



# Racial Equity Policy Revisions

Board Presentation - September 2024

# Purpose for Revising the Racial Equity Policy

The Racial Equity Policy has not undergone a revision process since its inception in December 2018. In order to ensure current and future activity that is occurring in schools and through district offices associated with this policy are captured, it was imperative that revisions/amendments were made.

Multiple role groups/stakeholders were solicited and had an opportunity to review the existing policy and suggest revisions. This process was led by the Diversity, Equity, and Poverty (DEP) department.



# **Role Group Involvement in the Revision Process**

- **Diversity, Equity, and Poverty Department (DEP)**
- **Schools Division (Chief of Schools, Zone Leaders)**
- **Academics Division (Assistant Superintendents, Executive Administrator)**
- **Accountability, Research, and Systems Improvement Division**
- **Principals (Twelve principals invited to participate; two per zone; all six zones represented)**
- **Advisory Council for Racial Equity (Teachers, Community Members, Parents, Retired Administrator)**
- **Central Office Executive Administrators (All divisions invited to participate)**
- **District Policy Committee**



# Changes by Section

## Under Findings:

### Acknowledgement of persistent gaps in...

- Addition of the terms **academic, attendance, access, and sense of belonging**
  - These areas are a focus in our district Racial Equity Plan and needed to be captured via policy



# Changes by Section

## Under Findings:

- Definition added for the phrase Racial Educational Equity

## System-Wide Racial Educational Equity Plan:

- Added language: *This racial education equity plan shall align with the Policy Directives of this District Racial Equity Policy which shall:*
- Items to be included in the development of the plan have been numbered
- Inclusion of a strategy specific to literacy and numeracy incorporated in the school's Comprehensive School Improvement Plan (CSIP)
- Progress Monitoring Structure added
  - Outlines that process undertaken by DEP & Central Office Departments that occur six times a year to monitor the implementation of the racial equity plans for the district and for schools



# Changes by Section

## Under Students:

- Paragraph 1: inclusion of linguistic diversity
- Paragraph 2: inclusion of grading practices and gifted services
- Paragraph 3: inclusion of racial, ethnic, and linguistic make-up
- Paragraph 4: changed *improve the culture and climate* to *improve sense of belonging* and added data measures for sense of belonging (Comprehensive School Survey, Impact Kentucky Working Conditions Survey)
- Paragraph 5: changed *Deeper Learning* to *academic innovation*
- Paragraph 6: added academic outcomes and sense of belonging



# Changes by Section

## Under Policy Directives:

- Directive 1, Paragraph A: included the ARE Tool
- Directive 1, Paragraph B: changed *Develop rich curriculum resources* to *Adopt high quality instructional resources and develop professional learning* to be congruent with SB1
- Directive 2, Paragraph B: changed the language to *Employ strategies listed under paragraph a) of this subsection to reduce racial disproportionality in disciplinary actions*
- Directive 3, Paragraph A: inclusion of enrichment and extended learning
- Directive 3, Paragraph B: added this under Programmatic Access
- Directive 4, Paragraph B: incorporation of the Equity Screener
- Directive 4, Paragraph C: added this under Staffing and Classroom Diversity
- Directive 5, Section A & B: Directive name change from *Central Office Commitment to Racial Educational Equity* to *Evaluating Board Policies and Administrative Procedures*, inclusion of the Racial Equity Analysis Protocol (REAP); review of board policies from 3 to 5 years; removed paragraph C from the original policy; inclusion of School responsibility with review of policies and procedures using the REAP

# Changes by Section

## Under Advisory Council for Racial Equity:

- Name of this section changed from Racial Equity Advisory Council to reflect the current name of Advisory Council for Racial Equity
- Placement of this section moved to the rear of the policy
- Removed *eleven (11) member*
- *Removed two (2) student representatives*
- Term linguistic diversity included
- Removed *include a majority of members who are not employed by the District*
- Removed the paragraph with term limits and replaced with *Vacancies shall be filled with the individuals selected by the advisory council, in accordance with the parameters for council membership set forth in this section*

## Accountability:

- Paragraph C: changed Racial Equity Advisory Council to Advisory Council for Racial Equity
- Paragraph D: added Board monitoring *as it aligns with Student Outcome-Focused Governance Goals and Guardrails* adopted by the Board