



KINGMAKERS
OF
OAKLAND



WELCOME



Workshop title

Early Literacy Kings

June 3, 2021



Amin Robinson



Victor Johnson



Kahlil Chatmon



Anthony Johnson

Facilitated by Chris Chatmon, CEO Kingmakers of Oakland



Chris Chatmon is CEO and Co-Founder of Kingmakers of Oakland (KOO) an award winning nonprofit that supports school districts around the country to improve the educational and life outcomes of Black Boys.

Chatmon served as the founding Executive Director, African American Male Achievement (“AAMA”), Oakland Unified School District (“OUSD”). Chatmon also served as the first Deputy Chief of Equity and Sr. Advisor of Diversity, Equity and Inclusion in OUSD, Oakland, CA.

In 2020 Chatmon was awarded Oscar Wright Lifetime Achievement Award from OUSD and Oakland, CA Mayor Libby Schaaf honored Chatmon with The City of Oakland Mayor’s Proclamation July 1st “Chris Chatmon Day”.

Education Week Magazine named Chatmon as a “Leader to Learn From” and Campaign for Black Male Achievement selected him as a “Social Innovation Accelerator” because of his commitment to improving life outcomes for all youth and especially African American males.

live the
story
you want
to tell

Making Connections

Round One (1.5MIN EACH)

- Bring to mind an African American male in your context that you want to bring into this space? WHY is he/they important to you?

Round One (1.5 MIN EACH)

- Share one vision you are holding for African American males in your community?





I for one believe that if you give people a thorough understanding of what confronts them and the basic causes that produce it, they'll create their own program, and when the people create a program, you get action.

Malcolm X



Who We Are

Kingmakers of Oakland is a social enterprise born out of Oakland Unified Schools District's Office of African American Male Achievement (AAMA).

Kingmakers is committed to transforming education systems and building the capacity of people to design and implement conditions and culture to improve educational and life outcomes for Black students.

@kingmakersofoakland





We Believe

Educational transformation
is possible.

Making progress on equity
requires us to have **honest
conversations about race and
systemic oppression**, not to
lay blame, but to design more
equitable systems.





OUR CORE ASSUMPTIONS

Our educational system was not created to educate all children equally and to high standards and therefore results in “inequity by design”

The policies, practices, and cultural representations – or ways of knowing and communicating what is “normal,” “right,” and “valued”- in schools advantages some groups of students and disadvantage others

Kingmakers' Strategy is Guided By Five Core Values

LOVE

Our approach is first and foremost rooted in love. Love of self, community, culture and much more.

AFRICAN-CENTERED

Understanding and being connected to our history, community, humanity, and soul is key in shaping a positive Black identity especially within an academic context.

KING-CENTERED

Black boys will always be co-creators of this work; their voices are valued as much as the adults.

COLLECTIVE WILL

The cavalry isn't coming to save Black boys. As members and allies of the Black community, we have a responsibility to co-create change.

PARTNERSHIP

This work doesn't scale or grow without partners and we are committed to equipping them for their journey.



Design Principles

We Believe in ...

- Rooted in Unconditional LOVE
- Historical Context Matters
- Radical Inclusion
- Process is the Product

Which requires us to ...

- Design at the Margins
- Start with Yourself
- Cede Power
- Make the invisible VISIBLE
- Create a Conspiracy of Care
- Speak the Future; Design the Future

**Healing
the
Fish,
Treating
the
Toxic
Ecosystem**





We Clean Up The Pond

By Transforming Adults

- POLICY ADVOCACY
- HIRE & TRAIN TEACHERS
- PARENT ENGAGEMENT
- NARRATIVE CHANGE



And We Inoculate the Fish

By Engaging, Encouraging, and Empowering African American Males

THE POLLUTED POND

School Culture & Conditions
Prevent AA Males from Achieving

Harsh Discipline
& Policy/Practices

Unequipped Teachers

Biased Curriculum with
Negative Framing of AAs

Discrimination & Criminalization
From Negative Media Portrayal

THE HEALTHY POND

School Culture & Conditions
Empower AA Males to Achieve

Fair and
Restorative
Justice

Engaged Instruction

Culturally Relevant
Curriculum

Positive Narrative

Fish Suffering

African American Males Cannot Thrive in Toxic Environments

- HIGH DROPOUT RATES
- LOW READING PROFICIENCY
- SCHOOL TO PRISON PIPELINE

Fish Thriving

African American Males Achieve

- INCREASED SELF-ESTEEM
- IMPROVED LITERACY
- INCREASED GRADUATION RATES



To better support Black boys, the education system must make fundamental shifts across several key drivers

Driver	Status quo	Why this must shift
 Culturally relevant curriculum & pedagogy	Most curriculum is racially biased and teachers are not equipped to create a culturally relevant learning environment	Classes are not designed to engage Black male students, impeding their learning and conveying the message schools do not care about their success
 Black male teachers	Only 2% of U.S. educators are Black males	Students achieve better outcomes when they see themselves reflected in their instructors and educational staff
 Youth voice & leadership	Students are not seen as experts of their own experience, and therefore are not given agency over their educational experience or engaged as leaders	Districts are not learning from Black male students' perspectives, feedbacks, or fostering their leadership potential
 Community & family engagement	There are limited avenues for families and the broader community to engage as partners in their children's education	Community engagement and strong family-school relationships ensure that Black male students have strong networks of support and succeed
 Narrative	Common narratives in education frame Black male students as failing (rather than the system failing them), and negative media portrayal reinforces discrimination and criminalization of Black males	Negative narratives influence how adults perceive and treat Black male students (e.g., disproportionate suspension) and how they view themselves
 Policy	Current policies were not designed to support Black male students and frequently have disproportionate impact on them (e.g., school discipline policies)	If district practices improve, but improvements are not embedded into policies, progress is unlikely to be sustained as leadership turns over

Note: Kingmakers may continue to identify more drivers over time

Accomplishing this work requires organizing a **cross-functional, intergenerational coalition** committed to Kings



The seven stakeholders that make up this cross-function, intergenerational coalition collectively have a powerful influence on students' lives – including students themselves.

In each community that Kingmakers works, we seek to identify and support a team that consists of representatives across these stakeholder groups (referred to as the “district team”).



Kingmakers' Key Drivers Toward Systemic Change for Black Boys

Intermediate outcomes on key drivers:

Transform the education system & culture...



Long-term outcomes:

to empower Kings to attain:



Academic achievement

Sense of belonging

Increased self-efficacy

Positive cultural identity

Collective responsibility

Ultimate impact

Primary:

Kings internalize and lead from their sense of brilliance and beauty, and express their innate greatness

Additional:

All students benefit from having an improved education system and culture

To advance these outcomes, Kingmakers supports districts and education nonprofits, and shifts the national narrative

PROVIDE SYSTEMIC SUPPORTS FOR SCHOOL DISTRICTS

- **Consulting to support community and system leaders** in transforming the education system, structures, culture, and conditions across key drivers
- **Cross-district learning collaborative** to foster best practice sharing and relationship building
- **Support on targeted strategies for key drivers** (E.g., culturally relevant curriculum adoption & implementation)

REWRITE THE NATIONAL NARRATIVE

- **Biannual convenings** to immerse leaders in Kingmakers' approach and build collective energy for the work
- **Strategic communications** to lift up trends and best practices to the field
- **Platform for Kings' art & entrepreneurship** to support youth leadership and contribute to narrative change

INFLUENCE EDUCATION NONPROFITS

- **Partnership / technical assistance** with other district-serving nonprofits to support them in improving their effectiveness with Kings, and understanding the key drivers

All areas of Kingmakers' work are interconnected
(e.g., convenings elevate insights from districts)

It's Coming



Anthony Johnson,

OUSD Early Literacy King

Panthers Baseball, AAMA MDP Alumni, SLC Alumni,
ManUp alumni



Peace and Blessings.

My name is Anthony Johnson.

I am a 23 year old college student from Oakland, Ca.

Currently I am enrolled as a Junior pursuing a degree in Ethnic Studies with a minor in Public Health from California State Sacramento. In the near future, not only do I plan on being a middle school teacher but I also plan on being a trailblazer in my community. During my trailblazing years, I want to combat social disparities such as mental health, school to prison pipeline tactics, homelessness and so much more. In order to change the future you have have to be willing to change the minds of the future and that work starts in the classroom.

Panthers Baseball









Panthers Baseball



Can U see the PRIDE in the PANTHER!









YGB

(Young, Gifted & Black)

MDP

(Manhood Development Program)

&

ManUp
Conferences

MAN UP PLEDGE

I stay woke.

I am a conscious brother.
We are conscious brothers.

I expose myself to images of African-American people that educate me and motivate me to be my greatest self.

I stay woke.

I will support and engage in media that exhibit the brilliance of African-American people.

I am encouraged and empowered to create media that illustrates the richness of my culture. I understand that my culture influences the entire planet.

I stay woke.

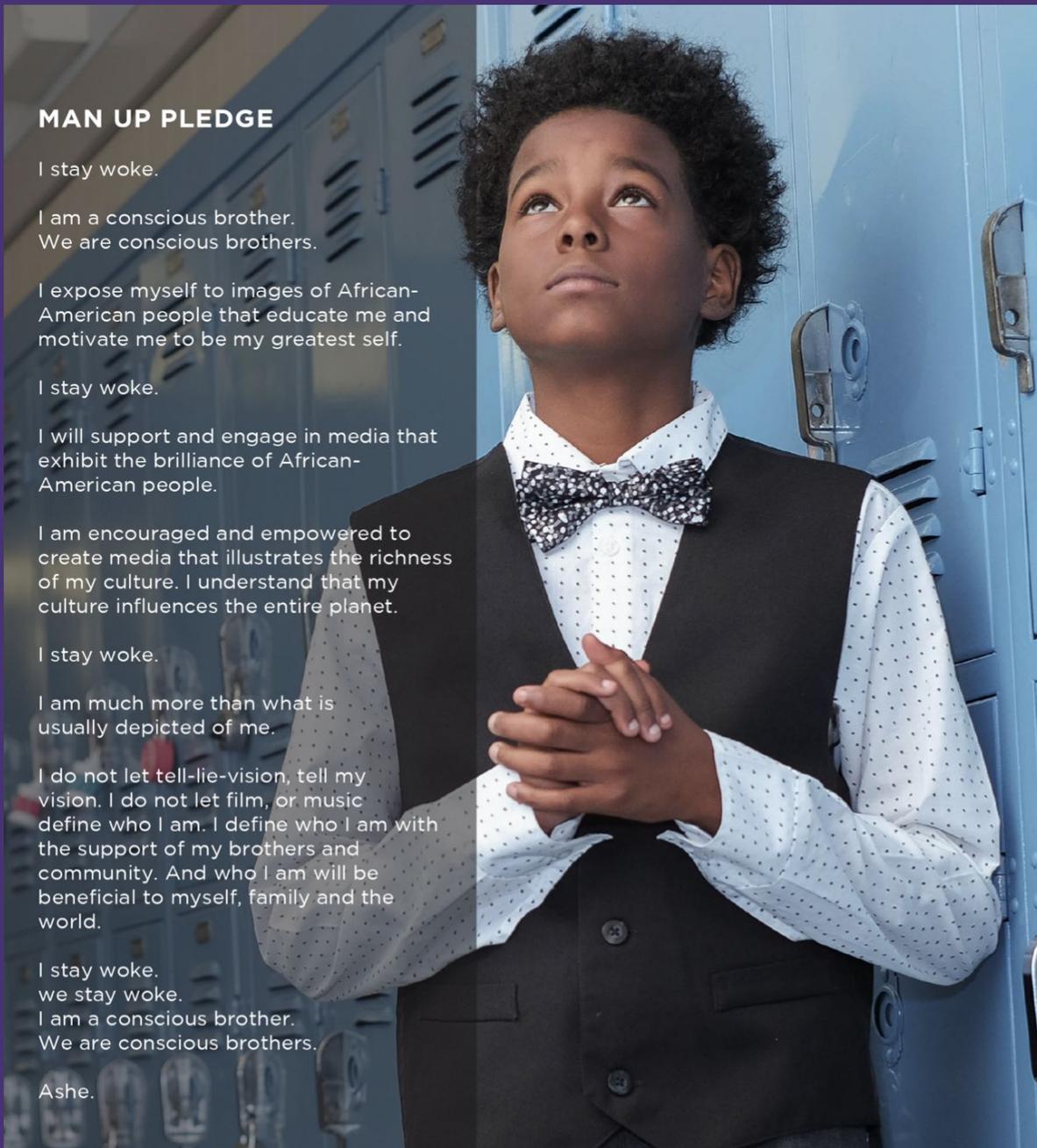
I am much more than what is usually depicted of me.

I do not let tell-lie-vision, tell my vision. I do not let film, or music define who I am. I define who I am with the support of my brothers and community. And who I am will be beneficial to myself, family and the world.

I stay woke.
we stay woke.

I am a conscious brother.
We are conscious brothers.

Ashe.



Kahlil Chatmon,

OUSD Early Literacy King

Panthers Baseball, YGB, AAMA MDP Alumni, SLC Alumni,
ManUp alumni, KOO Street Team, KOO Breaking Bread host



My name is Kahlil Chatmon. I am a 21 year old native of Oakland California. Currently pursuing a BA in Anthropology, working as a media coordinator for Kingmakers, and an Early literacy king for Piedmont Avenue Elementary School.

A lifelong advocate for Black lives and liberation.



T IS FOR
TIED TO GREATNESS

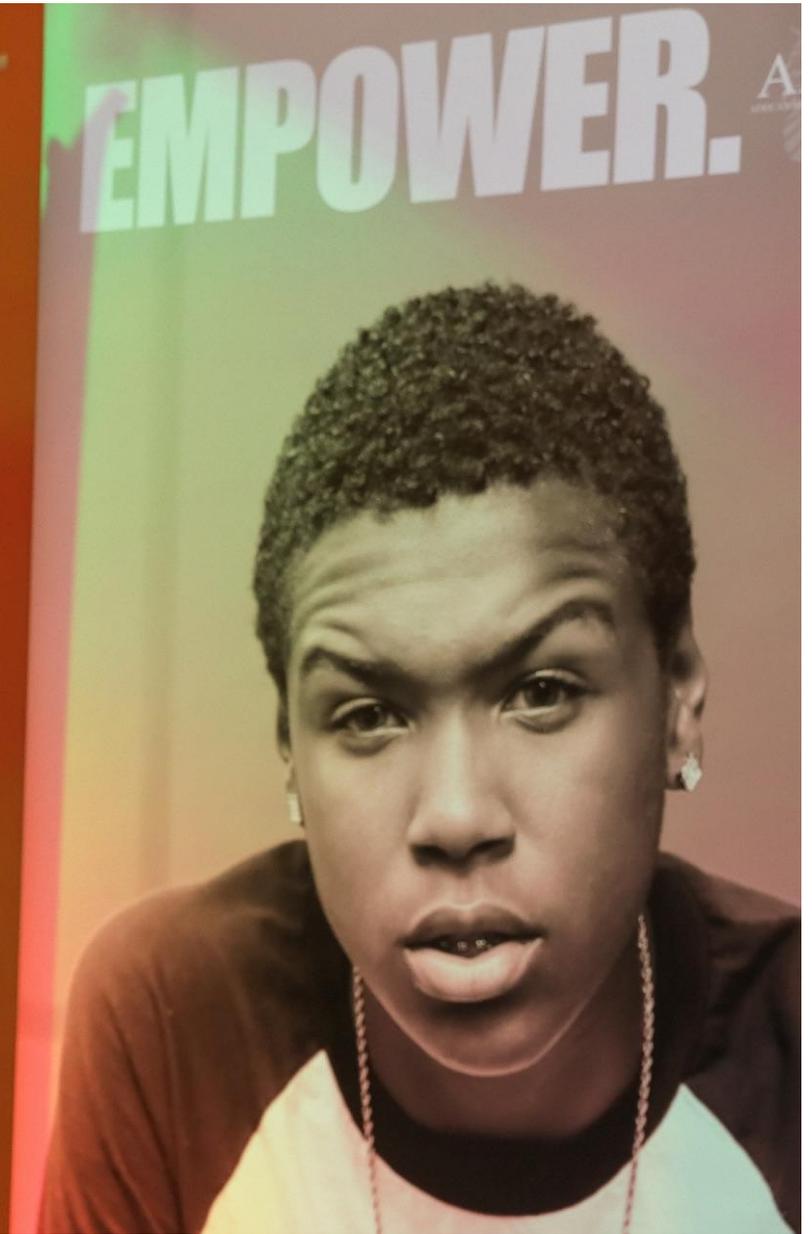


WHITE HOUSE INITIATIVE ON EDUCATIONAL EXCELLENCE *for* AFRICAN AMERICANS



Y
G
B











NOISE
FOR DR. MARTIN
LUTHER KING JR.



KINGMAKERS

"KINGS IN THE MAKING"



Victor Johnson,
OUSD Early Literacy King

YGB, ManUp Alumni, KOO Kings in the Making
ALBUM, KOO Revolution Remix EP



My name is Victor and I'm a junior at Morehouse college. I'm currently working on my major in physics and minor in math. I've been working with children and mentorship programs in the bay since I was in high school.

Listen Now

Browse

Radio

Open in iTunes ↗



Kings in the Making

Kingmakers of Oakland

HIP-HOP/RAP · 2020

▶ Preview

Listen Now

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Radio

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Revolution Remix - EP

Kingmakers of Oakland

HIP-HOP/RAP · 2020

▶ Preview





**Kingmakers of Oakland
COSEBOC
presentation at
the Javit
Convention
Center in NYC**

2 years ago

[Add categories](#)

AAMA KOO Student Leadership Council go to NYC to present at the COSEBOC conference.

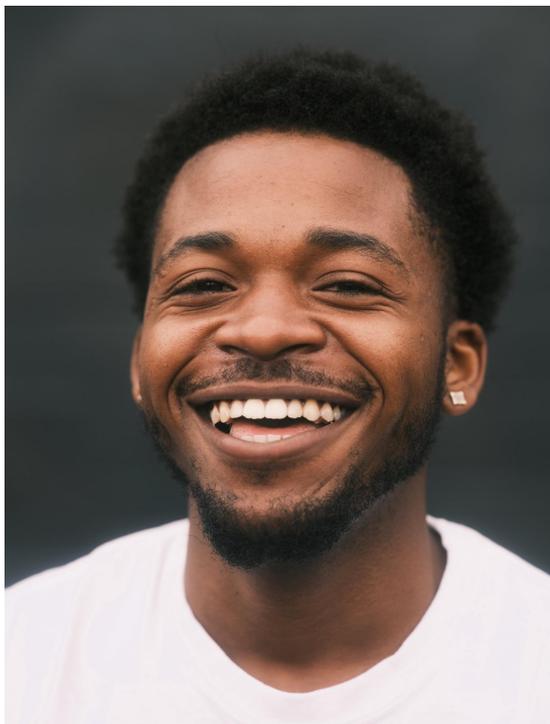
**Student
Leadership
Council
presents at
COSEBOC
New York
City
Javit
Convention
Center**



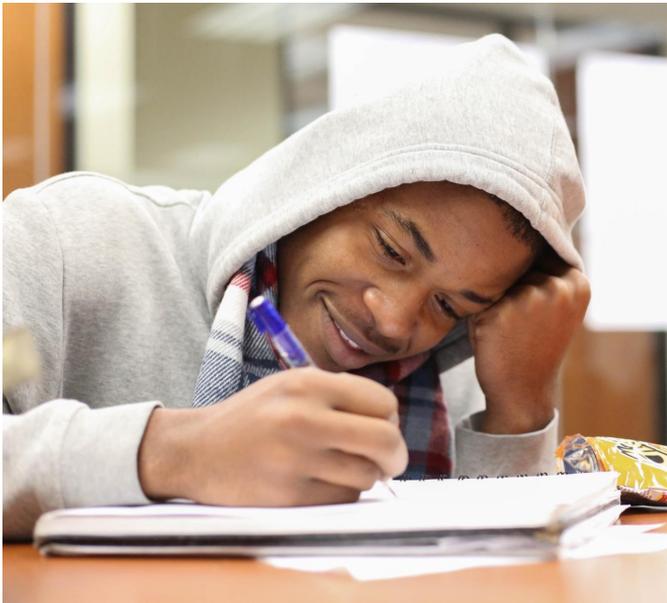
Amin Robinson,

OUSD Early Literacy King

AAMA MDP Alumni, SLC Alumni, ManUp Alumni, KOO Street Team, KOO Crossroads host



My name is Amin Robinson. I am an artist, activist, public speaker, and revolutionary. I use my art to help advocate for what I believe in and I create art that represents the people in my community and where I come from. I am also very passionate about education reform.









WANDA
LIFT YOUR
SOUND BY
AND SOUND THE IN
Too FLY NOT TO FLY
CLOSING

BLACK HISTORY IS GOLDEN

PARENTAL ADVISORY EXPLICIT CONTENT

ANKH

DUNKA HOLIC



YOU FLY NOT TO FLY





<https://www.customink.com/fundraising/kingmakersofoakland>



BLACK PANTHER CHALLENGE



1. POST a PICTURE and SHOUT OUT a POSTIVE Young KING
2. Support AAMA by donation to our T-Shirt Fundraiser
3. Nominate 5 People to Support

Use HASHTAGs

#AAMA
#BlackPantherChallenge
#KingmakersofOakland
#BlackPanther
#Oakland



September



Student Showcase at the FOX theater

Anthony Johnson,

OUSD Early Literacy King

Panthers Baseball, AAMA MDP Alumni, SLC Alumni, ManUp alumni



Early Literacy Kings

Early Literacy Kings



Brief Synopsis of Program

The Early Literacy Kings of Oakland Project creates opportunities to diversify the teacher pipeline by exploring careers in Education. Early Literacy Kings are young men of color who have recently graduated from high school in Oakland. Through a year-long program, our youngest learners are able to see a mirror representation as Kings become change agents in their communities. Our Kings support the growth of young students, while changing the trajectories of their own life. The program provides evidence-based literacy support to students while receiving robust coaching, mentoring and professional development.

Partners

OUSD, Office of Equity; Early Childhood Education; Rainin Foundation; Cares for Learning (SEEDS)

Literacy Kings

Kahlil Chatmon (Piedmont);
Anthony Johnson (Piedmont)
Amin Robinson (Allendale);
Victor Johnson (MLK).

OUSD Program Manager

Taji Brown

Early Literacy Kings

Anthony Johnson (Piedmont)



What is it?
Strive for 5
pushing for 5 questions for deeper
understanding

Early Literacy Kings

A screenshot of a Zoom meeting titled "Early Literacy Kings". The meeting interface shows a grid of 16 video thumbnails. Most participants are children wearing colorful sunglasses and making peace signs. The participants are: Abby, Miya Partido, anthony johnson, Leone Migani, deven, riley, S_blen.tewelde@ousd.org, jade, caleb, Jake joe schuman, jerry, 304948, youcef, ty davis, Jada'Milan, Hanna, 304948, Jayla Hives, and Kendrick-Kahill. The bottom of the screen displays the Zoom control bar with icons for Mute, Stop Video, Security, Participants (19), Chat, Share Screen, Polling, Live Transcript, Breakout Rooms, Reactions, Support, and an End button.

Early Literacy Kings

Kahlil Chatmon (Piedmont)



Why did you want to work with this age group?

What is something you do in the classroom that has made an impact?

2020 - 2021 School Year

Notably, we're seeing children accelerate faster at sites where Kings are than other sites!

- Alliteration and Rhyming: We're seeing children at Kings sites starting about the same raw score but experiencing stronger acceleration.
- Vocab: We're seeing children at Kings sites starting the year with a smaller score at the beginning of the year but accelerating to the same level as other sites by Winter.
- Letter sounds: We're seeing children at Kings sites starting the year with a smaller score at the beginning of the year and accelerating at the same pace of other sites.
- Letter Names: We're seeing children at Kings sites starting the year with a smaller score at the beginning of the year but accelerating passed children other sites by Winter.

Early Literacy Kings

Victor Johnson (MLK)



Why did you want to work with this age group?

What is something you do in the classroom that has made an impact?

Early Literacy Kings

Amin Robinson (Allendale)



What is it?

Why did you want to work with this age group?

What is something you do in the classroom that has made an impact?

Q & A




KINGMAKERS
OF
OAKLAND

kingmakersofoakland.org



@kingmakersofoakland

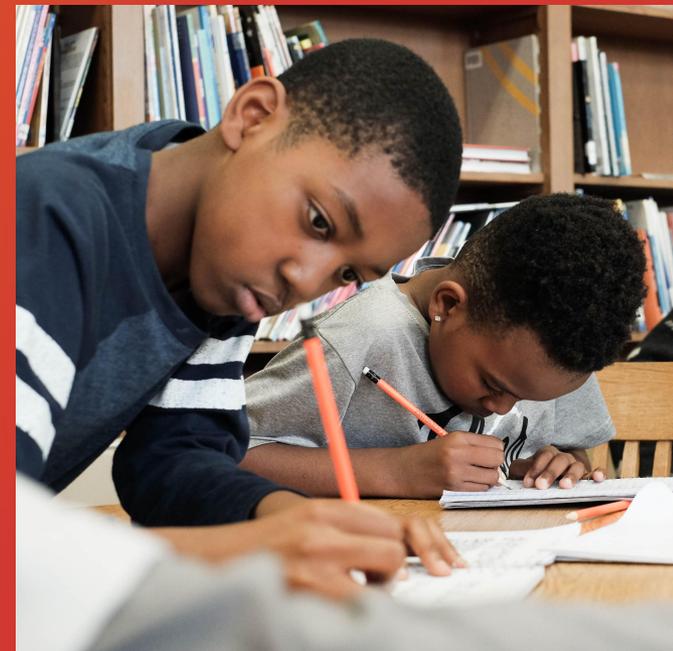
@Kingmakers

THANK YOU

Framing for our presentation today:

Journey in becoming Early Literacy Kings

- We stand on the shoulders of those came before US! - Knowing WHO and Whose you are!
- I am because we are, we are because I am - UBUNTU
- When it's all said and done there is more said than done
- Leaving a Legacy is OUR imperative
- We can't just address the leaves on a tree and expect better fruit. We have to focus on the ROOTS.



In what ways are you engaging, encouraging and empowering Black boys.

