

**RECORD OF PROCEEDINGS**  
(MINUTES)  
**Equity Council Meeting**  
**November 1, 2016**

The Equity Council met at 701 East Main Street, Lexington, Kentucky at 6:00 p.m. on Tuesday, November 1, 2016.

**COUNCIL MEMBERS PRESENT:**

Roger Cleveland, Jacqui Denegri, John Ferguson, Sara Green, Ron Langley, Sharon Mofield-Boswell, Isabel Taylor, Roy Woods

**COUNCIL MEMBERS ABSENT:**

David Cozart, Brian Hodge, Stephanie Hong, JoJuana Leavell-Greene, Ron Mack

**BOARD MEMBERS PRESENT:**

Daryl Love and Ray Daniels

**STAFF MEMBERS PRESENT:**

Emmanuel Caulk, Susan McLaughlin Jones, Marilyn Clark, Jennifer Dyar, Jessica Sanchez, Darryl Thompson, Sarah Gaines

**CALL TO ORDER**

Roy Woods called the meeting to order at 6:08 p.m.

**I. ROUTINE MATTERS**

AGENDA ITEM 1 (a)

**Roll Call**

Sarah Gaines called the roll.

AGENDA ITEM 1 (b)

**Reading of Mission Statement**

Isabel Taylor read the Mission Statement.

AGENDA ITEM 1 (c)  
**Approval of Minutes**

Ron Langley offered a motion to accept the minutes from the October 4, 2016 meeting. Isabel Taylor seconded the motion. The vote was unanimous and the minutes were approved.

AGENDA ITEM 1 (d)  
**Reading of Standards of Practice Agreement**

The Standards of Practice Agreement was not read.

**II. UPDATES**

AGENDA ITEM 1 (e)  
**Standing Committees**

Roy Woods has met with most of the committee chairs.

**III. ACTION ITEMS**

AGENDA ITEM 1 (f)  
**Vacant District 3 Appointment and Vacant Elected Seat**

The Office of Equity, School Support, and Community Engagement has received five applications for the vacant elected position. Prior to the December Equity Council meeting, Equity Council members will receive an email containing those five applications and any supporting documentation that was submitted with them. The election to fill the vacant elected seat will occur at the December 6, 2016 Equity Council meeting.

Hazel Forsythe's term ends December 31, 2016. Ray Daniels may appoint someone now or he may wait to appoint someone for a two-year term beginning January 1, 2017. (Due to two Council members leaving prior to the conclusion of the meeting, the Council did not have a quorum and did not take action at the time of this agenda item.)

**IV. REPORTS**

AGENDA ITEM 1 (g)  
**Superintendent's Report**

Manny discussed the District Strategic Plan which can be found on the District website. This plan also includes an Equity Statement and proposed FCPS Mission and Vision Statements. The website also has a link to an online survey for stakeholders to provide feedback on the current draft of the strategic plan. After the strategic plan is approved by the Board, a consultant will be hired to review all of the District's policies with an equity lens.

AGENDA ITEM 1 (h)  
**Equity Liaison's Report**

Darryl Thompson shared that the four Equity Council subcommittees tie in to the eight pillars in the Blueprint for Student Success, and he also shared the charge from the Board of Education to the 2016-2017 Equity Council Committee, which is as follows:

*To provide research and development in support of the goals and objectives of the Board of Education.*

AGENDA ITEM 1 (i)  
**Subcommittee Reports**

- ✓ **Student Success: Educational Excellence and Equity** – The committee met on October 25 at Global Lex. They reviewed the eleven Positive District Actions Committee charges and discussed the new committee's charge. Future meetings will be held on the first Monday of each month at 4:00 p.m. at Global Lex.
  - Student Placement and Accommodations** – They met on October 17, and one student was recommended for placement.
  - Suspension Reduction and Drop-Out Prevention** – No report was provided, but the committee should be meeting soon.
- ✓ **Student, Family, and Community Engagement** – The committee met on October 10 at 3:30 p.m. at the Day Treatment Center, and they discussed partnering with the Community Partners Leadership Team. Their future meetings will be on the fourth Monday of each month at 3:30 p.m. at the Day Treatment Center.
- ✓ **Data, Research, and Accountability** – Ron, Roy and Billy Buchanan met on October 26, and reviewed the strategies listed under Pillar 6 – Data, Research and Accountability.
- ✓ **Bylaws Updates and Revisions** – The Bylaws Committee will meet next Monday, November 7 at 9:00 a.m.
- ✓ **Minority Business Enterprise/Women Business Enterprise** – No report was provided.

AGENDA ITEM 1 (j)  
**Visiting Board Member Reflections**

Daryl Love commended the Equity Council for their advisement of the Board over the past years. He also suggested convening SBDM Councils to discuss equity.

AGENDA ITEM 1 (k)  
**Internal/External Reports**

- ✓ **Student Voice** – Some of Sara Green's students shared about their project to raise money for two wells in Southern Sudan.
- ✓ **Great Staff** – Jennifer Dyar shared data on certified applicants and employees. She noted the district's desire to have more male elementary teachers. Over 93% of elementary teachers are female. Additionally, almost 90% of the applicants for elementary teaching positions are Caucasian, and the data is similar for middle and high school.

- ✓ **Minority Recruitment and Retention** – Darryl Thompson shared the make-up of the District Minority Recruitment Team which includes staff from Equity, HR, ELL, and Special Education and their strategic initiatives to increase minority applicants.

There is a shortage of minority teachers across the country, and we are competing with school districts in Charlotte, Atlanta, Nashville, Indianapolis, Cincinnati, Louisville, etc.

- ✓ **World-Class Operations/Supplier Diversity** – Marilyn Clark explained her role and what she does. She and Ed Holmes, from EHI, discussed our policy changes and initiatives to increase the number of minority, women, and veteran businesses that we work with.
- ✓ **Language Line** – Jessica Sanchez shared data regarding the number of calls, the average length of the calls, the time to connect each call, and the languages used on the Language Line. The District has 70-75 interpreters that speak 40+ languages, and interpreters are sent to schools every day.

## V. OTHER COMMUNICATION AND PUBLIC PARTICIPATION

- ✓ **Budget** – Stephanie Hong was not present to give a Budget Committee report.
- ✓ **Special Education Advisory Council** – John Ferguson mentioned that the committee elected three new members. They will meet again on the second Thursday of November.
- ✓ **Audit** – JoJuana Leavell-Greene was not present. However, she submitted a written report, and Sarah Gaines read some of the information she submitted.

## VI. ADJOURNMENT

Sharon Mofield-Boswell made a motion to adjourn the meeting. John Ferguson seconded the motion. The vote was unanimous, and the meeting was adjourned at 8:58 p.m.