

These are the Equity Council's "Top Ten" priority recommendations to the Board and staff updates to those recommendations.

Revised 5/20/15

1. Create district supports for attention to mental health issues. This emerged as the primary need for discipline, achievement, and student behaviors.

Last update: (Karen Frohoff 5/19/15) - The special education department, elementary directors, and principals of schools with HSC programs will be meeting on Tuesday, May 19th to discuss the HSC elementary programs and services for the 2015-2016 academic terms

Last update: (Faith Thompson, Doug Adams 5/19/15) The week of March 23rd-29th, 2015 partnership invitations were extended to and accepted by the following schools and community mental health agencies/providers:

- Lafayette High School Principal
- Winburn Middle School Principal
- Elementary School Principal
- Paul Laurence Dunbar School Psychologist and Counselor
- Tates Creek Counselor
- Kentucky Valley Cooperative (KVC)
- The Ridge
- Our Lady of Peace (OLOP)/Kentucky One
- Bluegrass.org
- UK Psychiatry
- The Counseling Offices of Joy Harris DBA, Inspiring You to Be...

The Mental Health Workgroup met on May 29, 2015 to discuss charge of the group. The workgroup also developed three subcommittees that are meeting at various times and locations. The subcommittees are listed below:

1. Mental Health: Tiered Strategies
2. Mental Health: Direct Services
3. Mental Health: Systemic Model

In addition, the workgroup discussed a timeline to develop a District Mental Health Service Model Framework whereby schools can utilize as a model in order to develop and implement School Based Mental Health Service Models by the 2015-16 School Year.

1. **Current Update:** (Faith Thompson/Doug Adams 6/19/15) – **School-Based Mental Health Providers** contracts disseminated to four providers to serve in focus and priority schools. Providers are as follows: Bluegrass.org, KVC, Kentucky One Health and The Ridge. Contracts have been signed and processed at the district level for the 2015-16 school year.
2. **School Based Behavioral Health Screenings Initiative (SBBHSI):** three pilot schools, MLK, BSHS and Winburn Middle. The three schools (MLK, BSHS and Winburn) completed the Screener (Gain – SS) training: 10 students were referred and we received permission

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to provide the screen to seven students. A total of nine staff was trained to provide the Gain – SS.

3. Project AWARE:

A. Conducted six trainings for Youth Mental Health First Aid with 111 individuals trained in as Youth Mental Health First Aiders so far.

B. Eleven additional Youth Mental Health First Aid trainings scheduled on the FCPS PD website

2. At the time HR routinely (as well as on request) relays minority candidate information to each school principal, the PDAC requests they might also include that school's staff diversity data. This would provide a courtesy reminder clearly setting forth each school's current diversity goal given the school's staff diversity in comparison to their student enrollment and including a compliance request, "please provide what steps are being taken to ensure your school's staff population reflects your student population" which then would be reported to the Equity Council by principals and directors.

Last update: [Meribeth Gaines, Melodee Parker 3/9/15] still on schedule for emails to go out to principals on demographics this month, as principals begin to attend staffing meetings for the 2015 2016 school year.

Current update 6/19/15 – Emails are going out to principals as they request positions to be posted. The email includes their staff and student demographics with a message from Dr. Helm reminding them of the importance of diversity in each of their schools.

3. Ensure that the Equity Scorecard is used as a tool alongside the Comprehensive District Improvement Plan during schools leadership team planning phrase.

Last Update: [Jimmy Brehm 4/13/15] The goal setting director team created a strong draft of more clearly defined goals that cover not only KPREP learning goals but extend into what we truly want from FCPS graduates. This document, still in early draft form, as improved and shared out will allow a tighter alignment with the CDIP and allow for clearly defined data related to progress of the goals to be communicated. This is powerful for the both the equity scorecard and CDIP. When creating these goals the CDIP and Equity Scorecard were used to generate the draft.

The Flash Evaluation of Assessment Team has had a 3-hour meeting and a 9-hour meeting where the foundations of a district assessment program were set and 3 assessment engines reviewed for how they meet the needs of the district. A major component is ensuring the data

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from the system ties to the learning goals of the district and allows for clear reporting to all stakeholders on frequent intervals of progress and need.

Current updates: 6/19/15 – No Update

4. Adopt a regular schedule and process for analyzing teacher and leader effectiveness data across schools to determine whether effective teachers and leaders are distributed equitably within schools and across the district.

Last update: [Jennifer Dyar and Melodee Parker 3/9/15] still on schedule for information to be shared out May/June 2015.

Current update: 6/19/15 – Evaluation due dates concluded on June 15. Human Resources sent reminder information to all FCPS administrators regarding submission of evaluations. Human Resources is working with KDE to pull the data from the state software system to provide a report on the 2014- 2015 evaluation ratings.

5. Hire a full-time monitor, who will have responsibility for staff diversification and the independence and leverage to monitor at the individual school levels and to report to the Equity Council on its progress.

Last update: [Vince Mattox 3/09/15] completed

Current update: (Vince Mattox/ Darryl Thompson 6/19/15)

Minority Recruitment and Retention Strategic Plan Update/Summary

- Participation in job fairs statewide and regionally: Kentucky State University, Tennessee State University, Fisk, Southern Mississippi, Tulane University (Gulfport, MS), Morehead State, Northern Kentucky, Urban League of Louisville., etc.
- The Associate Director for Minority Recruitment and Retention has developed a comprehensive strategic approach with clearly articulated goals and objectives that will drive strategies from the collaborative efforts of the District Minority Recruitment and Retention Team (DMRT).

The **two (2) primary goals for FCPS Minority Recruitment and Employee Retention** are:

1. to facilitate change in the employment culture for all FCPS' hiring managers by creating a workforce pipeline where high quality, highly qualified and

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highly effective minority candidates are available for employment opportunities at the district and school level.

2. to foster a diverse workplace culture where employees are valued, respected and where their talents are enhanced and harnessed for enriching and enhancing student achievement.
- Implementation and utilization of the Permanent Substitute Pool Initiative along with the creation of four (4) Permanent Substitute positions.
 - More than 30 direct emails have been disseminated of minority applicant resumes, online applications, cover letters; phone calls; and face-to-face consultations with applicants seeking employment with our district to hiring managers
 - Functionality changes have been recommended and implemented to HR as it relates to Applitrack.

The objectives that will support the implementation of the Minority Recruitment and Employee Retention Strategic Plan are clearly and comprehensively articulated in the attached draft.

6. The district's leadership team (Cabinet) should place the Equity Scorecard measurable components on their bi-weekly agenda for review of progress or lack thereof.

Last update: [Robbie Sayre and Superintendent 5/19/15] Trend oriented KPREP data broken down by subgroups was shared and discussed at the last PLC (instructional directors meeting). Gaps and improvements (or lack thereof) in the different content areas were shared and discussed. That same data was on display at the May 15th cabinet meeting.

Current update: 6/19/15 – (Vince Mattox-Cabinet) The cabinet and other essential staff have been meeting almost daily for the last two weeks to work on ideas, resources, and strategies to assist low performing schools and address the achievement gaps. Many of the measurable components of the Equity Score Card are the metrics by which these strategic discussions are being had.

7. Create an accountability-monitoring schedule with review dates and who is going to be held

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responsible and accountable for each area on the Scorecard.

Last update: [Robbie Sayre 4/24/15] all data for the equity scorecard, except drop-out data, have been delivered to the Equity Council subcommittee (Objective Equity Indicators).

Current update: 6/19/15 – The draft Equity Score Card for the 2014-2015 has been generated and it now being reviewed by the Equity Council for their approval, then submitted to Board for adoption.

8. R.E.S.E.T Panel needs a holding placement for students' reintegration into FCPS. When a student comes into the district from an outside placement late in the semester (e.g. two weeks before the end of school), there should be a transition setting to get them reintegrated into the system effectively.

Last update: (Amanda Dennis 5/21/15) - . At the last RE-SET panel meeting:

The need for a short term program was discussed, as well as several considerations and questions related to the short term program:

- Should the location be central (district housed) or spread out at individual schools?
- Short-term phase in program at the district level or a school within a school program.
- Space is a primary issue. District needs to have a short-term transition program.
- The short-term transition setting should not become a "holding tank" for students.

It was suggested that FCPS set up a Pilot program at one of the schools to monitor the short-term alternative setting, monitor and collect data on this. A question was asked about the success rate of those students returning via the RE-SET panel. Data will be collected to respond to this question. Each member was asked to make a bulleted list of ideas for the pilot program to be discussed at the next meeting in the fall.

Current update (6/19/15) – No update

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9. As a follow up on accountability and measurable outcomes reporting related to meeting **Goal No. 6**, ("By 2020 all schools/departments will employ professional staff that reflect at a minimum the diversity of the students served in FCPS."). The PDAC recommends that the new Board Report includes not only the current staff population by school, but also next to each, the student population for that school serving to make for easier viewing of where each school needs to reflect its student population and ascertain its diversity goals.

Last updates: [Robbie Sayre and Melodee Parker 2/9/15] the directors will talk with principals about the importance of hiring a professional staff that reflects the diversity of students served in their schools. Dr. Helm has talked with Mr. Woods about allowing the minority recruiter to hire minority candidates into a substitute position to get them under contract until a permanent position is achieved.

Current Update 6/19/15 (Darryl Thompson) – The Equity Council's PDAC committee's recommendation will be implemented as part of the reporting process to the Board and Equity Council.

10. Require schools with the highest gaps and directors to share the schools' gap reduction plans with the Board and Equity Council.

Last updates: [Vicki Ritchie 4/24/15] – Booker T. Washington elementary will be presenting its "Gap Reduction Plan" at the regular May Board meeting.

Current update: 6/19/15 – Millcreek Elementary will be presenting its "Gap Reduction Plan" at the regular June Board meeting.