services, etc.
- c) Know the capacity of what families can provide (physical, emotional, technological, school and financial resources/academic and non-academic





What would recruit you?

What's culturally relevant to you?

What would get you excited to attend?

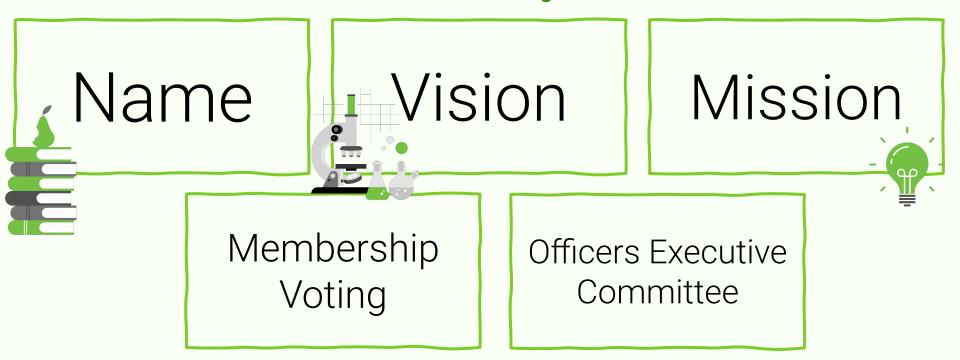


7) Collaboration - individuals work together in an organized endeavor towards a goal Families learning together

Work along with the families to meet their education and social well-being needs



AAPAC Bylaws



Summary







3 - WHAT YOU LEARNED

2 - ANY QUESTIONS

1 - ONE ACTION THAT YOU WILL TAKE