

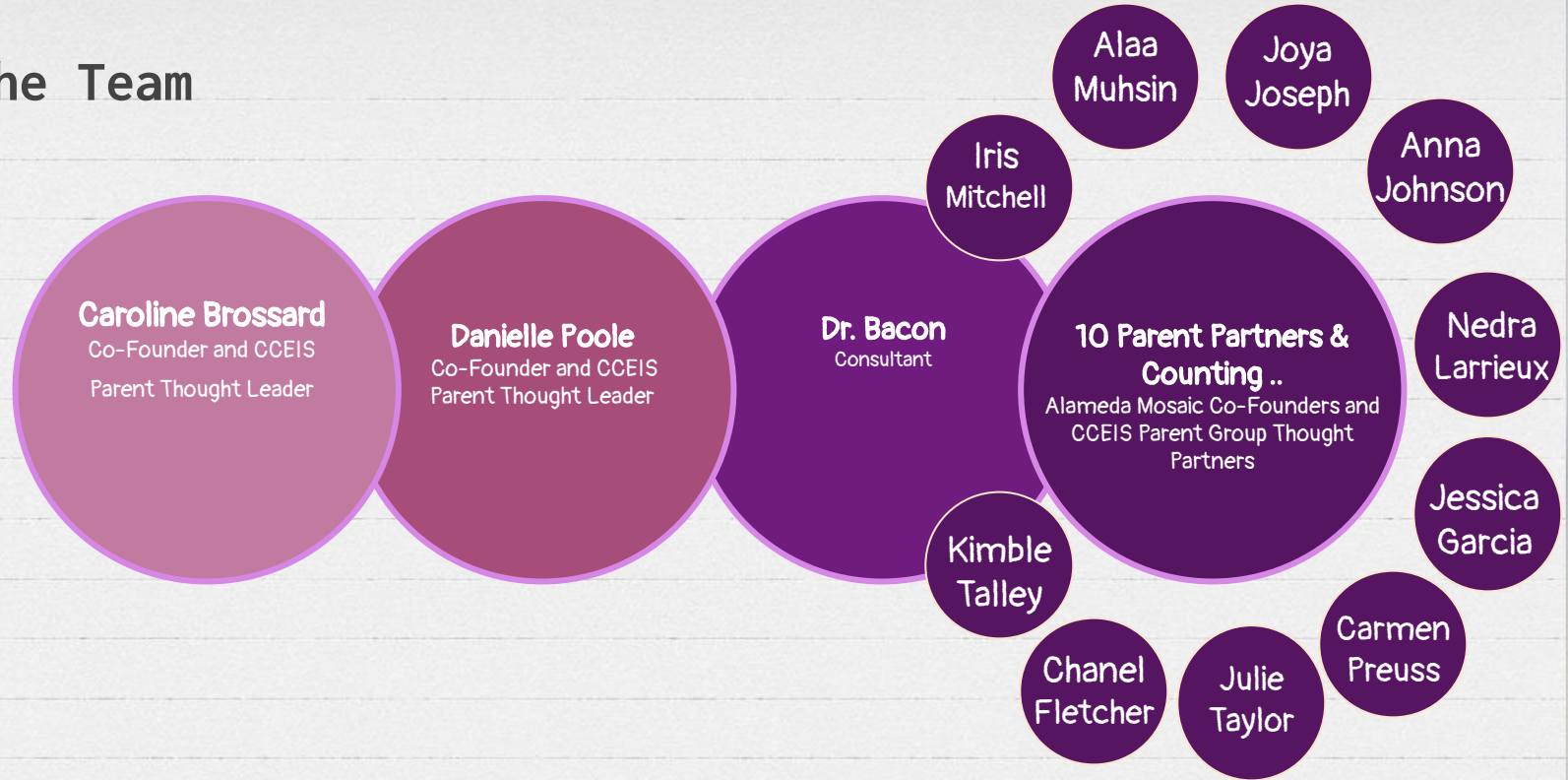


ALAMEDA MOSAIC

AUSD May 11, 2021 Board Packet

Note: Full Presentation provided during the Board Meeting by: Caroline Brossard & Danielle Poole

The Team



Born Out of the CCEIS Process →

Key takeaway - greater need for family engagement
- the voices of families need to be heard

Recurring Themes Around Root Causes:

- X Lack of genuine family engagement and distrust
- X Lack of representation
- X Need for better dissemination of resources available to families; family support networks; restorative practices
- X Lack of accountability around implicit bias and racism; perpetuating stereotypes; "It's the Black and Brown students that end up at the office."
- X "Everyone Belongs Here" doesn't really mean "everyone"

OVERREPRESENTATION

of children in
special education
and
discipline
based on

race/ethnicity

Vision Statement: Who We Are and What We Do

The **Alameda Mosaic Educational Advisory Committee** is a parent/caregiver/family-led group that engages with families of African American/Black/Multiethnic students in advocating for equity, inclusion, support and equal access to high quality educational opportunities for these students and facilitate the achievement of their highest potential within and beyond the Alameda Unified School District.

Mission Statement

The mission of Alameda Mosaic is to provide a forum for families of African American/Black/ Multiethnic students to share their voices, become more knowledgeable about district resources and how to navigate the complex educational landscape in order to advocate more effectively for their students.

GOAL: Create a supportive environment that uplifts families, promotes their healing and focuses on equity, inclusion and ensuring equal access to high quality educational opportunities for African American/Black/ Multiethnic students.

Theory of Action

When families have: the support of their community, the knowledge, tools and skills to adequately advocate for their students and strong, sustainable relationships with educators at their schools, then they will be able to fully support and position their students to reach their greatest potential.

Alameda Mosaic's Core Values

01

Family Engagement is a Critical Component of Student Achievement

Families will be regarded as equal status partners in the educational process by creating a family community around education where African American/Black/Multiethnic families feel welcomed, heard and respected as co-educators.

02

Create Safe Spaces for Difficult Conversations

These safe spaces will be utilized to have the difficult conversations necessary to build stronger, sustainable school/family partnerships and remove barriers on the path toward our students' success.

03

Foster Family Empowerment and Influence Through Education

Establish connections to resources for educating families about district policies, practices, and programs to improve their skills in supporting their children and navigating the educational system.

04

Disrupt Inequitable Outcomes

Advocate for identification and access to appropriate support services and utilization of all available resources to which students are entitled at every school site.

Alameda Mosaic's Core Values

05

Representation Matters

Students need to see reflections of themselves in their educators. Diversity, Equity and Inclusion will be at the heart of everything Alameda Mosaic does.

Families will have influence in the process of hiring qualified educators and staff of color.

06

Build Strong, Sustainable Partnerships

Facilitate opportunities to improve families' ability to establish meaningful relationships with educators where their lived experiences are valued. These relationships can contribute to systemic change and help to rebuild trust between families and the district.

07

Influence the CCEIS Plan and Represent Families

Alameda Mosaic will play an influential role in the development and implementation of the Comprehensive Coordinated Early Intervening Services (CCEIS) Plan, while supporting families that are part of the Plan's activities.

08

Understand the Intersection of Race and Special Education

Alameda Mosaic will seek to understand the intersection between race and Special Education. We will provide a safe and welcoming space for all families of African American/Black/Multiethnic students, including those in Special Education and/or have disabilities.

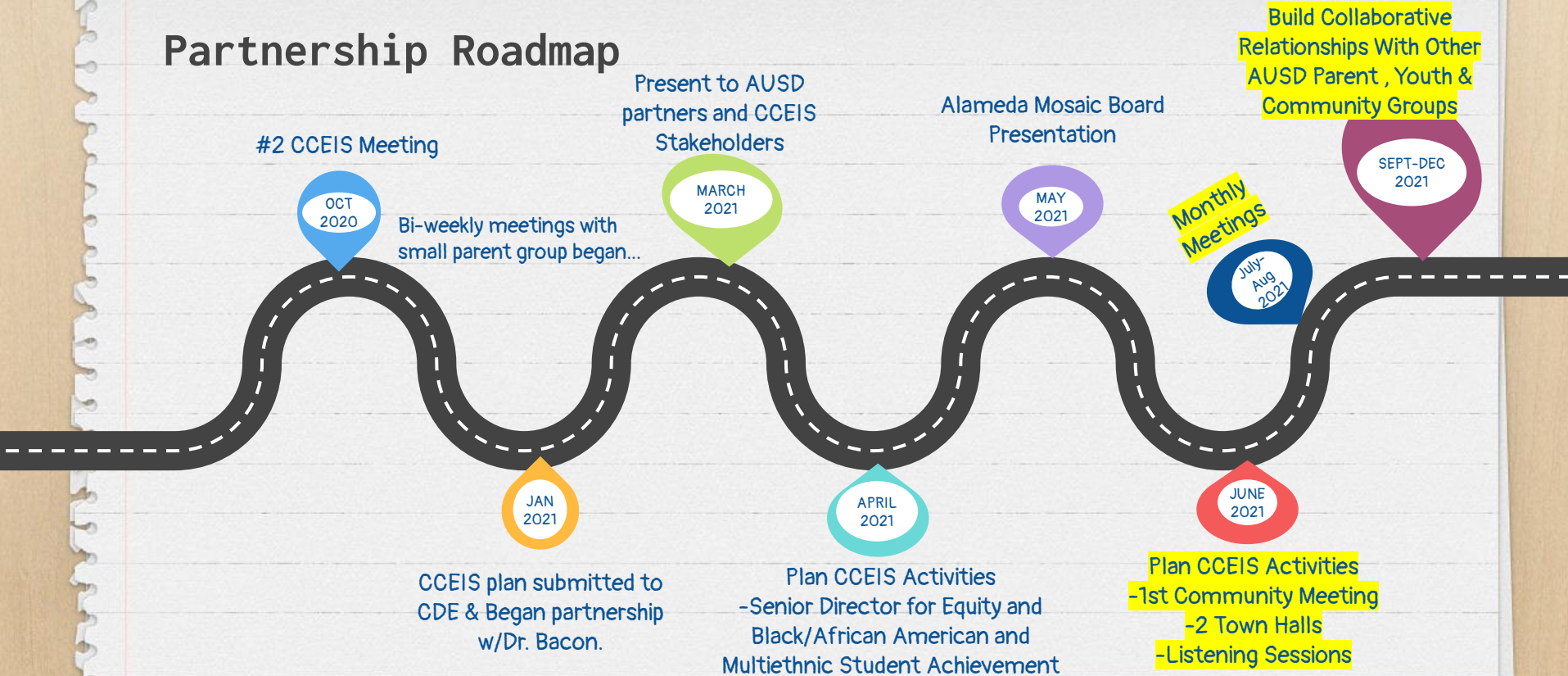
Relationship with AUSD

- x We are a parent/caregiver/family-led, **independent entity** that advocates for equity, inclusion, opportunity, support and equal access to high quality educational opportunities for African-American/Black/Multiethnic students to achieve their highest potential within the Alameda Unified School District.
- x While **working collaboratively with the district** in support of African-American/Black/ Multiethnic students, **the organization's agenda and goals primarily will be driven by the needs of these students and their families.**

Accountability

- X Acknowledgement of institutional racism and implicit bias coupled with ongoing staff training in these areas will only go so far without a system of accountability
- X Restorative practices, genuine engagement with families and commitment to accountability are essential components of rebuilding trust

Partnership Roadmap



Note: Dates approximate and subject to change based on CCEIS plan approval.

Alameda Mosaic Frequently Asked Questions

Q: Do I have to be African American/Black/Multiethnic to be a part of Alameda Mosaic?

A: No. If you want to be an ally or advocate for equity, inclusion and ensuring equal access to high quality educational opportunities for our students, you are welcome to be a member. Our intention is to have a diverse and inclusive community. At every opportunity, event and forum we will bring forward the voices of our families in an effort to center their power.

Alameda Mosaic Frequently Asked Questions

Q: What does membership involve? How much time is involved in being a member?

A: Being a member can be as simple as:

- ☐ attending our events
- ☐ reading our communications
- ☐ completing surveys that are circulated
- ☐ sharing your voice on topics that our related to our students.

We hope that members will participate in our monthly meetings and suggest issues/topics that we can address that benefit all of our students and their families.

Alameda Mosaic Frequently Asked Questions

Q: What will Alameda Mosaic's relationship be to the other district affinity groups?

A: We look forward to collaborating with the other roundtables and district groups, particularly in areas where our interests, mission and values align. We are also open to learning from, and sharing information with these other long-standing groups within the district, toward the creation of lasting change that benefits all of our students.

Learn More & Stay Connected

Interest Survey: (Copy & paste)

https://docs.google.com/forms/d/e/1FAIpQLScnALBvY-yLux5HVr_QygTWw0X-itsdNK1Fhp_0_6B-p0SW5Sg/viewform



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