



**HUMANIZING
EDUCATION
FOR
EQUITABLE
TRANSFORMATION
(H.E.E.T.)
COMMUNITY OF
SCHOOLS**

ASPIRATION, ADVOCACY, ACCESS

Necessitating Equity for African
American Student Achievement

Local District West

**Board of Education Meeting
Superintendent's Report
April 14, 2021**

Resources for HEET Schools

Opportunity and access gaps especially experienced during distance learning call for urgent action to address the needs of most vulnerable students

Humanizing Education for Equitable Transformation (HEET) schools were designed as comprehensive, research-based, equity-focused schools to achieve parity for low-performing schools

LA Unified will invest additional resources in the 16 HEET schools in the following areas:

- Administrative Leadership
- Teacher Leadership and Instruction
- Social-Emotional Systems
- Community Partnerships

Strategies for Success

Challenge

Opportunity and access gaps especially experienced during distance learning call for urgent action to address the needs of most vulnerable students

Black students consistently have the lowest level of academic proficiency in English Language Arts and Mathematics

Solution

Recruit, develop and support highly qualified administrators

Recruit, develop and support highly qualified teachers

Increase student academic proficiency

Strategy

- Non-evaluative mentors for principals
- Salary incentives
- Instructional leadership training

- Teacher development training
- Build robust teacher pipeline
- Teacher leadership programs

- Primary Promise Reading Teachers & Aides (K-2)
- Reading Education for Acceleration and Differentiation (READ) Experts (Gr 3 – 6)
- Math Teachers – in-class direct student support
- Curriculum audit to assess cultural responsiveness
- Equity Designee to increase access to specialized programs

Strategies for Success

Challenge

Black students are disproportionately identified for special education services

Intensified climate of racial unrest has called for educators to promote anti-racist practices in schools

Solution

Personalize mental health and socio-emotional student support

Develop collaborative parent & community structures

Strategy

- Counselors for A-G progress and access to specialized Advanced Placement and Honors courses
- Psychiatric Social Workers to customize support plans and develop proactive measures to address challenges
- Pupil Services & Attendance Counselors to support student access to school

- Black Parent Support Group at each school
- Black Student Achievement Plan steering committee and HEET advisory board

Success Indicators

School Experience and Support

- Increase favorable school experience survey responses
- Access to culturally responsive curriculum and pedagogy
- Decrease discipline rates (arrests, suspensions, referrals)

Academic Achievement

- Graduation rate increase
- Attendance and chronic absenteeism rate decrease
- Increase enrollment in Advanced Placement and honors courses
- Increase proficiency in Math and ELA/English
- Increase number of students on track in A-G requirements
- Increase number of students at or above benchmark in literacy skills
- Decrease 1st time referrals for special education services

Engagement

- Increase levels of parent and family engagement
- Increase participation in extracurricular activities at school
- Increase presence of community organizations on campus

Will work with the Office of the Superintendent and the USC Center for Education, Identity, and Social Justice for ongoing evaluation

2021-22 Expenditures

One-time facilities investments (signage, landscaping, exterior painting, campus improvement)	\$15M
Special Education Coordinators/Assistant Principal Elementary Instructional Specialist/School Psychologists	\$4.6M
Academic/PSA Counselors	\$4.2M
Mathematics teachers – in-class direct student support	\$2.7M
Culturally responsive and sustaining academic supports	\$2.3M
Equity Designees	\$2.2M
Restorative Justice Advisors/Professional Development	\$2.1M
Primary Promise Coordinators/Aides	\$2M
Reading Education for Acceleration and Differentiation (READ) Experts	\$2M
Psychiatric Social Workers	\$2M
Nurse and Wellness Navigators	\$2M
Additional Parent Center Directors/Community Representatives	\$1.3M
Intervention/Prevention Coordinators	\$685K
A-G Counselors	\$685K
Principal Instructional Mentoring Administrators	\$564K
Additional compensation for teachers and administrators	\$500K
Community Partnerships grant	\$300K
Pipeline of Black male teachers	\$250K
HR Specialist to recruit, develop and support high-quality staff	\$170K
Increase Athletic Coach stipends	\$120K

Facilities Upgrades

\$15M investment toward the following:

- Discretionary improvement funds of up to \$150K per campus
- Beautification including additional landscaping, gardening services, exterior cleaning and painting
- Campus banners and signage

2021-22 HEET School Investments

HEET School Resource Package

Resolution Support Strategies	\$18.0M (2-3 years)
Resolution Facilities Grant	\$15.0M (one time)
Black Student Achievement Plan	\$10.9M (ongoing)
Primary Promise Initiative	\$ 4.1M (ongoing)

Other Investments

School Equity Needs Index (SENI)	\$3.2M (mostly ongoing)
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Total	\$51.2M
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Per Pupil	\$20,100 compared to \$13,500 in 2020-21
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A Day in the Life of a Student

Elementary

- Safe journey to school
- Morning Affirmations and student-led assemblies
- Lesson aligned to students' culture and values
- Daily reflection and goal setting

Secondary

- Lesson aligned to students' culture and values
- Restorative justice practices to build community
- Mentorships and job shadowing
- Advanced course options



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