

Racial Equity Policy New & Next Steps

Jefferson County Public Schools

September 1, 2020

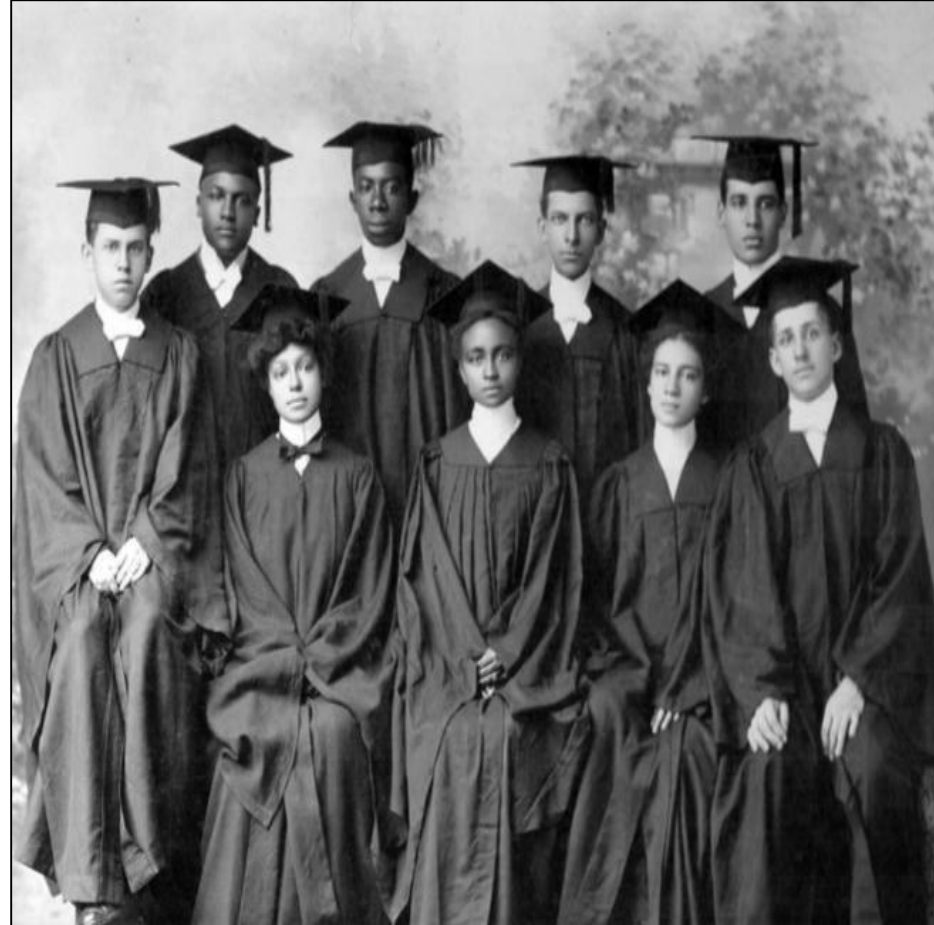
Overview

Jefferson County Public Schools adopted a Racial Equity Policy almost two years before the murders of Breonna Taylor, George Floyd, and Ahmaud Arbery. The district took a bold step in not being satisfied with racial inequities in this district and set policy, practice, and expectations in place to make sweeping change.

Change will not happen overnight, **HOWEVER...**



- Increase in students enrolled in higher level courses
- Gains in Black students having access to Gifted & Talented classes
- Increase in minority principals hired
- Increase in minority-owned business participation



Systemic & research-proven practices that improve Racial Equity

REAPS

All schools are familiar with the REAP and the process

Need to make sure it is not a performative measure

- Mascots

EMPTS

Modified and mainstreamed to build more cohesion

It is a working document and should be used to chronicle and evidence Racial Equity in schools

- Compliments the CCV
- Affirms Racial Equity Tool
- Lesson Plans

PD

Over 40 hours of Anti-Racist training offered

Building capacity for trainers throughout the district

- Focuses on intersectionality
- Provides strategies
- Demands introspection



**Black girls still have
the lowest sense of
belonging in JCPS!**



Level-setting of expectations through **training** around how schools must facilitate conversations about race/racism!

As of 8/21/20, over 7000 have completed the Implicit Bias training.

Conversations
about race and
Implicit Bias
training



Have yet to meet:

Suspensions still disproportionately impact Black and Brown students.



As of March 13, Black students were **2.9** times more likely to be suspended than white students.

Have yet to meet

Proficiency Gap

- Winter 19/20 MAP results show 31 point gap in projected proficiency rates between African American and White students in Reading and Math

Magnet Enrollment

- In 2018, 51% magnet enrollments were students of color; by 2020 there was a 3% increase to 54%.



- Social justice focus
- Paid sponsor
- Culminating activity
 - Student-led institute
 - Trip to National Lynching Memorial and HBCUs

Black Student Union
in every middle &
high school





Progress in teacher retention

Attrition rate of teachers of color
(from 16% in 2018 to 10% in 2020);
50 more teachers will remain in
JCPS.

2018-19: 14% attrition rate

2019-20: 7% attrition rate

Two positions to
support the work of
the Diversity, Equity
and Poverty division
as they help schools
and the District
focus work on equity

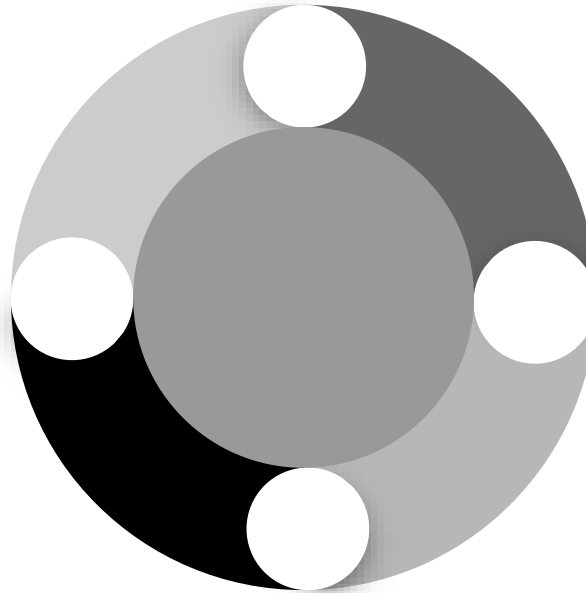
Executive
Administrator and
Manager



Bringing Racial Equity Full-Circle

Continue to move
past compliance

Have ongoing critical
conversations about
race/racism in classroom,
community, and central
office



Increase the usage of
Racial Equity
resources for
teachers

Accelerate efforts in
closing the
achievement gap

Met MWVBE Goal

Academy @ Shawnee & Iroquois High School



Policy change to detail expectations of general contractors and/or minority contractors to meet or exceed the goals set for having MWVBE participation. Penalties to be rendered should the general contractor not meet the goal. JCPS also contracts with a consultant group that specializes in MWVBE to help monitor bids and improve systems.



Policy addendum for minority-, veteran-, and women-owned businesses


Targeted **R**ecruitment, **A**dvancement, **D**evelopment, and **E**quity in the **S**killed **TRADES**

Effective July 1, 2020

- **Create a workforce mirroring our student population**
- **Expand number of skilled tradespeople from underserved and underrepresented populations**



Targeted **R**ecruitment, **A**dvancement, **D**evelopment, and **E**quity in the **S**killed **TRADES**

- 
- A black and white photograph of a woman with curly hair, smiling and looking towards the camera. She is wearing a light-colored polo shirt. In the background, there is a sewing machine on a table, suggesting a workshop or manufacturing environment.
- **Create more diverse leadership pipeline**
 - **Grow our own skilled tradespeople**
 - **Create sustainable support infrastructure**
 - **Establish an advancement ladder**
 - **Improve employee morale and retention**

A screener is designed to document/evidence Racial Equity efforts put forth by employees aspiring to become administrators in JCPS.

Equity Screener



New Leaders, Spalding University, and Louisville Teacher Residency

Looking to make this a district-wide practice!



Every central office administrator, school administrator, and teacher will have at least one Racial Equity goal in their Professional Growth Plan.



Evaluating Racial Equity

Leadership at the highest level!

#growthplans

Samples:

- Develop formal policy review cycle and ensure completion of REAPs for each reviewed policy
- Work with Human Resources to make sure a racial equity question is part of every interview in JCPS.
- Create research briefs to focus on key metrics in Racial Equity Plan

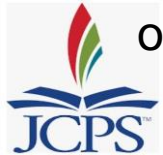


Leadership throughout JCPS!

#growthplans

Samples:

- Expand weekend services in the satellite offices for families and students
- Develop and launch a competitive Recruitment Guide for Black Candidates
- Create an initiative where (1st & 2nd year) Black teachers go to their Alma mater to recruit Aspiring Black teachers.
- Increase the percentage of Black & Brown students participating in student-led or school sponsored activities, including school sponsored clubs



- 20 teachers
- 3 weeks
- Design a P–12 framework for teachers
 - Framework
 - Black experience
 - Curriculum samples

Black Experience Framework Design Institute





Questions