



Jefferson County Public Schools Racial Equity Policy



April 24, 2018



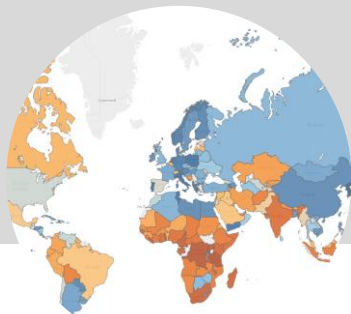
The Purpose



Access

Improve access for underserved students

GT, IB, AP, Employment, Magnet Schools, Out of School programs



Diversification

Diversify all aspects of Jefferson County Public Schools

Staff, Contracts, Classroom, Employees



Curricula/Pedagogy

Correct/Modify Curricula to be more reflective and inclusive of students of color

Create a culture of inclusion



Training

Offer training that addresses implicit bias, anti-racism, cultural competence, restorative practice, high expectations etc. ,

Equity Scorecard Utility



District Racial Equity Plan

Each district will create a Racial Equity Plan to address their (in)equities

Superintendent Accountability Reporting on Equity

Superintendent and/or designee will report to the JCBE and community about status of Equity Plan

School level Racial Equity Plan

Each school will create a Racial Equity Plan to address their in(equities)

Community Taskforce

A community taskforce will assist in district and community accountability as it relates to racial equity

Racial Equity Monitoring

Diversity, Equity, and Poverty will assist in monitoring and developing district, city, and school level Racial Equity Plan

Implications and Opportunities

Deeper Learning

Alignment

The Racial Equity Policy will fortify deeper learning by assessing student gifts, student interests, and student culture(s).

Policy Review

Racial Equity Tool

By using a racial equity tool, the taskforce will be able to assess the unintended outcomes of some of the policies that may attribute to disproportionality, mistreatment, exclusion, etc.

Practices

The Racial Equity Policy calls community and staff to review of practices the improve or impede equity.

