

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

To Date



- ▶ Functioning Oversight Committee of representatives from Plaintiffs and SCUSD for updates, feedback, and problem solving
- ▶ Subcommittees for shared leadership and perspectives – grown from three IM committees to emerging district committees
- ▶ Expanded ownership across district leadership
- ▶ Data Efforts – challenging work of aligning and providing data needs should have lasting impact across system

Current Highlights: Action Plan

- ▶ Of 22 Directives and 115 related actions, SCUSD has made progress 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
 - ▶ Oversight Committee, Facilitation, Media
- ▶ Future Board meetings

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



While we are at the beginning of the action plan, we must balance the dance of grace and continuous improvement with the urgency of action and accountability.

CLOSING THOUGHT