

Males of Color Initiatives in America's Great City Schools: Developing Strategic Plans or Hiring Staff

Follow Through on the Pledge: As of January 15, 2016

COUNCIL OF THE GREAT CITY SCHOOLS

Males of Color Initiatives in America's Great City Schools
By the
Council of the Great City Schools

City School System	Developed Strategic Plan and/or Hired Staff
Anchorage	<p style="text-align: center;">Named Mike Graham as the lead.</p> <p style="text-align: center;">Graham.Michael@asdk12.org</p> <p style="text-align: center;">(907) 742-4412</p> <p style="text-align: center;">Developed "Actions and Measures" around each aspect of the Council's pledge.</p>
Austin	<p style="text-align: center;">Created the districtwide "No Place for Hate" initiative.</p> <p style="text-align: center;">Established principals' council subcommittee on race and equity.</p> <p style="text-align: center;">Named Raul Alvarez as lead.</p> <p style="text-align: center;">(512) 414-8729</p> <p style="text-align: center;">Raul.alvarez@austinisd.org</p>
Baltimore	<p style="text-align: center;">Initiated the City Schools MBK Model around readiness to learn, reading on grade level, graduating college and career ready, completing postsecondary education, entering the workforce, and reducing violence.</p> <p style="text-align: center;">Has hired a project manager to support the integration of various strategies, plan activities, conduct a community resource audit, and engage philanthropic groups.</p>

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Bridgeport	<p>The Bridgeport Board of Education established an ad hoc committee to address the objectives in the pledge. The committee is reviewing data along with the board's curriculum committee, disaggregating data for males of color, and developing recommendations to the full board.</p> <p>Named Gladys Walker Jones</p> <p>gjones@bridgeportedu.net</p> <p>and Melissa Jenkins</p> <p>mjenkins@bridgeportedu.net</p> <p>as leads</p>
Broward County	<p>Developed the Mentoring Tomorrow's Leaders (MTL) program for minority males attending Deerfield Beach High School and Nova High School.</p> <p>Developed a video message from the superintendent to schools outlining mission to change disciplinary practices.¹</p>
Charlotte-Mecklenburg	<p>Named Earnest Winston as lead.</p> <p>980-344-0010 (w)</p> <p>704-634-7196 (c)</p> <p>earnest.winston@cms.k12.nc.us</p>
Chicago	<p>Named Chanel King as lead.</p> <p>Clking1@cps.edu</p>

City School System	Developed Strategic Plan and/or Hired Staff
Cincinnati	<p>Created the M.O.R.E. (Men Organized, Respectful, and Educated) program in 2011 to support the district’s males of color.</p> <p>District has a M.O.R.E. Program Coordinator.</p>
Clark County (Las Vegas)	<p>Strategic Plan includes Cultural Competency Training for all school district administrators and school police.</p>
Columbus	<p>Developed the “Males of Color Pledge Implementation Report”</p> <p>Board of Education passed a resolution approving the Council’s pledge on June 3, 2014.</p>
Dayton	<p>Board approved district participation in Males of Color initiative.</p>
District of Columbia	<p>Developed a five-point plan called “A Capital Commitment” to increase achievement rates, improve literacy, invest in 40 lowest performing schools, increase attendance and graduation rates, improve student satisfaction, increase AP participation, college admissions, and career preparation, and increase enrollment.</p>
Duval County	<p>Named Larry Roziers</p> <p>roziersl@duvalschools.org</p> <p>as lead.</p>

City School System	Developed Strategic Plan and/or Hired Staff
El Paso	<p data-bbox="982 326 1367 354">MBK District Points of Contact:</p> <p data-bbox="898 391 1451 418">Manuel Castruita, Director, Guidance Services</p> <p data-bbox="1045 456 1304 483">mcastrui@episd.org</p> <p data-bbox="1100 521 1249 548">Ray Lozano</p> <p data-bbox="877 586 1472 613">Executive Director, School Leadership Operations</p> <p data-bbox="1045 651 1304 678">rslozano@episd.org</p> <p data-bbox="785 716 1566 743">Campus Points of Contact (POCs) lead efforts at the campus level.</p> <p data-bbox="422 781 1927 841">Student mentorship programs established at all comprehensive high schools. Mentorship at all middle schools will begin in Fall 2015. Students mentored by District personnel. Will explore mentorship opportunities by non-District personnel in Fall 2015.</p> <p data-bbox="422 878 1927 938">In the process of creating a Social-Emotional Learning Department to support implementation of Positive Behavior Interventions and Supports at 43 Demonstration Schools.</p>

City School System	Developed Strategic Plan and/or Hired Staff
Fort Worth	<p>Has formed a My Brother’s Keeper Task Force to develop action plan.</p> <p>Using a cross- functional team with the annual planning process to identify equity issues.</p> <p>Using district goals and targets to address equity issues.</p> <p>Named Jerry Moore and Ashley Paz as leads.</p> <p>(817) 814-2703</p> <p>Jerry.moore@fwisd.org</p> <p>along with Ashley Paz</p> <p>ashley.paz@fwisd.org</p>
Hillsborough County	<p>Hillsborough County Public Schools Males of Color Implementation Pan, 2014-2015</p> <p>Named Lewis Brinson as lead.</p> <p>(813) 272-4368</p> <p>Lewis.brinson@sdhc.k12.fl.us</p>
Houston	<p>Named Annvi S. Utter to lead.</p> <p>autter@houstonisd.org</p> <p>713-556-7104</p> <p>Formed Equity Council to support district’s efforts to ensure equitable access to educational opportunities for all students.²</p> <p>Collaborated on “Improving the Quality of Life for Young Men of Color in Houston: Local Action Plan, 2015.”</p>

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Indianapolis	Have developed “Your Life Matters: Plan of Action.”
Jackson	Named William Merritt as lead. wmerritt@jackson.k12.ms.us
Kansas City	Males of Color Implementation Plan Named Luis Cordoba and Derald Davis (816) 418-7322 jcordoba@kcpublicschools.org dedavis@kcpublicschools.org as leads.
Los Angeles	School Board passed a resolution directing the superintendent to develop a districtwide plan for culturally and linguistically responsive education.
Miami-Dade County	Implementing a Districtwide Equity Parity Plan. ¹
Milwaukee	Developed a strategic plan called “My Brother’s Keeper: Improving the Life Outcomes of Boys and Men of Color— Implementation Plan.” Naming a new Equity Specialist.

¹ From Rethinking School Discipline, July 22, 2015.

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Minneapolis	<p>Hired Michael Walker as lead.</p> <p>(612) 668-0189</p> <p>Michael.Walker@mpls.k12.mn.us</p> <p>Set up Office of Black Male Student Achievement with start-up budget of \$200,000 and five staff members.</p>
Nashville	<p>Named Tony Majors as lead.</p> <p>Tony.Majors@mnps.org</p>
New York City	<p>Named Ainsley Rudolfo as lead.</p> <p>(917) 940-6496 (c)</p> <p>Arudolfo@schools.nyc.gov</p>
Oklahoma City	<p>Named Aurora Lora as lead.</p> <p>aalora@okcps.org</p> <p>(405)587-0448</p>

City School System	Developed Strategic Plan and/or Hired Staff
Orange County	<p>Has developed a comprehensive plan around each element of the pledge called “Building Ladders of Opportunity for Boys and Young Men of Color.”</p> <p>Created the Minority Achievement Office (MAO) to narrow the achievement gap, improve academic outcomes, reduce discipline referrals, and increase graduation rates.</p> <p>Empowering Environments strategic plan.⁷</p> <p>Named James Lawson as lead.</p> <p>(407) 317-3470</p> <p>James.lawson@ocps.net</p>
Portland	<p>Names Jeanine Fukuda and Bonnie Gray as leads.</p> <p>(503) 916-3769</p> <p>jfukuda@pps.net</p> <p>bgray1@pps.net</p>
Providence	<p>School Board approved a Males of Color Pledge Implementation Plan and will develop a policy on institutionalized racial equity.</p> <p>Will conduct a thorough examination of policies and practices to improve outcomes for Males of Color.</p>
Rochester	<p>“We Will Treat Every Child Like One of Our Own: An Action Plan for the Rochester City School District”</p>

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Sacramento	<p>Established Restorative Justice Task Force in 2014.</p> <p>Hired Assistant Superintendent of Equity in July 2015.</p> <p>Superintendent Co-Convened My Brother's Keeper (MBK) community meetings in 2015.</p> <p>District continues to co-lead Sacramento's Boys and Men of Color Collaborative and MBK Task Force</p> <p>Adopted Resolution to have Ethnic Studies as a graduation requirement by year 2020.</p>
San Francisco	<p>Developed the African American Achievement and Leadership Plan</p> <p>Hired Landon Dickey as Special Assistant to the Superintendent for African American Achievement and Leadership</p> <p>DickeyL@sfusd.edu</p> <p>(415) 515-5247</p> <p>Approved a school board resolution in support of African American achievement.</p> <p>Launched an African American Internal Oversight Committee to monitor district efforts, and an African American Community Council (AAAC) to provide external oversight of district efforts in support of black students. District will provide an "African American Student Report" to share progress.</p> <p>Budgeted \$800,000 to fund an African American Achievement and Leadership Initiative (AAALI) to support parent engagement, a postsecondary pathways program (that will connect all graduating African American 12th graders through LinkIn, provide alumni tracking, and provide coaching) provide school-site support and summer-school support.</p>