

“**T**o be frugal  
is laudable  
but to blatantly  
insist on inferior education  
for our children is  
appalling.”

(Kim R. Burningham, 2011)

As principals of the Accelerated Improvement Schools (AIS) in JCPS, we are honored to lead the charge of educating diverse groups of scholars in our elementary, middle, and high schools. We pride ourselves in serving our students, families, staff, and the community as we are entrusted with preparing our students for their most promising future. We are proud of the work our district has done to improve racial equity across all schools as outlined in the Racial Equity Policy. This work is fundamentally important to our success as a district and for ensuring that all students and staff reach their full potential.

At the same time, we also recognize there is still work to be done, within our schools and our district. We believe that we, as AIS Principals, have a unique perspective to how the policies of the district regarding Racial Equity directly impact our students. Therefore, in accordance with the JCPS Racial Equity Policy, we have the following policy recommendations for consideration:

#### Commitment A: Student Achievement

- We were appalled to learn recently that any public school educator would be opposed to include racial equity in their professional growth OR public school educators in our district were opposed to including racial equity as a component of their professional growth. Critical to our charge as leaders is a steadfast commitment to the JCPS Racial Equity Pillar, therefore we believe it essential that all positions - teacher, school administrator, and central office staff honors the diversity and humanity of our students by including a racial equity goal in their Professional Growth Plans (PGP).

#### Commitment B: District Practices

- We ask that all district level committees include AIS representatives proportionate to the number of AIS schools within the district. We ask that there be a transparent selection process for district level committees.
- We ask that the AIS representation of these committees come primarily from principals of Color.
- We ask for the public announcement of district level committees to be published on the Principal Priorities slide with composition/charge listed to improve transparency and

representation within our district. Additional common site (linked to the Principal Priorities slide) with minutes of committee meetings.

#### Commitment C: Staffing

- We seek the demographics of school and district based leadership to more closely align to the demographics of our schools. Therefore, we seek creation of a preparation pathway for educators of Color to move into school and district leadership positions.
- We ask for the support, retention, mentoring of these BIPOC leaders with mentors who have similar backgrounds both personally and professionally.
- We ask to develop and implement a process for existing JCPS employees of Color to become certified teachers supporting them with transcripts, PRAXIS, and tuition support.

#### Commitment D: Culture and Climate

- We ask to create a specific process to handle complaints involving racial equity issues; to include specific questions used districtwide and a common tracking system among zones.
- We seek tracking and monitoring of all stakeholder's experience and frequency with racism in our classrooms, schools and the workplace (i.e adding a component to the CSS).
- We ask that stakeholder participation levels and minutes on school based Racial Equity teams be monitored.

#### Commitment E: Expectations

- We ask that innovative programs for AIS school consideration be prioritized, and we ask that AIS principals consistently part of the discussion.
- We ask that specific programs (such as Montessori, IB, Cambridge, PLTW) be financially supported to train and support at a higher level.

#### Commitment F: Professional Development

- We ask that whenever principals meet, there should be time set aside for the professional conversation of practices regarding racial equity. These conversations should be centered in the principal experience.

As school leaders, we stand primed to lead and encourage equity for **all** students in every school in JCPS. By ensuring a racial equity focus for all staff, we ensure equitable access to an education experience that works for our students. Guaranteeing equity is indeed essential to our calling as school leaders.

Imagine the power of all JCPS educators coming together to confront systemic and institutional racism, dismantle oppressive systems, and re-envision our work through the racial equity lens. We call on our colleagues in all of our district's schools to consider how they might be able to mirror this work, as part of a larger, systemic district effort to support our racial equity goals. In

order to make a greater impact, we challenge other administrators to make a concerted commitment with their staffs to continuous improvement around racial equity goals and truly support the growth of *all* of our teachers and students.

Respectfully,

**AIS Principal Racial Equity Committee:**

Dr. Mashelle H. Kiggins, Rangeland E.S.  
Dr. Marcia Carmichael-Murphy, Coleridge-Taylor Montessori  
Dr. Sandra Hogue, AIS  
Dr. Jeronda Majors, Knight Middle School  
Mr. Robert Fulk, Iroquois High School  
Mr. Greg Fehr, Conway Middle School  
Ms. K. Nichole Marshall, Roosevelt-Perry Elementary  
Ms. Sarah Carmichael-Miller, Frayser Elementary  
Dr. Toetta Taul, Iroquois High School  
Dr. Carla Kolodey, Dann C. Byck Elementary  
Ms. Faith Stroud, Robert Frost Sixth-Grade Academy & Stuart Academy

**AIS Principals:**

Ms. Karen Waggoner, Jacob Elementary  
Ms. Desiree' Bush, McFerran Preparatory Academy  
Dr. Ryan McCoy, Engelhard Elementary  
Mr. Marlon Miller, King Elementary School  
Ms. Kimberly Gregory, Thomas Jefferson Middle  
Ms. Stephanie L. Smith, Trunnell Elementary  
Mrs. Charita Kimbrough, Maupin Elementary  
Mr. Anthony Sieg, Western High School  
Dr. Erica Lawrence, Whitney Young Elementary  
Mr. Todd Stockwell, Doss High School  
Mr. Dustin Whitis, Breckinridge-Franklin Elementary  
Mrs. Shuvon Ray, Price Elementary  
Jamiera Johnson, Greenwood Elementary  
Mr. William Bunton, Wheatley Elementary  
Mrs. Kym Rice, Academy At Shawnee  
Mr. Ramon Wales, Minors Lane Elementary  
Ms. La'Queisha Bonds, Mill Creek Elementary  
Mr. Michael Alexander, Cane Run Elementary  
Mrs. Diyana Jones, Kennedy Montessori Ele.  
Mrs. Tonkeyta Rodgers, Olmsted Academy North Middle  
Mr. Sean Russell, Watson Lane Elementary  
Ms. Brandi Carney, Wellington Elementary

Burningham, K. R. (2011, June 23). *Another stark comparison showing appalling funding of*

*education in Utah* [Web log post]. Retrieved October 21, 2020, from  
<http://utahpubliceducation.org/2011/06/23/another-stark-comparison/#.X5B1N25FzZs>