









OUTCOME	BIPOC students graduate from high schools prepared for post-secondary success and high school graduation gaps are closed.
STRATEGY	Engage families, youth, schools, and community partners to ensure that BIPOC students have access to K-12 high-quality, high-performing schools.
LEVERS	RELATED APPROACHES
 <p>DATA</p>	<ul style="list-style-type: none"> <li>• Analyze and disaggregate data on school performance, student achievement and school resources to understand gaps and disparities.</li> <li>• Support the development and regular use of early warning and response systems that track attendance and grades and provide just-in-time supports to students at risk of dropping out.</li> <li>• Use school feeder pattern data to identify potential schools to partner with, based on those that serve significant numbers of students of color and/or where 40 percent or more of students qualify for Free and Reduced Meals.</li> <li>• Examine patterns in school tracking to identify disparities.</li> <li>• Advocate with school boards and districts to ensure programs serving predominantly students of color (Career and Technical Education tracks, general education track) prepare students for college.</li> <li>• Analyze state K-12 funding formulas to understand how education dollars are allocated to districts and how these mechanisms alleviate or exacerbate inequities within and between school systems.</li> </ul>
 <p>LOCAL CAPACITY BUILDING</p>	<ul style="list-style-type: none"> <li>• Partner with schools and trusted faith/community-based organizations to engage students and families of color to understand their needs and challenges.</li> <li>• Provide families and caregivers with information/resources/networks to support their child's academic success.</li> <li>• Partner with higher education and state teacher licensure departments to identify and support policies, practices, and investments to increase the number of BIPOC college students pursuing teaching degrees.</li> </ul>
 <p>POLICY AND ADVOCACY</p>	<ul style="list-style-type: none"> <li>• Advocate for changes in school/district policies to ensure that BIPOC students have access to a rigorous college-preparatory coursework including Gifted and Talented Education, Advanced Placement courses and Interational Baccalaureate curriculum.</li> <li>• Advocate for district and state policies that align high school graduation requirements with college entry requirements (following minimum coursework requirements).</li> <li>• Advocate for teacher preparation/licensure programs and job-embedded professional development to include implicit bias training.</li> <li>• Advocate for equitable teacher assignments and compensation/bonus policies that ensure highest qualified teachers are matched to schools with greatest need.</li> <li>• Advocate for changes in school curriculum to include relevant content that is inclusive of the history, culture, and lived experiences of people of color.</li> <li>• Advocate for changes in school disciplinary policy, as needed, to ensure policies do not disproportionately "push out" students of color through suspensions/expulsions.</li> <li>• Partner with local parent and youth coalitions to support their organizing efforts related to improving access, opportunities, and quality learning experiences in K-12 districts and schools for BIPOC students.</li> </ul>
 <p>FUNDRAISING, RESOURCE ALLOCATION AND GRANTMAKING</p>	<ul style="list-style-type: none"> <li>• Partner with schools, community-based organizations and other funders to invest in and lead initiatives that improve high school graduation rates for students of color (e.g., <a href="#">United Way of Orange County's Destination Graduation</a>, <a href="#">Communities in Schools</a>, <a href="#">OnTrack Greenville</a>, <a href="#">Los Angeles Regional Coalition for Linked Learning</a>).</li> </ul>



LEVERS	RELATED APPROACHES
 <p>COMMUNITY MOBILIZATION AND ENGAGEMENT</p>	<ul style="list-style-type: none"> <li>• Engage schools, youth-serving organizations, BIPOC students and their families to understand systemic barriers to school success, and to formulate solutions that drive resource investments, partnerships, and advocacy efforts.</li> <li>• Facilitate the creation of peer networks for families to engage and support one another.</li> <li>• Engage community residents to build and/or deepen shared understanding of the importance of a quality school system that advances equity and addresses gaps and disparities.</li> <li>• Partner with youth-led groups and organizations to ensure that youth voice and opportunities to lead are integrated into proposed strategies and solutions.</li> </ul>
 <p>COMMUNICATIONS AND AWARENESS BUILDING</p>	<ul style="list-style-type: none"> <li>• Work with schools, students, and families to create awareness campaigns to effectively communicate barriers to on-time high school graduation. United Way of Anchorage's former <a href="#">No Labels Campaign</a> is an example of an effective campaign to address stereotypes.</li> </ul>

Organize a system of school and community-based supports for BIPOC students as they progress through elementary, middle, and high school.

LEVERS	RELATED APPROACHES
 <p>DATA</p>	<ul style="list-style-type: none"> <li>• Partner with schools, especially those serving high-poverty and/or majority students of color, to invest in, develop and use data to identify students at-risk of academic failure or dropping out, based on attendance, grades, and behavior. (e.g., early warning and response systems).</li> <li>• Map the existence of afterschool and summer programming to identify gaps in availability.</li> </ul>
 <p>LOCAL CAPACITY BUILDING</p>	<ul style="list-style-type: none"> <li>• Partner with local companies to provide technology resources and expertise to schools and families that will close the “digital divide” in Internet, software, and hardware access.</li> <li>• Support out-of-school programs (i.e. afterschool, summer) and other youth serving coalitions to implement systemic approaches that improve quality, access, and sustainability of these programs for students of color.</li> </ul>
 <p>POLICY AND ADVOCACY</p>	<ul style="list-style-type: none"> <li>• Advocate for increased state and local investment in technology to close the digital divide, including closing gaps in Internet access, software and hardware availability.</li> <li>• Advocate for state investments in training for teachers to strengthen their capacity to provide online instruction.</li> <li>• Advocate for increased school-based resources to close reading proficiency gaps, including Title I reading specialists, volunteer tutors and school-based literacy programs.</li> <li>• Advocate for state and local funding to expand access to high-quality out-of-school time programs (afterschool and summer).</li> </ul>
 <p>FUNDRAISING, RESOURCE ALLOCATION AND GRANTMAKING</p>	<ul style="list-style-type: none"> <li>• Partner with companies, civic leaders and non-profits to provide BIPOC high school students with internships, mentorships, summer jobs, and career fairs to increase career exposure and build work experience history.</li> <li>• Partner and invest in comprehensive initiatives to remove documented barriers to student learning (e.g., community schools, early grade reading efforts).</li> <li>• Invest in community-based afterschool, summer and other programs that:               <ul style="list-style-type: none"> <li>o support effective student transitions (e.g., elementary to middle to high school);</li> <li>o close prevalent gaps in opportunity and exposure between groups of students (e.g., access to STEAM);</li> <li>o provide timely academic supports that keep students on track, through tutoring, credit recovery, mentoring, and homework assistance; and</li> <li>o provide literacy supports to close gaps in reading proficiency, with particular emphasis during elementary school.</li> </ul> </li> </ul>
 <p>COMMUNITY MOBILIZATION AND ENGAGEMENT</p>	<ul style="list-style-type: none"> <li>• Engage families and students of color to understand the types of enrichment opportunities and academic supports needed.</li> <li>• Use this information to inform resource investments in programs that address these gaps and needs.</li> </ul>
 <p>COMMUNICATIONS AND AWARENESS BUILDING</p>	<ul style="list-style-type: none"> <li>• Lead issue-based campaigns to increase donor and community awareness of persistent barriers to student learning (e.g., food access, school attendance, healthcare access).</li> </ul>