



Racial Equity Policy



JEFFERSON COUNTY PUBLIC SCHOOLS
March 27, 2018



Committee Members

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Student representation

Purpose

To create a policy that addresses the systemic racial inequities in Jefferson County Public Schools



Timeline of Meetings

- October 11, 2017 California Community Center
- November 4, 2017 Seneca High School
- November 29, 2017 Seneca High School
- December 5, 2017 VanHoose Education Center
- January 25, 2018 VanHoose Education Center

Community Meetings

- University of Louisville
- Louisville Urban League
- National Panhellenic—Local Leaders
- Fern Creek High School
- 15K

Tenets of Policy

- Diversity in Curriculum
- Cultural Competence
- Staffing
 - Diversity/Classroom
 - Diversity
- Programmatic Access
- School Culture and Climate
- Central Office
 - Departmental
 - Resolution and
 - Commitment to Racial
 - Equity

Facilitators



Each facilitator led a discussion about a key component of the policy. He or she used research and data to drive the discussion and shape the policy.

What the Data Say



ACCESS

Black and Latino students are underrepresented in both Advance Program and Advanced Placement, and they are more likely to have less experienced teachers and fewer teachers who share ethnicity.



ACHIEVEMENT

Black students as a group score lowest on K-PREP, and Black students have the lowest rates of CCR.



CURRICULUM

Black males have disproportionately high rates of suspension, followed by Black females.



CULTURAL COMPETENCE

84 percent of JCPSS teachers are White, while fewer than half of students are White.

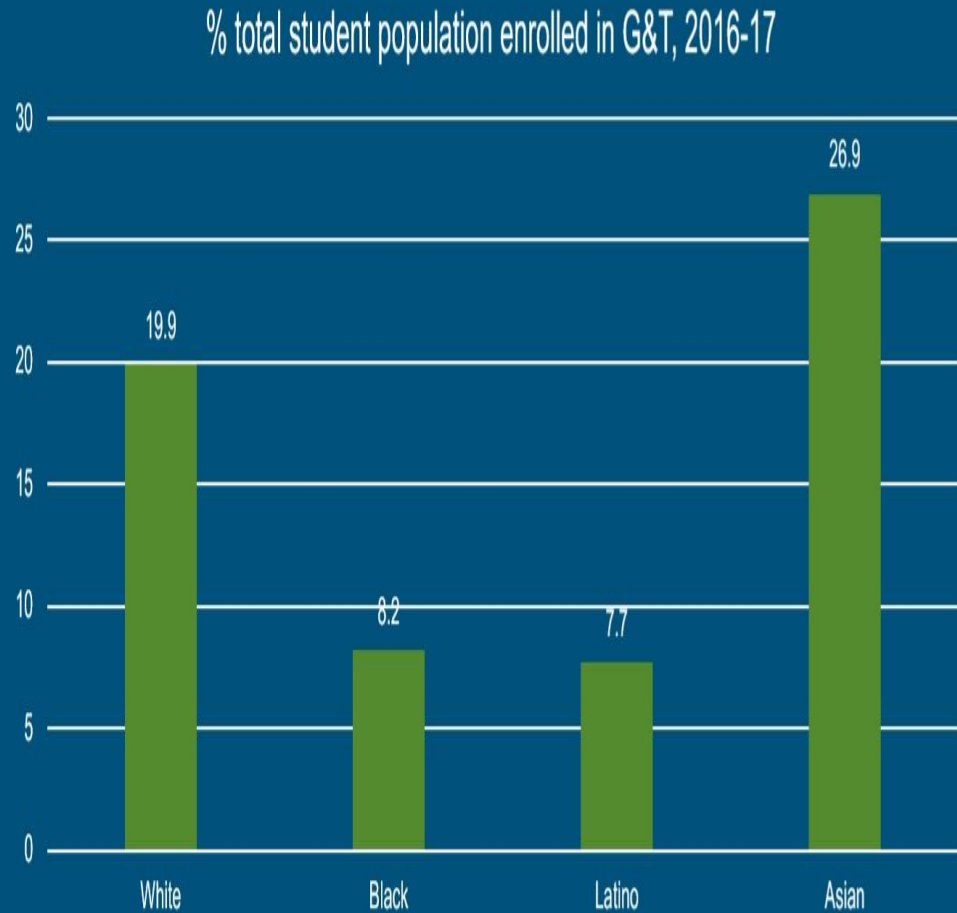
Data on Literacy and Numeracy

KPREP Combined Reading and Math (Elementary School), 2016-17

	Percent Proficient/Distinguished	
	District	State
White	59.0	55.7
Black	28.0	29.6
Latino	41.5	40.2
Asian	72.0	69.0

Source: KDE School Report Card

Data on Opportunities and Access for Gifted and Talented

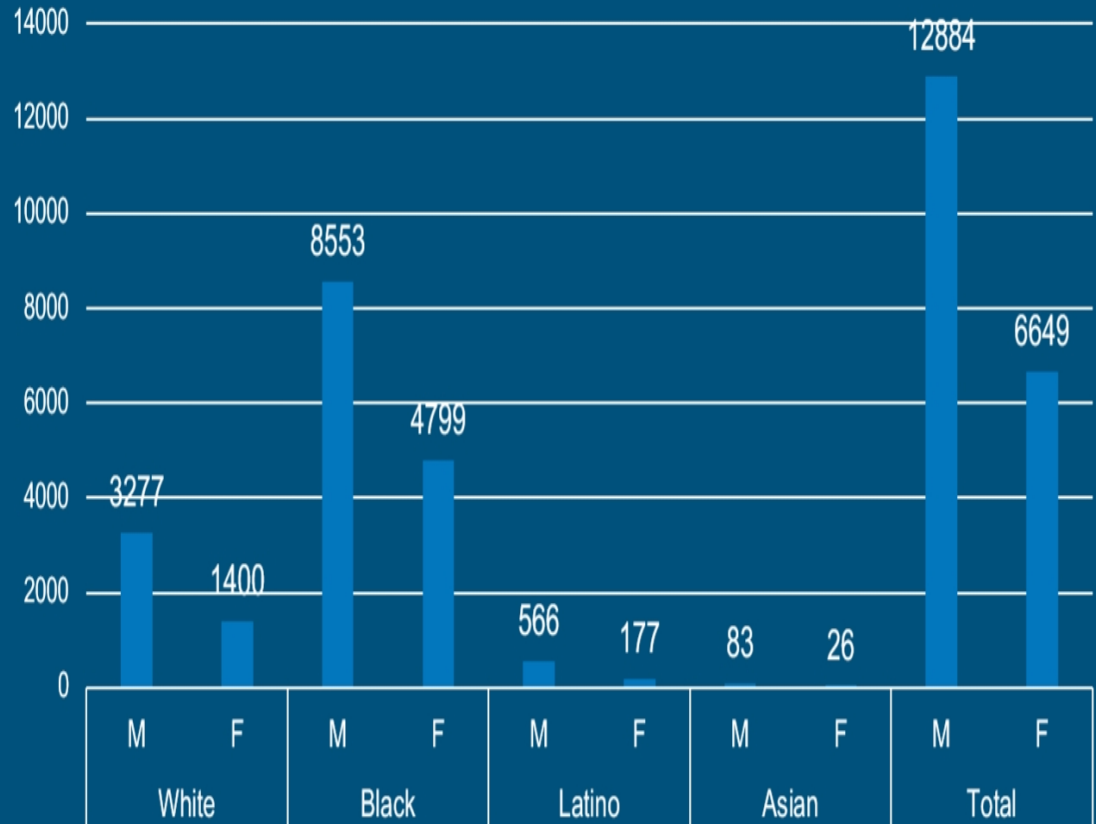


■ % total student population enrolled in G&T, 2016-17

Source: KDE and JCPS Data Books

Data on Discipline

2015-16 District Total Suspension by ethnicity and sex
(Source: JCPD Data Books)



Diversity in Curriculum

Identify, develop, use, and prioritize instructional practices.

Develop rich curriculum resources.

Create course or unit at each level.

Work with School-Based Decision Making (SBDM) Councils.

Cultural Competence Training

Provide mandatory professional development (PD) for all school and district staff.

Establish the number of PD hours devoted to Cultural Competence.

Expand the use of Restorative Practices.

Require every department to develop a Racial Equity plan.

Central Office Departmental Resolution and Commitment

Conduct regular, comprehensive reviews of board policies.

Expand mandatory training and ongoing PD training for all employees.

Designate district team to work closely with community taskforce.

Publish on district website the district's annual report on EEO in compliance with EEO.

Programmatic Access

Develop a strategy to increase the number of students of Color in Gifted and Talented programming.

Provide resources so that all students in every school have access to participate in evidence-supported out-of-school programs.

Increase the number of teachers trained in Gifted and Talented.

Language-translation services at every school.

Staffing and Classroom Diversity

Develop and implement strategies to attract, recruit, and retain racially, ethnically, and linguistically diverse and culturally competent educators/employees.

Community Commitment

- Race and Equity Council

What is it?



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Student Voice

Black Student Union—Fern Creek High School

QUESTIONS