

A RESOLUTION ACKNOWLEDGING THE SOUTH BEND REPARATORY JUSTICE FINAL REPORT FINDINGS, APOLOGIZING FOR HARMS COMMITTED, AND DIRECTING THE SUPERINTENDENT TO DEVELOP A BLACK STUDENT ACHIEVEMENT STRATEGIC PLAN FOR THE SOUTH BEND COMMUNITY SCHOOL CORPORATION

WHEREAS, the South Bend Community School Corporation is committed to providing every student with an equitable, high-quality, and affirming education that prepares them to succeed academically, socially, emotionally, and professionally; and

WHEREAS, the South Bend Community School Board of School Trustees recognizes that educational equity requires acknowledging historical and present-day disparities that have disproportionately affected Black students and their families within the South Bend Community School Corporation; and

WHEREAS, the South Bend Reparatory Justice Commission's Final Report documents the enduring impacts of systemic racism, segregation, discriminatory housing policies, environmental injustice, unequal investment, exclusionary educational practices, and other institutional harms experienced by Black residents of South Bend, including harms affecting generations of Black students, teachers/faculty, staff and families within the public education system and South Bend community; and

WHEREAS, the Board of Trustees acknowledges that the South Bend Community School Corporation, like many public school systems throughout the United States, has historically participated in and been impacted by policies and practices that have harmed Black students, faculty, staff and families through inequitable educational opportunities, disproportionate disciplinary actions, lower academic outcomes, underrepresentation in advanced academic opportunities, culturally unresponsive instructional practices, and insufficient investment in the unique needs, identities, and aspirations of Black students; and

WHEREAS, the Board of Trustees further recognizes that disparities continue to exist in educational achievement, graduation outcomes, academic proficiency, college and career readiness, school climate, student discipline, attendance, access to advanced coursework and education, special education support, extracurricular participation, educator diversity, and other indicators of student success; and

WHEREAS, the Board of Trustees recognizes that closing these disparities requires intentional, measurable, and sustained action developed in meaningful partnership with Black students, parents, educators, community organizations, leaders, researchers, and other stakeholders; and

WHEREAS, school districts throughout the United States, including the Los Angeles Unified School District and Chicago Public Schools, have developed comprehensive Black Student Achievement Plans through extensive community engagement, public meetings, and collaboration with educators, students, families, and community organizations, providing

nationally recognized models for addressing educational disparities and advancing educational excellence for Black students; and

WHEREAS, the Board of Trustees believes that South Bend Community School Corporation should adopt a similarly comprehensive, community-driven planning process to ensure that Black students receive an education that is academically rigorous, culturally affirming, historically accurate, and responsive to their needs.

NOW, THEREFORE, BE IT RESOLVED, that the South Bend School Corporation Board of Trustees hereby directs the Superintendent and the Superintendent's administration to working alongside the Board of Trustees and community to develop and present to the Board of Trustees and community a comprehensive Black Student Achievement Strategic Plan for the South Bend Community School Corporation.

BE IT FURTHER RESOLVED, that the development of the Black Student Achievement Strategic Plan shall include a robust community engagement process, including but not limited to:

- Public community meetings held throughout South Bend;
- Listening sessions with Black students, parents, faculty and staff;
- Meetings with parents and caregivers;
- Engagement with teachers, principals, and school staff;
- Meetings with alumni;
- Consultation with local organizations, youth-serving organizations, higher education institutions, and other community stakeholders;
- Meetings with subject matter experts in educational equity, culturally responsive education, and Black student achievement.

BE IT FURTHER RESOLVED, that the Superintendent shall examine the Black Student Achievement Plans, implementation strategies, and community engagement processes developed by the Los Angeles Unified School District and Chicago Public Schools, along with other nationally recognized best practices, to inform both the content of the Strategic Plan and the process used to develop it.

BE IT FURTHER RESOLVED, that the Strategic Plan shall establish measurable goals, timelines, performance indicators, and annual reporting requirements addressing, at minimum:

- Academic achievement and proficiency;
- Literacy and mathematics outcomes;
- Graduation and postsecondary readiness;
- College, career, and workforce development;
- Student attendance and engagement;
- School climate and student belonging;
- Student mental health and wellness;
- Discipline and restorative justice practices;

- Recruitment, retention, and advancement of Black educators and administrators;
- Parent and family engagement;
- Access to advanced coursework and education, STEM programs, arts, and extracurricular activities;
- Early childhood education;
- Student leadership development;
- Culturally responsive teaching and instructional practices;
- Professional development for educators;
- Data transparency and annual public reporting.

BE IT FURTHER RESOLVED, that the Superintendent shall identify any staffing, partnerships, funding opportunities, grants, or budgetary recommendations necessary to successfully implement the Strategic Plan.

BE IT FURTHER RESOLVED, that the Superintendent shall provide quarterly progress reports to the Board of Trustees and community during the planning process and shall present the completed Black Student Achievement Strategic Plan to the Board of Trustees and community for consideration.

BE IT LASTLY RESOLVED, that the Board of Trustees affirms its commitment to ensuring that every Black student in the South Bend Community School Corporation has equitable access to educational excellence, culturally responsive instruction, safe and welcoming schools, and the opportunities necessary to achieve their fullest potential, and recognizes that the development and implementation of a Black Student Achievement Strategic Plan is an essential step toward advancing educational equity and repairing longstanding disparities experienced by Black students and families throughout the South Bend community.