

Black Student Success Plan

BOE | Black Student Achievement Committee

Q1 Meeting

BSSP | District Presentation

November 12, 2026

Chicago Public Schools | OFFICE OF EQUITY | BLACK STUDENT SUCCESS

CPS Executive Leadership



Dr. Macquline King
Superintendent/CEO
She, Her



Dr. Karime Asaf
Chief Education Officer
She, Her

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Office of Equity



Evangelina Covarrubias
Chief Equity Officer
She, Her



Rebecca Davis-Dobson
Director, Equity Achievement
She, Her



Eugene Robinson, Jr
Director, Black Student Success
He, Him



Zahra Naqi-Hasnain
Equity Data Strategist
She, Her



Jeralyn Mitchell
Office Manager
She, Her



Josh Johnson
Equity Professional Learning Specialist
He, Him



Jennifer Brooks
Equity Professional Learning Specialist
She, Her



Kristina Lunger-Lopez
Program Manager, Equity Professional Learning
She, Her



Rachel Parnell
Program Manager, Equity
She, Beloved



Dama Alvarado
Project Manager, Black Student Success
She, Her



Alejandra Diaz
Equity Policy Strategy Specialist
She, Her, Ella

Today's Presentation Focus

01	**Plan Rationale, State Statute & District Alignment** Grounded in the State Statue and alignment with the CPS Five-Year Strategic Plan, Equity Framework and CRED Policy
02	**The Development of the Plan** Inclusive design process, data and research-backed framing, and stakeholder engagement
03	**High Overview of the Plan** Anchor Strategies, Goals and Ecosystem
04	**BSSP Updates & Implementation** Post-launch of BSSP, implementation updates and key milestones

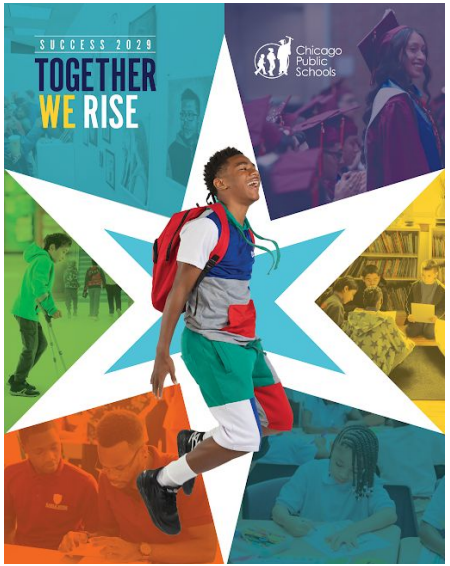
The Black Student Success Plan is backed by Illinois State Law Grounds the Black Student Success Plan and Committee

A	**Purpose & Focus:** The Chicago Board of Education Black Student Achievement Committee is a standing committee with the purpose of **providing Black students with maximum opportunity** for success in areas where research shows chronic underperformance
B	**Leadership & Governance:** The Committee shall be **chaired by a member of the Board** and composed of individuals appointed by the Board President to help shape educational policies
C	**Composition:** The Committee's **membership shall be diverse** in terms of skills and geography

STATUTORY AUTHORITY: Chicago Board of Education Black Student Achievement Committee mandated by Illinois Public Act 103-0584 and 105 ILCS 5/34-18.85.

Grounded in the CPS Five-Year Strategic Plan

The **Black Student Success Plan** is one of the Targeted Priorities within the CPS Strategic Plan:



FOCUS	
Black Student Success Dedicated strategic plan to drive targeted success and growth.	**Students with Disabilities**
	Early Learning
Multilingual Pathways	**Postsecondary Success**

...reinforced by the new CPS CRED Policy

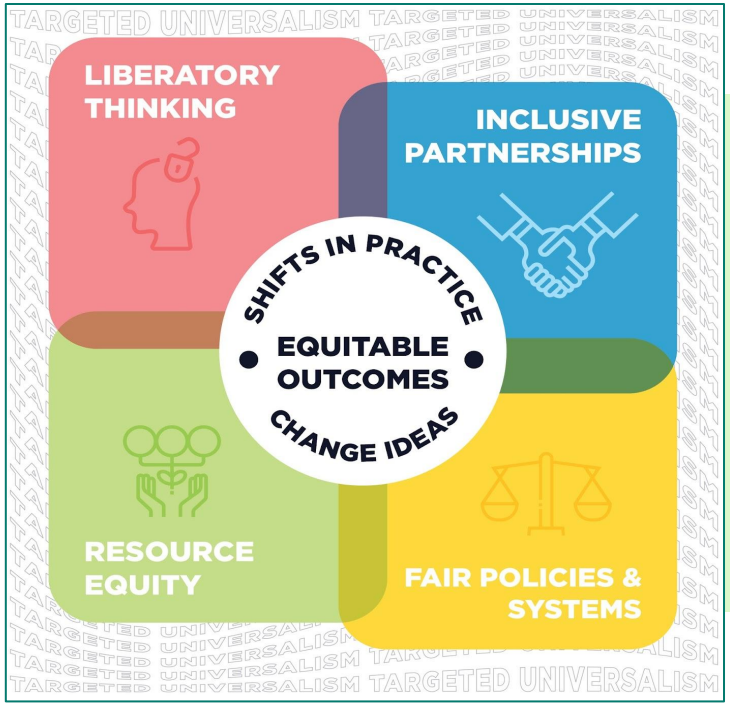
9/24/25 NEW CPS **Culturally Responsive Education and Diversity Policy** (CRED):

> *...mandates the integration of cultural responsiveness, linguistically responsive anti-racist, anti-bias, and diversity practices, curriculum, and professional learning across the district.*

and defines **Culturally Responsive Education** as,

> *Empowering the cultures, languages, and identities of each student and CPS stakeholder through instructional and operational change initiatives, processes, and outcomes using cultural references and experiences to interrupt systems of oppression and racism with a focus on Black, Brown, Indigenous, and other most impacted communities.*

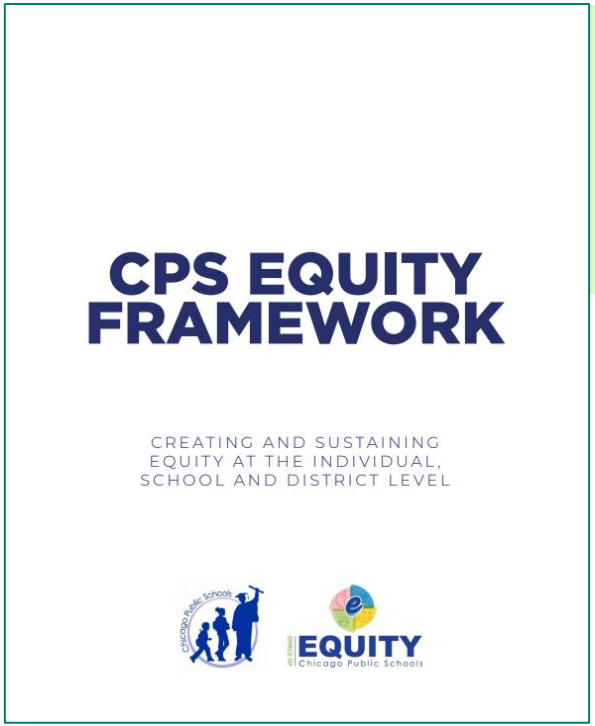
CPS Equity Framework Alignment



EQUITY MEANS…

CPS defines equity as championing the individual cultures, identities, talents, abilities, languages, and interests of each student by ensuring they receive the necessary opportunities and resources to meet their unique needs and aspirations

Target Universalism Definition



Targeted Universalism (TU) is an approach to equity work that recognizes groups of people have differing needs and require specific supports to reach the same goal.

TU work is:

- Collaborative
- Responsive
- Sensitive
- Structural

The Development of the Plan

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Development of the Black Student Success Plan

The Black Student Success Working Group (BSSWG) played a critical role in developing the plan by gathering insights and feedback from various voices, summarizing collective comments, and addressing key concerns and suggestions in a comprehensive manner.

This **inclusive approach** ensured that the group took into account the unique perspectives of **students** and a wide range of adults, **parents and guardians, teachers and staff, and school leaders**, towards the universal goals.



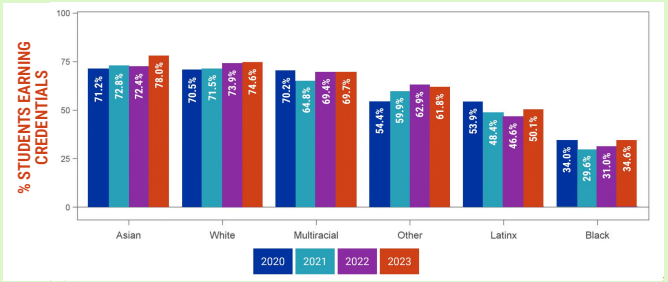
60+
Working Group Core Members

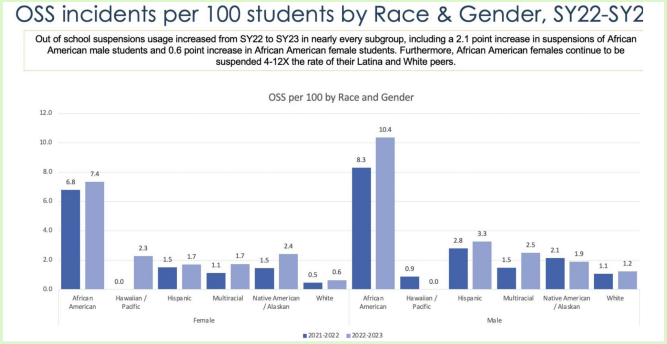
375
Focus Group Participants

8
Community Roundtables with over 500 participants

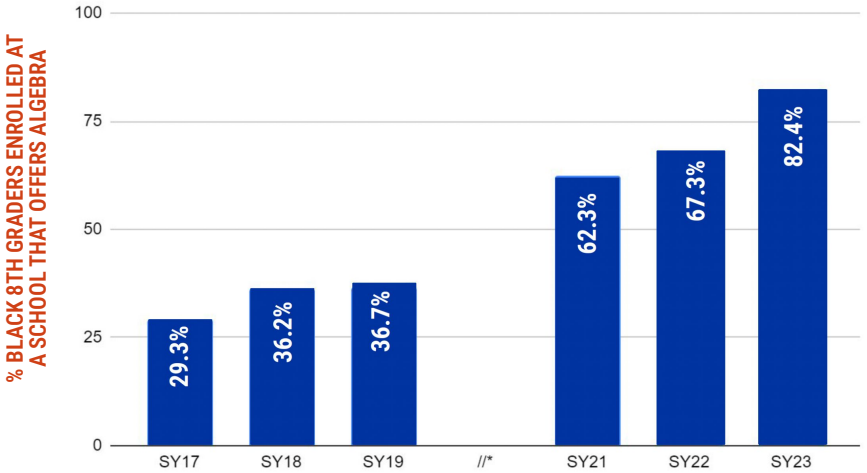
The Data and Research

Opportunity Gaps Persist Despite Decades of Reform





Evidence That Targeted Supports Work



*The Algebra Exit Exam was not administered in SY20
The following school year (SY21) marks the start of the Algebra Access hubs.

Data Presented to the Board, June 2024

BSSWG High-Level Recommendations

Student Daily Experience



- Culturally Responsive Curriculum and Instruction
- Wrap-around Services and Community Partnerships
- Educational Access, Opportunities, and Experiences
- Facilities Improvement and Equitable Resource Allocation

Adult Capacity and Continuous Improvement



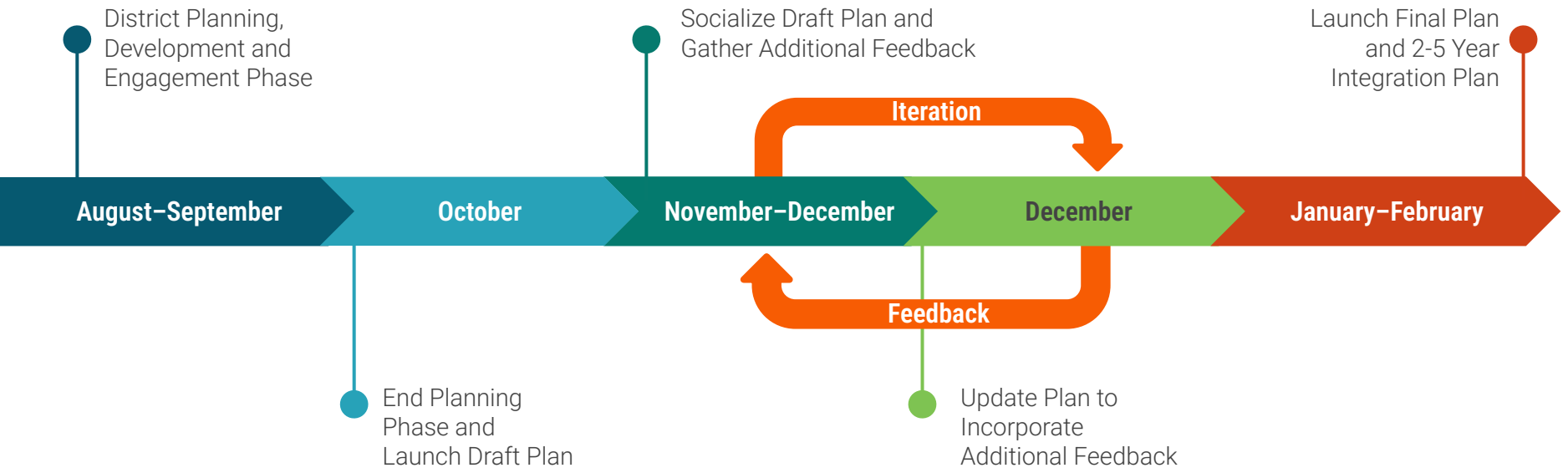
- Recruitment and Retention of Black Educators
- Embedded Culturally Responsive Professional Learning Communities
- Establish and Evolve Evaluation Processes

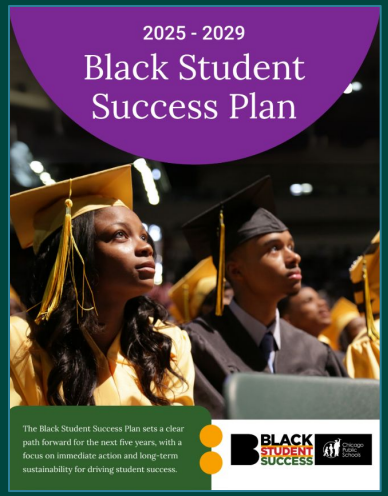
Inclusive and Collaborative Schools and Community Partnerships



- Student Voice and Leadership Development
- Parent/Caregiver and Community Engagement Initiatives
- Restorative Justice and Social Emotional Learning (SEL) Supports
- Community School Models
- External School/District Partnerships and Collaborations

BSSP Development Timeline





The Black Student Success Plan

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Key Elements of the Plan, **Anchor Strategies**



Identity, Culture, and Voice



Inclusive and Culturally Responsive Curriculum and Instruction



Whole School, Whole Child Supports



Culturally Responsive Family and Community Engagement and Empowerment



Learning, Development, and Liberatory Thinking



Systems, Policies, and Practices



Recruitment, Retention, and Support of Black Educators and Leaders

Key Elements of the Plan, **Goals**

5-Year Strategic Plan Goals

- Double the number of Black male educators hired and improved Black teacher retention from **91%** to **93%**
- Reduced disciplinary actions against Black students, ensuring proportionality with their representation in the student population. **Achieve a 40% decrease** in the use of out-of-school suspensions and expulsions for Black students and students with identified disabilities
- A strong sense of belonging among Black students so they **feel valued and included** in their school communities
- Accelerated growth and attainment for Black students to **close opportunity gaps** from early learning through high school across all core academic areas
- Increased the percentage of classrooms **utilizing culturally responsive practices and teaching about Black history and culture**

SY24-26 Review and Updates

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Engagement Over the Years, Sessions & Attendance

SY24

36
Sessions

887
Total Outreach

Core Focus

BSS Recommendations to present to the Board of Ed

SY25

11
Sessions

279
Total Outreach

Core Focus

Socialization of the Black Student Success Plan

Note: Transitional year, only core roundtables recorded

SY26

23
Sessions

761
Total Outreach

Core Focus

BSSP Updates and BSS in Action at CPS

BSSCSA: SY26 and Engagement Summary

The Black Student Success Champions & Stakeholders Alliance (BSSCSA) represents the district's ongoing commitment to centering the voices of those most affected by inequities and valuing their lived experiences. As we transitioned from the recommendations and the launch of the Black Student Success Plan to now its implementation, the BSSCSA is post the BSSWG and focuses on deepening our collective engagement, collaboration, and impact while activating the plan's Call to Action.

Most Valuable Takeaways

- Learning about the **Black Student Success Plan (BSSP)** updates for SY26
- Seeing work already underway and its **expansion across the district**
- Value of the **data presentation** and clearly defined next steps for implementation

Meetings

4 of 4 Meetings Held

Total Reach

26 Non-duplicate Attendees

Retention

5 All 3 | **11** 2 mtgs

Meeting Engagement

13 Avg. Attendance

SY26 BSSP Newsletter

Published November 2025



Status: Sent

Total Reach

488 Recipients

Unsuccessful Sends

59

No Opens

103

Unsubscribers

1

New Subscribers

+4

Published March 2026



Status: Sent

Total Reach

465 Recipients

Unsuccessful Sends

8

No Opens

172

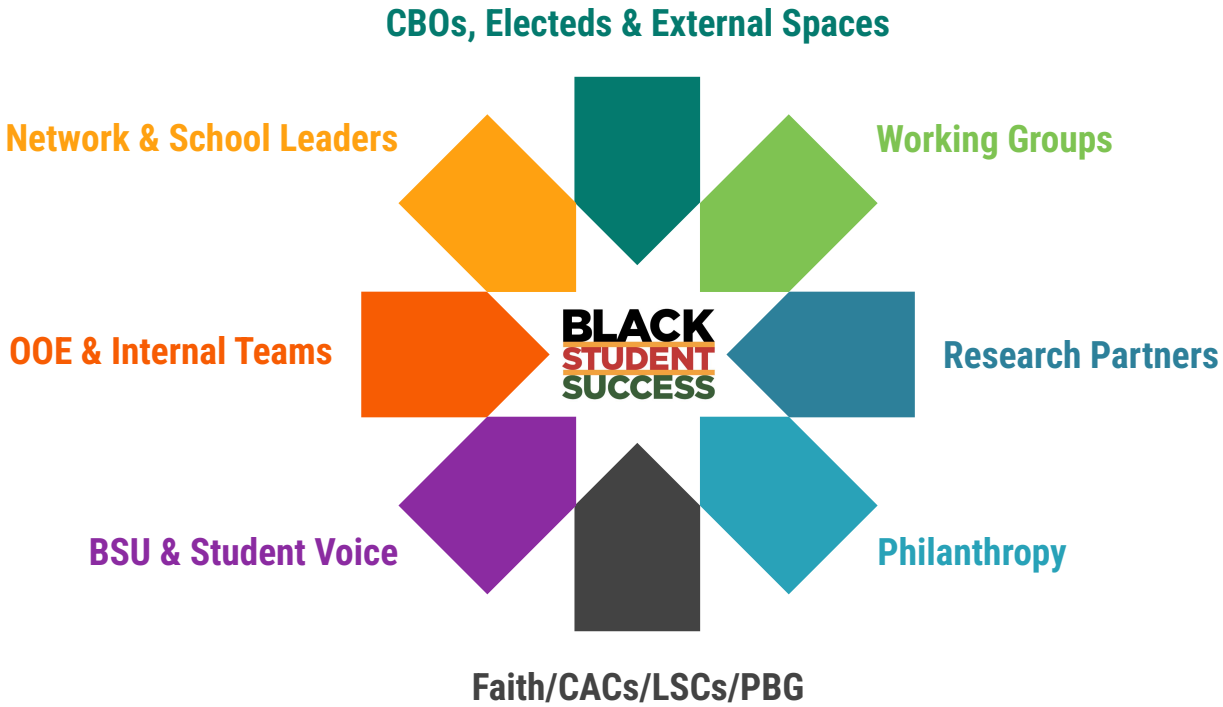
Unsubscribers

1

New Subscribers

+56

Our Ecosystem



BSSP Implementation Updates



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BSSP Updates



Funding Partners

Three philanthropic partners



Black Male Educator Pipeline Strategy

- BMEA | Wellness Cohort Launched
- TCT Young Men of Color Collective
- Professional Learning Series SY27
- Teacher Engagement, Retention and Support Survey



BSSP Internal Convening & Collaboration

- Key Central Offices
- Quarterly Meetings
- Strategies aligned to BSSP Goals



BSSP School Cohort Model

- NCS + OSCPA + To&Through + Postsecondary Cohort | SY27
- 1 - 2 Additional Cohorts



BSU Support & Expansion

District-wide support and continued growth programming for Black Student Unions



Black Educator Ecosystem Map

Comprehensive strategy mapping and partner resource alignment

BLACK STUDENT UNION CONFERENCE

BSU 2026 Student Conference



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SY26 Black Student Union Engagement



Focus Groups
Complete



Student Engagement
Ongoing



Summer Planning with Chicago Youth Works
June 22 - July 31



Landscape
Ongoing



Handbook
In Progress
Release:
December 2026



Conference
Completed
Wed, Oct 21
Malcolm X College

SY26 BSU Landscape Preliminary Analysis

29
Active BSU Schools
Recorded in SY26

10
Inactive Schools
3 Planning to Reactivate in SY27

24%
Avg. Black Student Pop.
Among the 29 schools

Student Membership Range:
6-20+ students per BSU

*** this data is based on self reported survey responses****



BSU Conference Attendance

38
Schools

7
Workshops

25+
Resource Fair Partners

211
Students







BSU Student Conference & Historical Context





CHICAGO Daily Defender

WEATHER

FREEDOM DAY! THOUSANDS TO MARCH HERE

This is Freedom Day in Chicago—and the city has braced itself for what many observers believe will be the most massive demonstration in the city's history.

The Coordinating Council of Community Organizations has estimated that more than 10,000 persons will take part in demonstrations in the Loop while thousands of children will boycott the city's segregated schools.

Nimes Riordan, deputy chief of patrols of the police department told the Defender:

"We have detailed extra men to the Board of Education Building, 162 W. Wacker Dr., at City Hall and throughout the Loop.

"In the individual districts, it will be the problem of the district commander. It will be his duty to see that the children who want to go to school are protected, and that any picketing is peaceful.

"Each district commander has been alerted."

It also estimated that over 40 per cent of Chicago's school children will participate in the school boycott.

The boycott, said Lawrence Landry, chairman of CCCO, is an effort to communicate dissatisfaction on how schools are being run.

The group threatened extended boycotts of the same nature if 13 demands are not met by the public school system.

Copies of the demands have been sent to the Board of Education, Superintendent Benjamin C. Willis and Mayor Richard J. Daley. The demands are:

The demands were announced at a press conference which included Landry; Carl Fuqua, executive secretary of Chicago's NAACP; Rosie Simpson, chairman of the 71st and Stewart Committee; Charles Fisher of Chicago's SNCC; and James Foreman, president of SNCC.

Landry said he expects the same quick action from the board and Willis that each took to resolve issues which "went against community interest and demands."

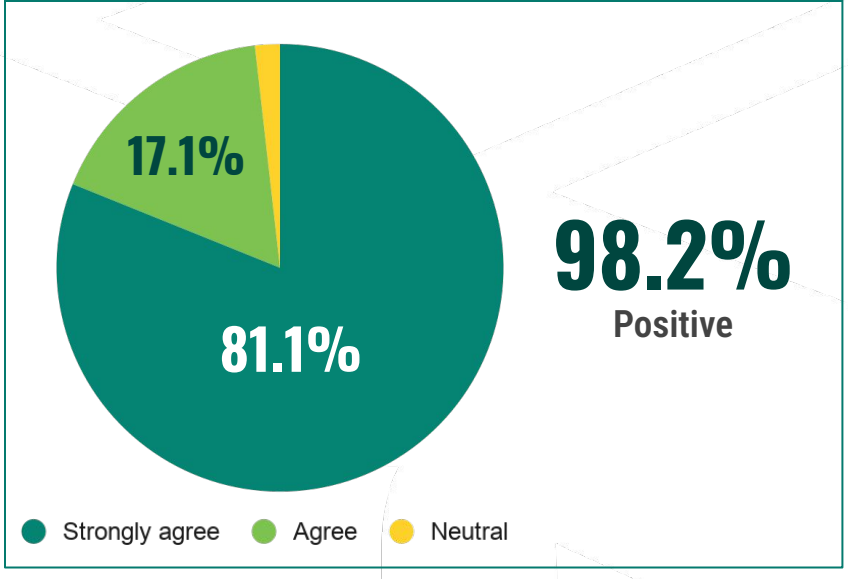
In the meantime, plans continue for successful demonstration today. One hundred marshals and several hundred picket captains are being trained for the demonstration.

Activities are being planned to occupy boycotting students. Negro history classes are an important part of the programs. It is nonexistent in regular schools, said Landry.

Rev. Arthur M. Brazier, member of CCCO, said students would not miss anymore Oct. 22 than they have missed everyday in school. He said many times classrooms have gone without teachers for as many as five hours.

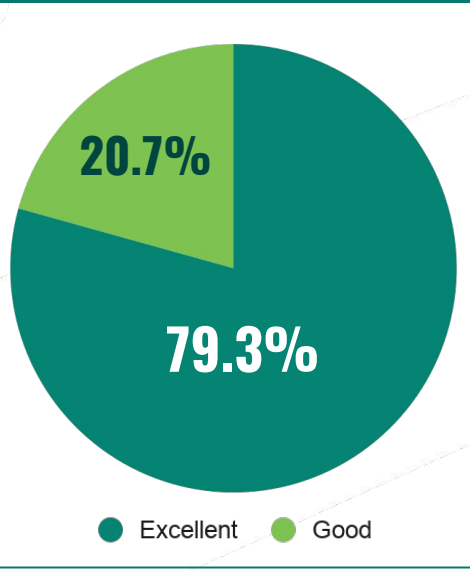
BSU Conference Data

I would recommend this conference to another BSU student



98.2%
Positive

How would you rate your overall experience in workshops?



100%
Positive

Post Conference and Beyond!



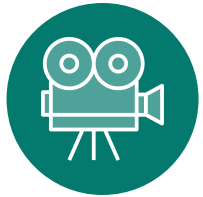
Launch of BSU Resource Guide

Projected Release Date: SY27



BSU School-based Funding & Support

BSU Advisor PLC • School-based funding



"Against the Current" Documentary

Access and viewing permissions for schools



BSU-centered Black History Event

District-wide programming & student-centered event



BSU Student Conference Post Survey

Follow-up to pre-survey post BSU Student Conference



BSU End of Year (EOY) Report

Creating a narrative and story about BSU student engagement, programming and impact



BSU Student Conference SY28

Early planning and roadmap development for the next conference

Q&A

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