

# JCPS Racial Equity Plan

*Summary of District plan for each policy directive*

---

# Jefferson County Board of Education

## Findings in the Racial Equity Policy

---

- The Board acknowledges ***persistent gaps in achievement, learning, expectations, opportunities, and disciplinary outcomes*** among student groups based on race and ethnicity.
- The Board recognizes that ***Students of Color have been disadvantaged by long-standing inequities in our society***, the causes of which are multi-faceted, and reflect historical, social, and institutional factors.<sup>TM</sup>
- The Board believes that as a diverse urban school district whose student population has a majority of Students of Color, the District must take a ***systemic approach to ensure that Students of Color have equitable learning opportunities, experiences, and outcomes***.

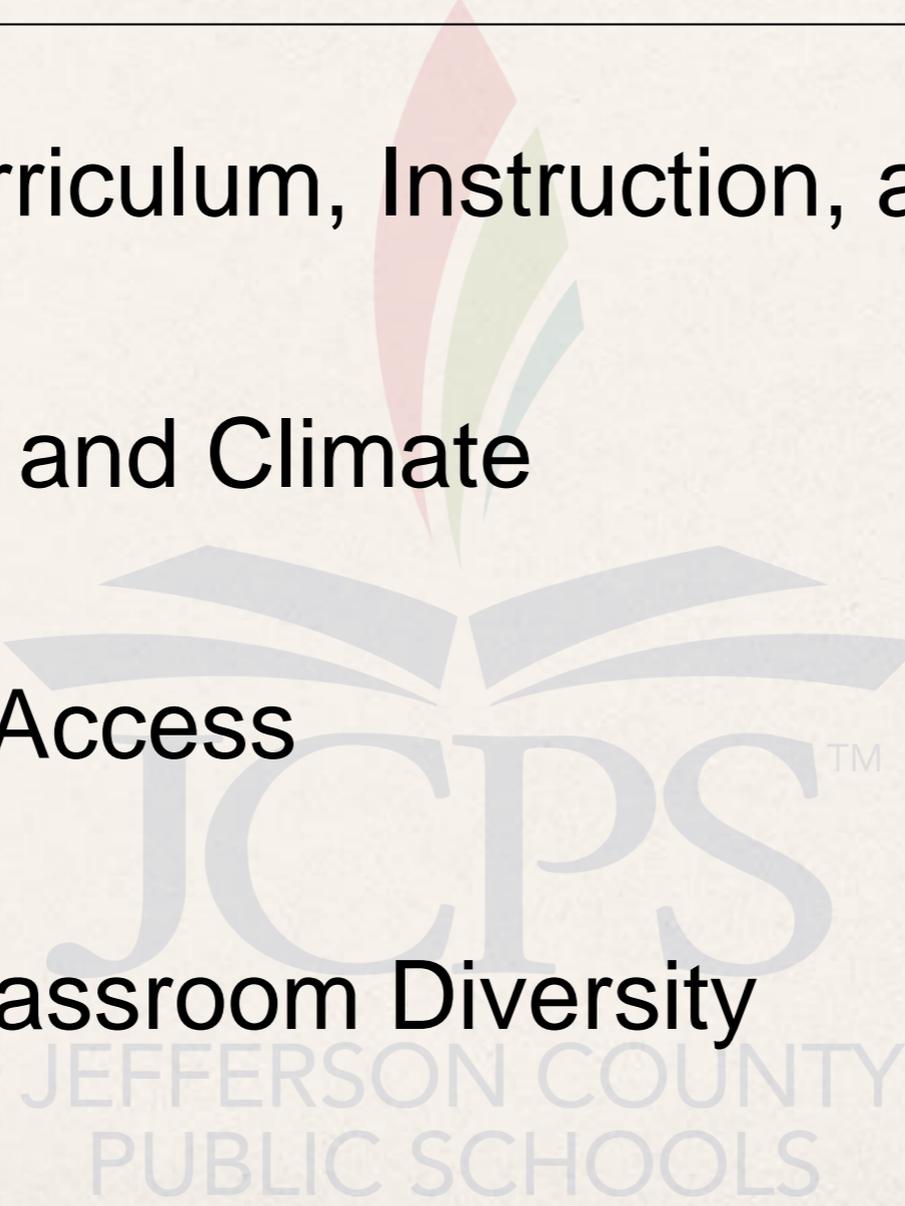
# Strategies in the JCPS Racial Equity Plan

---

- Raise the achievement of all students while minimizing the gaps among Students of Color and White students.
- Eliminate or alter school and District procedures and practices that create systemic racial disparities in educational opportunities and outcomes.
- Increase the diversity of school and District staff to more closely reflect the demographics of the District's student population.
- Improve the culture and climate of all schools, the Central Office, and all District facilities.
- Establish in all schools a culture of teaching and learning that maintains high expectations for all students and staff, promotes engagement in Deeper Learning, and provides personalized and systemic supports.
- Provide teachers and other school-based personnel with ongoing technical, pedagogical, socio-emotional, and curriculum training and support.

# Five Policy Components of the JCPS Racial Equity Plan

---

- Diversity in Curriculum, Instruction, and Assessment
  - School Culture and Climate
  - Programmatic Access
  - Staffing and Classroom Diversity
  - Central Office Commitment to Racial Equity
- 
- The logo for Jefferson County Public Schools (JCPS) is visible in the background. It features a stylized sunburst or flower-like shape above the letters 'JCPS' with a trademark symbol. Below this, the words 'JEFFERSON COUNTY PUBLIC SCHOOLS' are written in a smaller, sans-serif font.

# Curriculum, Instruction, and Assessment

---

## How will we do it?

### Student Resources

Chief Academic Officer and Chief of Schools

Ensure schools are providing students with culturally relevant resources and rigorous courses.

### Teacher Resources

Chief Academic Officer and Chief Equity Officer

Develop equity tools and provide training that will help teachers design curriculum and instruction that is culturally relevant and reflective of JCPS diverse populations.

### Systems

Chief Academic Officer and Chief of Schools

Ensure that each school has systems in place to support students in becoming transition ready.

## What is success?

- 25% increase in students enrolled in courses specifically designed to consider other cultures' contributions and perspectives (from 939 in 2018 to 1,174 in 2020) - 235 more students
- By 2020, 3,940 culturally sensitive books will be purchased for schools district-wide to ensure that traditionally underrepresented or marginalized groups see themselves reflected in school library collections
- The gap in proficiency rates between African American and White students will decrease by 3% by 2020

# School Culture and Climate

---

## How will we do it?

### Professional Development

Chief Academic Officer and Chief Equity Officer

Provide training for staff to positively impact disproportionality (e.g., implicit bias, cultural competence, trauma-informed, social emotional, restorative practices, etc.)

### Student Services

Chief of Schools

Provide services to students that are culturally/racially sensitive to help impact students lives and improve sense of belonging (e.g., health, nutrition, technology, etc.)

### Systems

Chief of Schools

Provide differentiated supports for schools to better serve students of color and other marginalized groups.

### Communication

Chief of Communication and Chief Equity Officer

Engage students, families and the community in conversations to improve culture and climate particularly for students of color.

## What is success?

- 10% decrease in suspensions of students of color (from 77% in 2018 to 67% in 2020) - 1800 fewer suspensions for students of color
- 5% increase in reported sense of belonging for students of color (from 75% in 2018 to 80% in 2020) - over 1200 more students of color reporting sense of belonging

# Staffing & Classroom Diversity

## How will we do it?

### Attract & Retain

Chief of Human Resources

Attract and retain a diverse and high-quality staff through creative and innovative partnerships and review policies and procedures to determine any disparate impacts,

### Strengthen Pipelines

Chief of Human Resources and Chief Academic Officer

Provide opportunities for career exploration and advancement starting in middle school and continuing throughout employees' careers.

### Professional Development

Chief of Human Resources and Chief Equity Officer

Support schools' efforts to impact staff diversity through training and technical assistance.

## What is success?

- 2% increase in teachers of color (from 16% in 2018 to 18% in 2020) - 128 more teachers
- 5% increase in administrators of color (from 31% in 2018 to 36% in 2020) - 31 more administrators
- 400 SBDM members trained in hiring practices to increase staff diversity annually
- 6% decrease attrition rate of teachers of color (from 16% in 2018 to 10% in 2020) - 50 more teachers will remain in JCPS

# Programmatic Access

## How will we do it?

### Extended Year

Chief Academic Officer and Chief Equity Officer

Offer extended learning opportunities that remediate and accelerate learning

### Transition Readiness

Chief Academic Officer and Chief of Schools

Ensure equitable access and inclusion in career pathways and dual credit opportunities

### Community Outreach

Chief Academic Officer and Chief Equity Officer

Engage parents and business partners to provide proactive social supports that meet student needs

### Resources

Chief Financial Officer and Chief Information Officer

Review budgets and resources to ensure equity

### Gifted & Talented

Chief Academic Officer and Chief of Schools

Identify and place more students of color in advanced courses

## What is success?

- 5% increase in students of color identified as Gifted & Talented (from 38% in 2018 to 43% in 2020) - 270 more students
- 3% increase in students of color enrolled in magnet programs (from 52% in 2018 to 55% in 2020) - 635 more students
- 3% increase in students of color enrolled in higher level courses (AP, IB, Cambridge, dual credit) (from 39% in 2018 to 42% in 2020) - 296 more students
- 5% increase in students of color participating in career pathways and graduating transition ready (from 34% in 2018 to 39% in 2020) - 368 more students
- 3% increase in students of color participating in extended learning time programs (from 77% in 2018 to 80% in 2020) - 50 more students

# Central Office Commitment

---

## How will we do it?

### Policy and Implementation

Chief of Staff and Chief Equity Officer

Support departments with development of necessary policies as they progress through their work.

### Equity Scorecard

Chief of Accountability, Research, and Systems Improvement and Chief Equity Officer

Support schools by providing training on the equity scorecard and helping principals design school level equity plans.

## What is success?

- By 2020, funding on initiatives focused on students of color will reach at least \$2 million
- Increase number of staff participating in culturally responsive/equity professional development opportunities from 3,919 in 2018 to 8,000 in 2020
- Increase number of policies and practices that have been reviewed using the Racial Equity Analysis Protocol from 0 in 2018 to 300 by 2020