

Toward Excellence in the Education of Black Students: Transforming Learning, Achievement and Well-Being – Early Years

What is our goal?

To improve the overall experience of Black students in the Early Years specifically focusing on entry experiences and academic achievement in literacy and numeracy.

How will we achieve it?

- Develop and share strategies to remove and overcome the barriers for Black parents/caregivers to become partners in school entry experiences (Summer 2019 and ongoing)
- Expand Africentric and Culturally Responsive Pre-Kindergarten programming based on a developed research framework (Summer 2019)
- Support the mobilization of Early Years educators who have the expertise to provide ongoing professional development to schools on how to engage Black families and enhance the academic achievement of Black students (ongoing)
- Provide professional learning in designing equitable assessment systems by evaluating what is used, how it is used and whether it accurately identifies the strengths of some students who are struggling to acquire the required skills in early literacy – particularly Black students (Fall 2018)
- Review and revise Early Years documents to ensure that they highlight and address a focus on Black students' well-being, achievement as indicated by current research and best practices for Black students (ongoing)

How will we know we are successful?

- All Early Years practitioners (school-based teams – DECE, K teacher, Administrator) will have professional learning on how to engage with and support Black students and their families/caregivers with reference to an anti-Black racism framework.
- Trends in achievement and engagement will show a positive trajectory among children who participated in pre-Kindergarten programs.
- Evidence of greater engagement demonstrated in the Parent Census.
- Progress will be measured through Student Achievement Data, Student Census Data, School Climate Surveys, student focus groups.