

## Racial Equity Policy Update

In **2018**, the JCBOE approved a Racial Equity Policy to address the disparities in academic, social, and communal areas.

01

**Diversity in Curriculum, Instruction, and Assessment**

02

**Programmatic Access**

03

**School Culture and Climate**

04

**Staffing and Classroom Diversity**

05

**Evaluating Board Policies and Administrative Procedures**

# Successes

In November 2018, the JCBOE approved the Racial Equity Policy.

**01** Increase in Advanced Placement (AP) offers

Course Enrollment + 230  
 Course Completers +181  
 Earned Qualifying Score +241  
 Number of Tests Taken +102

**03** Teacher recruitment & retention program

Louisville Teacher Residency 6<sup>th</sup> Cohort

**04** HSU, BSUs, GSAs

More than 90% of our schools

School Belonging Experiences by year and by race

Culture & Climate Construct	Level	Overall (% Agree)		change 2026 vs. 2025	By Race (% Agree)							
		2025	2026		Black		White		Latino		Other	
					2025	2026	2025	2026	2025	2026	2025	2026
School Belonging	ES	86	87	+1	84	84	88	89	85	86	89	89
	MS	80	81	+1	77	78	82	83	80	80	84	84
	HS	77	81	+4	75	78	78	82	77	79	79	79
	AVG	81	83	+2	79	80	83	85	81	82	84	84

**05** Overall increase in sense of belonging



# DIRECT IMPACT TO SCHOOLS

STUDENT GROUP(S)	IMPACTS
Multilingual student supports	The policy <b>challenges</b> the subtle forms of linguistic prejudice that may cause the language practices of racially minoritized students to be perceived as deficient, promoting an environment where all linguistic varieties are respected.
LGBTQIA students	The Racial Equity Policy <b>compels</b> and allows JCPS to move beyond a single-issue approach to addressing inequality.
All students	Racially equitable environments, including diverse classrooms and inclusive curricula (like ethnic studies), <b>expose all students</b> to a broader range of viewpoints, histories, and cultural backgrounds. This can enhance creativity, critical thinking, problem-solving skills, and deeper learning.
Athletics and extracurricular education	A more <b>focused and intentional</b> expectation to diversify teams, sports, coaching staff, and athletic directors. First female and African-American Athletic Director in JCPS

● EQUITY IS NOT JUST A PHILOSOPHY; IT SHOULD BE AN OPERATIONAL FRAMEWORK THAT CHANGES HOW THE SCHOOL FUNCTIONS DAILY.



# DIRECT IMPACT TO COMMUNITY

METRIC	THE RACIAL EQUITY POLICY HAS ALLOWED OR STRENGTHENED:	COMMUNITY GROUP
Met goal of MWBE spend <b>25%</b>	Minority- and Women-Owned Business Enterprise (MWBE) participation has increased.	7PM group
More than <b>2,000 students</b> attend(ed).	Community college fairs, Information on Historically Black Colleges and Universities, ACT prep training, Financial Aid Nights	Focus Academy, HBCU & You, KUMON, Peer Power
More than <b>210 students</b> participated in Lit &.	Extended school opportunities for equity directly address resource and access gaps by providing tutoring, enrichment, and mentorship that disadvantaged students often lack outside of school hours.	Lit &, Jr. AD, Jr. Photojournalism



EDUCATIONAL EQUITY IN SCHOOLS SHOULD NOT BE CONTAINED WITHIN THE CAMPUS WALLS; IT SHOULD FUNCTION AS THE PRIMARY UPSTREAM INTERVENTION FOR THE COMMUNITY’S HEALTH, WEALTH, AND SAFETY.



# Support to Choice Zones


Focuses on ongoing improvement and long-term planning

**01 Staffing**

**02 Programming**

**03 Budget**

**04 Resources**



" We need APs that are ready and willing to step up and lead buildings".  
—Dr. Yearwood

# ATTENDANCE & BEHAVIOR

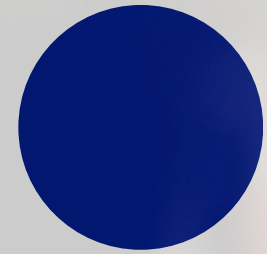
## Strategies:

1. Data-Informed Targeted Support: Use disaggregated data to identify specific groups or neighborhoods facing the highest barriers to attendance.
2. Culturally Responsive Pedagogy and Environment: Equity is leveraged when students see themselves reflected in the curriculum and feel a sense of belonging.

## Focus:

1. Disproportionate Loss of Instructional Time
2. The Predictive Nature of Early Patterns
3. Subjectivity and Cultural Context

# Monitoring & Collaboration - The policy is a district-wide initiative that involves all schools & departments,

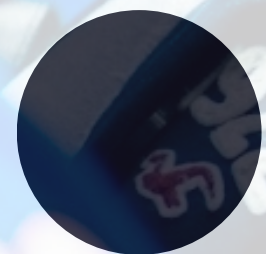


**Racial Equity Calibration  
& Check-In**

[Promising Practices—Link](#)



**Leadership  
Summit/conference**



**Bimonthly Meetings**

[Link](#)



**Data**

New Framework for  
monitoring opportunities  
and access

# Opportunities & Considerations

The Racial Equity Policy presents the opportunity to unlock the full potential of every student, requiring careful consideration of systemic barriers and resource allocation to achieve truly fair outcomes.



3

## Prescribe trainings and tool utility with fidelity

Hold an internal review meeting to measure efficiency and results  
By schools.

4

## Positive narrative and countering falsehoods

Disproportionality, misinformation, and misunderstanding

5

## Continue to fortify the Racial Equity Policy

Policy updates and addendum

2

## Leverage Title1 in innovative ways

Realign and strenghten the use of Title funds - McKinney Vento -etc.

1

## Academic Focus

Focus on centering curriculum, inclusion, teacher habits, expectations, and accountability.

# A.C.R.E

## Advisory Council for Racial Equity

01

Raised accountability for academic performance for all students, particularly students of color

02

A community-led Racial Equity Analysis Protocol (REAP) on the overall school budgets and school closings

03

A clear and definitive reconciliation between high graduation and low literacy and numeracy scores

04

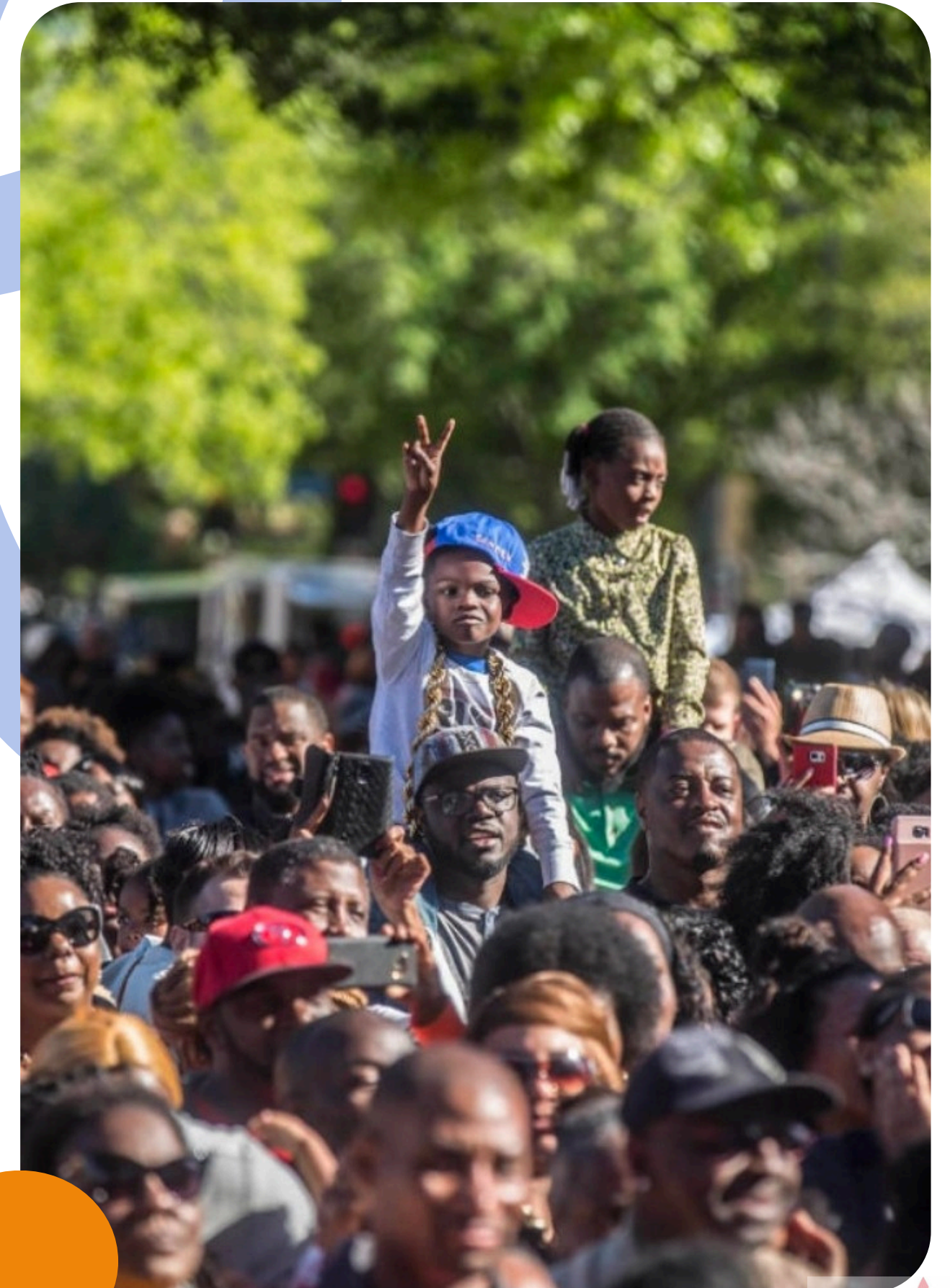
Similar to the ARMAC group, ACRE wants to be better utilized as an advisory group of experts and thought partners. - as written in the policy

05

Messaging campaign that dispels stereotypes of Black students

06

Inviting the JCBOE to attend a community gathering around Equity and supporting JCPS



# LEADERSHIP, SYSTEMS, AND CELEBRATIONS

- Seneca: Out of CSI Status
- Grace James: Academic Performance
- Wheeler: Innovative Equity Initiatives

# **STUDENT VOICES- BLACK & HISPANIC STUDENT UNION**

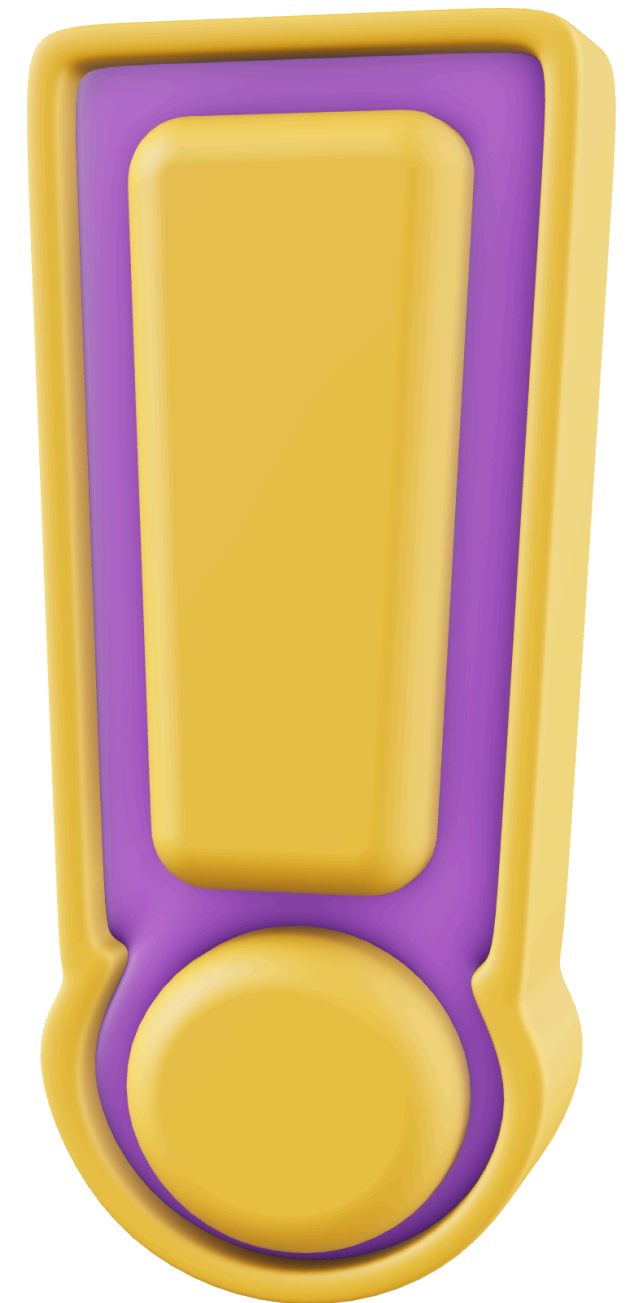
**WHY IT  
MATTERS**

**ACTIVITIES &  
ENGAGEMENT**

**Black, Hispanic, and LGBTQIA student unions have increased. 90% of all high schools have one or both organizations.**

The Racial Equity Policy is not symbolic—it actively informs how JCPS allocates resources, supports all schools, with a focus on Choice Zone Schools, and prioritizes student needs.

- Differentiated Resource Allocation
- Strengthen targeted "Choice Zone" Supports
- Accountability through Data, Frameworks, and Policy Audits



# QUESTIONS

