ENVISION EQUITY

A community commitment to improving education for all students
EQUITY SCORECARD TEAM

- **John Marshall**, Assistant Superintendent, Diversity, Equity & Poverty Programs, JCPS
- **Judi Vanderhaar**, Evaluation Specialist, Data Management, Planning & Program Evaluation, JCPS
- **Catherine Collesano**, Data Management/Research Technician, Diversity, Equity & Poverty Programs, JCPS
- **Florence Chang** - Evaluation Specialist, Data Management, Planning & Program Evaluation, JCPS
- **Roger Cleveland** – Associate Professor, Eastern Kentucky University
- **John Collopy** – Director of Financial Planning & Management, JCPS
- **Charles C. Davis Jr.** – Coordinator, Diversity, Equity & Poverty Programs, JCPS
- **Petia Edison** – Math Teacher, Meyzeek Middle School and Kentucky Alliance for Racial and Political Oppression
- **Tim Findley** – System Director, Diversity & Inclusion, Norton Healthcare
- **Aimee Green** - Human Resources Specialist, JCPS
- **Jennifer Jewell** – Assistant Professor, Spalding University
- **Jonathan Lowe** – Director, Student Assignment, JCPS
- **Rosemaria Maum** – World Languages Staff Developer, JCPS
- **David Owen** – Associate Professor of Philosophy and Director of Diversity Programs, University of Louisville
- **Toetta Taul** – Special Education (ECE) Teacher, Moore Traditional High School, JCPS
- **Shelley Thomas** – Assistant Professor, University of Louisville College of Education & Human Development
EQUITY SCORECARD BACKGROUND

Where?

Why?

What?

This is **NOT** a PROJECT!
Instrument for organizational and community learning and change

It’s value is ongoing and long-term
“To raise the collective awareness about current system inequities in order to promote systemic district change on the basis of internal and community-wide collaboration to ensure that ALL of our children receive excellent, equitable, and dignified educational experiences, opportunities & outcomes.”

JUDI VANDERHAAR, JCPS
REQUIREMENT:  A NEW LENS

Have the WILLINGNESS to actively CHALLENGE our thinking, our biases

Not intentional – Social conditioning (experiences, information)

Internal transformation parallel to the external
What is WRONG with “THOSE” kids… schools… neighborhoods?

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AVOID SIMPLIFYING
What is HAPPENING with OUR kids... schools... neighborhoods?

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Non-constructive FINGER POINTING

Allowing data to reinforce current deficit and negative beliefs and views (media, brain)
JCPS IS A REFLECTION

JUDI VANDERHAAR, JCPS
GROWING OF RACIAL, CULTURAL & LINGUISTIC DIVERSITY

- "other": 6%
- Latino: 7%
- Black: 37%
- White: 49%
- "Minority": 51%

107 Languages

JUDI VANDERHAAR, JCPS
GROWING FAMILY AND CHILD POVERTY

Over 12,000 Homeless Students

JUDI VANDERHAAR, JCPS
YOU...
WE CAN’T SOLVE ALL THE SOCIAL ILLS AND INEQUITIES ALONE, WHILE GRAPPLING WITH THEIR EFFECTS AT THE SAME TIME...

WE...
RECOGNIZE OUR DUTY TO NOT PERPETUATE THEM THROUGH ANY POLICIES, SYSTEMS OR PRACTICES
## Concentrated school Poverty

<table>
<thead>
<tr>
<th>Poverty Level</th>
<th>Number of Schools</th>
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</thead>
<tbody>
<tr>
<td>Low poverty (0-40%)</td>
<td>23 Schools</td>
</tr>
<tr>
<td>Med-High poverty (41-60%)</td>
<td>24 schools</td>
</tr>
<tr>
<td>High poverty (61-80%)</td>
<td>33 schools</td>
</tr>
<tr>
<td>Extreme poverty (81-100%)</td>
<td>53 schools</td>
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</tbody>
</table>

- **Student & teacher voice**
- **Best Practice sites**
LITERACY
INEQUTIES BETWEEN SCHOOLS

Range in School Reading Proficiency Rates

- Elementary: 19% (lowest) to 83% (highest)
- Middle: 13% (lowest) to 78% (highest)
- High: 18% (lowest) to 92% (highest)
STUDENT “GROUPS”

% Proficient Reading Grades 3-8
Race and Poverty (n=43,757)

- ECE: 12% on free/reduced lunch, 28% on paid lunch
- LEP: 14% on free/reduced lunch, 21% on paid lunch
- Black: 22% on free/reduced lunch, 49% on paid lunch
- Other: 32% on free/reduced lunch, 77% on paid lunch
- Latino: 33% on free/reduced lunch, 60% on paid lunch
- White: 37% on free/reduced lunch, 69% on paid lunch
- 2 + race: 37% on free/reduced lunch, 61% on paid lunch
- Asian: 41% on free/reduced lunch, 81% on paid lunch
NOT REINFORCE…

What is HAPPENING?
WHERE DO YOU LIVE
"I AM READING MORE AT HOME"

JUDI VANDERHAAR, JCPS
"I receive individual attention from my teacher to help me learn better"
DISCIPLINE
85% of students suspended in 2012-13 were NOT PROFICIENT in READING
Range in school suspension rates

- School with lowest suspension rate
- School with highest suspension rate

- Elementary: 0% (6% extreme poverty schools)
- Middle: 3% (30% high poverty schools)
- High: 1% (37% extreme poverty schools)

66% from high-extreme poverty schools

JUDI VANDERHAAR, JCPS
NOT REINFORCE…

What is HAPPENING?
U.S. State and Federal Prison Population, 1925-2012

Number of People

Source: Bureau of Justice Statistics Prisoners Series.
All Students: 23%
Black: 43%
2+ race: 26%
Latino: 20%
White: 14%
Asian: 3%

#1 Fighting
#2 Disruptive Behavior
“I'm trying to learn this year and I can’t cause the class is acting up”
% of suspensions represented by student groups: race and poverty (n=13,574)

- Black: 60% (60% free/R lunch, 7% paid lunch)
- Latino: 3% (1% free/R lunch, 2% paid lunch)
- White: 20% (8% free/R lunch, 0% paid lunch)
- 2+ race: 2% (0% free/R lunch, 0% paid lunch)
- Other: 0% (0% free/R lunch, 0% paid lunch)
- Asian: 0% (0% free/R lunch, 0% paid lunch)

JUDI VANDERHAAR, JCPS
“I can tell a teacher cares when they don’t judge you and let you calm down if you’re mad”
% that perceive inconsistent application of school discipline

Teachers: 31%

Students: 55%
Our vision is EACH student will:
increase awareness of his place in today’s world
CLIMATE & CULTURE

3 decades empirical research
Poverty?
“Teachers take time to get to know you … everyone fits in no matter what. Our school is a happy place”

“There is positive energy, if you have a bad day and go to her room it lights up your whole day”
CHANGE IN ACCOUNTABILITY INDEX: 2012 TO 2013

Neutral climate
-1.43

Positive climate
2.8

Negative climate
0.01

JUDI VANDERHAAR, JCPS
COLLEGE/CAREER READINESS

Life and citizen readiness?
LARGEST GAP BETWEEN SCHOOLS

10%  91%

Lowest  Highest

JUDI VANDERHAAR, JCPS
## POVERTY CORRELATION

<table>
<thead>
<tr>
<th>School Poverty Level</th>
<th>Average % College Career ready</th>
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<tbody>
<tr>
<td>Extreme Poverty</td>
<td>21%</td>
</tr>
<tr>
<td>High Poverty</td>
<td>24%</td>
</tr>
<tr>
<td>Med-High Poverty</td>
<td>42%</td>
</tr>
<tr>
<td>Low Poverty</td>
<td>75%</td>
</tr>
</tbody>
</table>

JUDI VANDERHAAR, JCPS
% of Graduates College/Career Ready

- Students on Free/r lunch
- Students on paid lunch

**Race**
- Black: 48% Free/r, 30% Paid
- Asian: 38% Free/r, 87% Paid
- Latino: 45% Free/r, 67% Paid
- White: 46% Free/r, 73% Paid
- 2+ race: 52% Free/r, 67% Paid
“Some teachers expect more than others, I rise to their expectations.”

JUDI VANDERHAAR, JCPS
“I work hardest for Mr. X because he said I have a good future ahead of me and he believes in me”
I feel my teachers believe I can succeed in college

My parents expect me to go to college

I plan to go to college

Highest

Lowest

44%

70%

62%

98%
REWIND

Kindergarten Readiness
35%

Kindergarten Ready

28% state
SPECIAL FEATURE – OUR THERMOMETER


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GAPS MAINTAINED OR WORSEN

- **Kindergarten**
  - Black: 30%
  - Multi-racial: 34%
  - Latino: 16%
  - White: 40%
  - Asian: 58%

- **12th grade College/Career**
  - Black: 25%
  - Multi-racial: 22%
  - Latino: 37%
  - White: 59%
  - Asian: 64%

JUDI VANDERHAAR, JCPS
“It is easier to build strong children than to repair broken men.”

-F. Douglass
JEFFERSON COUNTY PUBLIC SCHOOLS
2013 Students Meeting Benchmark in Kindergarten Readiness
by Zip Code

% Meeting Benchmark
- < 15%
- 15% - 28%
- 29% - 35%
- 36% - 68%
- > 69%

State - 28%
District - 35%

<=15%
69% +
What is RIGHT with our kids… our schools… our neighborhoods?
Mentoring (Every1 reads, Big Brothers/Big Sisters…)

Louisville Linked

Out of school time providers and community centers

55,000 degrees/15,000 degrees

Compassionate city initiatives

Blueprint for safe and healthy neighborhoods

PACT in action…Fatherhood 2 not 1…Women in Transition

Many more…
<table>
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<tr>
<th>Timeline</th>
<th>Process Activity</th>
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<tbody>
<tr>
<td>Between November 2013 – January 2014</td>
<td>Process internal district and external community feedback collected via survey</td>
</tr>
<tr>
<td>Between November 2013 – May 2014</td>
<td><strong>Internal Equity Audit:</strong> critically examination of polices, practices, systems within and between JCPS Central office. This includes revisiting prior audit recommendations, empirical evidence, and alignment with current efforts. Identification of specific departmental commitments and action steps.</td>
</tr>
<tr>
<td>Between January 2014 – Ongoing</td>
<td>Hold internal and community equity forums to engage in dialogue and collaboration around efforts to improve equity and excellence for all students</td>
</tr>
<tr>
<td>Annual</td>
<td>JCPS Envision Equity Scorecard (progress &amp; Updates)</td>
</tr>
<tr>
<td>Ongoing</td>
<td>JCPS Envision Equity Website will continuously evolve and be updated with additional equity data &amp; resources</td>
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1. 2010 Phi Delta Kappa JCPS Curriculum Management Audit, 2010 Civil Rights Project Report on JCPS, 2013 AdvancedED Accreditation Audit

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**JUDI VANDERHAAR, JCPS**
WE are ALL responsible for our kids… our schools… our neighborhoods…. OUR COMMUNITY!

JUDI VANDERHAAR, JCPS
NOT JUST A MOTTO

Jefferson County Public Schools
Shaping the Future

JUDI VANDERHAAR, JCPS