

Update on Equity Scorecard March 10, 2014

A little over 100 days ago on November 25th, 2013, Jefferson County Public School (JCPS) leaders joined community organizations, educators, parents, and business leaders to discuss the challenges of community and school district inequity.

The Envision Equity Summit introduced participants to a presentation about how demographic factors correlate to student achievement and school culture. Participants also joined group discussions to share ideas for partnerships or initiatives to address equity within the city and school district.

To ensure that activities related to the Envision Equity Scorecard have a keen focus, the department of Diversity, Equity and Poverty Programs has developed a set of “next steps”. Championed by Assistant Superintendent of Diversity, Equity and Poverty Programs John Marshall, this presentation will provide an overview of the activities that have taken place as a result of the Envision Equity Scorecard since then initial summit.

The chart displayed shows a listing of activities related to the Envision Equity Scorecard that have taken place and their alignment with the Vision 2015 Strategic Plan.

- [Internal Audits](#) are being looked at to identify best practices within schools and district offices that may lend themselves to eradicating the systemic inequities revealed by the Envision Equity Scorecard.
- [Mini-Summits](#) in greater Louisville are designed to keep the community apprised of the efforts taking place; while at the same time soliciting ideas and commitments on how organizations can utilize their resources to improve equity.
- As part of the current JCPS Code of Conduct review, [Restorative Practices](#) are being looked at as potential options for faculty, staff and administrators in dealing with behavioral challenges in our schools.
- In this work there is always a chance that we may have “blind spots” that avail themselves in missed opportunities for engagement. [Role Groups](#) representing a variety of constituencies including Principals, Assistant Principals, Teachers as well as external community members have been created to provide external perspective on the impact of activities and actions related to the Envision Equity Scorecard.
- The [Unit Coaches](#) within DEP will begin [walkthroughs](#) in selected schools using [Culture and Climate](#) and the [Culturally Responsive](#) instruments to gain further perspective into the culture and climate in our schools.

- When developing professional development out of the DEP department, our staff reviewed past training evaluations of attendees. The six most frequently requested trainings from staff are:
 - Connecting with families and Increasing meaningful parent involvement
 - Supporting students that live in poverty
 - Understanding the relationship between culture and discipline
 - Using culture of students in curriculum/lessons
 - Supporting African-American students.
 - Supporting English language learners, students with disabilities and immigrant or refugee students.
- To that end, The [C.A.D.R.E. Training Schedule](#) has intentionally been crafted to serve the needs and wants of educators and professionals within Jefferson County Public Schools.
- The [First Task Is To Ask](#) campaign is a new initiative that seeks to empower JCPS parents to become the best partners in their child's education possible. This initiative provides parents and caregivers with pointed questions to ask teachers and administrators in order to help shape the best possible learning environment for our children.

And lastly, the [Section 7 Equity Allocation](#) is an exciting development from the Envision Equity Scorecard. To talk more about its impact in the JCPS District I will defer to Mr. John Collopy, Director of Financial Planning and Management for JCPS.

The next document serves as a reference to the first sheet. The electronic version of this document submitted to the board is replete with hyperlinks to supplementary materials to further elucidate the topics of:

- Mini-Summits
- STOP Repurpose
- PLC for culture and climate
- Kentucky State University Urban School Certificate
- CADRE Professional Development
- Unit Coach Walkthroughs
- BRACES and
- Code of Conduct Review