

## KENTUCKY DEPARTMENT OF EDUCATION STAFF NOTE REVIEW ITEM

**Topic:** Update on KDE Diversity, Equity, and Inclusion Efforts

**Date:** February 9, 2022

**Held In:**  Full Board

Curriculum, Instruction and Assessment     Operations

### SUMMARY OF PRESENTATION:

The Kentucky Department of Education (KDE) is committed to its core values of equity, achievement, collaboration and integrity and believes that racism has no place in society. The Kentucky Board of Education (KBE) resolution affirming its commitment to racial equity in Kentucky’s public schools states that the KBE also is “committed to delivering on its core promises to every member of our public-school system. Every child deserves a high-quality education. Every staff member deserves to be respected in the workplace. Every voice deserves to be heard.” Additionally, the KBE affirms that “every student in the Commonwealth deserves equitable access to [effective] educators who have unique experiences and perspectives, quality preparation and are committed to the success of all learners.”

#### *Summary of Issue:*

In 2021, Dr. Glass issued the following statement:

“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.”

To support this statement, the Office of Teaching and Learning (OTL), under the direction of Chief Equity Officer and Deputy Commissioner, Dr. Thomas Woods-Tucker and Diversity Equity and Inclusion Division Director, Dr. Damien Sweeny, has implemented the following equity-related initiatives since the last update provided to the Kentucky Board of Education (KBE) in February 2021:

#### **Implementation of the Equity Dashboard and publication of the [Equity Dashboard Guidance Document on Kentucky’s Equity Toolkit](#):**

The Kentucky Department of Education (KDE) created the Equity Dashboard suite of visualizations to support schools and districts as they consider data points through an equity lens. The dashboard helps teams identify groups of students who are at-risk of being over-or under-represented in different areas, like chronic absenteeism and advanced coursework using an easy-to-understand color-coded system. The dashboard is designed to offer a “big picture” look that will help schools and districts identify areas needing further attention.

The *Equity Dashboard Guidance Document* provides:

- 1) Information about the connection between the Equity Dashboard and other initiatives;
- 2) An explanation of how the Equity Dashboard determines risk;
- 3) Suggestions for making the data actionable using root-cause analysis and a four-step problem-solving process; and

4) Important information about each of the indicators included in the dashboard.

**Kentucky Academy for Equity in Teaching (KAET):**

Through recruitment of new teachers to the profession and development and retention of those teachers, the Kentucky Academy for Equity in Teaching (KAET) project has been re-established in order to provide all students with equitable access to effective, experienced and diverse educators that will help ensure all graduates are prepared to be successful members of a global society. Each of the KAET initiatives seeks to inspire, prepare and educate our future and current teacher workforce. The Division of DEI has partnered with the KAET team (through the Office of Educator Effectiveness and Licensure) to assist in the development of cultural competence and equity modules. The four-part module series based on the [A4 Model for Cultural Competence](#) will be made available to all Kentucky public educators to assist in the development of more effective and equitable strategies and practices to meet the needs of all students.

**Establishment of DEI internal and external staffing to provide schools and districts with ongoing DEI-related support:**

Teams meet regularly and represent a broad range of perspectives from throughout the Commonwealth of Kentucky. Staffing for local and state needs include:

- Establishment of the Division of Diversity, Equity, and Inclusion, including a division director and two full-time consultants.
- Eight new regional DEI coordinators to serve throughout the Commonwealth via the educational cooperatives
- Addition of a DEI coordinator in the KDE Office of Special Education and Early Childhood (OSEEL)
- Cross-agency DEI team composed of representatives from all KDE offices
- Monthly meetings with local district DEI officers
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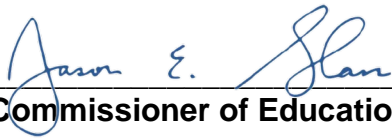
**Creation of a new DEI webpage hosted on the KDE website:**

The new DEI page provides local schools and districts, families and the community with relevant research, information and resources to support local and state equity efforts. The webpage houses resources such as [Facilitating Conversations About Diversity, Equity and Inclusion](#), [Considerations for Using Student Preferred Names](#), a link to the [Kentucky Multi-Tiered System of Supports \(KyMTSS\) Equitable Access and Opportunity webpage](#) from [KyMTSS.org](#) and much more.

Additional details on current progress, outcomes and future work will be presented at the April 2022 KBE meeting. See the attached materials for additional information.

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**Commissioner of Education**

Category: <input type="checkbox"/> Educator Workforce Diversity	<input type="checkbox"/> Portrait of a Graduate Partnerships	<input checked="" type="checkbox"/> Racial Equity
<input type="checkbox"/> Commitment	<input type="checkbox"/> Student-Centered Accountability System	<input type="checkbox"/> Early Childhood
<input type="checkbox"/> Support		<input type="checkbox"/> District