



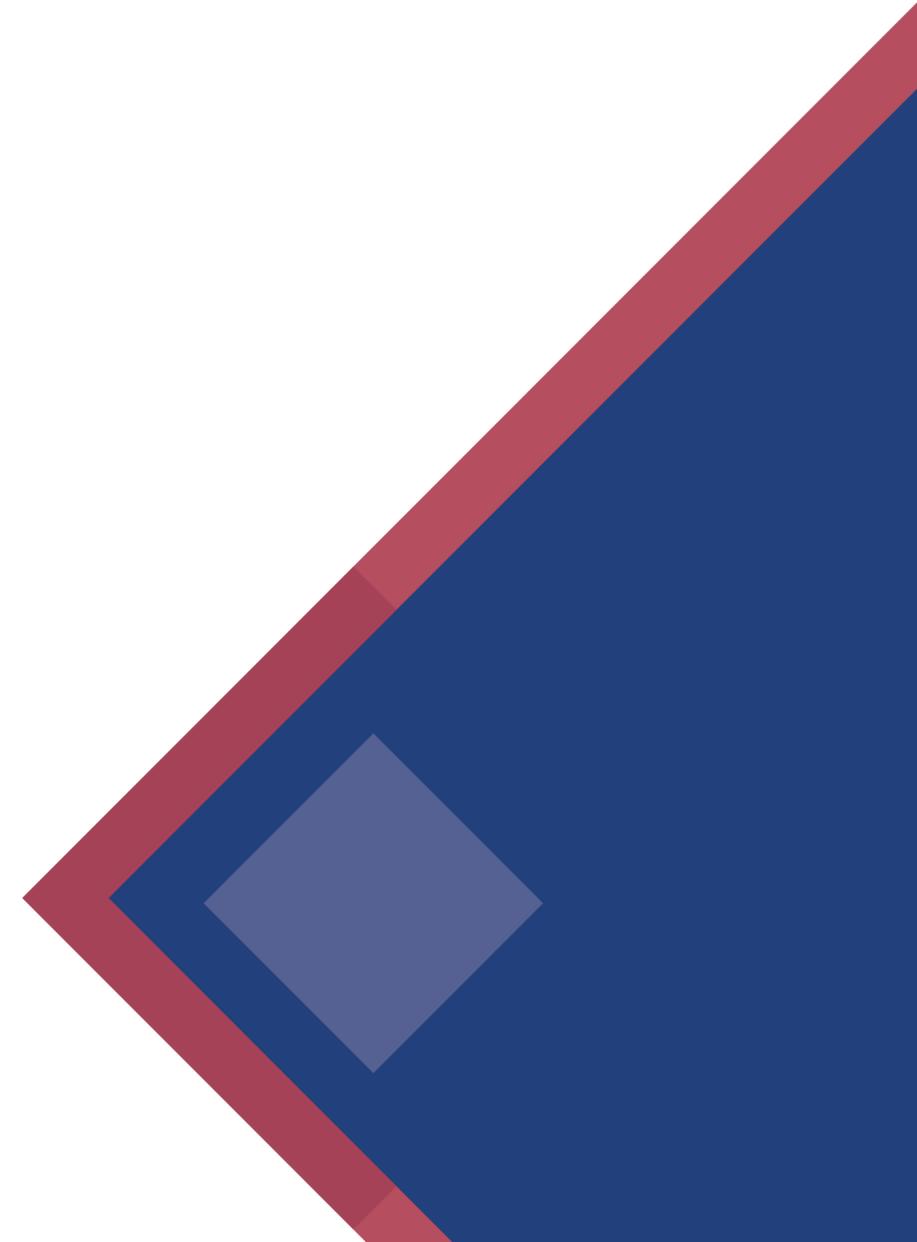
AEE Community Meeting

April 26, 2022

Welcome

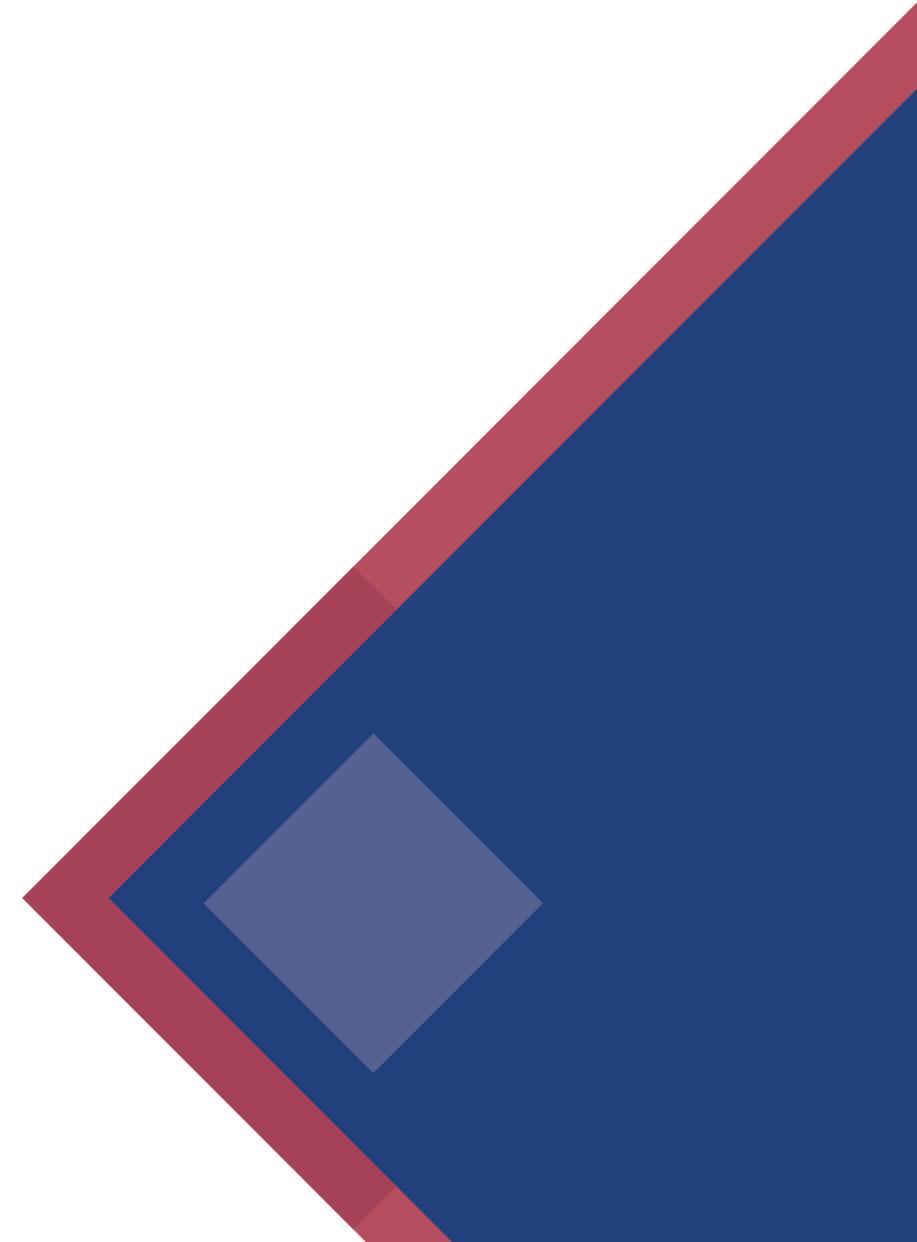
Superintendent Bob Thomas

Tomma Battle, Co-Chair



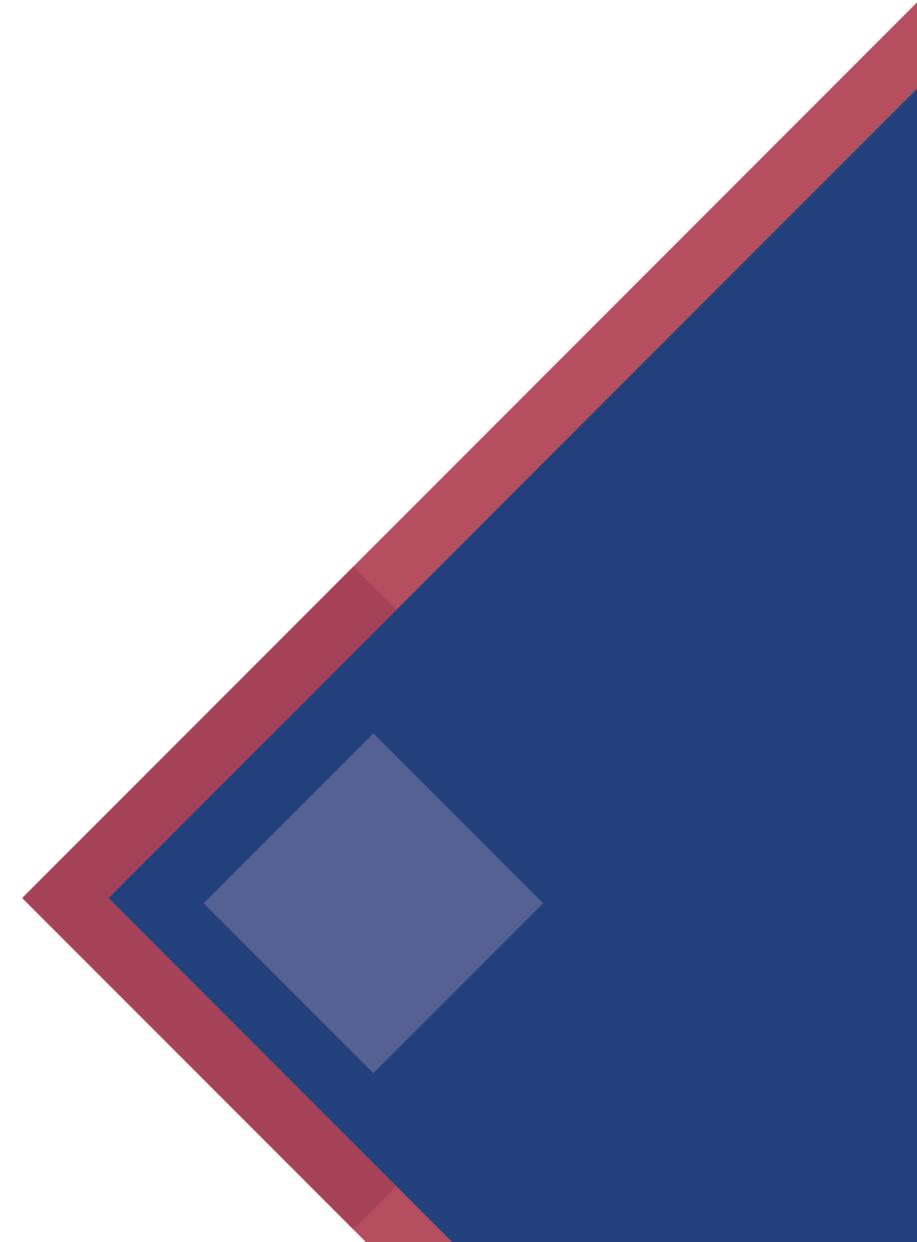
Meeting Expectations

- Mutual respect
- Hold questions for breakouts
- Open dialogue during breakouts



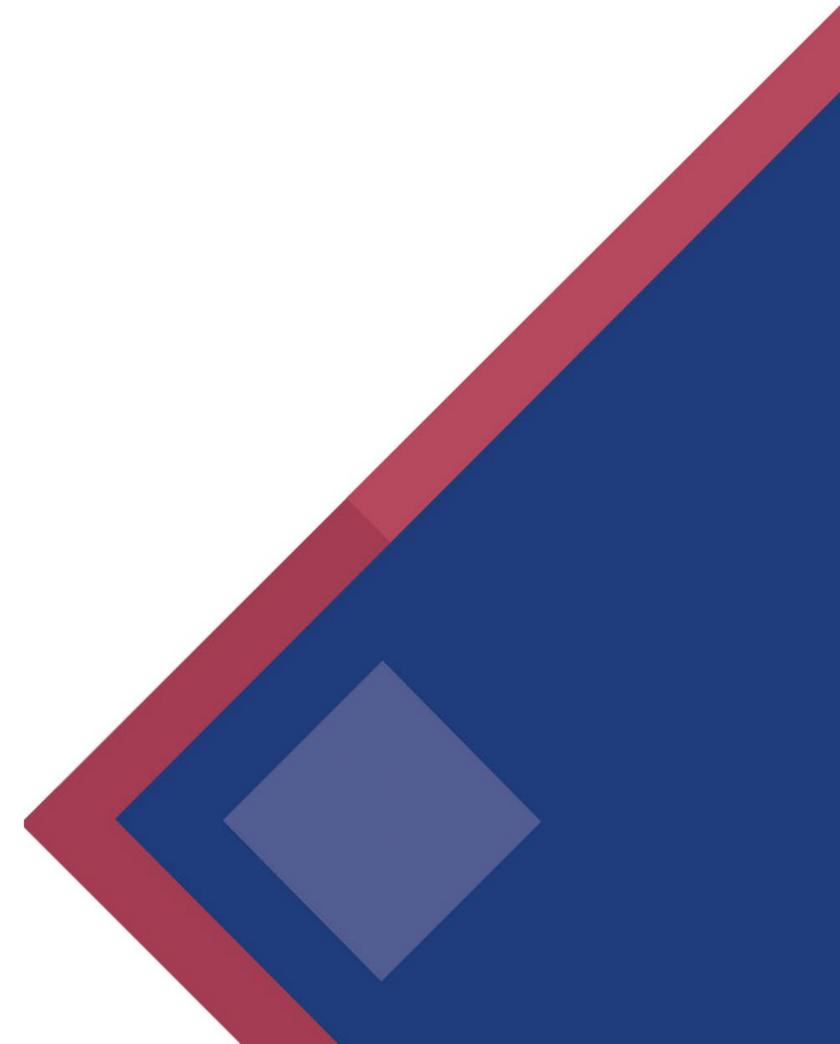
Equity Team Goals

**Nathan Langlois, Director of
Advancement and Diversity**



KCS Equity Teams

- Goals aligned to Strategic Plan
- Six areas of focus
 - Academics
 - Communications
 - Discipline
 - School Culture
 - Staff Development
 - Supports (SPED / ELL)



Academics Goals

- Share of Black / Hispanic / Native American students achieving 41st percentile in oral reading fluency increases from 27% to 45% by Spring 2024 (Measurement tool: AimsWeb+)
- Percent of economically disadvantaged students scoring “proficient” or “advanced” on Algebra I will increase from 4% to 35% by 2024
- Achieve parity between student enrollment and student success in advanced academic programming by 2024



Communications Goals

- Increase digital engagement by Spanish-speaking families.
- Increase awareness and knowledge of KCS among Spanish-speaking families.
- Consult the community about communication needs and challenges.
- Decrease language barriers for non-English-speaking families.



Discipline Goals

- Inform and update policies and practices
- Reduce the suspension rate and instructional days missed from school
- Work to enhance and improve the Alternative School Program's experience



School Culture Goals

- Embed culturally responsive practices in all areas of KCS systems and structures to create accessible and inclusive environments for all staff, students and families.
- Utilize effective strategies to reduce incidences of chronic absenteeism within all state-identified groups, as there is a direct correlation between students' regular school attendance and their academic success.



Staff Development Goals

- Partner with UTK / Knox Ed Foundation on a Youth Educator Cohort to support diversity within KCS.
- Conduct inclusion study with the TN Educators of Color Alliance and identify three-year recruitment goals.
- Increase partnership impacts and develop outreach / collaboration efforts with HBCUs and Hispanic Serving Institutions to increase retention and provide professional development.



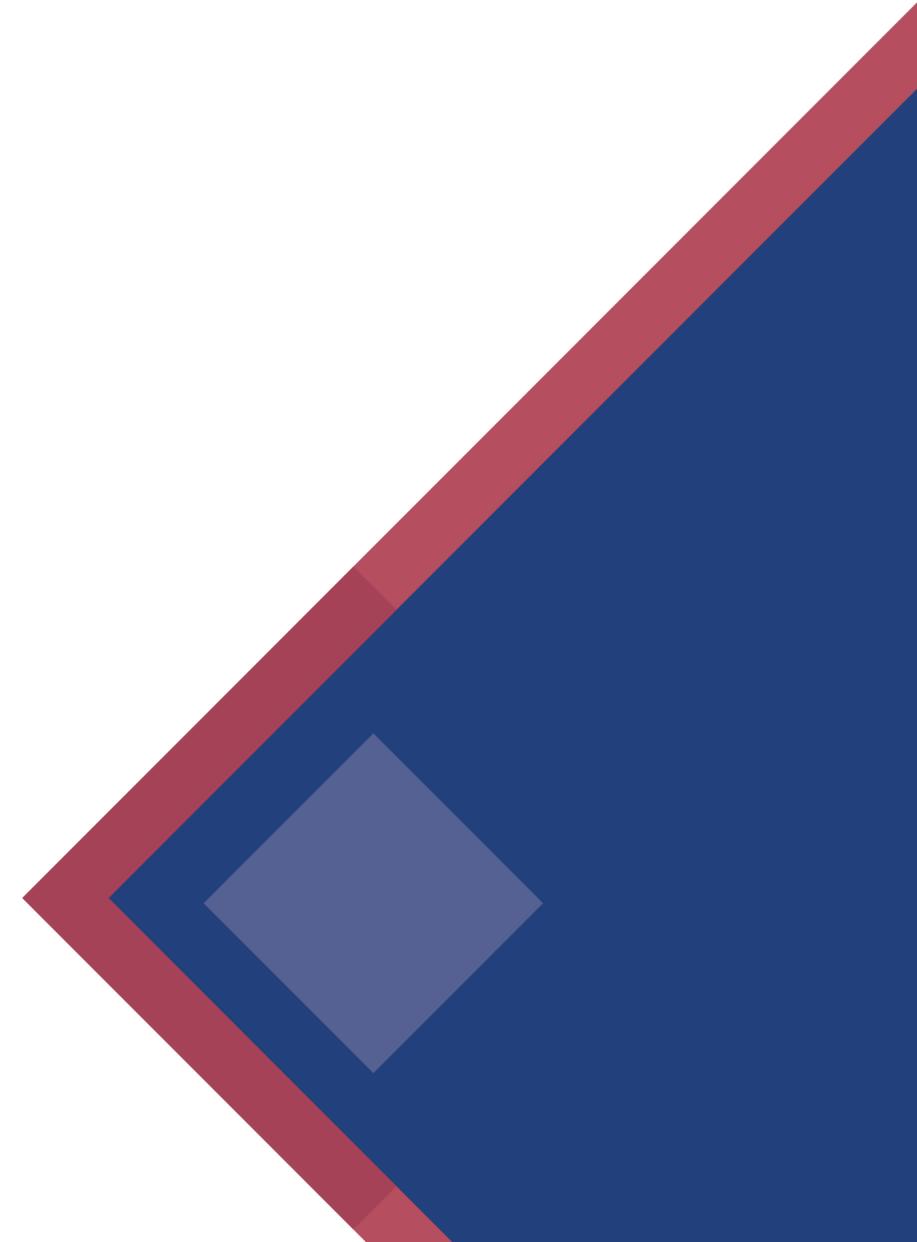
Student Supports Goals

- 70% of students with disabilities will spend at least 80% of their instructional time in the general education setting.
- Achievement among ELLs will increase by 3%
- Increased graduation rate / post-secondary preparation such as ACT and CTE supports (engaging students in employment skills)
- Increase in family engagement and supports (such as kindergarten readiness, enrollment, and supportive community resources)



Tennessee Educators of Color Alliance Report

- The goal: Understanding the experiences of educators of color within Knox County Schools



Why?

ELIMINATING DISPARITIES

	Objective	SY17-18 Baseline	SY18-19 Goal	SY19-20 Goal	SY20-21 Goal	SY21-22 Goal	SY22-23 Goal	SY23-24 Goal
Provide Student Supports	Partnerships and outreach efforts with Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs)	—	3.0	6.0	8.0	9.0	10.0	11.0
	Percentage of certified staff of color	4.7%	7.2%	9.9%	12.4%	15.0%	17.6%	20.2%
	Percentage of school social workers, counselors and psychologists with Adverse Childhood Experiences training	—	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	Percentage of KCS sites including central office that have completed Cultural Competency training	12.5%	95.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	Percentage of schools that have received Tier 2 PBIS training	58.7%	69.0%	79.3%	89.6%	100.0%	100.0%	100.0%



STRATEGIC PLAN

2019-2024



APRIL 2019

Who?



Knox Education Foundation: Financial benefactor



TECA: Conducted focus groups and interviews with educators of color across the district



KCS Human Resources: Initiating partner

Recommendations

1. Establish Affinity Groups

Many educators of color feel isolated and unacknowledged. Affinity groups would allow educators of color to meet, build and strengthen relationships and have an intentional voice.

2. Institute Inclusive Hiring Practices

Review how existing hiring practices align with district goals and implement strategies to increase educator diversity.

3. Track Human Capital Data

Track applicants and roles applied for, hires and placements, and who's leaving. Analyze and focus on administrative statistics.



Recommendations

4. Invest in Development

Support professional development, training and leadership development for educators of color. By increasing our educators' impact, we increase their value in our schools and in the communities they interact with.

5. Expand Leadership Opportunities

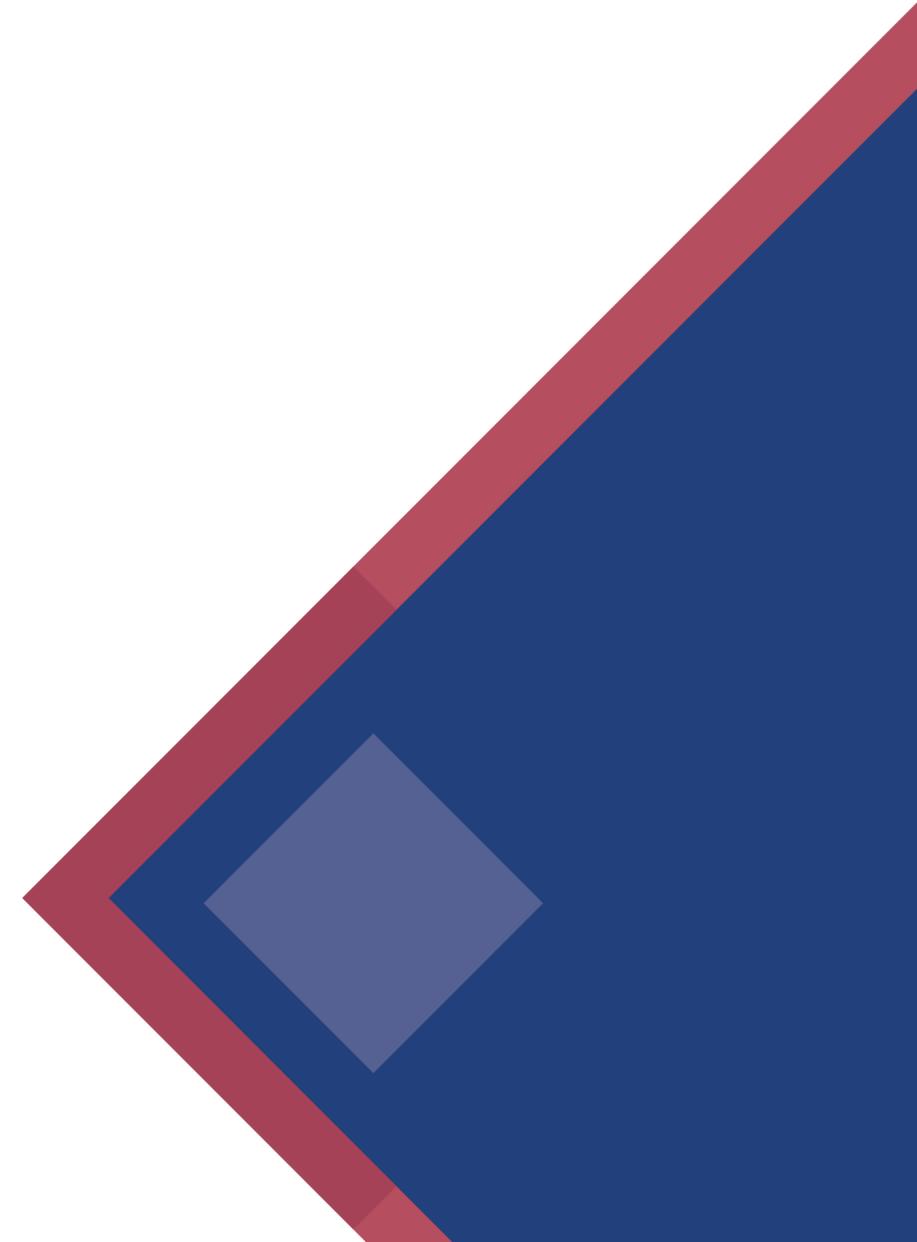
Participants want equitable access to leadership opportunities. TECA suggests that we keep data points on these efforts and that we commit to qualified educators of color being consistently under consideration.

6. Launch a Mentoring Program

Educators want to connect and network, and experienced educators want to pay it forward and have a voice. Mentoring will help people feel connected and improve retention.

Status of district work in 2022

1. Recruitment Partnerships
2. Leadership Opportunities
3. Resource Allocation
4. Affinity Groups
5. Salary and Incentives

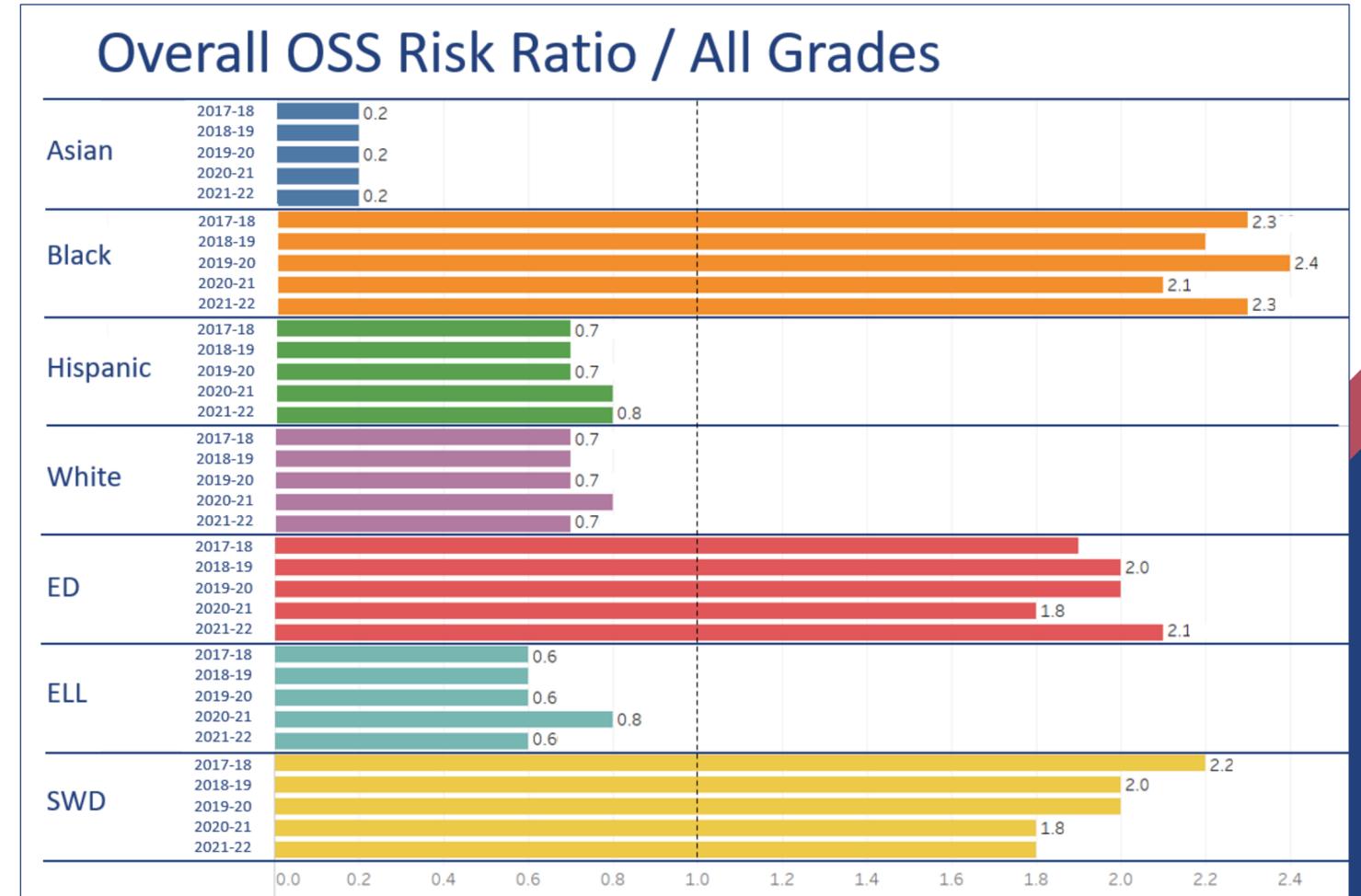


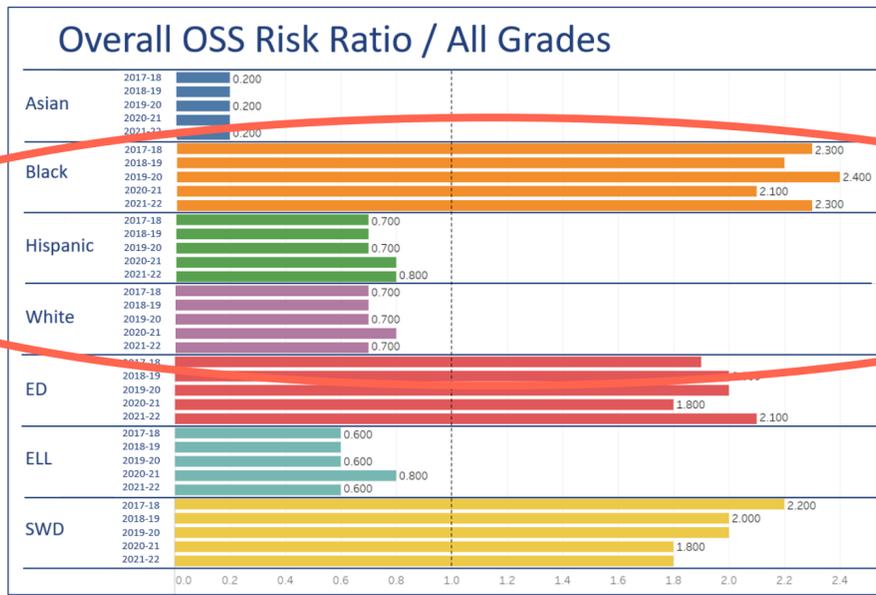
Discipline reporting

Brian Hartsell, Disciplinary Hearing Authority

Discipline Reporting

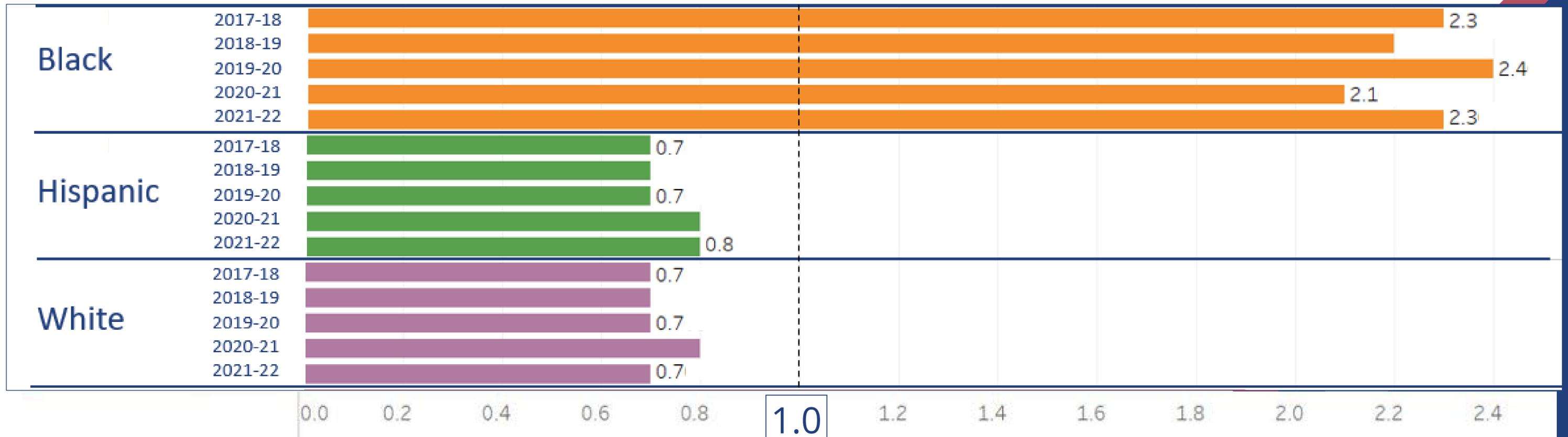
- Consistency
- Transparency
- Key metric: “risk ratio”





A risk ratio of greater than one indicates that the students in that group are being assigned disciplinary actions at a higher rate than expected. Likewise, a risk ratio of less than one indicates that the students in that group are being assigned disciplinary actions at a lower rate than expected.

Overall OSS Risk Ratio / All Grades



Risk Ratio

Risk ratio = (Group percentage of all suspensions) /
(Group percentage of total district enrollment)

Hypothetical example:

If \longrightarrow the # of white students suspended = **2,000**

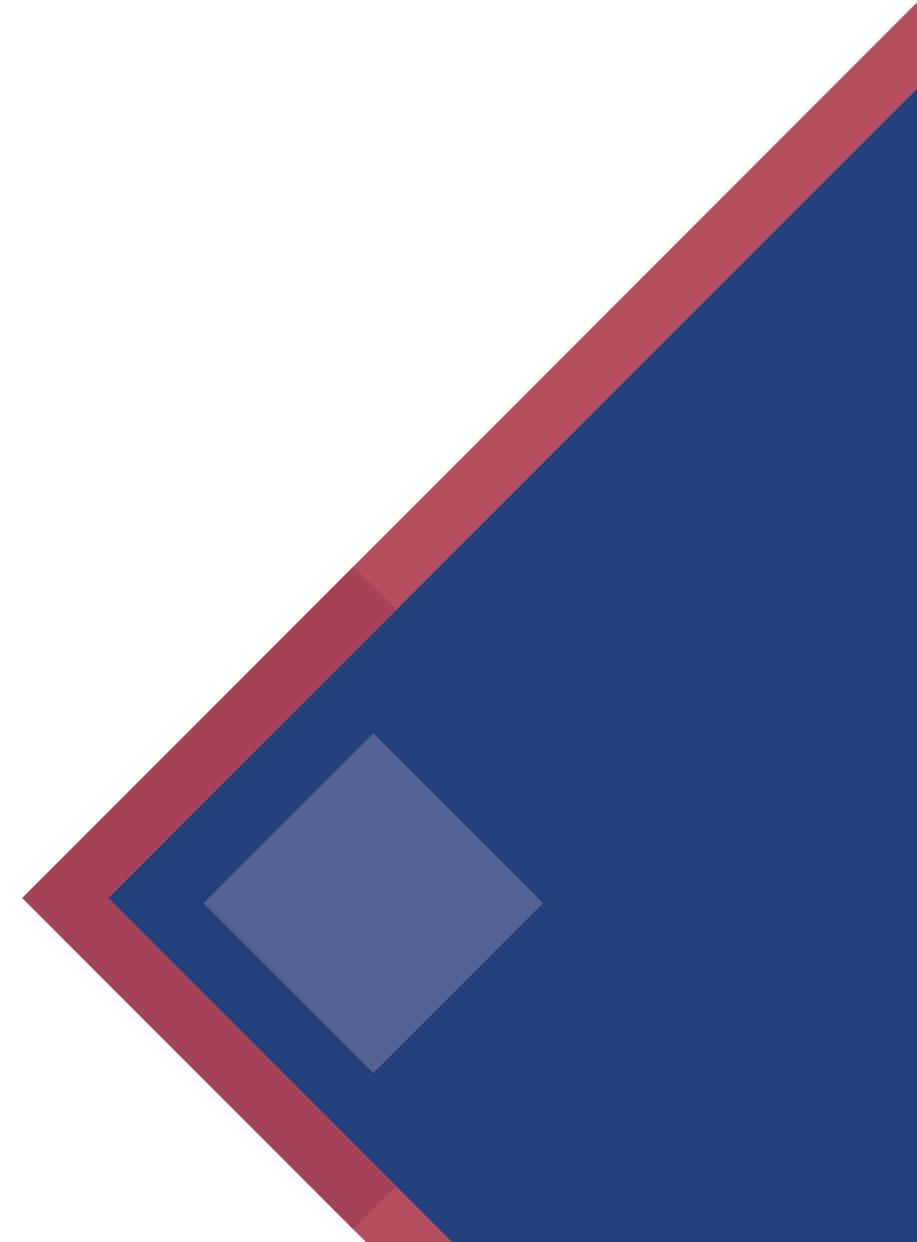
the # of all students suspended = **4,200**

the # of white students enrolled = **48,000**

the # of all students enrolled = **61,000**

Then \longrightarrow the Risk Index = $(2,000 / 4,200) / (48,000 / 61,000) =$

$47.6\% / 78.7\% = 0.6$



Breakout Sessions

Academics (Room 207)

Communications (Room 208)

Discipline (Library)

En Español (Room 209)

School Culture (Room 210)

Staffing (Room 212)

Supports / SPED & ELL (Room 214)

Next Steps and Final Thoughts

- Handouts available at the sign-in table
- Questions aee@knoxschools.org
- Breakout summaries:
knoxschools.org/aee

Thank you for attending!

