

Diversity, Equity and Inclusion

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Deputy Commissioner and Chief Equity Officer

Where Are We?

- KDE Diversity, Equity and Inclusion Strategic Plan
- Equity Toolkit



Equity Playbook Pillars



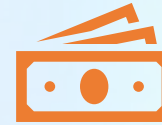
Student
Achievement



Disciplinary
Practices and
Procedures



High-quality
Programming and
Teachers

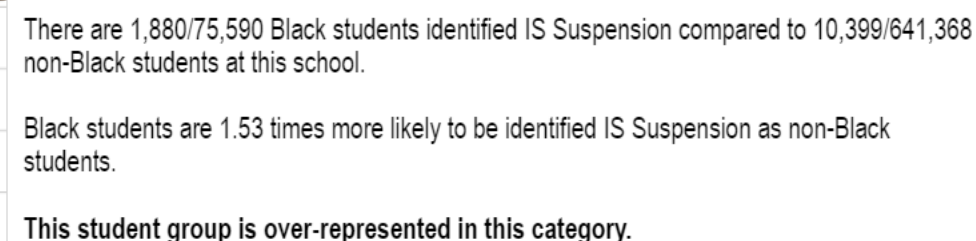


Distribution of
Funding and
Resources



School Culture and
Climate

Students with Disabilities									
Asian									
Black								0.98	
Hispanic/Latino								0.90	
Native American								1.05	
Pacific Islander									
Two or More								1.02	
White								1.15	1.25
								1.00	
Chronically Absent									
Asian								0.96	
Black								1.06	
Hispanic/Latino								1.05	
Native American								0.99	
Pacific Islander								1.03	
Two or More								1.03	
White								0.95	1.00 1.25
Out of School Suspension									
Asian									
Black								1.35	
In School Suspension									
Asian									
Black								1.53	



Student groups are color coded orange if they are **overrepresented** on an indicator. This represents a potential equity issue that may need additional review.

A4 Modules

- Partnership with the Council on Postsecondary Education
 - Framework designed to provide individuals with knowledge, skills and attitudes to increase their effectiveness working with people from diverse backgrounds.
 - Train-the-trainer model
 - Veda Stewart will talk to you further about this in a few minutes!
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Where Are We?

- ***Kentucky Academic Standards Implementation***
 - Ensure equitable access to grade-level appropriate learning for all students.
- **Council of Chief State School Officers' High-Quality Instructional Resources Professional Learning Project**
 - Equip and empower local schools in evaluating, selecting and providing access to high-quality instructional resources to support all students with engaging, relevant, standards-aligned grade-level assignments with a focus on feedback and reflection.
- **Multi-Tiered System of Supports (MTSS) Cross-Agency KDE Project**
 - Establish guidance on an MTSS framework to help schools and districts provide equitable services, instruction, intervention practices and resources designed to meet the needs of the whole child (**academic, behavioral and social-emotional learning**).

Where Are We? (cont.)

- **Equitable Practices/Policy Scan**

- Seek feedback from local superintendents, principals, district staff, instructional staff, students, parents, school board members and community members on equitable practices already in place in school districts, such as an equity and inclusion action plan. **We will continue to seek input to further this difficult work.**

- **Funding for the Kentucky Academy for Equity in Teaching**

- KAET is dedicated not only to the recruitment of minority teachers, but also to the retention of minority educators to the profession.

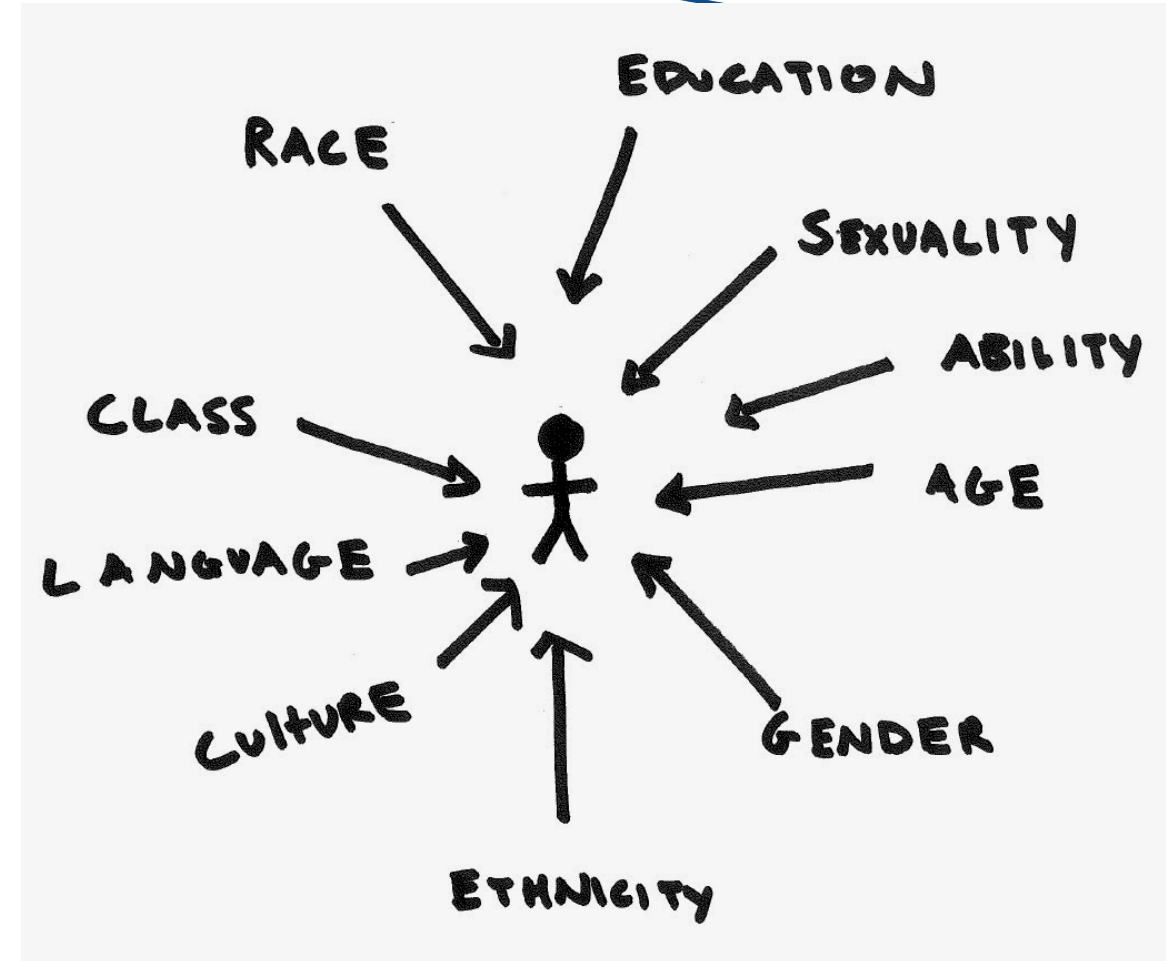




Defining DEI

Diversity

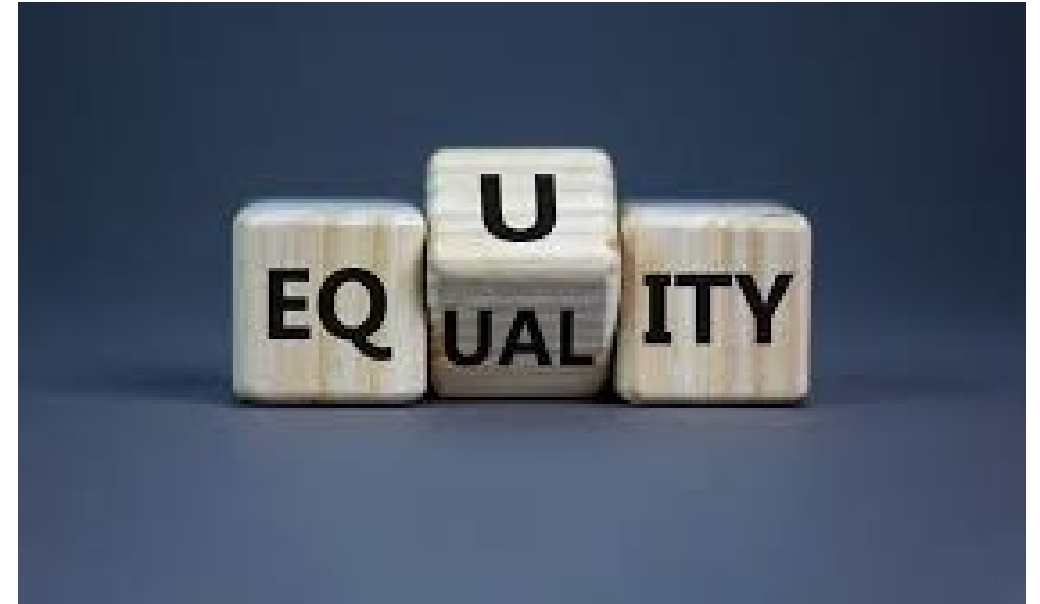
“Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, socioeconomic, class, gender, sexual orientation, gender identity, country of origin, differing abilities, as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.”



[NKU Inclusive Excellence: Catalyzing Institutional and Educational Excellence](#)

Equity

- EQUITY IS NOT about demonizing people because of their race or indoctrinating students.
- “Equity in education is fundamentally an effort to ensure that all of our students have the supports they need to meet our academic standards and to reach their full potential as students, citizens and human beings. An equity focus in education recognizes that public school students come to us with a variety of backgrounds, needs, supports and experiences, and that we must take those into account when we consider the education of each child” (Commissioner of Education Jason E. Glass, Ed.D.).



Inclusion

“The intentional act of creating an environment that fosters mutually respectful relationships in which each student, regardless of intellectual, social, cultural and geographic background, is welcomed, supported and valued as fully participating members of society.”

Sources for defining inclusion:

- *NKY 2022 Inclusive Excellence Plan*
- *Joint statement of the Division for Early Childhood for Exceptional Children and the National Association for the Education of Young Children*
- *University of Washington's Office of Diversity, Equity and Conclusion Glossary*
- *University of Kentucky, College of Medicine, Department of Behavioral Science: Diversity, Equity and Inclusion Council*



Next Steps

☐ Funding support

- Submit budget for \$31,250
- Additional funding opportunity

☐ Equity Toolkit training in October Date and location TBD

☐ Select two individuals from each co-op to lead equity work-

Attend 2-day Equity toolkit training to include:

Equity Dashboard/Equity Playbook/A4 Cultural Competency Modules

☐ Train district/school level leaders on Equity toolkit

Thank You!



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