Greetings from the National Association for the Advancement of Colored People NAACP,

The National Association for the Advancement of Colored People NAACP is the oldest civil rights organization with a focused mission that involves ensuring the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination. The NAACP works to secure that all disadvantaged students and students of color are on the path to college or a successful career by making certain students and students of color have access to great teaching, equitable resources, and a challenging curriculum. We are dedicated to eliminating the severe racial inequities that continue to plague our education system. Our ultimate goal is that every student of color receives a quality public education that prepares him or her to be a contributing member of a democracy.

To achieve these goals, the Education Committee of the national board, in concert with education chairs and leaders from across the National Association, have support, establish and monitor a four-prong strategy that improves educational outcomes and achievement for disadvantaged students. These four strategies are Increasing Resource Equity: Target funds to neediest kids, Ensuring College & Career Readiness: A path to success after graduation for all students, Improving Teaching: Growing/assisting/supporting great teachers in underserved communities and Improving Discipline to eliminate zero tolerance keeping kids in school.

We have received a national and local complaint involving the San Diego Unified School District and Porter Elementary School. The complaint and parent letters also evidentiary emails have been thoroughly reviewed by NAACP and our sentiment is of alarm and grave concern. Not only do the letters outline a pattern, history, and frequency of employee discrimination, they show parent and student discrimination.
possible incompetence/negligence and seeming blatant abuse of parent/student rights from the school employees entrusted to provide quality public education and support services within this educational environment. Information submitted by SDUSD Porter Elementary School and parents further indicates a pattern, history, and frequency of aforementioned violations. (see all documents attached)

The United States Civil Rights Act (encompassing Americans with Disabilities Act), Title VII of the Civil Rights Act and the Whistleblower Protection Act 5 U.S.C. 2302(b)(8)-(9) clearly outline unacceptable practices. These unacceptable practices include discrimination, segregation, retaliation, profiling, and the like based on race/color, sex, religion, status, disability and prohibit negative behaviors stemming from these identifying factors. They directly prohibit the practices aforementioned while providing protection under the law and disallowing the inability to access services. Upon further review of state and federal laws, policies, codes, and procedures. Students are not to be disallowed from receiving a Free Appropriate Public Education and any violation of the Individuals with Disabilities Act (including denial of parent chosen advocates) is prohibited. Regarding CA Education codes 51100-51102 parents have the right to support through meaningful collaboration and language barriers do not exclude them from exercising these rights. Rights under Federal law and also granted by CA Education codes 51100-51102 not only identify that parents “have the opportunity, as mutually supportive and respectful partners in the education of their children within the public schools, to be informed by the school, and to participate in the education of their children” 51101 (a)(d), but they also clearly support meaningful collaboration, parent advisory committees, and the family community engagement framework(basic implementation to innovative implementation).

Further review of all evidence (attached) provided to NAACP in connection to SDUSD Porter Elementary School and reliance upon the United States Civil Rights Act (anti-discrimination law), SDUSD Board Policies and Procedures(not to exclude safety protocol per school sites), FAPE&IDEA, Federal and State(CDE) family community engagement, CA Education codes 51100-51102(not to exclude other pertinent applicable codes), display violations, discrepancies and disparities that are of huge concern to our national organization. and parents

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possibly many others have the rights and provisions of services and protections under the law.

It is the formal recommendation of the NAACP that an investigation is launched immediately to protect the rights of [redacted] and parents. Not only should the investigation be conducted on the merit of those who were indicated as unsupportive and discriminatory in the evidence provided, but the parents and [redacted] should be able to bring testimony to their experiences as well. It is also the formal recommendation that those who are involved in discriminatory/retaliatory/segregative behaviors cease and desist immediately. It is the formal recommendation of the NAACP that the parents invoke their rights to form a committee, collaborate and establish a site based Special Education Advisory Council with LCAP/SPSA accountability under family engagement goals and any other goals pertaining to the students and their measurable academic performance. It is also the formal request of NAACP that the school site safety plan be reviewed, the recommendation that it be implemented and revised to support the students and staff at SDUSD Porter Elementary School. It is highly suggested that the school psychologist’s and IEP team’s assessments (past and present) be investigated per validity of the several parent letters given to our national organization.

Please let us know how we may assist and support in the facilitation of our recommendations and requests.

Respectfully,
Christina Laster-MBA 02/05/2019
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