

- Dr. Marshall greets council and chiefs in attendance. Chiefs present: Dr. Marshall, Dr. Horton, Dr. Carmen Coleman, Dena Dossett, Amy Dennis, Renee Murphy and Kermit Belcher
- Dr. Davis and Kadia Turner explain EMPT document to council--Dr. Davis and his team are a resource to schools when it comes to EMPT document and school Racial Equity Policy
- Dr. Marshall discusses continuum for scoring schools using a color system to rate their EMPT document
- Dr. Davis explains process schools should be using when filling out the EMPT document and its overall purpose
- Dr. Davis discusses the importance of bringing in classified staff for equity trainings and including them in EMPT document/ Racial Equity Policy
- Vanessa Mcphail introduces ebinder of pertinent documents for council. Ebinder includes REAP, district REP, JCPS org chart, upcoming dates of meetings, equity accountability for departments, and recommendations.
- Delquan Dorsey reviews comments/ questions made by the council regarding district wide racial equity policy
- Dr. Coleman discusses the equity policy in regards to curriculum/ suggested that Ryan New come to speak at a council meeting regarding revised Social Studies standards-council member asked for further information on revised SS standards/ curriculum framework
- Tyra Walker comments on district policy and asks for further information regarding how SS curriculum was developed
- Lettie Johnson asked how increased spending on academic resources that relate to racial equity purchased by schools will be monitored
- Dr. Horton discusses how school leaders will be held accountable for EMPT document and improvements in behavior data regarding AA students
- Delquan Dorsey prompts council to ask chiefs to answer their questions regarding the district policy
- Question is asked regarding what is being done about schools still using curriculum materials with dated language not culturally responsive
- Dr. Coleman talks about list of resources available to schools on where LMS can find culturally responsive literature
- Lettie Johnson asked the question if the goals in the district plan will suffice in closing racial gaps in achievement--Dr. Horton discusses steady growth
- Ms. Johnson asks how the board came to decide the percentage of growth in the goal centered around increasing achievement/ Dr. Dossett explains it was based on trend data
- Question asked regarding increased number of AA students being identified as gifted and talented--Dr. Coleman talks about changing the way in which students are identified--says that schools should have goals in their individual plans to address number of AA students in advanced placement courses

- Jasmine Drinkard comments that schools would benefit from seeing trends at the district level--in terms of areas of concern and where individual schools are in meeting their REP goals
- Shashray McCormack says she has a powerpoint that would be beneficial to put out to schools to help with expanding identification of gifted/ talented students
- Tyra Walker asks about trainings for teachers surrounding the culturally responsive way to teach AA history--Dr. Coleman says there will be lots of training--this work will be led by Ryan New
- Tyra Walker said her committee would like to see more about curriculum changes in SS for K-2 and 3-5
- Council member asks about SS teams est. to ensure consistency in the delivery of new standards/ curriculum framework --Dr Coleman discusses new monitoring systems in place/ Dr. Horton talks about additional trainings for goal clarity coaches/ Schools required to self rate regarding progress towards pillars--school data is reviewed at the district level to determine alignment of self assessments
- Council member asks about Internal policy revision to allow more time and resources for goal clarity coaches to improve their practice--Dr Coleman discusses changes to the job description of goal clarity coaches in the district--to ensure that GCCs are utilized correctly in the schools
- Council member asks which teachers will be selected in terms of who needs what training centered about racial equity--Dr Coleman explains that principals make these decisions and that DEP resource teachers help with this as well--council member asked about teachers chosen to teach the new AA history courses and their passion around the topic--Dr Horton says that while district recommendations can be made but principals/ SBDM are in charge of hiring
- Council member asks about how to increase the enrollment of non minority students in AA history classes--Dr Horton explains that this is part of culture and climate of the individual schools
- Council member asks about incentivizing teachers to attend PD centered around racial equity--Dr Coleman discusses Equity Institute and how all teachers are required to attend as well as take implicit bias training--internal resource teachers discuss topics in their monthly mobile summits--says these are well attended
- Dr. Marshall asks that the narrative be shifted so that school leaders better understand available resources centered around racial equity
- Delquan asked the question if schools need additional human resources, can they request that from the district--Dr Coleman explains that schools are expected to use their funds efficiently to staff their buildings
- **DEP will send mobile summit flyer to the council**
- Delquan asks that a few council members come to committee meeting on March 21st to speak on council's work--Ms Drinkard makes the point that it would be effective to have council members who are parents/ non JCPS employees to speak/ member nominated J Alexander

- Delquan stresses the importance of council members communicating with teams and bringing that information back to policy meetings
- Delquan asks council members to facilitate meetings moving forward/ reminds council of their role in accordance with the racial equity policy