



Duration: August 2015-July 2016

Narrative

The Arlington NAACP Education Committee is focused on fulfilling the bylaws set forth for this group (listed below). To do so requires active engagement with the community and the school district through the implementation of targeted programming, the building of productive partnerships, the utilization of old and new resources and participating in proactive efforts and collaborations. Our main goal this year is to build relationships that will enable us to address the diversity issues and achievement gaps that exist in the Arlington Independent School District by engaging parents and helping them to be better equipped advocates for their children. We recognize that the below-listed objectives will require on-going efforts that will exceed this year. This year will serve as the foundation on which we can build a productive network and system of operation moving forward where our relationships can facilitate our effectiveness in addressing the aforementioned concerns. Each year, we will review and assess our progress in relation to the objectives we set and update our strategic plan as necessary.

Charges

Below are the mandates of the Education Committee as set forth by the NAACP Bylaws followed by the specific objectives the committee will address in adherence to these mandates.

- a. *seek to eliminate segregation and other discriminatory practices in public education;*
 - ✓ address all complaints in a timely manner
 - ✓ work with AISD to reestablish the diversity task force and institute an accountability measure
- b. *study local educational conditions affecting minority groups;*
 - ✓ investigate and review state of education in Arlington and surrounding areas
 - ✓ Provide additional learning opportunities at low cost or on a sliding scale to those minority groups in need through collaborations.
- c. *investigate the public school system and school zoning;*
 - ✓ Evaluate why the students are missing days. May be due to home issues or school issues.
 - ✓ Evaluate the operational conditions and policies at the schools that may be affecting students' learning ability.
- d. *familiarize itself with textbook material there from which is racially derogatory;*
 - ✓ comprehensive study of content, relevance and currency of materials
 - ✓ Each schools method of teaching should be analyzed evaluated regularly to ensure individual needs of children are met.
- e. *seek to stimulate school attendance;*
 - ✓ work with parents to get them to get their students to school
 - ✓ work with community organizations to get and keep students in school and offer tutoring
 - ✓ Online correspondence that allow parents to stay abreast of child's daily classroom participation.
- f. *keep informed of school conditions and strive to correct abuses where found;*
 - ✓ address complaints quickly
 - ✓ meet regularly with a committee with school officials, parents and other community organizations
- g. *investigate the effects of standardized and high stakes testing practices; (mostly STATE LEVEL)*
 - ✓ review testing policies, changes and results from the last 10 years
 - ✓ review test content and compare to students and achievement
 - ✓ investigate local teacher and student pressure with testing



h. teacher certification

- ✓ Join AISD in recruiting more teachers of color
- ✓ Investigate and address complaints against teachers, hiring practices and certifications versus roles

i. promote parental involvement in education;

- ✓ utilize collaborations to provide a plethora of various opportunities for parent education and awareness about school policies and procedures, available resources and strong parenting skills in prioritizing education in and out of the home- AISD and Community Organizations
- ✓ create and facilitate parent support groups and workshops for the purpose listed above

j. and, aim to be a center of popular education on the race question and on the work of the association.

- ✓ hold community “state of the race” forums twice a year
 - *stuff that impacts students before they get into the classroom
- ✓ hold community “state of the education” forums at least twice a year and as needed

Action Items

- Hold a teacher appreciation event in the Fall & Spring
- Work with AISD and other organizations to recruit more diverse and highly qualified teaching staff through outreach opportunities and collaborations with targeted programming at least twice a year.
- Collaborate with community organizations and teacher unions to recruit more members of NAACP and the Education committee. Have tables at at least two events each semester targeting membership goals.
- Create, implement and manage a teacher “complaint”/ “request for assistance”/ “reporting” system addressing each issue within 72 hours
- Discuss current educational trends and changes (legislative) monthly
- Invite the school board to a General Assembly meeting in the Fall semester and to Education meetings as necessary
- Invite a member of the AISD school board to Education Meetings each month with an agenda spot for providing updates
- Attend and participate in School Board meetings each month
- Work with AISD to help parents to better utilize the online system designed to provide information on their children
- Meet with AISD school board to discuss the new AISD Strategic Plan being sure to discuss diversity issues in hiring, discipline and achievement as well as the new advanced curriculum program and HB5.
 - Develop and maintain an ongoing task force or committee with members of AISD, the community and NAACP to continually address issues and provide proactive consulting
 - Work with the stakeholders to institute accountability measures and training opportunities for this task
 - work to match teacher diversity ratio with student diversity ratio & update teacher hiring plan with superintendent
- Complete a comprehensive research study of the district and other comparable districts (similar results, successful results and failures) to help formulate recommendations for the aforementioned achievement issues in AISD
 - Hiring Practices
 - Programming
 - Teacher Treatment & Retention
 - Discipline & Intervention Plans



Education Committee 2015-2016 Brief Strategic Plan & Action Plan

- Policies
- Procedures
- Trends
- Textbooks, materials and resources
- Operational conditions
- Attendance
- Teaching Methods
- Remediation & Advanced Programs
- Parent Involvement
- College & Career Readiness
- High Stakes Testing
- High school to college alignment & HB5
- Hold monthly parent workshops, focus groups and programming in the areas of wellness, resources and college and career readiness utilizing community partners and collaborations.
 - Find an ongoing facilitator/community program for the areas listed above
 - Marketing
- Work with an entity to create and broadcast webinars for parents who are not able travel to offerings
- Publish (on the website and at outreach opportunities) parent resource guides
- Plan, Outline and set dates for the Fall and Spring State of the race forums (stuff that impacts students before they get into the classroom)
 - Marketing
 - Sponsorship
 - Collaborations
 - Speakers
 - Breakouts
 - Facilitators
- Plan, Outline and set dates for the Fall and Spring State of education forums
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 - Facilitators
- Visit Community organizations and hold a mixer event with directors and program facilitators to initiate collaborative efforts
- Visit other branches who are having success with programming for pointers
- Fundraising?
- Plan and implement a Family Empowerment Summit for the Spring 2016 Semester
 - Marketing
 - Workshops
 - Sponsorship
 - Keynote
 - Event planning
 - Location
 - Collaborations
 - Dates
 - Transportation?
 - Incentives
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Evaluation/Accountability Measures

- Increase Education Committee membership to at least 10% of financially active Arlington, Texas NAACP Branch members.
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