



Fairfield-Suisun Unified School District
October 8, 2020 Governing Board Meeting
4C. Communications/Information

Race and Educational Equity in FSUSD

FSUSD Board Equity Statement

FSUSD values and promotes inclusive learning environments by providing *all* students with tools to be empowered in our educational system and the future. We welcome and value community and family engagement because it is essential to the success of *each* student. Educational opportunities will be founded on rigorous instruction and positive relationships. An equitable, high quality education will be provided to every student at all school sites. FSUSD is committed to making equity-driven decisions that lead to improved opportunities and outcomes for historically and currently underserved students.



EQUALITY



EQUITY



District Vision for MTSS



Equity

The foundation of this work!

History of Equity Work in FSUSD

2008 to 2010 - Local Education Agency Plan - Goal G

- Community meetings
- Professional development

2015 to 2019 - School Climate Committee

- Community committee studied the issues
- Recommendations from committee included:
 - Increase social-emotional counseling supports
 - Implement Positive Behavioral Interventions and Supports (PBIS) and Restorative Justice professional development

History of Equity Work in FSUSD

2018 to 2020

- Educational Equity with Edwin Javius
 - Professional development for teachers
 - Professional development for administrators
 - Coaching at seven school sites
- Book Studies
 - *The Will to Lead and the Skill to Teach - Transforming Schools at Every Level* by A. Muhammad and S. Hollie
 - *Your Students, My Students, Our Students: Rethinking Equitable and Inclusive Classrooms* by L. Jung, N. Frey, D. Fisher, J. Kroener
- Multi-Tiered Systems of Support (MTSS)

The background is white and decorated with various colorful circles and dashed lines. In the top left, there is a large orange circle with a dashed red outline, overlapping a yellow circle. Below them is a small pink circle. In the bottom left, there is a large green circle with a dashed green outline, a small cyan circle, and a large yellow circle. In the top right, there is a green circle with a white dot, a small orange circle, and a yellow circle with a dashed yellow outline. In the bottom right, there is a large cyan circle with a white dot, a small cyan circle with a dashed cyan outline, and a large yellow circle.

Impact of the Work

Number of Students Expelled by Ethnicity

	2011/12 (Baseline)	2015/16	2016/17	2017/18	2018/19
African American	28	19	11	8	10
Filipino	4	0	0	0	1
Hispanic/Latino	33	17	15	4	5
White	14	4	3	4	3
Two or More Races	11	2	2	0	2

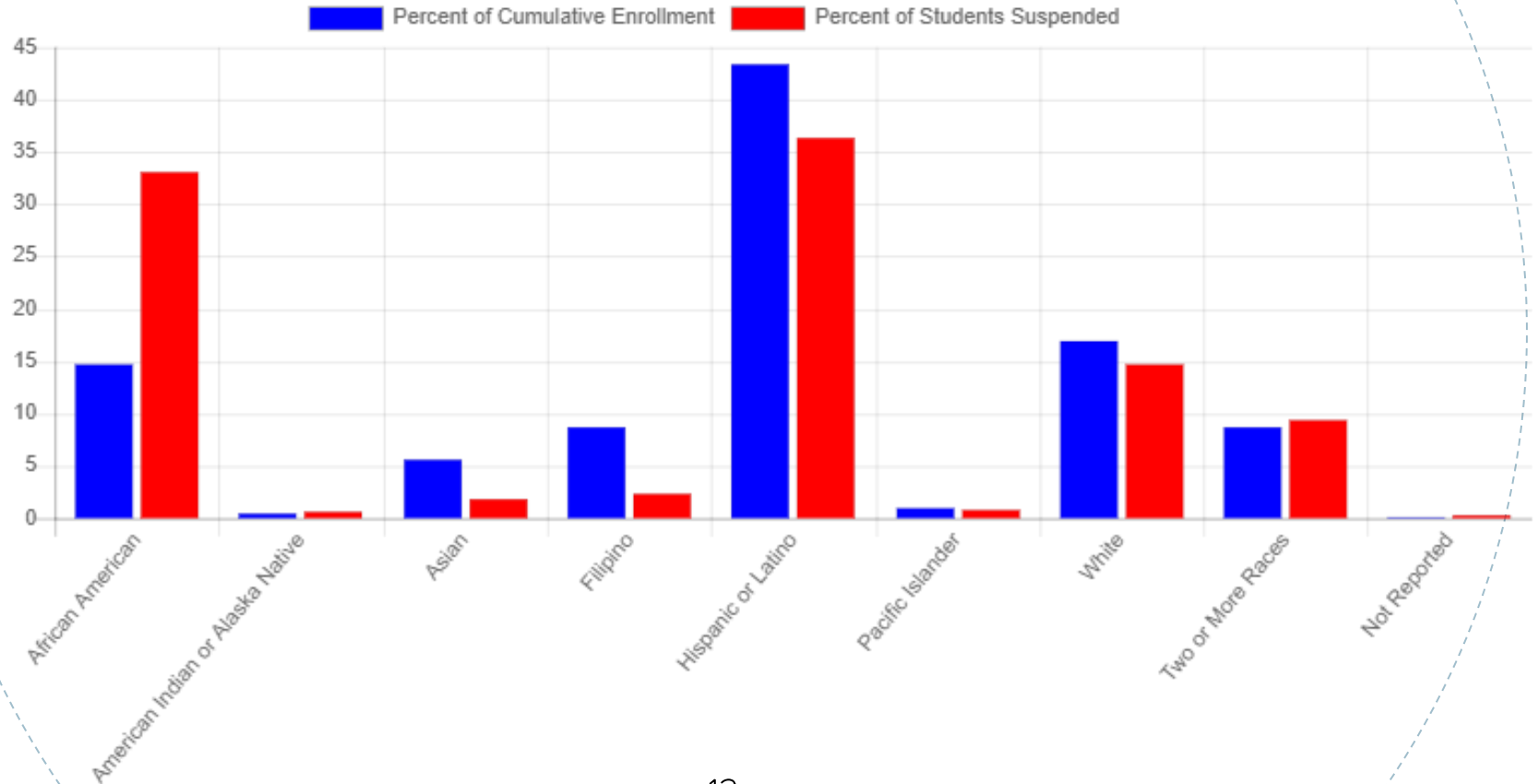
Number of Students Suspended by Ethnicity

	2011/12 (Baseline)	2015/16	2016/17	2017/18	2018/19
African American	1551	1304	1082	973	708
Filipino	75	58	52	33	38
Hispanic/Latino	1475	1156	1000	1180	755
White	624	448	355	388	316
Two or More Races	368	233	149	183	173

% of Students Suspended by Ethnicity

	2015/16	2016/17	2017/18	2018/19	% of District Population (2018/19)
African American	36.2%	37.6%	33.7%	33.2%	14.4%
Filipino	2.8%	2.5%	1.5%	2.4%	8.9%
Hispanic/Latino	36.4%	37.1%	39.7%	36.5%	43.5%
White	14.0%	14.1%	13.5%	14.8%	17.1%
Two or More Races	7.3%	5.7%	7.5%	9.4%	8.7%

FSUSD Enrollment vs. Students Suspended (18/19)



Graduation Rate by Ethnicity

	2015/16	2016/17	2017/18	2018/19
African American	78.5%	77.0%	77.4%	82.6%
Filipino	93.0%	92.9%	95.3%	97.2%
Hispanic/Latino	82.9%	74.9%	73.4%	84.3%
White	85.1%	81.5%	82.1%	86.9%
Two or More Races	87.9%	80.8%	83.3%	92.6%



2019 Graduates Meeting UC/CSU Requirements by Ethnicity

	Cohort Students	Diplomas	# Meeting UC/CSU Requirements	% Meeting UC/CSU Requirements
African American	258	213	65	31%
Filipino	181	176	103	59%
Hispanic/Latino	613	517	160	31%
White	260	226	91	40%
Two or More Races	108	100	49	49%



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These Data
Sets Demand
Our
Attention

Next Steps in FSUSD

Professional Learning and Development

- Multi-Tiered Systems of Support (MTSS)
 - Equity based data meetings with school sites
 - Focus on Tier 1 instruction, social-emotional support, and behavioral support
- Healing Centered Engagement with Dr. Ginwright
- UC Davis and the REEd Center partnership

Next Steps in FSUSD

Recruitment, Hiring, Retention, and Development

- Intentional recruitment at colleges with diversity that mirrors FSUSD
- #MadeInFSUSD
- Diverse Educator Network (County)
- Principal Pipeline
- Diverse selection committees for administrative positions

Next Steps in FSUSD

Access and Opportunity

- Support English learners with additional counseling services
- Continue to develop and offer courses that meet graduation requirements and UC a-g requirements that are reflective and honor students with diverse backgrounds
- Partner with groups that are focused on improving the outcomes for students of color, utilizing research based approaches
- Evaluate data regarding access to programs

Next Steps in FSUSD

Curriculum and Instruction as a Foundation

- Support for the new K-8 History Social-Science curriculum aligned to the framework and the FAIR act
- Create an equity rubric for all current adoptions and/or future pilots
- Conduct a needs assessment and evaluation of current access to Tier 1 for all student groups

Next Steps in FSUSD

School, Family, and Community Relationships

- Governing Board commitment to equity
- Continue to support the work of our Family Resource Centers
- Continue with programs that show students the opportunities available in our community
- Continue to distribute information via the *Engage!* newsletter and videos
- Expand our community partnerships and implement plans based on identified needs
- Relationships are key!



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