

BEYOND JUST LISTENING TO YOUTH VOICE

FROM IDEAS TO ACTION



ASHEVILLE  
CITY SCHOOLS  
FOUNDATION

# WHATEVER IT TAKES

Our mission is to collaborate with our community to do whatever it takes for all Asheville City Schools students to thrive.



# STUDENT INTRODUCTIONS

NANCY MEMBRENO



REAP & DREAM TEAM

DREAM & BOARD MEMBER



JUVAE MULLINGS

PAIDEN CASTELBLANCO



REAP & BOARD MEMBER

# AFFECTIVE OPENER

Think about a time when you felt heard  
& taken seriously as a young person.

Tell your partner about that time and  
how it made you feel.



# GENERATION Z

- Tech-savvy
- Most diverse
- Community vs. self oriented
- Most empathetic
- Commitment to community wellbeing
- Resilient
- Determined to improve democracy, change the world



# WHY LEADERSHIP STARTS IN ADOLESCENCE

SALVADOR LOPEZ  
REAP AMBASSADOR



Gifts of their stage of  
development: authenticity,  
passion, innovative thinking,  
identifying say-do gaps

KEJUAN HAMILTON  
DREAM TEAM MEMBER





TEACHING ARTISTS  
GRANTS TO EDUCATORS



IN REAL LIFE AFTER-SCHOOL  
COMMUNITY ENGAGEMENT



RACIAL EQUITY AMBASSADORS  
DREAM TEAM MENTORS  
COLLEGE SCHOLARSHIPS  
ACSF BOARD OF DIRECTORS  
ALUMNI CENTER

# LEADERSHIP CONTINUUM

# RESPONSES: STUDENT BOARD POSITIONS

In 18-19, we invited students onto our board of directors. ACS representatives included in our bylaws act as an avenue for student representation.

JOE HANLON  
CLASS OF 2019



IVAH TYSON  
CLASS OF 2020



SETH BELLAMY  
CLASS OF 2021



KATE BUYS  
CLASS OF 2021



PORSHA CARTER  
CLASS OF 2022



# MENTIMETER.COM

ENTER CODE: 5325 0263



What are three words to describe a  
board meeting you've attended?

# BOARD OF DIRECTORS

## EXECUTIVE TEAM



JULIE KOENKE



PATRICK BAHLs



ROB LAMB



AMIERIS LAVENDER

## ACS REPRESENTATIVES



JAMES CASBY  
INTERIM SUPERINTENDENT



JAMES CARTER  
ACS BOARD CHAIR



RUAFIKA COBB  
PRINCIPAL JONES  
ELEMENTARY

## DIRECTORS



DEBBIE ELLIOTT



MELISSA KLEDIS



NÉIDA LÓPEZ-  
FERNÁNDEZ



D. TYRELL MCGIRT



SARA METZGER



AMANDA PATTANAYAK



XIMENA ZULAY DEL  
CORRAL SMITH  
MULTILINGUAL LEARNERS/  
ESL PROGRAM



SHAWN WINEBRENNER  
JONES ELEMENTARY  
ART TEACHER

## ACS STUDENT LEADERS



JUVAE MULLINGS  
SILSA 12TH GRADE



PAIDEN CASTELBLANCO  
AHS 11TH GRADE



BELLA GLOVER  
AHS 10TH GRADE



IRENE (JENNY)  
PICKENS



JEN RHODE WARD



LANDON WARD



SHERMAN WILLIAMS



ROLAND (TRE)  
BRODAS WILLIAMS III



DEBORAH WRIGHT

# RESPONSES: RACIAL EQUITY AMBASSADORS

In 20-21, students, Seth Bellamy and Miranda Williams, founded the Racial Equity Ambassador Program (REAP); an evidence-based model for student leadership and increasing culturally responsive teaching.

SETH BELLAMY  
REAP CLASS 2021



MIRANDA WILLIAMS  
REAP CLASS 2021



AMRIT BROWN  
REAP CLASS 2022



SAVANNAH HAGEN OHBI  
REAP CLASS 2022



RACIAL EQUITY AMBASSADOR PROGRAM

# THE ASHEVILLE

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## 1. VISIBILITY

MAKING EVERY STUDENT FEEL  
ACKNOWLEDGED AND INCLUDED IN  
THE CLASSROOM

## 2. CONNECTING <sup>TO</sup> STUDENT LIVES

MAKING LINKAGES BETWEEN  
CLASSROOM CONTENT AND STUDENTS'  
EXPERIENCES AND PERSPECTIVES

## 3. CHECKING <sup>FOR</sup> UNDERSTANDING

USING STRATEGIES THAT ENSURE  
EVERY STUDENT UNDERSTANDS AND  
CAN DO WHAT IS EXPECTED OF THEM

## 4. ENGAGING STUDENTS' CULTURES

INCORPORATING POSITIVE ELEMENTS OF  
STUDENTS' CULTURES INTO CLASSROOM  
LEARNING AND COMMUNITY BUILDING

## 5. ADDRESSING RACE <sup>J</sup>RACISM

TALKING OPENLY ABOUT RACIAL  
DYNAMICS AND HOW THEY IMPACT  
THE STUDENT EXPERIENCE

## 6. CONNECTING <sup>TO</sup> FUTURE SELVES

HELPING STUDENTS IDENTIFY THEIR  
FUTURE PATHS AND USING CLASSROOM  
EXPERIENCES TO GUIDE STUDENTS  
TOWARDS THEIR PERSONAL GOALS





RACIAL EQUITY AMBASSADORS

# RESPONSES: DREAM TEAM MENTORS

In 19-20, Nieva introduced a model for near peer mentorship. The DREAM Team was founded to pay high school students to mentor middle schoolers in the IRL After-School program.



# LESSONS LEARNED

SPADE CIPRIANO  
REAP AMBASSADOR

DOS



- Be present
- Provide Structures for Listening- ask questions
- Students need practice and allies
- Show how student input has changed your practices
- Put students in positions to solve problems - remove power hierarchy
- Lead by showing all your staff the importance of student voice- ask “who needs to be on board for this to be effective?” ex: athletic coaches
- Compensation is key

# LESSONS LEARNED

## AVOID

- Defensiveness- getting “hooked”
- Performative Listening to check a box
- Not creating clear processes/ structures for action
- Entering into listening with your own solution or ideas already decided

ANTHONY FREEMAN  
REAP AND SCHOLARSHIPS



# Q&A

What is one idea you have for including more student leadership in your organization ?



# THANK YOU

WWW.ACSF.ORG



WEBSITE

INSTAGRAM



@ACSF828

@ACSFFOUND



FACEBOOK