



Black Education Vision

All Black people have culturally affirming, holistic educational journeys, with the experiences, supports, and personalized pathways needed to live well and contribute their ancestral gifts to our communities.

FOCUS AREAS

1. Community Schools

Excellent public Community Schools available to all Black families in every neighborhood. These community schools (are):

- Co-created and managed in deep partnership with the communities they serve, including Black-led community organizations
- Relationship-centered
- Feature culturally resonant curriculum and culturally congruent educators in both school day and afterschool programming
- Focus on social emotional learning, physical and mental health, wellness, and transformative justice
- Invest in the development of the entire family, including programming that advances food security and provides health services

2. Culturally Resonant Curriculum

All schools attended by Black students feature a culturally resonant curriculum that acknowledges culture as fluid and dynamic, and seeks to intentionally co-create learning cultures centered

on wellness and based on the unique backgrounds, needs, and desires of the students and families that make up the school community. These curricula offer:

- African and African American cultural history
- Literacy
- Mental health & wellness
- Mentorship
- Transformative justice
- Arts
- Land-based education
- STEM education
- Leadership
- Strategies to navigate and transform anti-Black racism
- Social emotional instruction
- Programming in partnership with Black-led community organizations

3. Education Reparations

In recognition of the rich history of anti-Black racial discrimination in education, including but not limited to denial of schooling, under resourcing of education, racially separate and unequal schools, mass firing of Black educators, discriminatory



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tracking, discriminatory use of discipline, school-to-prison pipeline, and racist curriculum, education reparations are made. These reparations include:

- Free community schooling pre-K through higher education for all students
- Cancellation of all student debt
- Targeted investment in educational programming for Black students and families through community schools that deliver outcomes consistent with targeted universal goals

4. Recruit, Train, and Support Black Educators

Access to Black educators is an integral part of educating and supporting Black students and families. Infrastructure that facilitates thriving Black educators includes:

- Targeted recruitment and training of Black educators
- Robust life benefit incentives such as housing, healthcare, food security, and childcare
- Stipends for wellness activities
- Paid time to participate in racial affinity groups
- Opportunities for continuing education
- Support for current paraprofessionals in schools to pursue credentials and other certifications

5. Black Education Infrastructure

Systems and services that support the universal goal of high-quality education in every neighborhood include:

- Safe, modernized school buildings and facilities
- Safe, dedicated student transportation
- Safe, accessible public parks
- Learning tools including computers and internet access

- Culturally-affirming, play-based educational facilities for kids and families
- Reciprocal institutional community engagement that is responsive to the insights, needs, and goals of Black youth, Black families, and Black-led community organizations
- Data coordination to document student needs and participation in support services
- Community-side Community School coordination
- Verifiable school comparison data to contextualize information provided by districts and outside resources such as GreatSchools
- Family consultations to support school enrollment decision-making

6. Beyond Schools

Build on the rich traditions of Black education to promote the importance of learning outside of schools. These practices transcend schooling and state-sponsored educational programming, empowering Black learners of all ages and backgrounds to increase their capacity for inquiry and teaching & learning, improving the quality of life of individual Black learners and Black communities around the world. Black education uplifts the liberatory ethic of Black learning through educational practices including:

- Mentorship
- Internships and apprenticeships
- Land-based education
- Engagement with Black-led community organizations
- Life skills development
- Pan African consciousness