Christina Samuels
Associate Editor, Education Week

Follow Christina on Twitter: @casamuels
“Building—and Keeping—a District Equity Culture”

Expert Presenter:

John D. Marshall
Chief Equity Officer
Jefferson County Public Schools, Ky.
An on-demand archive of this webinar will be available at www.edweek.org/go/webinar in less than 24 hrs.
Building Racial Equity in Urban Schools

The Necessity. The Support. The Resistance

John D. Marshall
Chief Equity Officer
Jefferson County Public Schools
Steps to Racial Equity

- **2012**: Filled Vacant Position
  - At the time the department consisted of four people.
  - District wide training

- **2013**: Advanced Program sit ins
  - Moved students of color in the Advanced Program.
  - Equity Institutes

- **2013**: Equity Scorecard & CARDS program
  - First scorecard that illuminated the inequities in our schools

- **2014**: Code of Conduct Changes & Programmatic Access & Males of Color Resolution
  - Removal of Deliberate Disruption
  - Creation of Lit &

- **2015**: Males of Color, “Lit &,” Community Conversations

- **2016**: Summer Camps in Alternative Schools (EPIC), Educators of Color Celebration
Steps to Racial Equity

- **2016**: Focus on Girls of Color
  - Coding at the Beech
  - Girls on the RISE
  - Menaissance
  - Quarterly meetings at NAACP

- **2017**: Educators of Color
  - DuBois Academy Satellite Office

- **2018**: Racial Equity Policy
Cultural Pivots Moving Forward
Tenets of Racial Equity Policy

- Central Office Commitment
- School Culture and Climate
- Staffing Diversity
- Curriculum and Instruction
Metrics: Racial Equity can be obtained through Monitoring measuring
School & District Wide Racial Equity Plans

Racial Equity Analysis Protocol

Equity Monitoring Progress Tool (EMPT)
How Justice and Equity Policies Fail

Political Capturing

Aims to fix the oppressed not the oppressor

Lack of oversight and support

Left for interpretation
Fibrous systemic monitoring and change

Discern confusion from commitment. Candor over comfort

Nomenclature matters

Adult actions - student outcomes
the white moderate, who is more devoted to "order" than to justice; who prefers a negative peace which is the absence of tension to a positive peace which is the presence of justice; who constantly says: "I agree with you in the goal you seek, but I cannot agree with your methods of direct action"; who paternalistically believes he can set the timetable for another man's freedom; who lives by a mythical concept of time and who constantly advises the Negro to wait for a "more convenient season." Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will. Lukewarm acceptance is much more bewildering than outright rejection.” Dr. Martin Luther King

Don’t Consider! Commit!

- Chief Equity Officer
- Division focused on Diversity, Equity, and Poverty
- Racial Equity Policy
- Begin conversations about RACE
- Respond to the data with race at the foci
@jcpsdep1
@jdm1906
Flickr-jcpsdep
john.marshall@jefferson.kyschools.us
jdavidmarshall06@gmail.com
502.694.2606
An on-demand archive of this webinar will be available at www.edweek.org/go/webinar in less than 24 hrs.
“Building—and Keeping—a District Equity Culture”

Suggested Reading From *Education Week*:

An Unwavering Advocate for Racial Equity in Schools
In Kentucky’s Jefferson County Public Schools, John D. Marshall uses data to unmask racial inequities and demand policy changes and supports for students of color and those who are poor.