



AFRICAN AMERICAN FAMILY ENGAGEMENT

Minimum Expectations/Requests

1. PROFESSIONAL DEVELOPMENT

- Racial and cultural diversity is constructively discussed and recognized at various PDs
- Staff readings and PDs on cultural competency and implicit biases
- Expose students to African American History and contributions in curriculum

2. SCHOOL CLIMATE

- Greet every parent the same on a daily basis
- Display posters, artwork, pictures of historical Black figures and Black students throughout the building
- Commit to creating safe spaces for African American parents (affinity group, AAPAC)
- Host a variety of cultural and diversity celebrations
- Host a Black History month celebration
- Conduct an inventory of school/classroom libraries and diversify literary offerings

3. FAMILY COMMUNICATION

- Utilize multiple forms of communication (written, electronic, verbal, home-visits etc)
- Increase positive home communication
- Document communication efforts
- Disseminate of AAPAC and AAALI outreach materials for Black Family Days, Monthly AAPAC meetings and Black Family Resource Network publications
- If appropriate, create a Black Student Union or Student of Color Affinity Group

4. COMMUNITY PARTNERING

- Diversify community presenters and partners
- Ensure partners reflect the diversity of the school
- Outreach to organization rooted and trusted for supporting Black families

5. ACADEMIC ACHIEVEMENT

- Regular and timely communication around student progress and areas of improvement
- Provide academic resources and/or referrals in and out of school
- Increase outreach efforts encouraging attendance and participation at academic events and learning opportunities (literacy nights, math nights, test prep workshops, etc.)
- Acknowledge and engage families as FIRST teacher