



Equity Plan



Jefferson County Public Schools

Community Organizations



- National Association for the Advancement of Colored People - Louisville Branch
- Urban League - Louisville Branch
- Religious Educators
- Advisory Committee for Racial Equity
- 3 Principals
- 1 Equity Philanthropist
- 1 School Psychologist
- 3 Parents
- 2 National Experts
- 13 Internal Staff members from Diversity, Equity and Poverty



Purpose

To share with the Jefferson County Board of Education (JCBE) an Equity Plan for the reopening of school.

- Short Term
- Continual Virtual Learning
- Long Term
- Equity (Racial)
- Social and Emotional Learning (SEL)

“We understand that a plan and productivity are different. We must deliver!” —John Marshall



Short Term: 1–90 days



- Cleaning schedule communicated and dispersed throughout the school community.
- Clear and public explanation of testing schedule and guidelines
- FAFSA and Clearinghouse signing days
- Counselors for college choice/options (High Schools)
- Ease of access of the standards provided to all parents/guardians/Community Hubs
- Recount Homeless
- Ease of access to parents/guardians of a list of colleges waiving ACT/SAT
- Virtual and face-to-face tours **#newnormal**
- Communicate COVID-19 numbers by school
- Deploy available central office staff to help Title I schools (first)
- Outside time for all schools, weather permitting
- Live virtual teaching when possible
- Personal digital library for each student
- Nurse at every school, with deployment starting at high minority schools



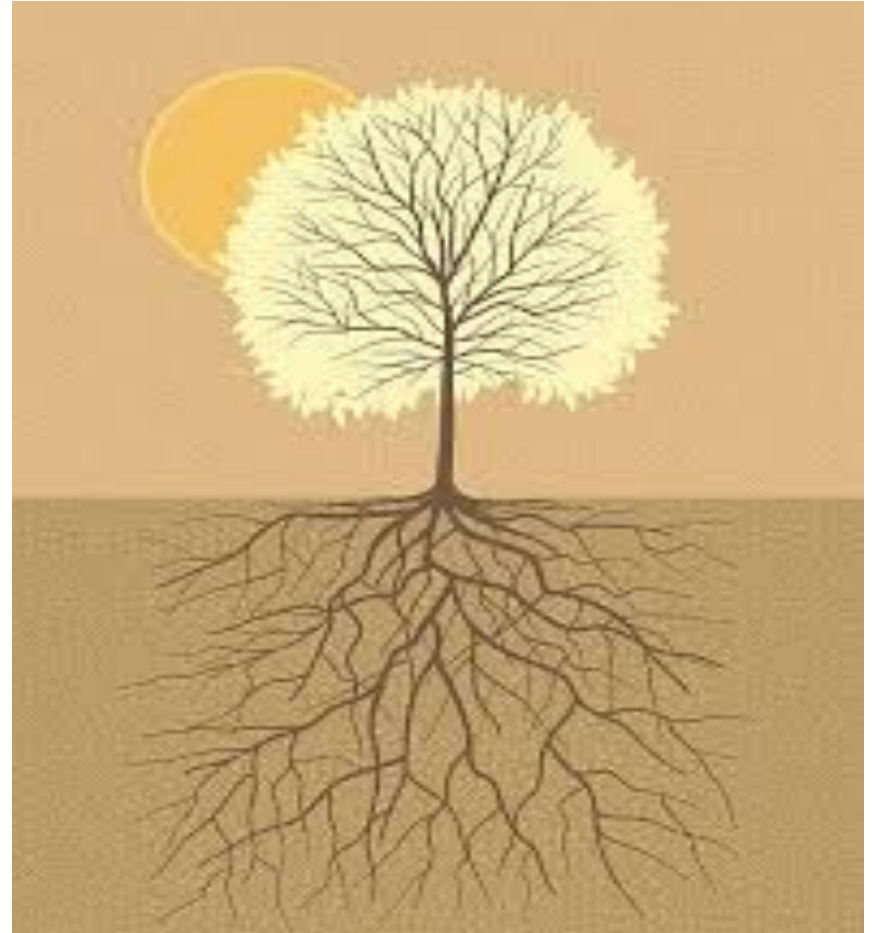
Continual Virtual Learning and Supports

- Effective virtual teaching strategies for Non-Traditional Instruction (NTI)
- Advanced Placement and dual credit offered virtually
- School-based activities are provided to virtual students as well as in-person students (including food service, mental health supports, counseling supports, etc.)
- Include Seniors in FAFSA, signing days, etc
- Counselors focus on providing same support for virtual students and face to face students
- End of year celebrations include virtual and in-person students



Ongoing SEL Support

- Publish detailed plan of support and response for students with anxiety, fear, sleep deprivation, etc.
- Opportunities for decompression time for teachers and support (i.e., therapy, group yoga, therapy dogs, etc.)
- Third meals and third bus runs
- Publish resources and guidelines for how schools will address trauma, and racial trauma, and holistic social-emotional health (per school)



Short Term and Ongoing: Racial Equity

- Earmark of CARES funding - at least \$3 million reserved for rapid response to return to school needs regarding racial equity training, culturally competent materials (Must tie in to Racial Equity Plan)
- Mandatory district-wide training on racial trauma
- Racial Equity Policy update and revision to central office goals to address impact of COVID-19
- All teachers have a Racial Equity growth goal.
- Health clinics in designated schools on weekends (partnership contingent)
- Hotline for concerns on culturally insensitive practices and racism.





Short Term and Ongoing: Racial Equity

- Identify rising second graders (of color) to be in Gifted and Talented (GT) #primarytalentpool
- Moratorium on suspensions for students in PRE K - 3 (SSBIH change required)
- Listed strategies of academic support by school for English Language Learner (ELL) students
- All extended school enrichment programs are filtered through the district's Affirming Racial Equity (ARE) tool.
- Required best practices training for strategies on teaching with culturally competent lens and reaching and teaching students who are Exceptional Child Education (ECE) and/or GT
- Student equity groups in elementary schools (name to be determined by students)



Long Term: 5 Years

- Future State is creating a specific focus on students of color to eliminate the opportunity gap
- Online classes offered on Saturday
- Transportation for all summer and after-school programs
- Weekend, summer, and after-school learning hubs
- Cover the cost of five college applications for all high school seniors
- Kindergarten recovery services
- Calendar adjustments



Future State

Future State is creating a specific focus on students of color to eliminate opportunity gaps

- Technology
- Student Assignment
- Workforce and Leadership Development
- Resourcing High Poverty Schools
- Facilities
- Student Instructional Time
 - Start Times

Questions?

