

Chapel Hill-Carrboro IMA-NAACP Joint Education Committee

Strategic Plan for 2008-2012

(submitted for review to NAACP on August 2, 2008)

Goal 1: Eliminate the achievement gap between African American and white students enrolled in the Chapel Hill-Carrboro Schools' system.

School System		
Measurable Outcomes	Strategies	Responsible Person(s)
1. Increase the academic performance of 80% of African American students on the End-Of-Grade (EOG) reading tests in grades 3-8.	At least 50% of predominantly African American churches in the Chapel Hill-Carrboro community will recruit students from feeder schools who have been identified by the school or parents as “at risk” for academic failure or low school performance and provide after-school and Saturday tutorial sessions to those students throughout the school year.	
2. Increase the academic performance of 80% of African American students in math on the EOG.		
3. Increase the academic performance of 80% of African American students in writing on the EOG.	Establish Saturday Academies (using NCCU model) in at least 50% of predominantly African American churches to provide educational support and resources to students, specifically targeting minority and students from low-income communities in Chapel Hill and Carrboro.	
4. Increase the academic performance of 80% of African American students in all areas on the End-Of-Course test for high school students.		
5. 80% of all African American students in the CHCCS district taking the SAT will score above 1100.	IMA-NAACP members will support through volunteer hours, program planning and collaboration the work of the Resource Centers established by Barbee’s Chapel.	
6. Increase the enrollment of African American students in Honors and Advanced Placement courses by 50% over a four year period.	Expand the Community Resource Center Model established by Barbee’s Chapel. Identify resources at UNC, NCCU and Duke universities that are available to support the	

7. Decrease the tracking and placement of African American students in Special Education classes by 70%.	achievement of minority students including student assessment services, research, tutors, mentors, and funding opportunities.	
8. Increase youth leadership development opportunities and programs.	Recruit mentors for students who are at least two (2) grade levels behind in school.	
9. Make all schools in school district schools that fully integrate the 21 st century skills in core subjects with learning skills, learning tools, and 21 st century content taught in 21 st century contexts (global awareness; financial, economic, business and entrepreneurial literacy, civic literacy, and health literacy; creativity and innovation; critical thinking and problem solving; communication and collaboration; information literacy; media literacy; information, communications and technology literacy; flexibility and adaptability; initiative and self-directions; social and cross-cultural skills; productivity and accountability; leadership and responsibility).	Recruit retired teachers in church congregations to support students' by assisting with tutorial, being role models, being mentors, and other support roles. Partner with school district to provide educational sessions that will help parents better understand the educational pathways for their children. Keep an updated database on student achievement reports provided by the CHCCS district. Sponsor youth leadership training workshops. Sponsor community-wide youth service learning projects.	

GOAL 2: Decrease suspensions and expulsions of African American Students by 100%.

Measurable Outcomes	Strategies	Person(s) Responsible
1. Decrease the number of suspended African American males by 100% over a four-year period. 2. Decrease the number of suspended African American females by 100% over a four-year period. 3. Eliminate the number of African American students being sent to local courts for disciplinary action by 100% over a four-year period. 4. Decrease the number of expelled African American males by 100% over a four-year period. 5. Decrease the number of expelled African American females by 100% over a four-year period. 6. Decrease the number of in-school suspended African American males by 100% over a four-year period. 7. Decrease the number of in-school suspended African American females by 100% over a four-year period.	Churches will adopt a high school and middle school to monitor and offer support for at risk students for suspensions and expulsions. Churches will identify male and female role models in the church to work with students who are at risk for suspensions and expulsions. NAACP will use its Youth Education Committee to monitor court actions toward African American students' referral for disciplinary actions. Churches will provide on-going support for parents and students who are identified as at-risk for suspensions and expulsions. Sponsor parent workshops to help inform parents about how to advocate for their child (ren) to reduce inappropriate school suspensions and school expulsions. NAACP will use its local, state, and national resources to eliminate the need for Alternative Middle and High Schools for students who are suspended and disenfranchised with traditional schooling structures. Work with school district to offer more educational options for students in career fields such as cosmetology, culinary arts, auto mechanic, masonry, entrepreneurial endeavors,	

	etc. Request quarterly reports from the District on school suspensions and expulsions to include data disaggregated by race, gender, grade and offense.	
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Goal 3: Ensure that all African American students enrolled in the CHCCS district graduate with a High School diploma.

Measurable Outcomes	Strategies	Responsible Person(s)
Using the 2007-08 school year as the baseline: 1. Decrease the percentage of African American males dropping out of school by 100% over a four-year period. 2. Decrease the percentage of African American females dropping out of school by 100% over a four-year period. 3. Decrease the percentage of African American students who are graduating with a graduation certificate opposed to a High School diploma by 100% over a four-year period.	Identify students who have been identified by the school or parents as “at risk” for school drop out and assign a mentor (recruited from the churches) to that student. (Students identified as “at risk” may include those with chronic tardies or absences; demonstration of low school motivation or bonding.) Conduct a survey of African American students to identify the causes or correlates to school drop out. Use data to create a report on the school drop out in CHCCS (cause, correlates, and outcomes) and to develop comprehensive plan to reduce school drop out. Petition School Board to establish and fund a school drop-out prevention coordinator and two truancy offices for the district. Petition School Board to eliminate the use of the courts as venues for disciplining African American students.	

Goal 4: Strengthen community engagement and involvement in education initiatives sponsored by the IMA-NAACP Joint Education committee and partnering organizations.

Measurable Outcomes	Strategies	Responsible Person(s)
1. Increase regular attendance of parents by 60% (using as a baseline the number of parents from most recent meeting). 2. 50% of parents with African American and Hispanic/Latino students in the CHCCS will attend Community Education Summit. 3. Increase the publicity efforts of the IMA-NAACP Joint Education committee. 4. Partner with at least four other community-based organizations dedicated to improving youth outcomes to build stronger collaborative and unify around common goals.	Improve communication and outreach efforts. Create flyers and distribute no less than 2 weeks prior to regularly scheduled meetings to the community; use Hargreaves and churches as main distribution sites. Work with parents and community to insist that the school district publicize and institutionalize educational programs that successfully increases students' achievement and make these programs available for all children. Create a database of the names and contact information of all African American parents with children in the district. Sponsor Education summit (see strategies from "High Five" Plan of Action). • Establish an Community Educational Summit Committee of IMA and NAACP members and other interested community citizens to plan and coordinate the Community Educational Summit: - structure of summit - place to hold summit - publicity for summit - facilitators for summit - outcomes/goals	

	- materials needed - resources needed Conduct meeting reminder no less than one week prior to the meeting for all members included in the robo-call list. Other strategies: -Establish telephone tree. -Have churches announce dates and times of meetings. -Insert announcements in church bulletins a week before the meeting Expand outreach and partnerships with other community-based organizations i.e. El Centro Develop and maintain a community events calendar. Invite members of organizations to attend regular meetings. Sponsor “A Village Gathering” event with other youth-serving organizations to build camaraderie and stronger coalitions to safeguard and protect all youth from harm, danger and negative outcomes.	
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Goal 5: Strengthen relationship with CHCCS Board.

Measurable Outcomes	Strategies	Responsible Person(s)
1. At least 2 representatives of the IMA-NAACP Joint Education Committee will attend every school board meeting (i.e. retreats, regular meetings and call meetings that are open to the public)	Establish a member rotation schedule to ensure regular coverage and attendance of School Board meetings. Request the Board of Education and School	

2. Increase Board of Education members and Superintendent attendance to at least six (6) of the IMA/NAACP Community meetings during each year of the four-year plan. 3. Invite one Board of Education Board member to serve each year as a liaison to the IMA/NAACP Community meetings.	Administration to put the Presidents of IMA and NAACP on the mailing and email list for those receiving Board of Education packets in advance of all Board meetings. Regular contact via email, phone calls and call meetings will be held with school board chair and superintendent on an as-needed basis. Schedule meetings with members of the Board of Education to discuss issues pertinent to the education of African American children. Establish an award to recognize outstanding school board member each year; presentation will be made at the Education Summit or special dinner planned by the Cmte.	
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Goal 6: Build and strengthen relationship with school staff/employees.

Measurable Outcomes	Strategies	Responsible Person(s)
1. Increase the participation by staff and teachers at regular meetings. 2. At least two members will represent the Cmte. at all open meetings related to school staff and personnel. 3. All schools in the District will be visited at least one by Cmte. representatives. 4. Select a liaison from the committee who will stay in touch with staff and teachers on a regular basis and abreast of their	Meet at least three (3) times during the year with the two teacher organizations in the school district: Chapel Hill-Carrboro Association of Educators Chapel Hill-Carrboro Federation of Teachers Meet at least three times (3) during the school year with the Chapel Hill-Carrboro City Schools' Black Educators Association. During at least three of the IMA/NAACP	

concerns. 5. Increase knowledge of applicant pool of minority teachers; use information gathered to inform decisions about recruiting, hiring, promoting and retaining ethnic minority administrators, staff and teachers. 6. Increase knowledge about professional development services provided to teachers that specifically address the needs of African American children in the District. 7. Play an active role in the recruitment process of minority administrators, teachers and staff.	Community meetings, designate the meetings to focus on the concerns and needs of school district staff. Churches designate a special “School Staff Recognition” event annually. IMA/NAACP will establish a one-day community-wide “School Staff Recognition” event. Work with Board of Education to ensure that teachers are provided with adequate and appropriate professional development in addressing the unique and cultural needs of African American children. Work with Board of Education to ensure that African American teachers are recruited, hired, supported, retained, and promoted in the school district. Establish a rotation schedule for school visits.	
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Goal 7: Stay abreast of current research, policies, and legislation on educational issues.

Measurable Outcomes	Strategies	Person(s) Responsible
1. Increase knowledge and understanding of 100% of members of IMA/NAACP about the framework for 21st Century Learning. 2. Increase knowledge and understanding of at least 80% of African American parents about the framework for 21st Century Learning. 3. Increase knowledge and understanding of 100% of members of IMA/NAACP about School Board policies. 4. Increase knowledge and understanding of at least 80% of African American parents about School Board policies. 5. Increase knowledge and understanding of 100% of IMA/NAACP members about current research on educational issues and practices. 6. Increase knowledge and understanding of at least 80% of African American parents about current research on educational issues and practices. 7. Increase knowledge and understanding of 100% of IMA/NAACP members about current legislation related to the education of children (i.e., No Child Left Behind, Title III, US Department of Education Edicts, Mandates, and Legislation) 8. Increase knowledge and understanding of at least 80% of African American parents about current legislation related to the education of children (i.e., No Child Left Behind, Title III	Invite representatives from NCCU, UNC-CH Schools of Education to provide informational sessions for parents and IMA/NAACP members on the Framework for 21st Century Learning. Invite representatives from the Chapel Hill-Carrboro City Schools and Board of Education to provide informational sessions for parents and IMA/NAACP members on Board of Education policies and practices. Invite representatives from NCCU and UNC-Chapel Hill to provide informational sessions for parents and IMA/NAACP members on current research on cutting edge educational reform, issues, and practices. Invited representatives from NCCU and UNC-Chapel Hill Schools of Education to provide informational sessions for parents and IMA/NAACP members on current educational legislation (i.e., No Child Left Behind, Title III, US Department of Education Edicts, Mandates, and Legislation)	

