

# **JEFFERSON COUNTY OFFICE OF CIVIL RIGHTS REVIEW**

**COMPLIANCE AND INVESTIGATIONS**

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**Dr. Georgia Hampton: Director of Compliance and  
Investigation**

# THE OCR COMPLIANCE REVIEW TEAM

- DR. GEORGIA L. HAMPTON, DIRECTOR, COMPLIANCE AND INVESTIGATIONS
- JOHN MARSHALL, ASSISTANT SUPERINTENDENT, DIVERSITY, EQUITY, AND POVERTY
- DR. ROBERT RODOSKY, CHIEF, DATA, MANAGEMENT, PLANNING AND PROGRAM EVALUATION
- JENNIFER WESTERFIELD, TECHNICIAN, DATA MANAGEMENT

# WHAT OCR IS ASSESSING

- “TO ASSESS WHETHER THE DISTRICT DISCRIMINATES AGAINST AFRICAN- AMERICAN STUDENTS BY DISCIPLINING THEM MORE FREQUENTLY AND MORE HARSHLY THAN SIMILARLY – SITUATED WHITE STUDENTS.”

# HOW DID JCPS GET SELECTED FOR THE REVIEW?

- NATIONAL TRENDS
- EXAMINING DATA IN LARGE DISTRICTS
- FOLLOW-UP TO 2010 REVIEW

# WHAT WE KNOW

- JCPS DATA REVIEW
- KDE CORRECTIVE ACTION PLAN
- NEW FEDERAL MANDATES

# PROACTIVE STEPS THAT PREDATE THE COMPLIANCE REVIEW

- CULTURAL COMPETENCE TRAINING
- POSITIVE BEHAVIORAL INTERVENTIONS & SUPPORTS (PBIS)
- EQUITY SCORECARD
- CODE OF CONDUCT
- COMMUNITY PLC ROUNDS



# PROACTIVE STEPS THAT PREDATE THE REVIEW (CONTINUED)

- EQUITY AUDIT (DR. ROGER CLEVELAND)
- STUDENT RESPONSE TEAMS (SRT)
- POSITIVE BEHAVIOR INTERVENTION SYSTEM
- CARDS (COMPETENCY, AWARENESS AND RESPONSIVENESS TO DIVERSE STUDENTS) PARTNERSHIP WITH U OF L
- AND OTHERS...

# POSSIBILITIES...

- STAFF, PARENT, STUDENT INTERVIEWS FROM OCR
- FINDINGS MAY PROMPT FORMAL COMPLAINT/CORRECTIVE ACTION



# OUR PROGRESS

THERE ARE 29 REQUESTED ITEMS

- ITEMS COMPLETE: 23/29 80%
- ITEMS IN PROGRESS: 5/29 17%
- ITEMS WITH REQUESTS SENT: 1/29 3%

INFORMATION IS DUE TO OCR – FEBRUARY 17, 2014