

Initiative	Initiatives housed in the Diversity, Equity, & Poverty Department focus on improving outcomes for students via creating systemic change that matriculates through all aspects of the community and the system. There is an intentional focus on racial equity that positions Jefferson County Public Schools as the national leader of the work.					
	Description	Progress	Celebration	Area for Growth	Next Steps	Lead
Advisory Council for Racial Equity	Leaders meet with district leaders to monitor, discuss, and provide candid feedback on the work JCPS is doing as it relates to racial equity.	Yes	Dr. Greenwell & team have provided a culturally responsive plan to address and include students of color.	Leadership accountability and support for the literacy plan and to engage more with the Jefferson County Board of Education	Set up meetings with Board Chair and board members.	Delquan Dorsey
Affirming Racial Equity Tool	The Affirming Racial Equity Tool should be at the center of all lesson and unit planning that goes on in your building. It ensures that all teachers are working to meet the expectations of the JCPS Racial Equity Policy that pertain to Diversity in Curriculum, Instruction, and Assessment. It also ensures that all teachers are engaging in pedagogy and practices that support anti-biased and anti-racist education, so that we are moving as a district toward racially equitable and sustainable teaching.	Yes	The ARE Tool is being evidenced across many (not all) school documents, such as PLC planning guides or in school PD plans. It has appeared in some JCPS PD offerings (e.g., Speaker Series, Racial Equity Institute). It is referenced in some CDLI-produced documents and guides as well.	Some schools still reference either the Equity Framework (from which the ARE Tool was built) or the first iteration of the ARE Tool, which is outdated and not resourced for support. Some schools also report that they have yet to engage with the document, sharing in their EMPTs that they are still trying to create sustainable systems that allow it to function successfully.	Continue updating resources to reflect current research and best practice; attempt collaboration with Academics to ensure that AICs are knowledgeable and capable of coaching through the lens of the ARE Tool.	William Bunton
Battery of Opportunities (PD)	The Battery of Opportunities is the professional development (PD) offered by DEP for the year.	Yes	Many of the PD sessions are full. We continue to offer more than 300 hours of professional learning.	N/A	N/A	William Bunton
Bi-Monthly Meetings	Bimonthly meetings are designed as a means for central office departments and school zone leaders to share progress on their activities in the racial equity plans for the district and schools as well as progress towards achieving the goals that have been set.	Yes	Structure has worked well in supporting central office and schools to remain cognizant of the work and keep pace.	Narrowing down the scope of activities to make them more focused on outcomes for students of color versus being so broad-based. Quantifying progress for activities.	Logic Model for district racial equity plan	William Bunton
Black Referees	Recruit adults and students of color in nontraditional sports. Expose the candidates to the necessary training.			(New Initiative)	Continue to work with the assigners from each sport to create a pool of candidates.	Marlon Miller
Black Student Unions	The mission and philosophy of Black Student Union (BSU) organizations is to help students strive for academic excellence, promote positive images of African Americans, and help students become an integral part of a JCPS school community.	Yes	We began with 13 BSUs in 2019. In 2022, we had a total of 50 BSUs—more than 1,200 students.	Students and sponsors have requested more funding for field trips and retreats/conferences that will give them an opportunity to unify districtwide and to get more exposure to higher education and education on Black History.	Scale the BSUs even further to include more impactful programming and opportunities for students to collaborate across the district.	Gregory Vann
Book Study	This book study is broken up into three (3) parts to coincide with Fall principal meetings. Ideally, principals will complete the questions for each part of the book with their administrative team prior to the scheduled principals meeting and submit responses via this form. Submissions are due Sept. 6, Nov. 1, and Dec. 6 . During principal meetings, individuals will have the opportunity to engage with colleagues to share their insight in addition to gaining insight from others.	Yes	This initiative was met with high engagement across JCPS school sites, however, the degree to which leaders provided thoughtful responses and insights varied from school to school.	Some schools commented that the book study felt trite; therefore we have encouraged Zone Leaders to utilize the questions developed for the book study in a purposeful way in PPLCs and other principal meetings, and we have broken the books up into manageable portions that correspond with meeting dates. (See cell 8B.)	Principals have their books and are preparing to engage with the text; the Google Form containing the reflection questions makes reading checkpoints and dates clear.	William Bunton
Competency, Awareness, and Responsiveness to Diverse Students (C.A.R.D.S) Program	The C.A.R.D.S. program is offered to all certified employees who are currently teaching in teacher-of-record positions. This program will provide JCPS teachers with tuition assistance to receive a master's degree in teacher leadership at UoFL with a graduate certificate in diversity literacy.	Yes	The C.A.R.D.S. program is positively contributing to the retention rate of teachers in AIS schools. Also, if you are a teacher who has completed a master's degree in education or a related field, there is now an Education Specialist (Ed.S.) option.	Expand C.A.R.D.S.	Recruit LTR graduate students for the CARDS program.	Vanessa McPhail

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D.O.R.M.S.	A conference for potential first-generation college graduates (high school seniors and juniors and their parents)	Yes	This year was the best year of the conference. We gave 10 scholarships and had the largest attendance of students and parents.	Continue to get more students to take advantage of the Evolve 502 scholarship.	Continue our partnership with JCTC for the complete support of our graduates that need the affordable.	Delquan Dorsey
DEP Community Tables	Have community tables set up at various community events in the city with information pertaining to DEP and JCPS.	Yes		Continue to be visible in the community and seek opportunities to partner with various organizations. Create a data base of events that attended on a regular basis by DEP.		Marlon Miller
Envision Equity eMagazine	eMagazine that highlights the work of Jefferson County Public Schools as it relates to Racial Equity	Yes	More than 4,000 readers	Increase readership. Have more article submissions from/by Chiefs.	Work with athletic directors to highlight student athletes.	Abdul Sharif
Envision Equity eMagazine	Interview a student and coach of color each month to highlight in the magazine. We will select both a male and female student each month.	Yes		n/a (New Initiative)	Ensuring that athletic directors received the information and adhere to the deadlines.	Marlon Miller
Equity Monitoring Progress Tool	A tool meant to ensure that all schools are pursuing the expectations and goals of the Racial Equity Pillar and Racial Equity Policy. Completed annually by all schools with feedback provided by DEP Specialists.	Yes	Review meetings with Chief of Schools and Zone Leaders providing streamlined and transparent support from DEP to school leadership teams.	Increase school leadership teams' understanding of how EMPT completion can drive the work of Racial Equity Committees and how best to engage with the provided feedback from year to year to meet SMART Goals.	Provide a new guidebook as well as a training series to make all school and district leaders to make them aware of most recent revisions.	William Bunton
Equity Screener	The Equity Screener is a tool that is used as part of the school & leadership selection process. The Equity Screener establishes an expectation that all JCPS staff should be willing, able, and proven to lead with equity in mind. Candidates seeking school and district leadership positions are required to provide evidence of their competencies and demonstrated actions across all four dispositions 1. Data Driven Equity Solutions, 2. Culturally Competent Practice, 3. Disruptive Equity Leadership, and 4. Professional Growth in Equity Practice.	Yes	Leaders are providing evidence to demonstrate how they intentionally lead through an equity lens. (Dwan added) There have been 60+ principals hired after completing the Equity Screener. There have been more than 600 Equity Screener submissions for principal and grade 12 and higher positions. Mr. Dwan Williams and Dr. Stephanie White have performed more than 150 [plus/deltas] coaching/feedback sessions with candidates.	Increase awareness across the district that leadership candidates will have to complete this document to evidence how they lead through a lens of equity.	We are piloting a version specific to central office/operations positions that are not school based or instructionally focused (e.g., EA of Operations, EA of Security).	Stephanie White
eSports	We will have three eSports tournaments that will take place in the satellite office at Shawnee. I have talked to Ian and he is putting in a work order to add more drops.	Yes		We are still waiting for the approval from KHSAA for the license agreement with the gaming company.	We are attempting to arrange a meeting with the coach from Manual High School to get some assistance with arranging the tournaments. The athletic director is going to connect with us once he returns to school.	Marlon Miller
Girls of Color Program	The Diversity, Equity, and Poverty (DEP) Department is on a mission to build the sense of belonging of girls of color by creating a school climate that fosters trust and respect. Our programming will encourage cooperation and inclusion in school communities, promote social and emotional learning, improve academic achievement, and coach students on postsecondary goal planning.	Yes	This summer Becoming, a girls of color program, had a successful program as on of the Backpack League Specialty Camps. Becoming Summer Camp was designed to equip high school girls to Be Empowered, Be Inspired, and Be Enlightened. This program will help teen girls cultivate who they will Become! Girls were able to: Learn how to have healthy and respectful relationships with peers, friends, and family, learn the value of their mental and physical health and how to	Ensuring all schools know this is an option for them to participate and partner in.	Schools can sign up to participate through September 1. After that a sponsor meeting will take place to support schools in delivering this program.	William Bunton

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Implicit Bias Training	The DEP Department, with the support our superintendent and JCBOE, has contracted a training development group to create a follow-up or extension to the Implicit Bias training from years 2020-21. This development group is led by Dr. Roger Cleveland, an expert in experiences and professional developments around implicit bias and microaggressions. The training is created for JCPS certified and classified employees. There are four modules centered on how implicit bias affects teaching and learning in education while offering strategies to eradicate or greatly reduce bias-based practices.	Yes	The training is currently in its "Beta review" with internal and external stakeholders suggesting edits and functions changes. The training will be available to schools this fall.	Ensuring school leaders hold employees accountable to complete the training and implement improvements instructionally and culturally. Schools leaders will need to have an implementation plan that boldly addresses gaps in understanding and learning while fostering academic and social success of our Black and Brown students.	Complete Beta review, transition to a live training platform for central office completion ahead of the release to schools. PDL department is working on vector intergration to allow for PD credit to be offered and tracked per site location.	Dwan Williams
Internal Advisory Committee	DEP and district staff will meet monthly to share their opinions and perspectives, issues, and recommendations to strengthen racial equity.	Yes		(New Initiative)	Reach out to recommended staff to establish participation.	Diyana Jones
L.E.A.S.E. Anchor Document	Created as a guide for leaders to reflect on their racial equity work and to ensure it's at the forefront daily.	Yes		(New Initiative)	Schedule weekly meetings with leaders to discuss this new resource.	Diyana Jones
LGBTQIA Trainings	Multiple training/professional learning series to heighten awareness and educate about LGBTQ+ population.	Yes	Strong partnerships/collaboration with external organizations to provide support and professional learning through Louisville Youth Group (LYG), GLSEN, Fairness Campaign, etc.	Legislation may affect professional learning moving forward.	Pending legislation, plans will need to be made in order to adjust accordingly.	William Bunton
Lit & Program(s)	"Literacy &" Programs connect standards-based literacy instruction to character-building opportunities using grade-level appropriate books with themes connected to each program. It includes Afrocentric curriculum.	Yes	Multiple positive news stories and media coverage on Lit & Program. More than 200 students participated in summer Lit &. 00% percent of the parents/guardians who took our survey indicated their child was engaged during Lit & Programs.	Expand Lit & to middle school.	Continue to plan and prepare for summer Lit &.	Vanessa McPhail
Literacy Nights	Work with Dr. Ronda Crosby to collaborate with the principals in school choice zone schools to create literacy nights.	Yes			Contacting principals and solidifying dates.	Marlon Miller
Louisville Teacher Residency	Louisville Teacher Residency (LTR) is a program designed to produce a diverse cadre of quality teachers. LTR offers the opportunity to become certified teachers in just one year! Participants receive personalized instruction throughout the process to help them be successful in JCPS classrooms.	Yes	We graduated approximately 100 certified teachers in the district. We currently have a cohort of 43 residents for the 2023-24 academic year. There have various positive news stories in the media. We have also been recruited by the National Center of Teacher Residencies to join their network. They have an interest in collecting data on the positive impact of teacher residencies.	We are building out our retention plan for graduating residents. A retired admin has been hired to assist. We are improving our recruitment plan so that we can be more selective of quality while continuing to exceed our recruitment goals.	We will continue to improve our recruitment, preparation, and retention strands of the residency program. We will inform our decisions by collecting data on our current status and impact.	Sylena Fishback
Minority Women & Business Spend	JCPS is committed to the inclusion of Minority and Women Owned Business Inclusion.	Yes	We have sustained that commitment to inclusion on all new and renovated construction projects. We are also having more inclusion on more projects.	The area of growth is to reach our goal on all projects that are bid through our facilities department. Another opportunity for growth is the more inclusion of MWBEs in our goods and professional services.	We are working to reach our MWBE goals on all projects.	Delquan Dorsey
Mornings With Moms	Moms, female family, district employees, and committee members will meet at elementary schools monthly to greet students as they arrive to school to provide encouraging words and lift them up to have a great day!	Yes	Greeting students with encouraging words will help them to perform better and motivate them to learn.	n/a (New Initiative)	Recruit Volunteers	Diyana Jones

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NAACP Community Conversation	These forums are designed to communicate and provide information related to issues of access and opportunity for student success.	Yes	Community becoming more informed and engaged. They are appreciative of the offerings and opportunity, and virtual is convenient.	Increasing attendance and enhancing community feedback through survey that was implemented in 2022-23.	After all new presenters have accepted the invitation, update vector PD section and begin promoting each forum.	Vanessa McPhail
Office Hours for Racial Equity	The Anti-Racist Specialists host yearlong virtual office hours for any school-based personnel to provide support as it pertains to racial equity. Appointments are offered from 9 a.m. to 12 noon on Tuesdays and 12 noon to 3 p.m. on Thursdays; however, exceptions are frequently made.	Yes	School leaders who engage in office-hour appointments frequently show growth within their Equity Monitoring Progress Tool.		Select Zone Leaders are requiring principals who are struggling to operationalize racial equity work to attend office hours for support. In this second year of office hours, we will be monitoring usefulness of this support via 2023-24 Equity Monitoring Progress Tools.	William Bunton
Pillar Podcast	The purpose and goal of this podcast is to educate and promote to the community at large, what JCPS DEP is planning and actively doing regarding policy and community works.	Yes	Entering into the third season, the brand awareness has increased and topics have become not only wider but more in-depth.	Increasing reach and listenership via various podcast platforms. Including more Diversity and Equity perspectives from comparable districts.	Beginning interviews in September.	Vanessa McPhail
Principal Support and Racial Equity Plan Review Support	Leaders will receive racial equity support by weekly visits, walkthroughs, and coaching sessions as well as intentional professional development centered around the DEP Anchors. Leaders will also be presented with resources and systems to help create and support their Racial Equity Plan.	Yes	Positive participation during the New Principal Orientation presentation		Weekly visits will begin the second week of school. Check-ins with new principals will occur during the first week of September.	Diyana Jones
Racial Equity Analysis Protocol (REAP)	The REAP is an instrument to be used when school leadership is making decisions that impact students.	Yes	There were 793 REAPs completed at the school level. The most common domain for School REAPs is Culture/Climate. There were 455 REAPs completed at Central Office. The most common domain for Central Office REAPs is Curriculum.	Quality over quantity, focus on impact. Have consistent and quality use of the REAP protocol and observe implementation/practice changes.	Continue to provide REAP support and resources.	Vanessa McPhail
Racial Equity Institute	The Racial Equity Institute is an opportunity for district personnel to receive professional learning and enhancement as it relates to the five tenets of our district racial equity policy.	Yes	Feedback was overwhelmingly positive. Most participants feel that the learning they engaged in during the day will allow them to impact academic outcomes for students of color as well as sense of belonging.	More offerings for classified personnel	Use feedback from survey to support offerings for classified personnel for the upcoming Institute.	William Bunton
Racial Equity Walkthrough	The Racial Equity Walkthrough, built in congruence with the Affirming Racial Equity Tool, is a stand-alone walkthrough tool that should never be collapsed into any existing walkthrough form being utilized in a school. Best practice is for all classroom educators to receive a walkthrough at least once during both the fall and spring semesters. These walkthroughs should be supported by coaching conversations or by mid-year EPD for the whole faculty to address concerns and trends. School leaders are expected to access the embedded resources below before and after walkthroughs.	Yes	DEP conducted 48 in JCPS schools in 2022-23.	Schools who conduct walkthroughs are encouraged to reference this process and its results in their 2023-24 EMPTs. We want to encourage schools who use this resource to attend office hours with the Anti-Racist specialists to discuss next steps based on trends.	Continue to share this resource with Zone Leaders and principals; provide AIC support in utilizing the walkthrough as part of their coaching cycles.	William Bunton

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Racism Hotline	This hotline is a means to prevent racist behaviors—whether intentional or unintentional—while also providing support. The hotline is embedded in the district’s existing tip line, where other reports can be made, such as bullying, harassment, etc.	Yes	Adjustments have been made to improve the compliance hotline action form that goes to the assigned designee per the assistant superintendents office once a report has been submitted. On this form, the designee is responsible for investigating the report and determining whether or not the report is substantiated or not as well as documenting the resolution. When appropriate, recommendations are made to assist in next steps.	Ensuring all staff, students, and community members are aware of the ability to report any acts of racism.	Reminding the JCPS community that Jefferson County Public Schools does not tolerate bullying, harassment, or discrimination of any kind. Anyone who witnesses or experiences acts of racial intolerance are encouraged to speak up and report the offense.	William Bunton
REAL Meetings	The REAL meetings are designed for district level leadership to calibrate around racial equity. It also serves as a means for information sharing and training for leaders as it relates to racial equity.	Yes	Leaders becoming more comfortable engaging in discussion as it relates to racial equity and race based issues.	Ensuring the information and resources that are shared are made known to building level leaders	REAL Meetings for Executive Administrators	William Bunton
School Name Change	A comprehensive review of the history of the names of all JCPS schools - as to determine if the school is need of a name change -due to racist beliefs & practices of the namesake	Yes	Many schools are named after prominent figures that support inclusion and community uplift for all.	Some schools will require a name change - should the JCBOE approve it.	Board presentation to be determined	John Marshall
Shawnee Satellite	Office, worker, and meeting space that is available for schools and community to use to better reach and engage communities of color	Yes	eSports Lab will launch in September.	Continuing to have schools and community use the space	Establish a calendar of availability for community to use the eSports lab.	Vanessa McPhail
School-Based Decision Making	Ensuring that racial equity is present throughout all JCPS sample policies.	Yes	These policies have been reviewed by the appropriate expert and are now available to Councils through the SBDM website and sample agendas.	None	Review these sample policies each year.	Shawna Stenton
Speaker Series	Features presentations from local and national experts in education. Focuses on many issues facing our students and ways to better reach them.		676 participants; 28 hours of PD credit offered; received positive feedback; and participants appreciate the resources that the presenters share after the PD.	Increase attendance, potential follow-up on how participants are implementing what they learned from the PD.	Continue to advertise and promote. Continue to search for new national and local experts to invite to Speaker Series next year.	Vanessa McPhail
Street Academy (Louisville Urban League Education & Empowerment Initiatives)	The partnership with the Louisville Urban League provides many programs through their Education & Empowerment branch which include intensive tutoring, Street Academy, and Project Ready, which is a college and career-readiness initiative.	Yes	Seventy students were able to attend a college trip over Spring Break (Atlanta HBCUs); attended the National Urban League Summit (Houston, TX); and about 80% of seniors that participated are attending college this Fall.	Retention, recruitment, and barrier removal for low-income parents who want their students to participate (e.g., Transportation)	Recruitment initiatives that are planned in JCPS schools and at community events.	Gregory Vann
Student Advisory Council	Includes students who address overarching needs and concerns in the district	Yes		(New Initiative)	Once BSU’s sponsors are established, students will be identified to participate on the council.	Diyana Jones
Student Athlete Nights	Create information nights (two a month) for parents and students who assist and inform them of the requirements to play in college.	Yes		(New Initiative)	The presentation has been sent to the University of Louisville for their compliance office to review and provide feedback.	Marlon Miller
T.R.A.D.E.S. Program	Build a pipeline of Black and Brown students who are focused on careers in the building trades.	yes	There are still individuals in the schools and in the community who are advocating and pushing for students to have a program to scale in JCPS.	We need to formalize this program and give it the affirmation it needs in the schools.	Meet with the High School Department CTE and Academies of Louisville to identify steps to formalize the program.	Delquan Dorsey

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