

**PITTSBURG UNIFIED SCHOOL DISTRICT
RESOLUTION # 25-41**

Resolution in Support of Black Excellence

WHEREAS, the Pittsburg Unified School District is committed to serving Every Scholar Every Day;

WHEREAS, the District has been in partnership with the California Association of African American Superintendents and Administrators (CAAASA) since 2018 for professional development and partnership in working to improve outcomes for African American scholars;

WHEREAS, all administrators and teachers participated in professional development over a three-year period regarding Critical Race Theory and Implicit Bias;

WHEREAS, the Pittsburg Unified School District has adopted an Equity Statement on June 14, 2023, affirming its commitment to dismantling systemic racism;

WHEREAS, the District developed an Equity Walk-through Tool and has completed its second year of using the tool to complete instructional rounds at all school sites;

WHEREAS, the District's Equity Walk-through tool and process examines how student groups, including African American scholars are experiencing the instruction;

WHEREAS, the District adopted a Diversity in Recruitment and Retention Ad Hoc Committee on In January, 2015 and January 11, 2023 to increase the teachers and staff of color in the District;

WHEREAS, actions taken by the Pittsburg Unified School District have resulted in progress for African American scholars including:

- *Increase in graduation rates
- *Increase in A-G rates
- *Increase in college and career rates
- *Decrease in suspension rates
- *Removal of significant disproportionality designation for AA students in Ed and OHI;

WHEREAS, despite progress, opportunity gaps still remain for our African American/Black scholars, specifically in A-G rates, performance on CAASPP, and suspension/discipline rates;

NOW, THEREFORE BE IT RESOLVED, the District is committed to support the following activities that have proven to make progress for African American/Black scholars:

- Partnership with the California Association of African American Superintendents and Administrators (CAAASA), including, but not limited to, remaining in the Professional Learning Network and having a representative group attend the annual CAAASA Conference
- Continued support and partnership with Pittsburg's B.E.S.T. (Black Educators Standing Together)
- Continued support of the Diversity in Recruitment and Retention Committee, including yearly updates to the Board of Education and Public and including implementing a strategy to actively recruit and retain African American/Black educators to increase the percentage

of African American/Black teachers to be proportionate with the African American/Black student population.

- Continued support and partnership with Parents of African American Achievement Collaborative Team (PAAACT) as outlined in the MOU passed on May 13, 2026
- Continued support and expansion for the District's Families of African American Scholars (FAAS) Committee, including dedicated funding in the District's LCAP
- Continued support of the annual HBCU college fair and tour, including dedicated funding in the District's LCAP
- Continued inclusion of African American scholars as a student group in the implementation of instructional rounds at all school sites using the Equity Walk-through Tool
- Continued feedback from Black/African American scholars, families, and caregivers through partnership with ASCENDANCY Solutions, including yearly empathy interviews and focus groups; and

BE IT FURTHER RESOLVED, the District is committed to continuing, expanding, and funding activities including, but not limited to:

- An Annual Black Youth Summit
- Black Town Halls for parents, families, caregivers
- The establishment of Black Student Unions (BSU) at all secondary schools; and

BE IT FURTHER RESOLVED, the Pittsburg Unified Board of Education directs the Superintendent or designee to

- Create and hire a position equivalent to a Teacher or Counselor on Special Assignment specifically dedicated to addressing the needs of Black/African American scholars, including a focus on social-emotional wellness support and to lead or assist with the following:
- Creating Black Excellence Indicators to be reported on twice yearly including early warning indicators of attendance, behavior data, and course completion data.
- Creating a plan for Intensive tutoring, including measures of standardized test gains
- Creating opportunities for mentorship, including community based mentorship
- Creating a plan including implementation of a Summer Bridge Program for rising 9th graders, and
- Creating a support program or class at each secondary school site to further support cultural awareness, academic success and college and career readiness through LCAP funding, including a designated person (PUSD employee) at each school site to serve as the point person for this.

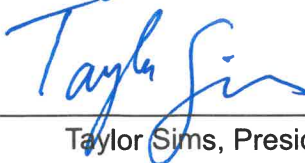
Passed and Adopted by the Governing Board of the Pittsburg Unified School District at a regular public Board meeting held on Wednesday, June 17th, 2026, by the following vote:

Ayes: 5

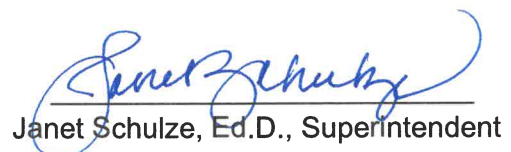
Nos: 0

Abstentions: 0

Absent: 0



Taylor Sims, President



Janet Schulze, Ed.D., Superintendent