

Planning for Black Academic Excellence
Closing The Academic Achievement/Opportunity Gap



INDIANA BLACK ACADEMIC EXCELLENCE





Summary of the 2022

INDIANA BLACK ACADEMIC EXCELLENCE PLAN

Planning for Black Academic Excellence

Closing the Academic Achievement/Opportunity Gap

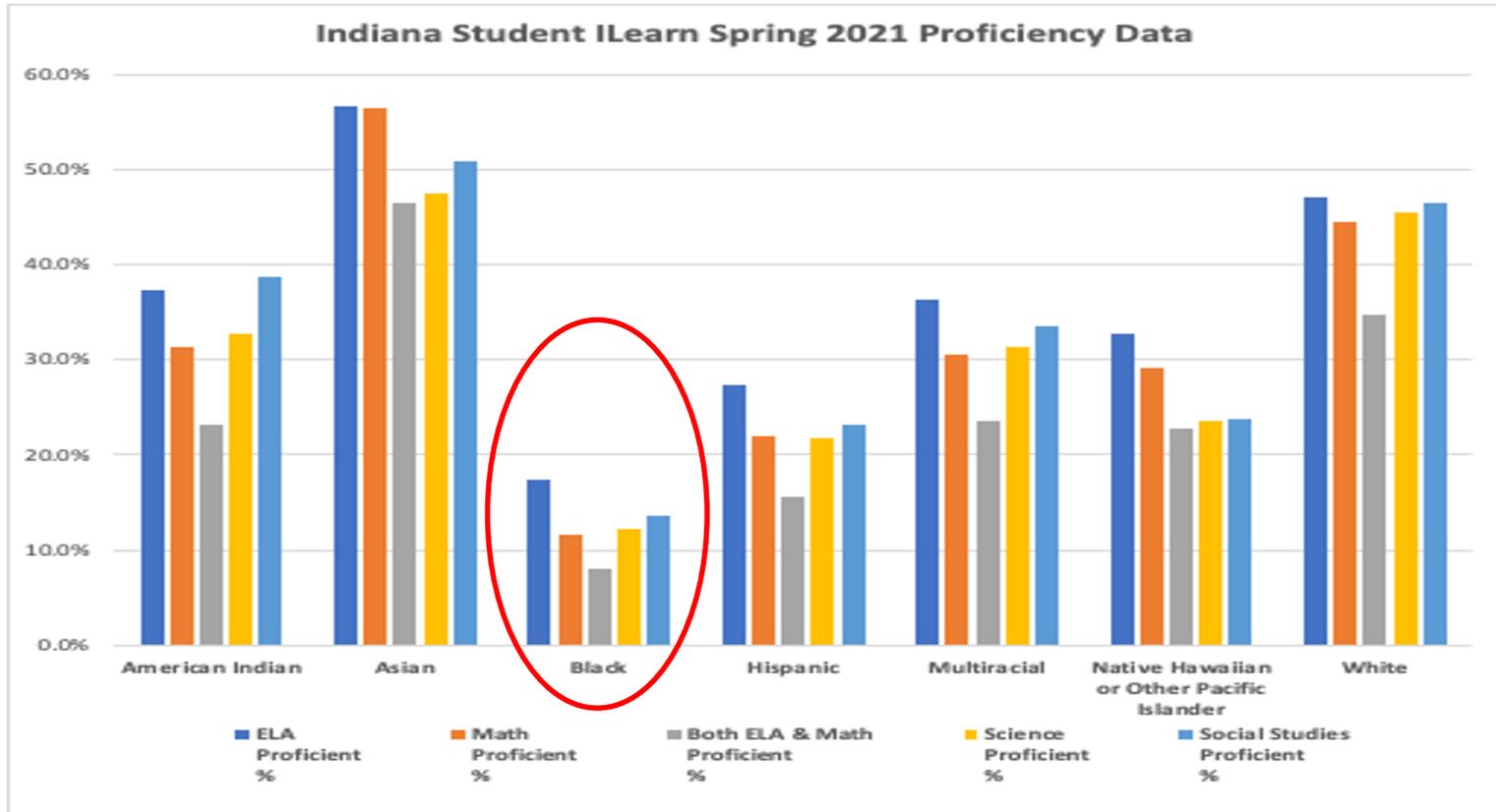
SUMMARY PRESENTATION

Acknowledgements to Indiana State NAACP Conference

Barbara Bolling-Williams, J.D., President

Debra Vance, State Education Chairperson

THIS IS OUR INDIANA DATA



Black Student
% Proficient

14.4%

11.6%

8.1%

12.2%

13.7%

Black Academic Excellence

FOUNDATIONAL PRINCIPLES

Black Academic Excellence is a perpetual state where all Black students are valued, and seen as capable and worthy to be afforded the opportunity, access, and ability to achieve at or above the expected academic grade level proficiency in all subject areas, as specified by the State of Indiana for being college and career ready, in preparation for working successfully in a global world economy.

Black Academic Excellence Foundational Principles

12 Principles for Anyone Working with Black Students to Understand and Incorporate

Black Academic Excellence will be present when all Black children in the State of Indiana (P-12):

1. Are provided significant **opportunity and access** to a fair and equitably funded high-quality education as defined by The Education Trust (2019).
2. Have parents/families who are **provided easily accessible, user-friendly data**, and other relevant information about their student's performance within a welcoming learning environment.
3. Are held to **high expectations** while receiving highly engaged culturally-responsive instruction and rigorous coursework.
4. Have **grade-level appropriate expectations** for instruction that include **practical problem-solving** and **critical thinking strategies** to help parents/families support their children's learning.

Black Academic Excellence Foundational Principles

Black Academic Excellence will be present when all Black children in the State of Indiana (P-12):

5. Are **independent learners, readers and thinkers** equipped with language and math literacy skills, interwoven with **problem solving and critical thinking opportunities**.
6. Have been provided with the **highest quality educators** who have built **caring relationships** in a **positive, safe, and orderly** school environment, **free of excessive and overly harsh punitive** disciplinary practices.
7. Produce standardized test results in the same statistical range **as the highest performing ethnic group**, without lowering the results for the highest performing group. Realize double digit increases in test results over the next six years, in an effort to reach the goals as designated in ESSA for the year 2023 (Grade 10) and 2026 (Grades 3-8).

Black Academic Excellence Foundational Principles

Black Academic Excellence will be present when all Black children in the State of Indiana (P-12):

8. **Realize double digit increases in test results** over the next six years, in an effort to reach the goals as designated in ESSA for the year 2023 (Grade 10) and 2026 (Grades 3-8).
9. Are **proud and knowledgeable of the Black history, heritage and culture** which has contributed to the foundation and fabric of American society.
10. Are **confident in their self-identity, gifts and talents** which will ultimately contribute to their personal success, quality of life, and ability to **thrive in society**.
11. Possess the attributes, skills, and **abilities to be competitive in the job market** and assume **leadership roles** in the community.
12. Become **proud advocates** for the rights of Black people, as they assume the **courageous** responsibility for promoting racial justice.

4 KEY STEPS for Creating a Climate in Indiana for Black Academic Excellence

01
STEP

Implement the Indiana Consolidated State Plan for ESSA (2017) with an urgent and deliberate focus on equity for Black students as listed by 2023

02
STEP

Establish regular meetings of the ongoing IDOE Cultural Competency and Ethnic Studies Advisory Committees with the Indiana Secretary of Education and the Governor's Diversity Officer and Cabinet

03
STEP

Evaluate the current IDOE online data displays for improved accountability that will intentionally assess and monitor disaggregated data displays, making the data more accessible, user-friendly and transparent for parents and community members

04
STEP

Hire a legislated IDOE Educational Equity Officer who becomes responsible for implementation of all educational equity and disproportionality related issues, policies and legislative enactments for the state of Indiana

15 STRATEGIES to Close the Achievement/Opportunity Gap

1.



Establish Closing the Academic/
Opportunity Gap as a Strategic
Target for the Governor and IDOE

2.



Address the Needs of the Whole
Child in Preparation for Learning
and the Creation of Resilience

3.



Provide Equitable Funding for
Academic Success and Adequate
Support Personnel in Schools

15 STRATEGIES to Close the Achievement/Opportunity Gap

4.



Acknowledge the Impact of the COVID-19 Disparities on the Health and Well-Being of Students and Families

5.



Eliminate the Digital Divide Which Limits Access to Learning

6.



Mandate Full Day KG and Offer Full Day Pre-K

15 STRATEGIES to Close the Achievement/Opportunity Gap

7.



Provide Appropriate Professional Development for IDOE Staff, Districts, Schools and Pre-Service and Practicing Teachers to Create Culturally Responsive Learning Environments

8.



Empower Teachers to Cultivate Academic Success

9.



Engage Parents, Students and Community Voices

15 STRATEGIES to Close the Achievement/Opportunity Gap

10.



Place Highly Effective Teachers
with High Needs Students

11.



Hire Underrepresented
Teachers of Color

12.



Eliminate the Use of High Stakes
Testing as the Sole Measure
for School Accountability

15 STRATEGIES to Close the Achievement/Opportunity Gap

13.



Prioritize District and School Policies that Address Equity

14.



Create Equitable Communities through Collaboration

15.



Support District and School Cultural Competency Planning for Academic Success

Effective School Culturally Competency Plans Include and Demonstrate Evidence Of:

11 Components	EFFECTIVE LEADERSHIP	MONTHLY PROFESSIONAL DEVELOPMENT	CURRICULAR CHANGES
INFUSED ETHNIC STUDIES	EFFECTIVE INSTRUCTION	INCREASED TIME ON TASK	ASSESSMENT/DATA ANALYSIS PLAN
EQUITY AUDITS – DISTRICT AND SCHOOLS	CULTURALLY RESPONSIVE SCHOOL AND CLASSROOM CLIMATE	STUDENT VOICE	PARENT, FAMILY AND COMMUNITY ENGAGEMENT

The Appendix Section of the Plan Includes

Bibliography of Best Practices

Benchmark Assessment of Progress for Implementation

Indiana Code Law (2020) Related to Cultural Competency

Data Sets for 2019: IRead, ILEARN, & ISTEP;
and iLEARN 2020-21

WHAT'S NEXT?

What would state-wide collaboration for Black academic excellence look like for year one? (2022-23)

- **Equity Policy Statements**
- **Accessible Disaggregated Data for Parents**
- **Indiana Black Academic Excellence Foundational Principles**
- **Collaboration on legislative items to achieve equity**

Thank you for believing that we can make a difference.

Information is available on the <https://www.indynaacp.org/academic-excellence>

Together We Can Make a Difference- FIGHTING FORWARD

Together, we **MUST** strive to ensure that our children have the opportunities they need and deserve that lead to **Black Academic Excellence.**

”Strive for that greatness of spirit that measures life not by its disappointments but by its possibilities.”

W. E. B. DuBois, One of our NAACP Founders