School Characteristics that Promote Equity and Excellence for African American Students¹: Six Dimensions of Equity²

Challenging
Curricula for
All Students

A Positive
Transformational
Culture for All
Students

Empowering School Characteristics for Empowering School Characteristics for African American Students

2) Access and Inclusion in rigorous courses and extra-curricular activities:

- Advanced Placement, Honors, or International Baccalaureate programs
- Career exposure (Elementary, Secondary)
- Career experience (Secondary)
- Foreign languages
- Gifted programs
- STEAM (Science, Technology, Engineering, Arts, Math)
- Extra-curricular programs (e.g., Coding, Forensics, Makerspace Labs, Robotics)

3) Supports and 4) Resources to enhance learning:

- Foster love of learning
- Role models of achievement
- Academic vocabulary development
- Checks for evidence of understanding
- Curricula with personal and life relevance
- Logical, clear introductions to content
- Academic supports
- Resilience and assets-based approaches
- Social and emotional wellness and trauma-informed practices

Instruction for All Students

5) Just Treatment, 6) Shared Responsibility and Accountability for student success:

- Know and value individual students and families
- Demand excellence and ensure success
- Develop leadership
- Model courtesy and respect
- Praise and acknowledge effort as well as achievement

A Positive
Transformational
Culture for All Adults





1 Adapted from *Addressing the Whole Child After the Traumas of 2020: Helping African American Students Adjust To and Thrive in a New Schooling Reality*. Joseph Johnson, Jr. National Center for Urban School Transformation, San Diego State University, October 23, 2020.