

Racial Equity Policy Update

Jefferson County Public Schools

“You can plan a pretty picnic, but you can't predict the weather.” Outkast

March of 2020 Jefferson County Public Schools was forced to end face-to-face instruction!

Racial Equity Policy of
JCPS remained a pillar!

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How

“Double down and do the work.”

Dr. Pollio

- Virtual Equity Institute
 - Black Experience Teacher Institute
 - Implicit bias training
 - Hiring of anti-racist pedagogy and curriculum specialists
 - Started Grace M. James Academy of Excellence
- REAP committee team meetings
- All Middle & High schools have a BSU
 - Virtual Lit & and Numeracy & programs
 - Louisville Teacher Residency started

Central Office Commitment

1. Equity Monitoring Progress Tool
2. Good Faith Effort process improved
3. ECE added Central Office Commitment
4. REAP reviews
5. Equity Screener designed
6. Racial Equity Growth Goal for all cabinet members



Curriculum

“When you control a man's thinking you do not have to worry about his actions.” Carter G. Woodson



Curriculum & Pedagogy

1. Black Historical Consciousness
2. High School African American Elective
3. SIMPLE document
4. Affirming Racial Equity tool
5. Equity Conclave (AICs & Teaching & Learning)
6. T.O.T.E Team Of Teachers for Equity
7. Social Justice and Art

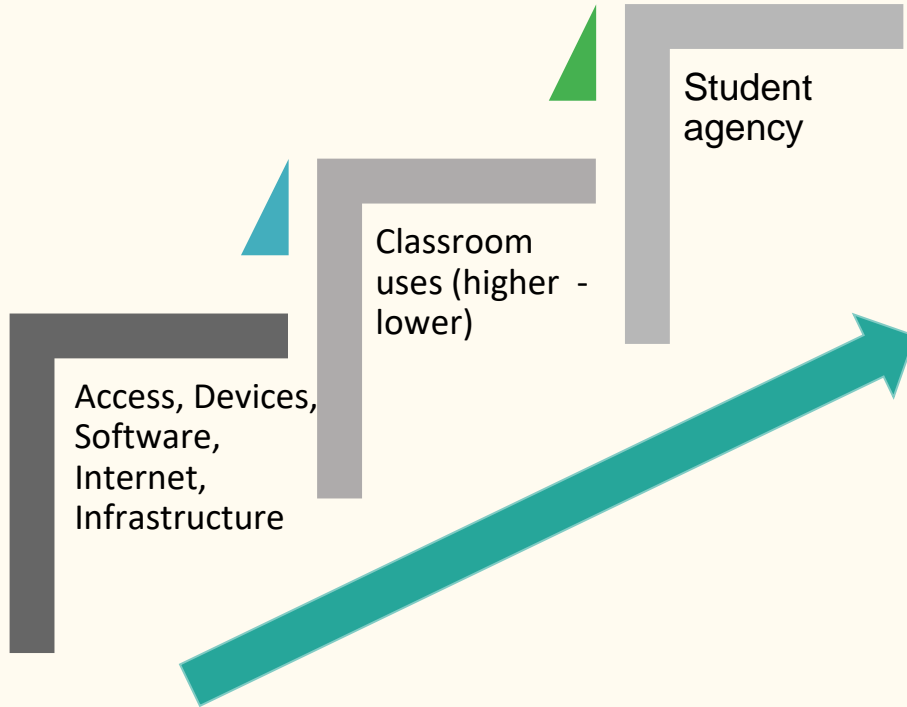
Advisory Council for Racial Equity

What has this council contributed to the work of racial equity...

What are some concerns and points of interest for/from the council...

https://docs.google.com/document/d/1ryuy04ycQxWnbVmypE3E7mqEKvV_rX5YfbyJBk7Ymqs/edit?usp=drivesdk

Tech Equity



Exceptional Childhood Education Racial Equity Plan

- ❖ Provide professional development designed to reduce disproportionality in discipline practices for students with disabilities in collaboration with Culture & Climate. (Ind 4b) [**decrease 3% 2022**]
- ❖ Provide equitable access to relevant and rigorous general curriculum for students with disabilities, English-Language Learners, and all students of color. (Ind 5) [**increase 5%**]
- ❖ Provide professional development designed to reduce disproportionality in the identification of students of color in [[specific disability categories. [**30 hours of PD offerings**]



In "Sounder," from 1972, Cicely Tyson is often transfixing in her stillness. 20th Century Fox, via Getty Images



Major Taylor was one of the most photographed African Americans of his time. Here he poses for a promotional photograph sometime between 1903 and 1907.

School Culture & Climate

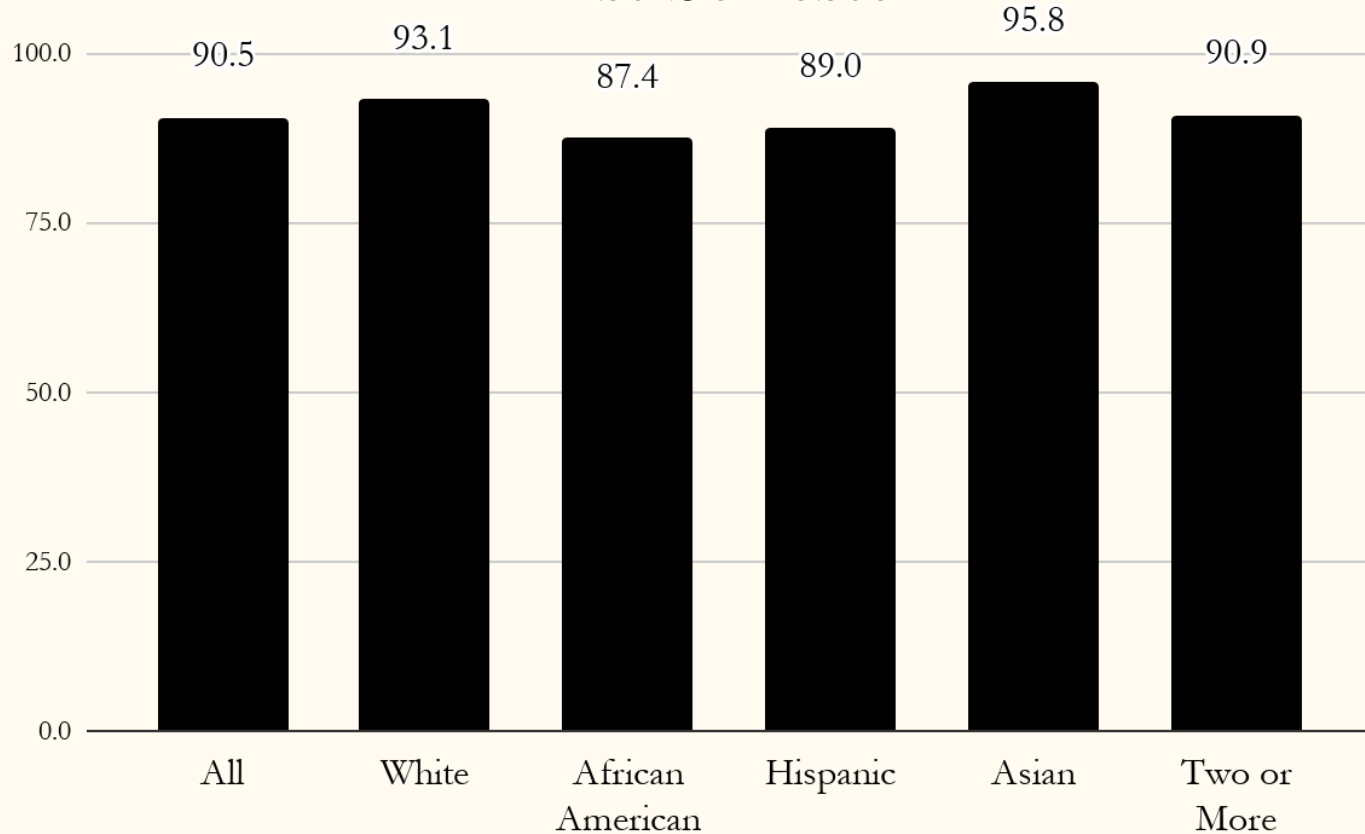
- Over 400 REAPs
- SBDM training
- Anti-Racist Training cohort
- Partnership with Spalding University

Data to drive Equity

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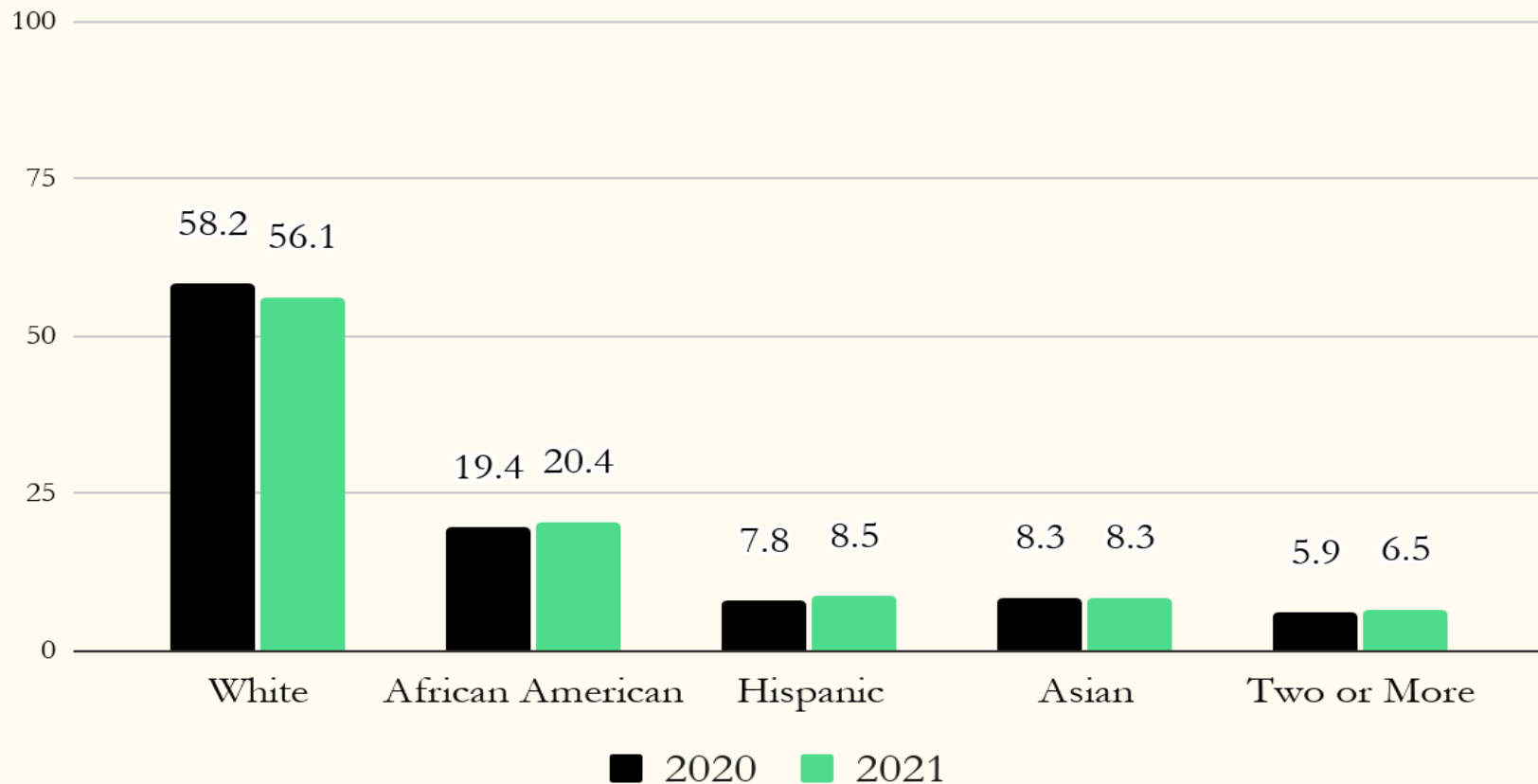
Student Participation (K-12)

First Semester



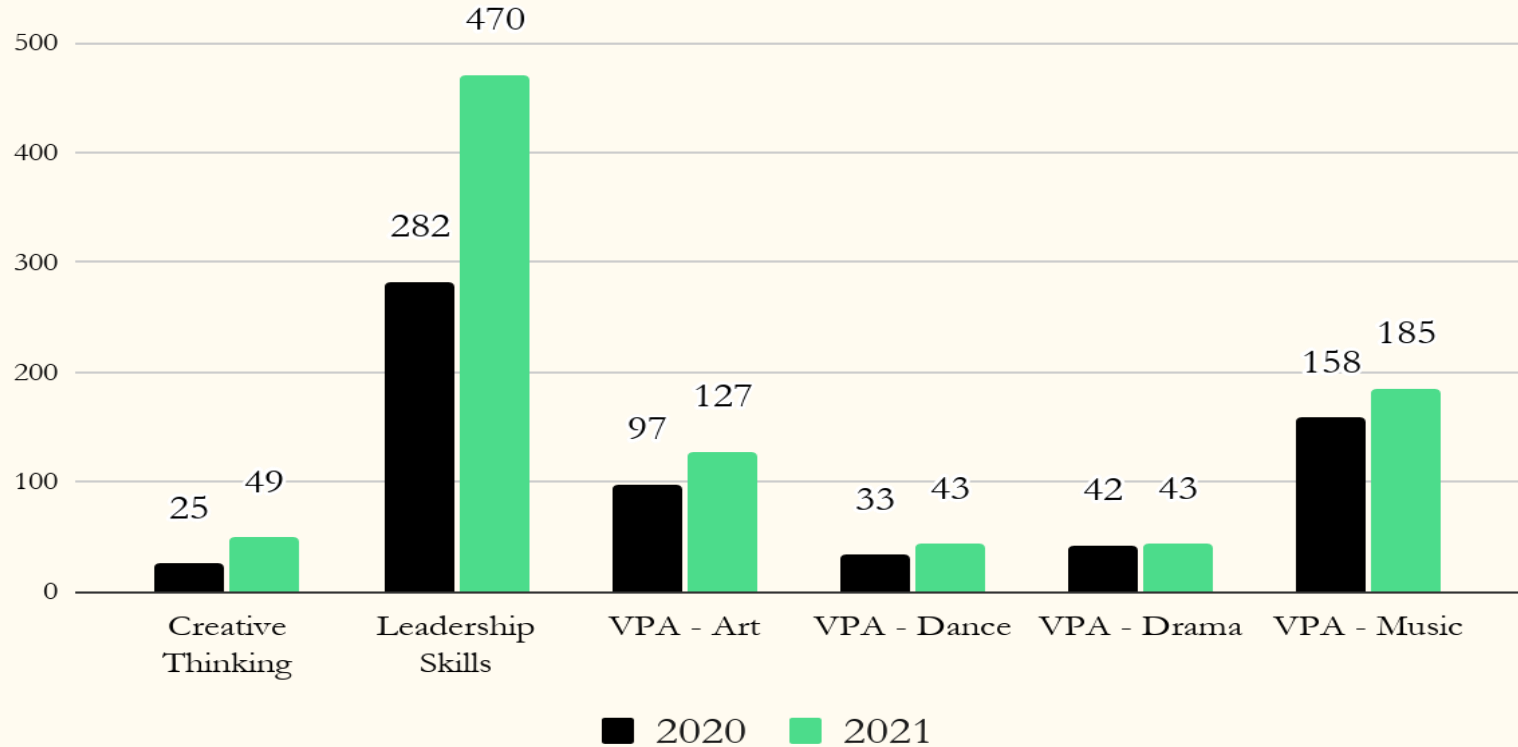
Gifted and Talented

% Student Group to Total Gifted/Talented



Gifted and Talented

African American Students by GT Category



Note: This chart excludes general intellectual and specific academic areas since testing was unavailable this fall

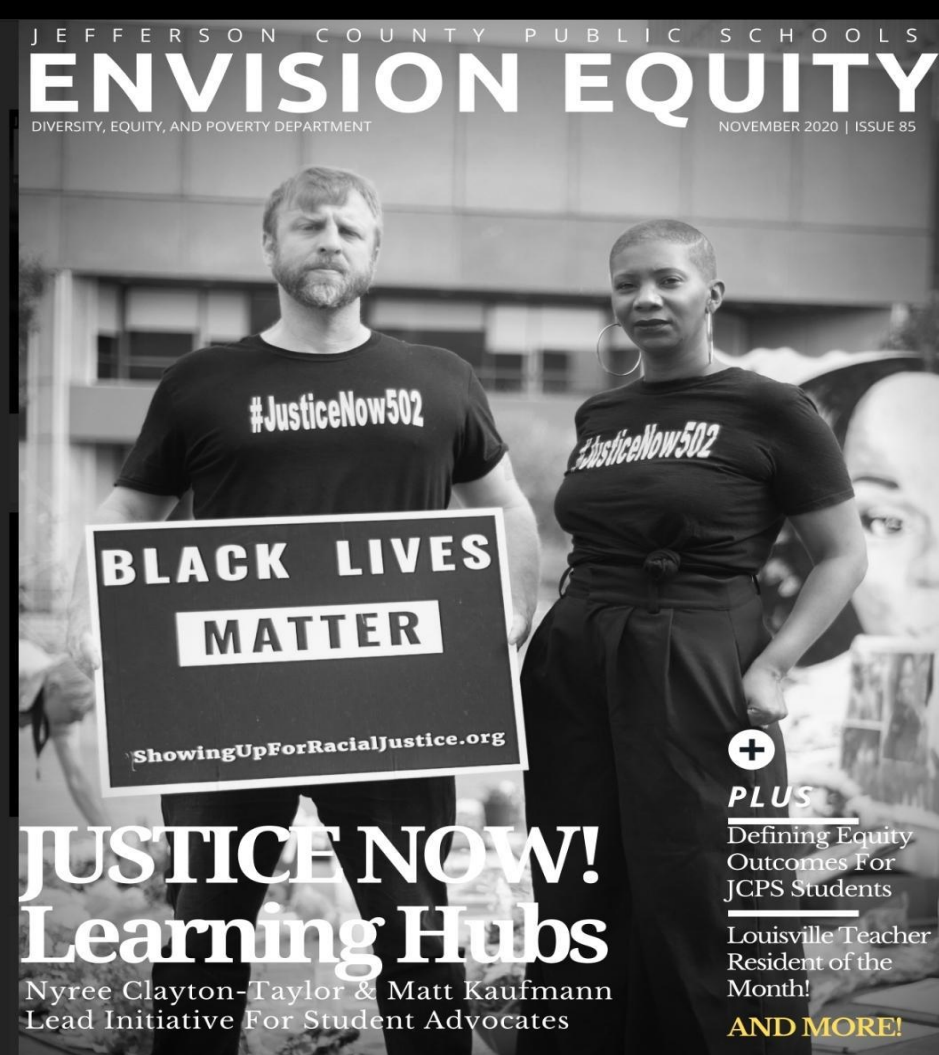
“Racism separates, but it never liberates. Hatred generates fear, and fear once give
consumes and imprisons.Nothing is gained from prejudice. No one benefits from
racism.”
Thurgood Marshall

Continuous

Improvement

Programmatic Access Justice Now & Learning Hubs

- Justice Talks every Monday
- Schools meet individually Interschool, intergenerational collaborations
- Justice Fest





Future work & Future State

1. Level set questions
2. Student Assignment
3. Revisit and revise school plans
4. Board Training
5. Add to District plans to address COVID-19 & with a faster pace and more direct goals
6. Disruptive Innovations
7. Coalition of retired Black Principals

Connect w/ DEP team,
evaluate
programming/initiative,
interdepartmental
collaboration &
communication

30

60

Support in analysis
of school RE plans
& provide feedback
to schools

Development of
professional
learning/support
for schools

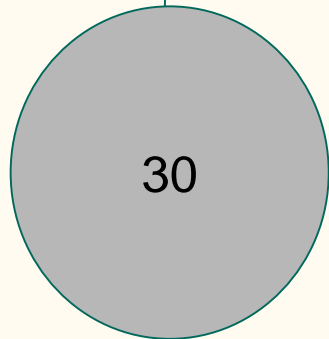
90

120

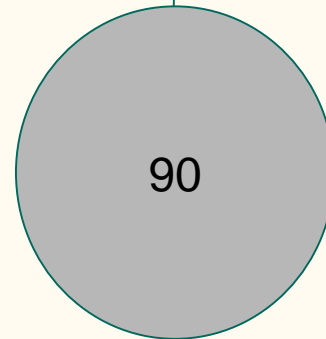
Progress monitor &
continuous support

Executive Administrator

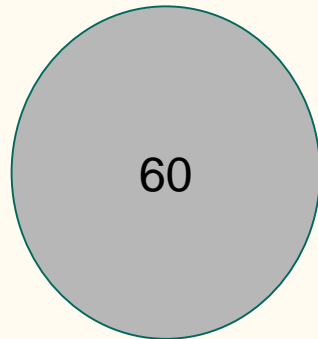
Engage, Listen, and
Learn



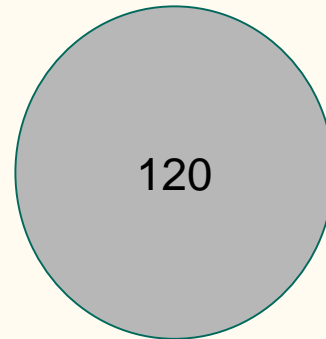
Data Dive,
SMART Goal,
and Plan



Research, Develop
Survey, and Collect
Data



Implement,
Monitor, and
Adjust



Equity Resource Manager



Accelerated Improvement Schools

1. Contracts
2. Mechanism for documenting racist occurrences
3. Make racial equity evaluative

<https://docs.google.com/document/d/1A9rM8LY6edtuGmHO7wGmShEfZ358oaEISXmZGM2O3Tw/edit?usp=drivesdk>



Diversity Hiring

- Highest number of teachers of color
- Highest number of Black male teachers
- Growth in number of Chiefs, Assistant Superintendents, and Executive Administrators of color
- 50% reduction in attrition of Black teachers

Legislative & State Impact for Racial Equity

1

Assure minority representation on Superintendent Screening Committee through advocacy for statutory change by the General Assembly

2

Racial Equity Summit of Superintendents in the state of Kentucky

3

Utilize REAP for analysis of state and federal legislation to inform JCPS policy position and to inform other outside partners of potential for racial bias.

4

Working with Eastern Kentucky University to build out/present Equity Screener for colleges of Education

Racial Inequities

- The Gap has widened
- Wealth/Income gap widened
- Sense of belonging still lowest in Black girls
- Disproportionately still exist in suspensions
- Curriculum inadequacies/violence
- Diversified schools vs. integrated schools
- Zero to little people of color in some school staffs and divisions



QUESTIONS