

Equity Council Top Ten Recommendations	Priority Focus Area (Big Rocks)	Calendar Month Reporting Period	District Point of Contact	Equity Council Subcommittee Collaborative Partnership
1. Create district supports for attention to mental health issues. This emerged as the primary need for discipline, achievement, and student behaviors.	R3: LCE = Learning Culture and Environment- LCE: 30.1, 60.3, 90.3	Semi-Annually October & May	Student Support Services <u>Faith Thompson</u>	Student Placement & Accomodations <u>Dr. Hazel Forsythe</u> hazel.forsythe@uky.edu vabl@uky.edu 859-257-4146
2. At the time HR routinely (as well as on request) relays minority candidate information to each school principal, the PDAC requests they might also include that school's staff diversity data. This would provide a courtesy reminder clearly setting forth each school's current diversity goal given the school's staff diversity in comparison to their student enrollment and including a compliance request, "please provide what steps are being taken to ensure your school's staff population reflects your student population" which then would be reported to the Equity Council by principals and directors.	R2: CIA = Continuous Improvement and Assessment	Desiminated to Schools February through July	Associate Director of Minority Recruitment & Retention <u>Darryl Thompson</u> Human Resources <u>Jennifer Dyar</u>	Positive District Action PDAC <u>Isabel Taylor</u> itaylor@lexingtonky.gov 859-258-3824
3. Ensure that the Equity Scorecard is used as a tool alongside the Comprehensive District Improvement Plan during schools leadership team planning phrase.	R1, R2, R3 SCI-CIA-LCE 15-16 Closing the Achievement Gap Through Novice Reduction Plan	Ongoing To Be Reported in October	Senior Director of Academics <u>Dr. Marlene Helm</u>	Objective Equity Indicators <u>Dr. Ron Langley</u> 859-257-4684 Langley@uky.edu
4. Adopt a regular schedule and process for analyzing teacher and leader effectiveness data across schools to determine whether effective teachers and leaders are distributed equitably within schools and across the district.	R1, R2, R3 SCI-CIA-LCE 15-16 Closing the Achievement Gap Through Novice Reduction Plan	Annually October With KPREP Release Equity Tab	Associate Director of Minority Recruitment & Retention <u>Darryl Thompson</u> Human Resources <u>Jennifer Dyar</u>	Positive District Action PDAC <u>Isabel Taylor</u> itaylor@lexingtonky.gov 859-258-3824
5. Hire a full-time monitor, who will have responsibility for staff diversification and the independence and leverage to monitor at the individual school levels and to report to the Equity Council on its progress.	R2: CIA = Continuous Improvement and Assessment Completed	Annually To Be Reported in October	Associate Director Minority Recruitment & Retention <u>Darryl Thompson</u>	Positive District Action PDAC <u>Isabel Taylor</u> itaylor@lexingtonky.gov 859-258-3824
6. The district's leadership team (Cabinet) should place the Equity Scorecard measurable components on their bi-weekly agenda for review of progress or lack thereof.	R1, R2, R3 SCI-CIA-LCE 15-16 Closing the Achievement Gap Through Novice Reduction Plan	Annually To Be Reported in October	Senior Director of Academics <u>Dr. Marlene Helm</u>	Objective Equity Indicators <u>Dr. Ron Langley</u> 859-257-4684 Langley@uky.edu
7. Create an accountability-monitoring schedule with review dates and who is going to be held responsible and accountable for each area on the Scorecard.	R1: SCI = Standards, Curriculum and Instruction	Annually To Be Reported in October	Director of Curriculum & Instruction	Objective Equity Indicators <u>Dr. Ron Langley</u> 859-257-4684 Langley@uky.edu
8. R.E.S.E.T Panel needs a holding placement for students' reintegration into FCPS. When a student comes into the district from an outside placement late in the semester (e.g. two weeks before the end of school), there should be a transition setting to get them reintegrated into the system effectively.	R3: LCE = Learning Culture and Environment	Semi-Annually To Be Reported in October/April	Equity Council Liason <u>Erica Beatty</u>	Student Placement & Accomodations <u>Dr. Hazel Forsythe</u> hazel.forsythe@uky.edu vabl@uky.edu 859-257-4146
9. As a follow up on accountability and measurable outcomes reporting related to meeting ("By 2020 all schools/departments will employ professional staff that reflect at a minimum the diversity of the students served in FCPS."). The PDAC recommends that the new Board Report includes not only the current staff population by school, but also next to each, the student population for that school serving to make for easier viewing of where each school needs to reflect its student population and ascertain its diversity goals.	R2: CIA = Continuous Improvement and Assessment	Annually To Be Reported in October	Associate Director of Minority Recruitment & Retention <u>Darryl Thompson</u> Human Resources <u>Jennifer Dyar</u>	Positive District Action PDAC <u>Isabel Taylor</u> itaylor@lexingtonky.gov 859-258-3824

<p>10. Require schools with the highest gaps and directors to share the schools' gap reduction plans with the Board and Equity Council.</p>	<p>Standardized template for presentations to BOE and Equity Council. R1, R2, R3 SCI-CIA-LCE 15-16 Closing the Achievement Gap Through Novice Reduction Plan</p>	<p><u>Annually</u> January through Spetmeber</p>	<p><u>School Level Directors</u> Identified Target Assistance Schools</p>	<p>Ad-hoc Committee (Community Involvement) Stephanie Hong shong@lexingtonky.gov 859-246-4393</p>
<p>Priority Area & Top Ten Recommendation <u>In Progress and Ongoing</u></p>	<p style="text-align: center;">Fayette County Public Schools 15-16 Closing the Achievment Gap Through Novice Reduction Plan & Equity Council Committee <u>CROSSWALK</u></p>			
<p>Priority Area & Top Ten Recommendation Milestone Complete</p>				
<p>Priority Area & Top Ten Recommendation Approaching Implementation Awaiting KPREP Assessment Data</p>				
<p>R1: SCI = Standards, Curriculum and Instruction R2: CIA = Continuous Improvement and Assessment R3: LCE = Learning Culture and Environment</p>				