

Independent Monitor Report to SCUSD BOE

NOVEMBER 21, 2025

Context Setting

IM and Approach

Experience and commitment to linking improvement and equity

Parallel goal of developing shared leadership and capacity to monitor when not here

Team of professionals matching expertise

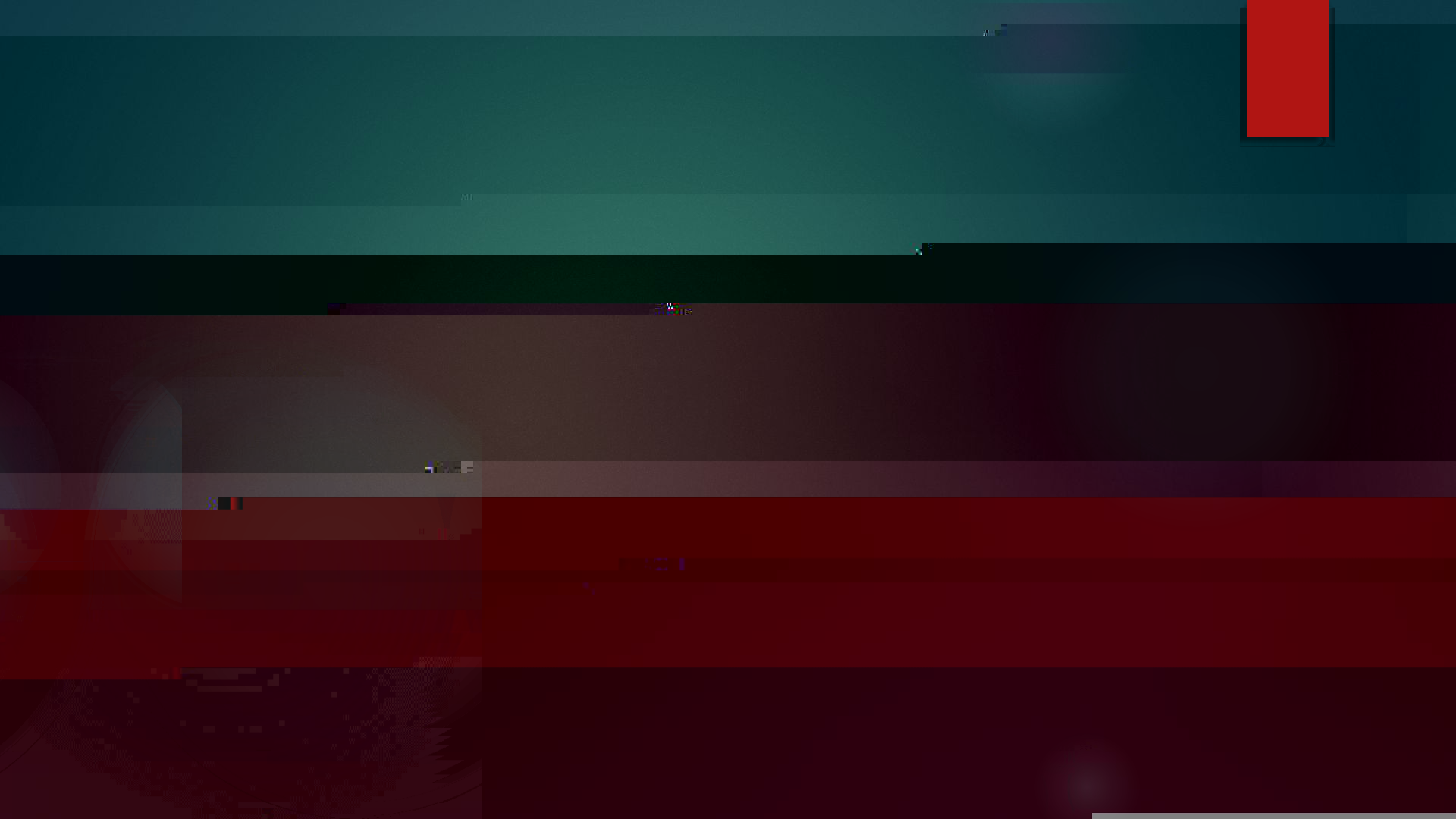
Action Plan Development

Longer than expected process surfaced root issues:

Communication

"Data Rich, Process Poor"

Culture Shift for Systems Change



Current Highlights: Action Plan

Of 22 Directives and 115 related actions, SCUSD has made progression on ~42 actions to date

Actions are mix between one-time, and ongoing/recurring

BPSB Hotline up and running:

BPSB Website live with connections to the action plan and participation opportunities

- Collaborative effort for finalized script re: transparency and commitment

Cohort Identified

Big Lift – floodgate start

Alignment with bargaining units required

"The action plan has given Sac City a clearer understanding of our past shortcomings and why they occurred and provided a road map to better serve Black students, particularly those with disabilities. We are deeply appreciative of the collaboration with Black Parallel School Board and firmly believe the action plan will help us forge other meaningful and productive community partnerships for the benefit of students."

Lisa Allen

Superintendent, SCUSD.

From the Plaintiffs:

The action plan holds the promise of transformative change for students with disabilities and Black students with disabilities in SCUSD, students who have been left out for far too long. We are excited to now be in the implementation phase of the action plan and settlement agreement. We are fully committed to continuing to work with the IM, District, and most importantly, students and their families, to ensure that the action plan's promise is fully realized and that every student can access the education they deserve.

Impact on Families

Efforts beginning, benchmark setting

Focus on family engagement AND leadership

Surveys

Committees

Equity Walks

Systemically – long term vision for co-leading

Looking Ahead

Monthly Data Pulls/ Monitoring

Initial Equity Walk Findings

Pre-Survey Findings/ Recommendations

Quarterly Community of Practice Gatherings

Portfolio Development/ End of Year Defenses

Board Policy Work

