Subject: Resolution 208-25A1
SFUSD Data Access, Inclusion, and Partnership to Enhance Student Success
- Commissioners Faauuga Moliga, Alison M. Collins, and Jenny Lam

WHEREAS: San Francisco Unified School District (SFUSD) believes strongly equity is the work of eliminating oppression, ending biases and ensuring high outcomes for all participants through the creation of multicultural, multilingual, multiethnic, and multiracial practices and conditions; as well as removing the predictability of success or failure that currently correlates with any social or cultural factor; and

WHEREAS: SFUSD currently services a diverse student body made up of an array of ethnic groups including over 21 racial/ethnicities and language groups and that is not reflected in our data systems; and

WHEREAS: Collecting student data about the diversity of our students, families and staff can help schools and communities plan appropriate programs, decide which evidence-based interventions to select, use limited resources where they are needed most, and see important trends in behavior and achievement. Data has the potential to transform education into a personalized experience that meets the needs of individuals and ensures that no student is lost along the way; and

WHEREAS: Data is one of the most impactful tools to inform, engage, and create opportunities for students as they move through their education journey, it also provides policymakers and education stakeholders information to improve education for students.

THEREFORE BE IT RESOLVED: To better reflect its true diversity, SFUSD will begin, effective immediately, to collect and maintain more specific racial/ethnic, national origin, language and gender specific data that is inclusive of but not limited to:
- the 21 language groups identified here: Arabic, Chinese (Cantonese, Mandarin), Filpino (Tagalog, Illacano), Guamanian, Hawaiian, Hindi, Hmong, Japanese, Khmer, Korean, Laotian, Mian, Nepali, Russian, Samoan, Spanish, Swahili, Tahitian, Thai, Tongan, Vietnamese.
- National Origin to reflect the diversity of immigration stories reflected in our families
- Race/Ethnicity inclusive but not limited to the groups and intragroup populations and allowing for selection of multi-racial/ethnic identities: African-American/Black, Asian, Native American/Alaskan Native, Latinx/Hispanic, Middle Eastern/Arab, Pacific Islander, & White.

- ● The data collection should also allow parents and staff to self-identify race/ethnicity, language, national origin and gender not found on the list to build the most robust and diverse categories and intra-categories, from the most general categories (e.g. Asian, Black, etc.), to less general (e.g. Southeast Asian, African American), to specific indigenous/ethnic groups (Hmong, Uyghur, Zulu, etc.) to allow future participants to select an identity that reflects how they see themselves culturally and linguistically, etc. and allows everyone to view that data in various ways and groupings that meet the needs of their work; and

FURTHER BE IT RESOLVED: SFUSD will immediately begin plans to revise, its data systems and points of contact (e.g enrollment forms, emergency cards, hiring forms, Synergy, Parentvue, etc) for parents, students and staff, where personal information is gathered, for this level of disaggregated demographic data and ask students, families and staff to re-identify based on this new disaggregation of data. To be completed and implemented by July 2021; and

 BE IT FURTHER RESOLVED: The Board of Education requests that the Superintendent of Schools work with staff to report back to the Board by October 2020 progress to publish and make available publically a digital data dashboard, by Jan. 2021 that includes:

- ○ Measures of Academic Achievement, Behavior, Culture Climate/Social Emotional Learning, enrollment by district, division, school, grade level that includes the widest disaggregation by race/ethnicity national origin, home language(s) and gender for all program groups (including but not limited to Low Socioeconomic Status, Language Proficiency Status, Special Education Status, Foster, Homeless).
- ○ The dashboard after publication will be maintained updated twice annually in September and March to reflect the most current demographic data available and to display trends for each of the measures; and

FURTHER BE IT RESOLVED: SFUSD will revise it's support for community partners, inclusive of labor partners, the City and County of San Francisco and community non-profit housing organizations that serve our students to incorporate data sharing and access into our MOU aggreements going forward to access and utilize student, family and staff data to better support and guide services for students, families and staff in school and in the community with built in privacy safeguards and protections, with special care to do so in a way that protect the privacy of our undocumented students; and

BE IT FURTHER RESOLVED: SFUSD will utilize this data to inform budget decisions and interventions to better support student success. Training will also be provided to prepare staff and partners on how to access and utilize the data most effectively; and

FURTHER BE IT RESOLVED: SFUSD will report to the school board an annual data analysis which will also be made available to the general public. Data will also be showcased at the Joint City, School District, and City College committee meeting.

8/25/20