

Diversity, Equity, and Poverty Work Session and Update

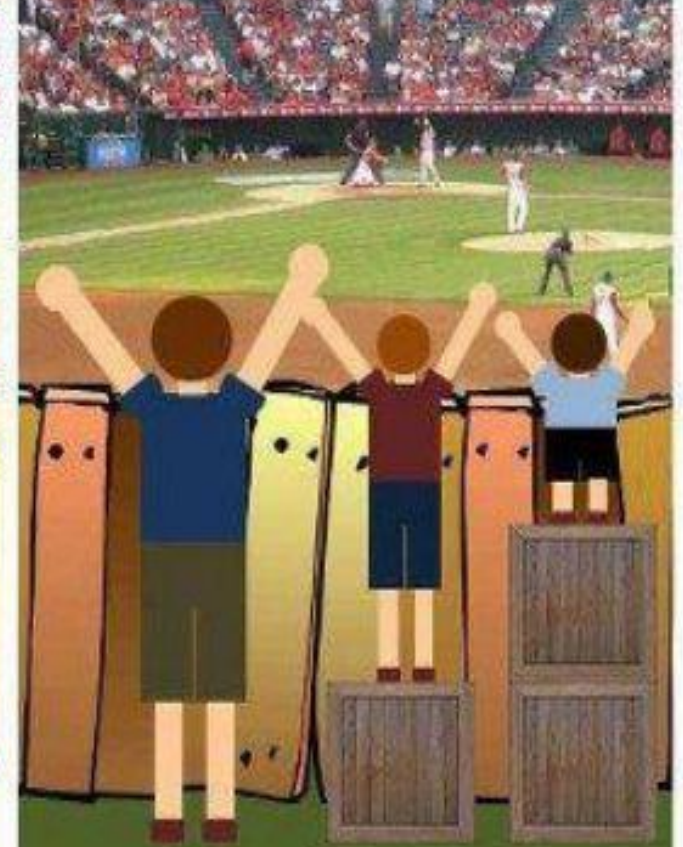


What's the **score?**

Equality



Equity



Challenge

Direct Reports

Unit	Unit Coach
Equity and Inclusion	Charles Davis
Student Due Process Safe and Drug Free Schools	Jackie Wisman
Volunteer Talent Center	Dr. Allene Gold
Compliance and Investigations	Dr. Georgia Hampton
Site Base Decision	Dr. Shawna Stenton



▪ .37% of General Funds 4,156,093.00

A large red target graphic with three concentric circles is positioned on the right side of the slide. A horizontal white bar with a red border is superimposed over the target, containing the text 'COLLEGE AND CAREER READY'.

COLLEGE AND CAREER READY

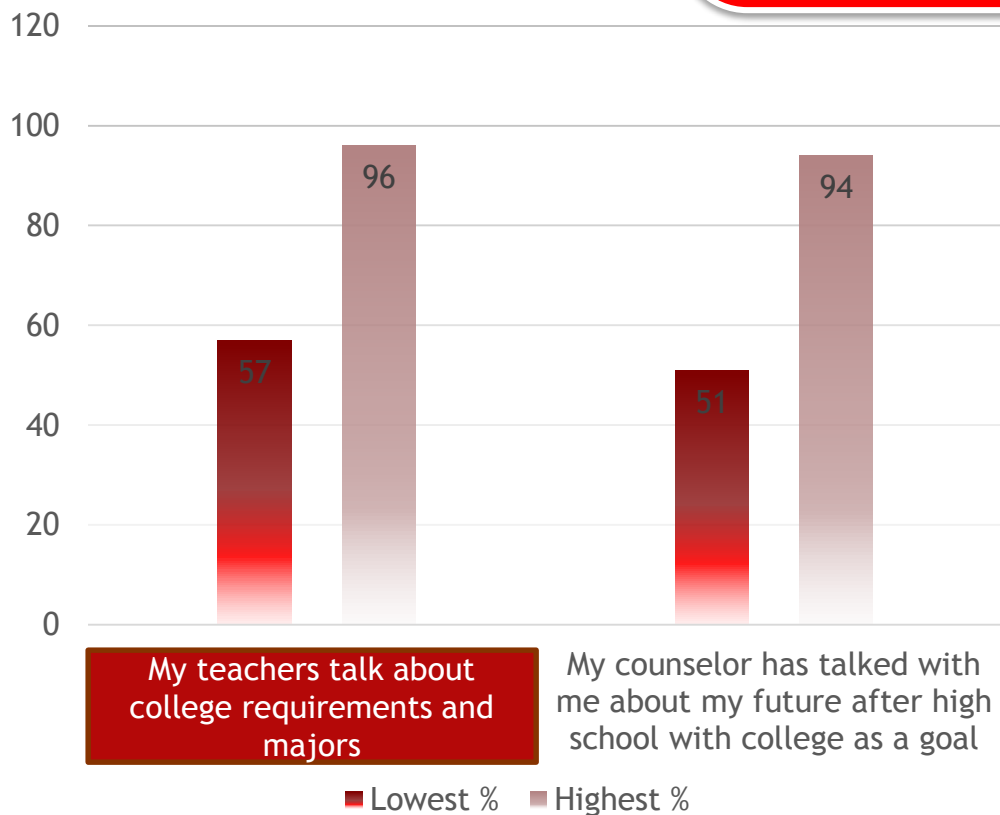
Strategy 2.2

Career pathways and dual pathways

Provide options for academic pathways and programs that will prepare students for their career and college plans.

COLLEGE / CAREER READINESS

WHAT ONE STRATEGY CAN
WE IMPLEMENT TO
CREATE A COLLEGE GOING
ENVIRONMENT AT YOUR
SCHOOL?



2013 - 2014 School year

Males of Color GPA



Non White RACE CODES	GPA 3.0 or higher	Total Population
Latino/a	42	139
American Indian	0	2
Asian	61	112
African American	158	1001
Native Hawaiian	0	4
2+ Races	7	22
Grand Total	268	1280

20.9%

Race codes	Average GPA
Latino/a	2.56
American Indian	2.29
Asian	3.04
African American	2.27
Native Hawaiian	2.37
2+ Races	2.57
Grand Total	2.37

2.71

This is the count of 12th grade seniors non-white for the EOY 2014 SY.

Success Pathway System

Move from Alternative Schools to Success Pathways Systems

Goal—create success pathways for ALL students

Independent Placement Process

Restorative Academies and Choice Academies

Choice Academies

Phoenix School of Discovery

Liberty High School

TAPP School

Jefferson County High





LITERACY

Strategy 4.1.1

Professional Learning

Communities (PLCs)

Build capacity of PLCs in the areas of differentiated instruction and assessment literacy while promoting a collective vision for and shared ownership of student success.

Advance placement courses by school

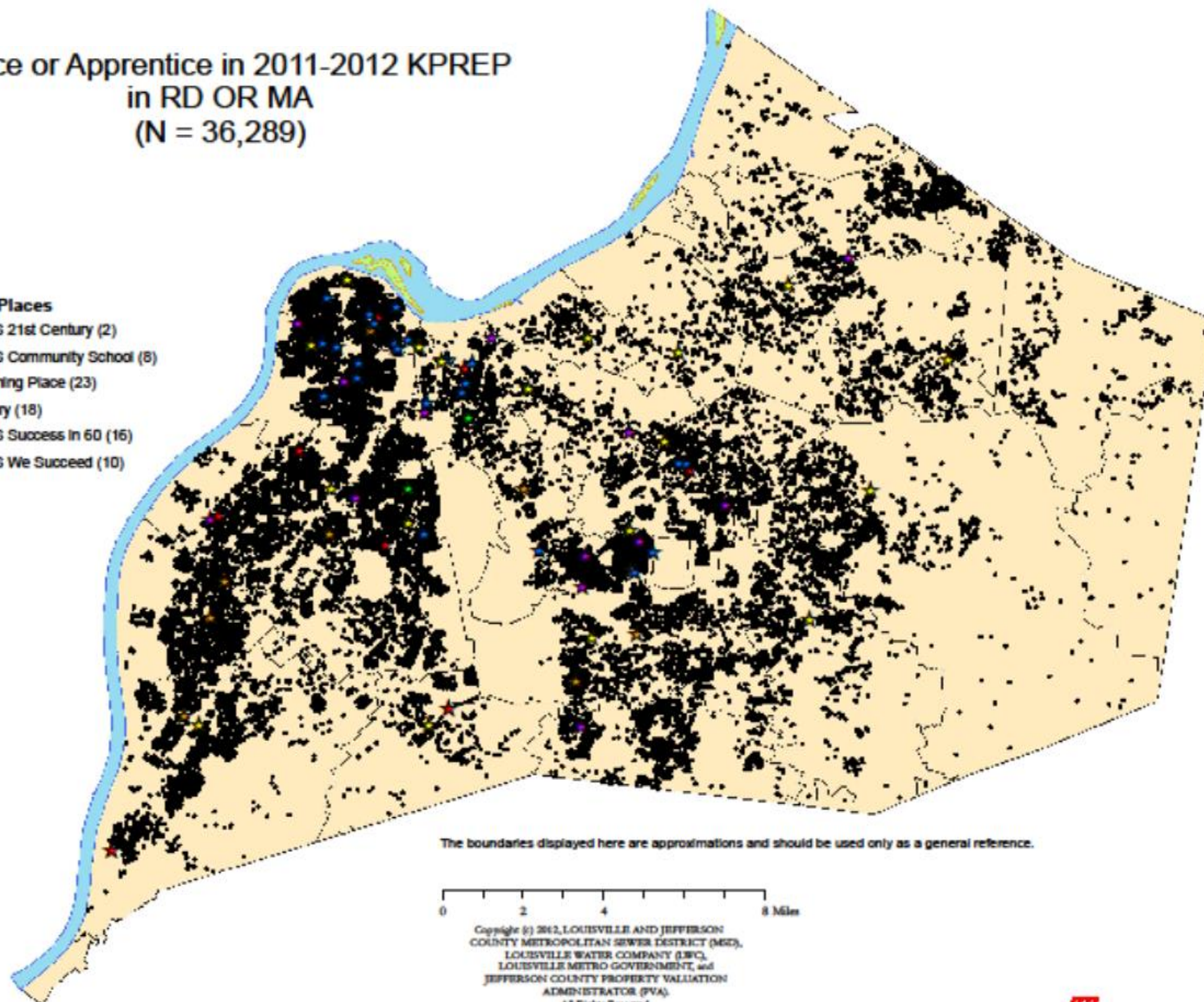
Distinct Schools offering this course																							
Westport TAPP																							
Western High School																							
Waggener High School																							
Valley High School																							
The Academy @ Shawnee																							
Southern High School																							
Seneca High																							
Pleasure Ridge Park High																							
Moore Traditional School																							
Louisville Male High School																							
Jeffersontown High School																							
Iroquois High																							
Fern Creek Traditional High																							
Fairdale High School MCA																							
Eastern High																							
DuPont Manual High																							
Doss High																							
Central High School																							
Butler Traditional High School																							
Brown School																							
Ballard High																							
Atherton High School																							
Advanced Placement Courses																							
AP FRENCH LANGUAGE & CULTURE		X					X	X				X	X			X							6
AP JAPANESE LANG & CULTURE		X																					1
AP LATIN VERGIL		X					X						X										3
AP SPANISH LANGUAGE		X					X	X				X				X	X						6
ART HISTORY AP		X					X			X		X											4
BIOLOGY (AP)		X	X	X	X	X	X	X	X	X		X	X	X	X	X			X	X			16
CALCULUS AB (AP)		X	X	X	X	X	X	X	X	X	X	X	X	X		X			X	X			16
CALCULUS BC (AP)		X					X	X															3
CHEMISTRY (AP)		X					X	X				X	X			X	X			X		X	9
COM GOV POL AP							X																1
COMPUTER SCI A AP							X																1
ENG LA COM AP	X	X	X		X	X	X	X	X	X		X	X	X	X	X	X	x	X	X		X	18
ENG LIT COM AP	X	X	X		X	X	X	X	X	X		X	X	X		X	X	x	X	X	X	X	18
ENVIRON SCI (AP)		X					X		X				X	X		X			X	X			8
EURO HISTORY AP		X	X	X			X			X		X											6
HUMAN GEOGRAPHY AP	X	X	X	X	X	X	X	X	X	X	X	X	X			X	X	X	X	X	X		19
MACRO ECON AP							X																1
MICRO ECON AP							X																1
MUSIC THEORY AP		X					X	X															3
PHYSICS B (AP)		X					X	X		X		X	X			X							7
PHYSICS C - MECH (AP)								X															1
PSYCHOLOGY AP		X	X	X			X	X	X			X	X		X	X	X		X		X		13
SPANISH3 IB	X																						1
STATISTICS (AP)		X	X				X	X		X		X	X		X	X		x	X	X			11
STUDIO 2-D DESIGN AP		X					X	X								X							4
STUDIO 3-D DESIGN AP		X					X									X							3
STUDIO DRAWING AP		X					X	X		X			X		X					X			7
US GOV POL AP		X					X	X					X			X			X				6
US HISTORY AP	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X		X	19
WORLD HIST AP	X	X		X	X	X	X	X			X		X		X	X	X		X	X	X		15
Distinct Courses for School	6	24	8	7	7	7	27	19	8	11	4	14	16	6	7	17	8	4	11	11	4	4	
P+1:33percent of Available AP Courses	20	80	27	23	23	23	90	63	27	37	13	47	53	20	23	57	27	13	37	37	13	13	

We have to be child centered not subject center! WE MUST SET high expectations!

Novice or Apprentice in 2011-2012 KPREP in RD OR MA (N = 36,289)

Learning Places

- ★ JCPS 21st Century (2)
- ★ JCPS Community School (8)
- ★ Learning Place (23)
- ★ Library (18)
- ★ JCPS Success in 60 (16)
- ★ JCPS We Succeed (10)



The boundaries displayed here are approximations and should be used only as a general reference.

0 2 4 6 8 Miles

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8/28/2012 12:12/2012
Data Management, Planning & Program Evaluation

READING ON NOVICE and Apprentice LEVEL



CULTURAL CLIMATE

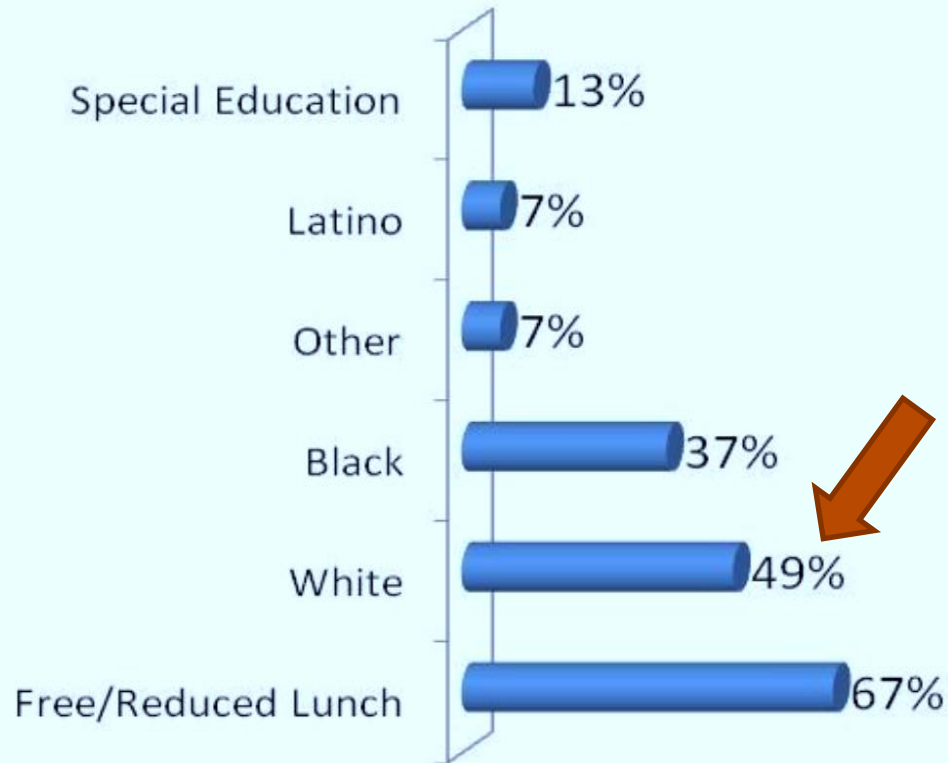
Strategy 4.2.2

Access, equity, and safety

Provide programs, services, and resources (e.g., funding, materials, high-quality teachers prepared to support diverse students) in ways that promote access, equity, and a sense of safety and security to all students in every school.

The majority of our students are black, brown, and foreign born

101,328 Students



A student's home culture is in contrast with dominant/teacher's culture.



C.A.D.R.E

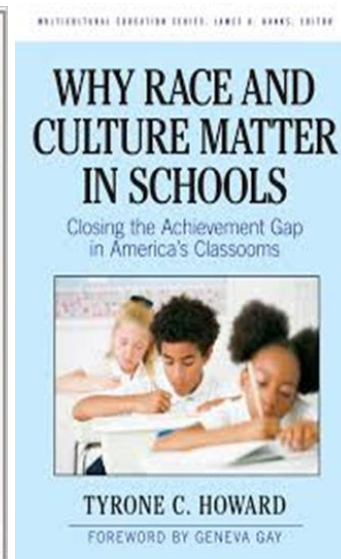
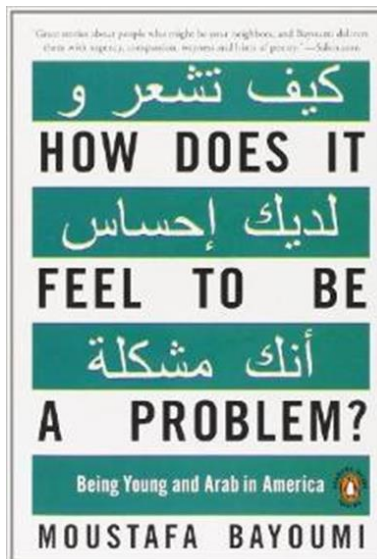


Book Study



Equity Institutes

A menu of PD designed to address culture and climate in buildings and amongst staff



The Equity and Inclusion institutes seeks to inform help, and strengthen pedagogical practices for teachers.



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CRITICAL/SUPPORTIVE FRIENDS

Strategy 3.3

Student-community enrichment

Collaborate with the community and parents to provide innovative and effective enrichment opportunities and interventions for pre-K through twelfth-grade students to extend learning in core areas as well as the arts, service learning, and personal growth.

Critical friends



Equity Council



Homeless Coalition



Human Rights Commission



Kentucky Refugee Ministries



NAACP



Quarterly Meetings with community organizations



West End Signature Partnership



Partnerships & Supports



55K



Alpha Phi Alpha Fraternity



Americana



Bellarmino University



Big Brother Big Sisters



Kentucky State University



Louisville Urban League



Metro Government



Metro United Way



Omega Psi Phi Fraternity



University of Louisville



YUM!



DISCIPLINE



Strategy 4.2.3

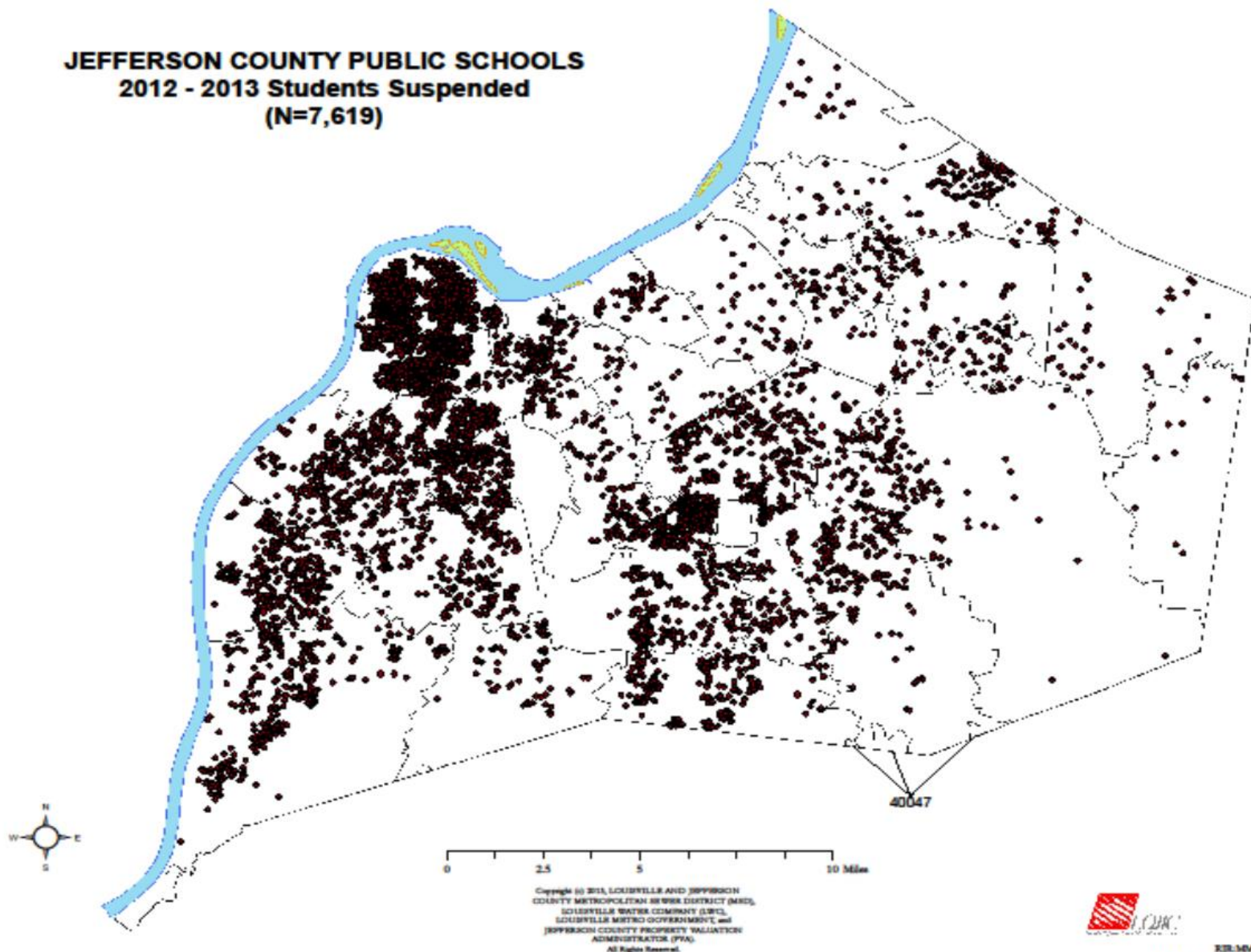
Intervention and response

Implement a coordinated system of academic and behavioral supports and interventions for students that is flexible and timely to the needs of each student for optimal success.



Lower Intensity	Higher Intensity
Elementary	
“Student was disrespectful and rude in class.”	Student broke crayons, throwing pieces at classmates; cursing at other students; tipped desk over threw papers on floor; threw books off bookshelf.”
Middle/High	
“Non-stop talking. Keeps minding the room’s business. Out of area; hollering out peek a boo!”	“Students were involved in an argument, resulting in tables being pushed and chairs being kicked and thrown.”

**JEFFERSON COUNTY PUBLIC SCHOOLS
2012 - 2013 Students Suspended
(N=7,619)**



85%

of students suspended are not proficient readers



CR - PBIS WALKTHROUGH

A walkthrough designed to gauge the inclusive climate of schools and assess the cultural mismatches that may lead to misbehavior



Restorative Circles -
A form of restorative practice that places students in circles to admit, address, and restore the damage committed



Alternative Schools
reshaping - a systemic improve the purpose, delivery, and outcomes of our alternative schools

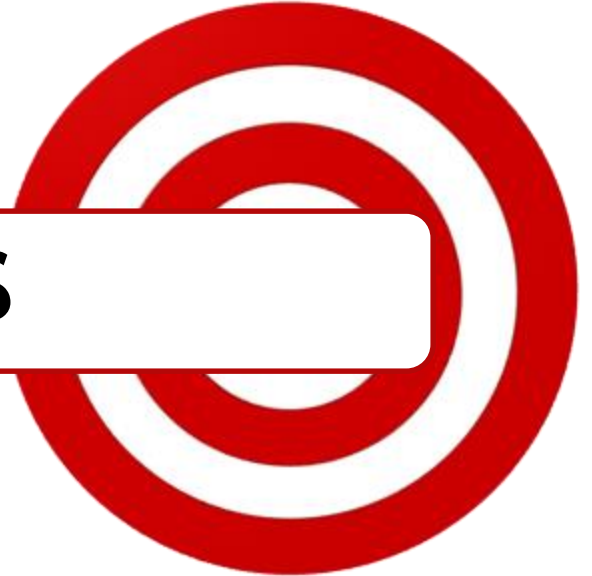


Redesign

Restorative Schools
Buechel
Kennedy
Breck Metro



EQUITY SCHOOL CARDS



Failure is not an option

Equity Scorecard and Delivery Plan

SENECA HIGH SCHOOL



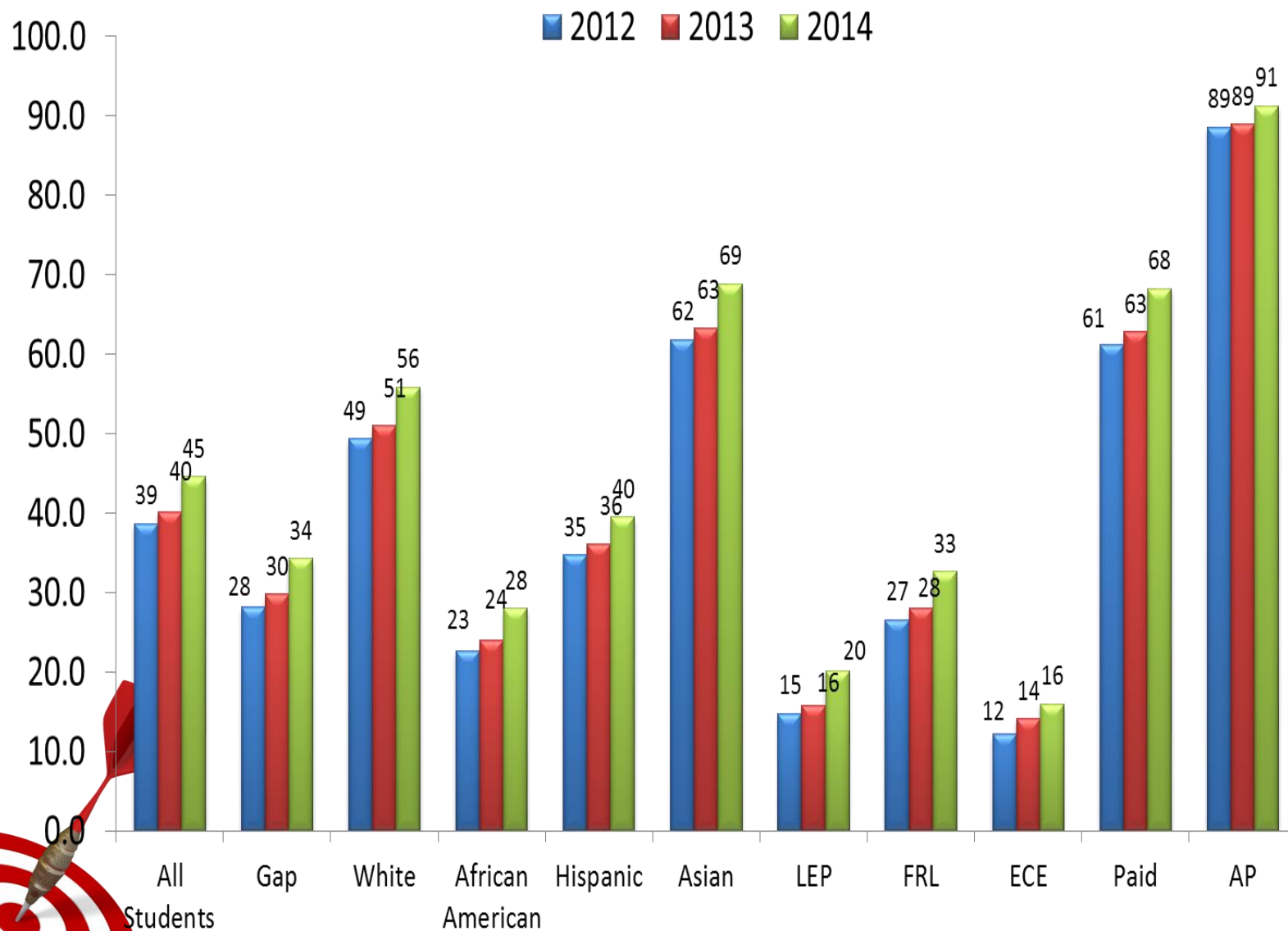


MORE TO COME AND MUST DOS

Strategy 4.2.3

Intervention and response

Implement a coordinated system of academic and behavioral supports and interventions for students that is flexible and timely to the needs of each student for optimal success.





RACE/POVERTY

FACE THE FACT THAT WE HAVE TO DO MORE - WITH INTENT TO DO IT!



Tell the whole story

- ALL MALES OF COLOR ARE NOT FAILING, GETTING, SUSPENDED, OR AJUDICATED
- ALL FORIEGN BORN STUDENTS ARE NOT NOVICE
- MANY PRINCIPALS AND TEACHERS ARE INVESTING TIME IN ADDRESSING MISMATCHES AND BIASES



BE BOLD BUT DATA DRIVEN

- SAVING MONEY DRASTICALLY IS DIFFERENT THAN SPENDING MONEY WISELY
- WE DO NOT HAVE PRIORITY SCHOOLS! WE HAVE CHILDREN WITH PRIORITIES



Questions

