



# DEO Community Meeting

April 27, 2021

# Welcome

**Superintendent Bob Thomas**

**Tomma Battle, co-chair**

**Daniel Watson, BOE Representative**

# Breakout Sessions

Academics (Room 212)

Personnel / Training / Staff Dev. (Room 207)

Supports / SPED / ELL (Room 208)

School Culture / Ombudsman (Room 209)

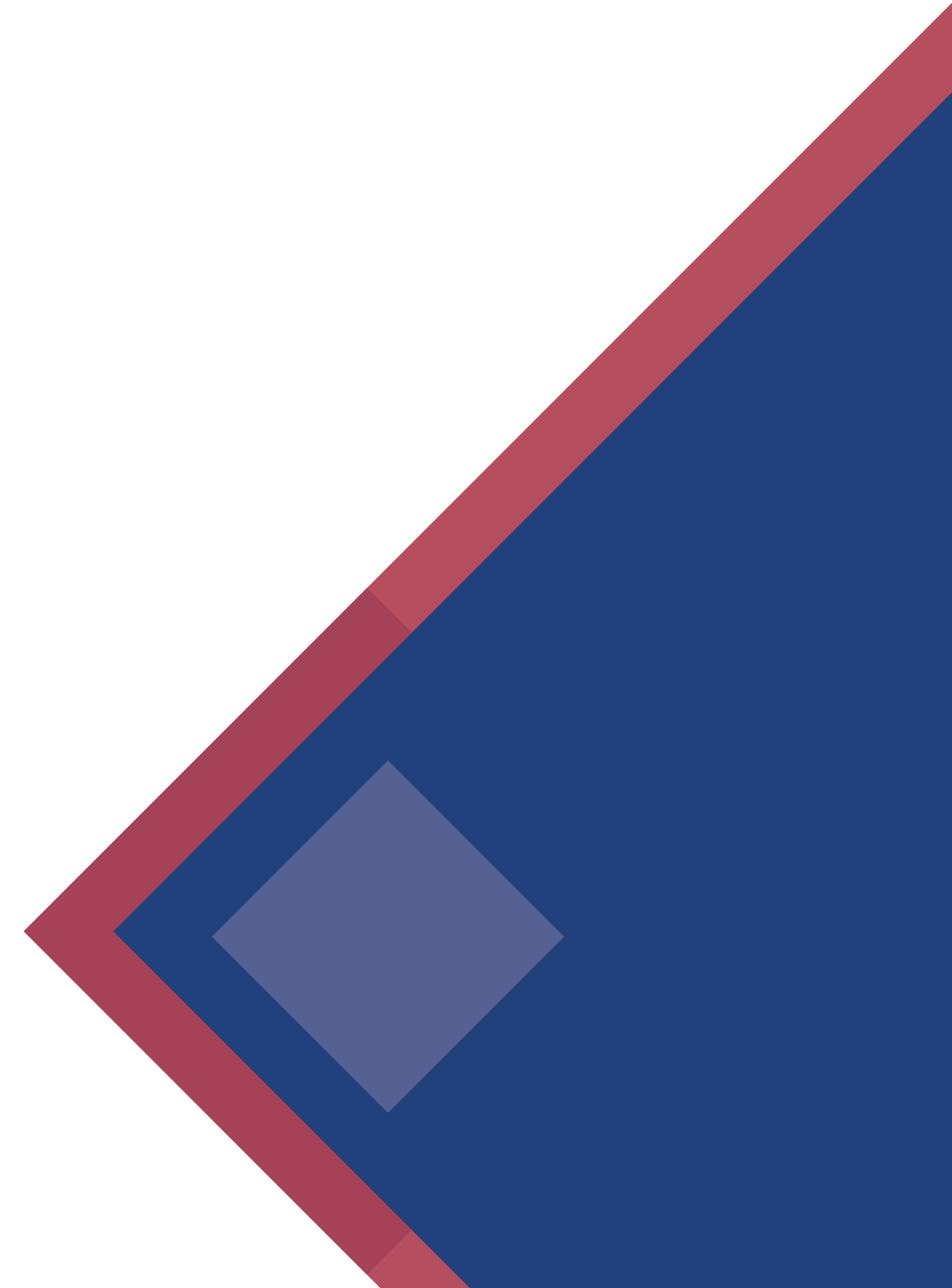
Communications (Room 211)

Discipline (Library)

# Questions?

[deo@knoxschools.org](mailto:deo@knoxschools.org)

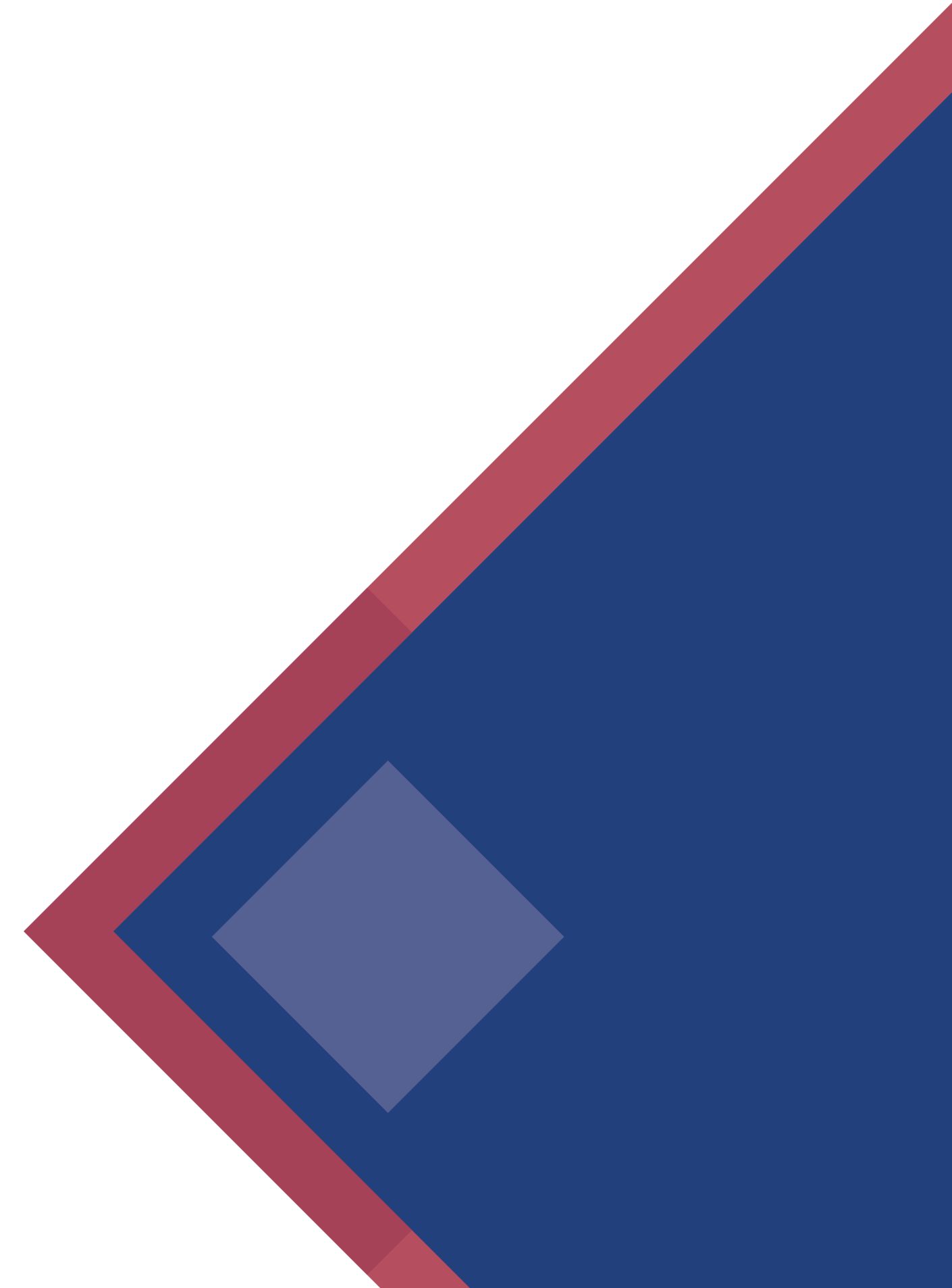
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# Office of Ombudsman



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# Cultural Responsiveness Training



# School Security Training

- Mental Health First Aid
- Crisis Intervention
- Relationship-building
- Interacting with special-needs students



# In The Classroom

- PBIS
- Restorative Practices
- “Windows and Mirrors”  
For Curriculum

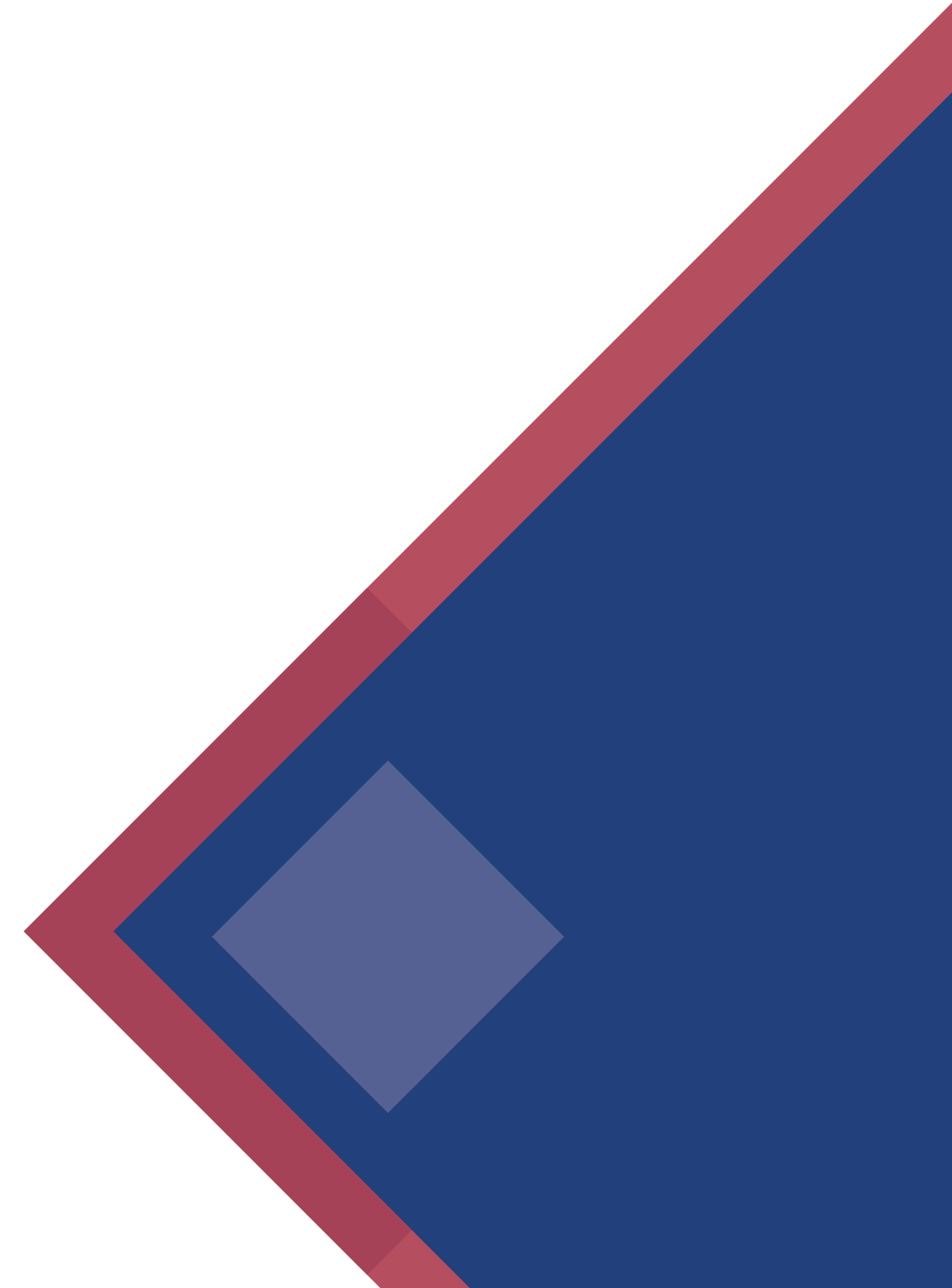




# Daniel Watson

Board of Education / District 3

Why the shift to Equity?



# Inequality

Unequal access to opportunities



# Equity

Custom tools that identify and address inequality



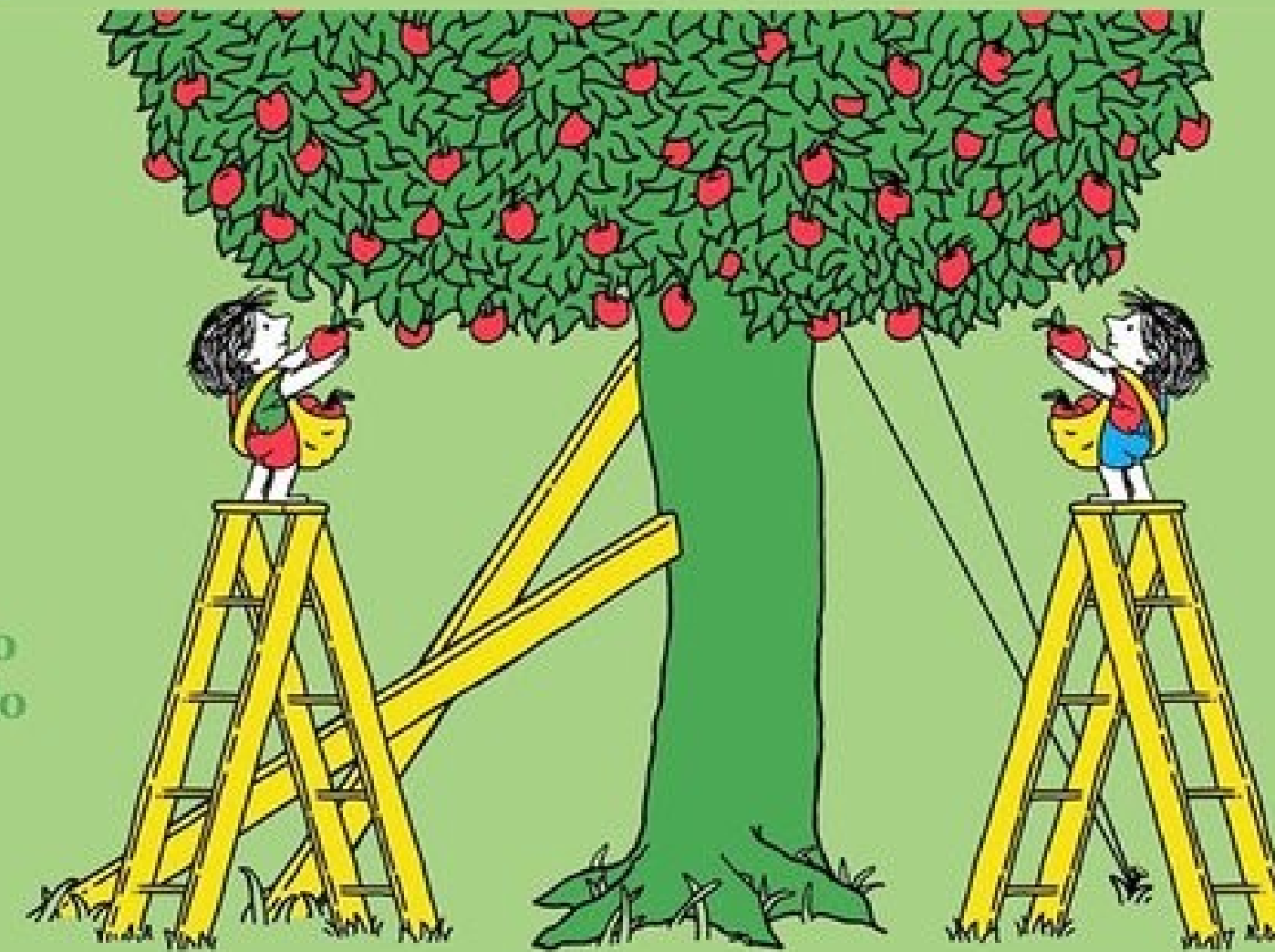
# Equality?

Evenly distributed tools and assistance



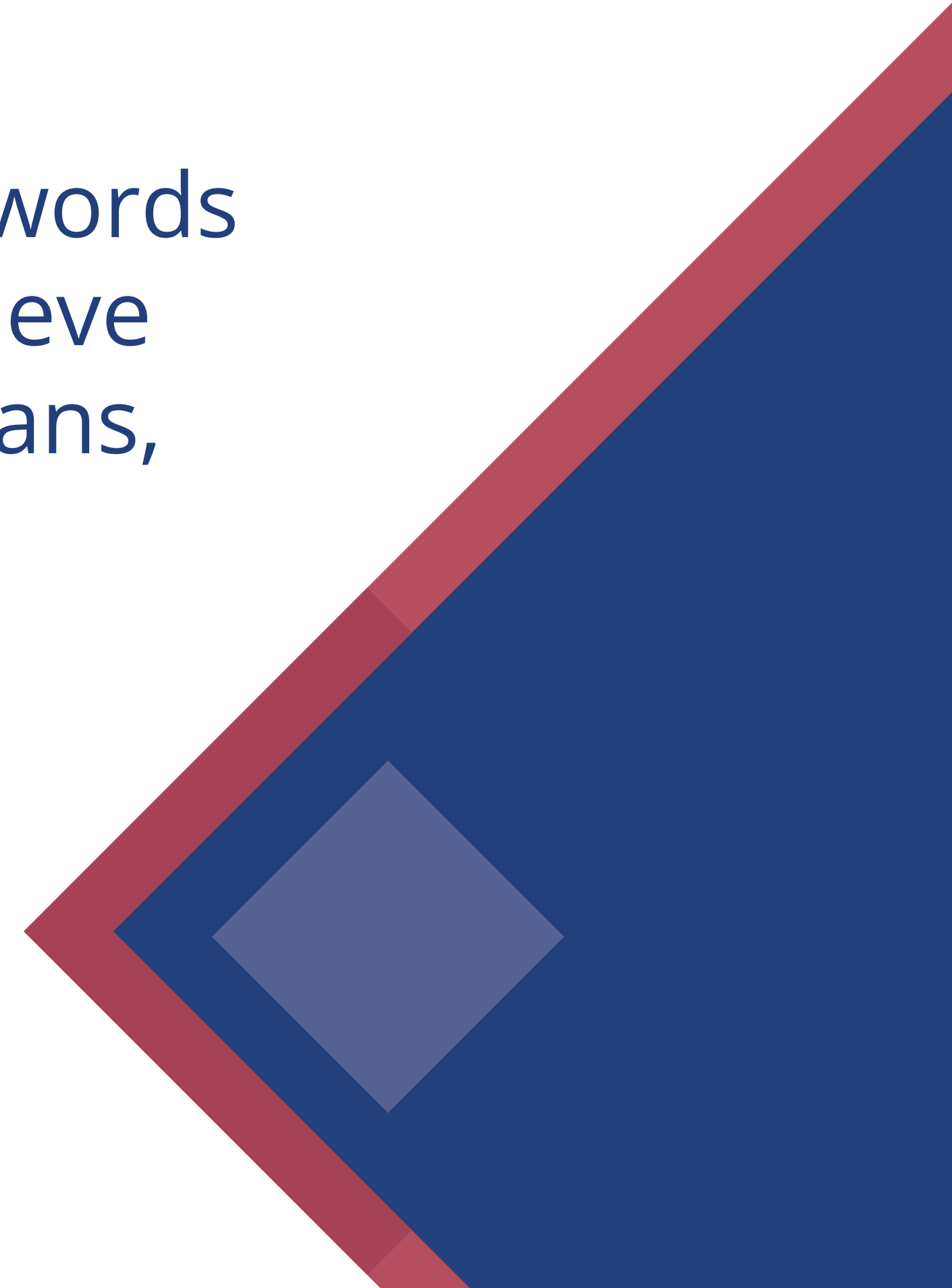
# Justice

Fixing the system to offer equal access to both tools and opportunities



# But what is Equity?

When it comes to equity vs equality in education, the words are often used interchangeably. 97% of educators believe equity is important, but often do not know what it means, according to Waterford.org.

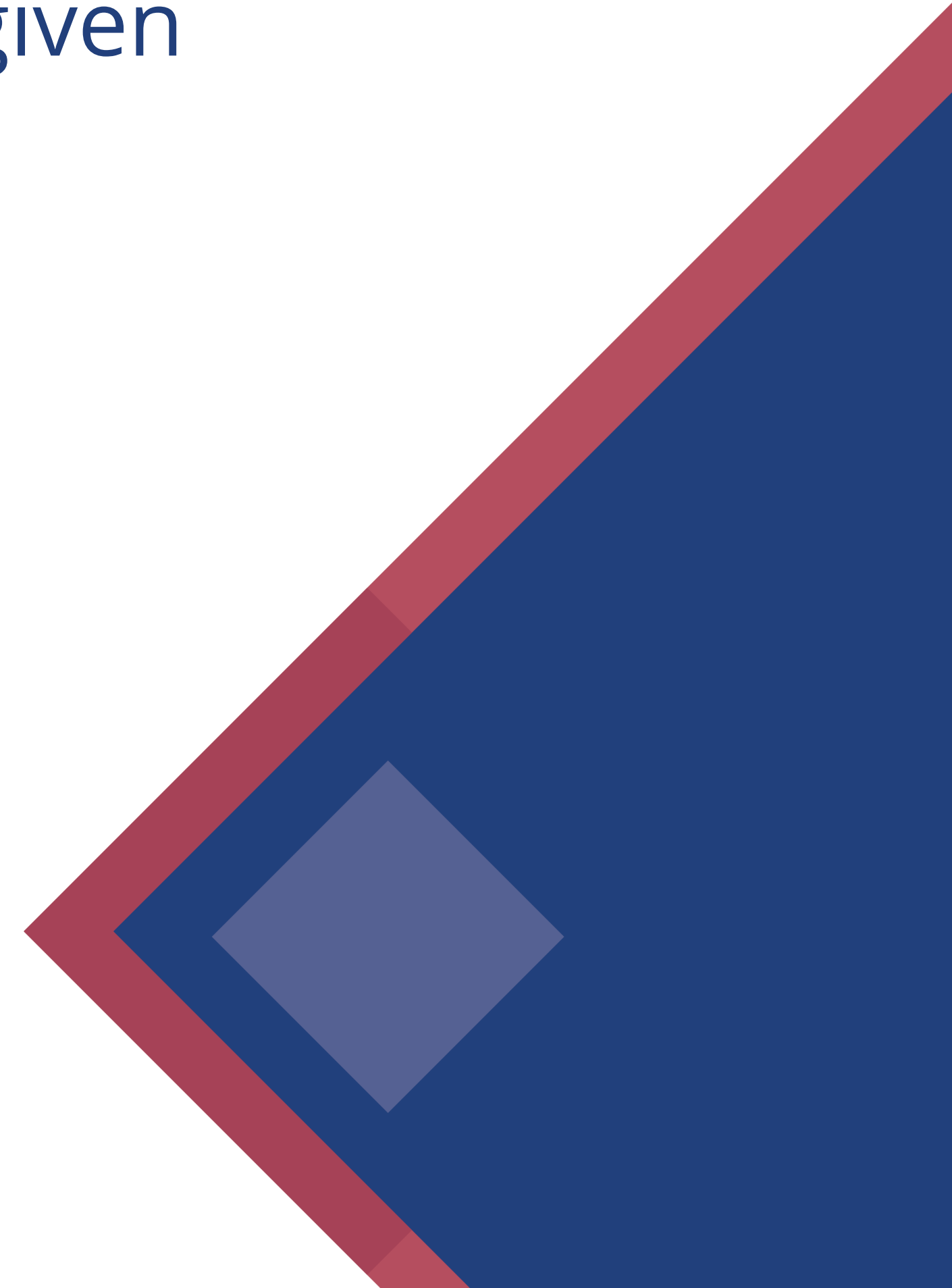


# But what is Equity?

Equality means each individual or group of people is given the same resources or opportunities.

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

*(Source: George Washington University)*



# Educational Equity And Inclusion: A Working Definition

**Educational Equity and Inclusion:** Championing the individual cultures, identities, talents, abilities, languages, and interests of each student to maximize academic success and social emotional well-being by ensuring they receive the necessary opportunities, educational rigor, and resources, even when this means differentiating resource allocation, to meet their unique circumstances and educational aspirations.

*(Adapted from Chicago Public Schools and Baltimore City Schools)*

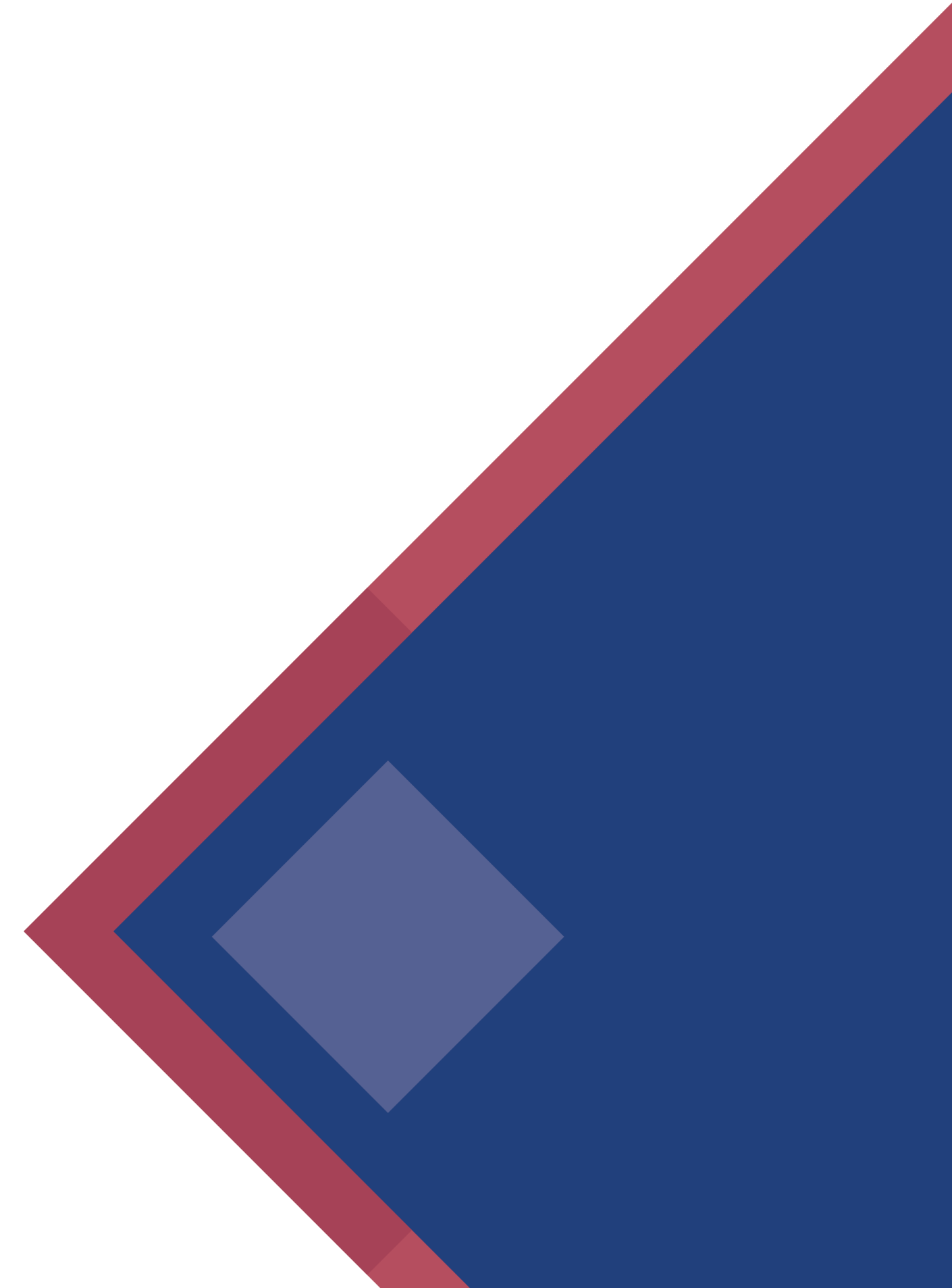


# The Path Forward

2021-2024

Superintendent Bob Thomas

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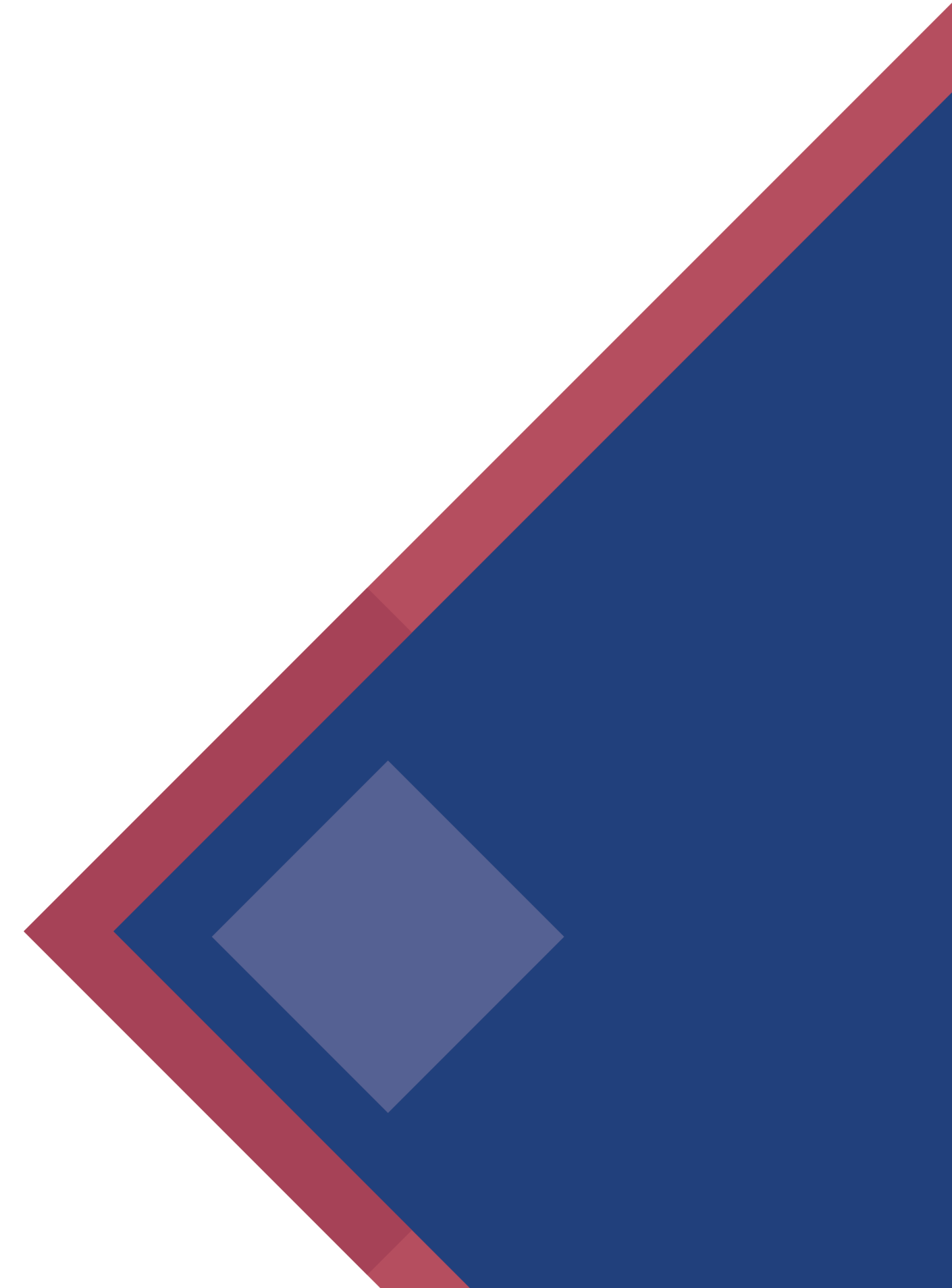


# The Path Forward

## 2021-2024

### DEO Steering Committee

- Quarterly meetings
- Open to the public / Public Forum format
- Six subcommittees, each with two co-chairs (1 district leader, 1 community partner)
- Annual Community Meetings
- Update committee name



# Academics

Shannon Jackson (Executive Director of Teaching and Learning)

## Goal #1

Increase diversity of students in middle school honors and high school advanced academic courses.

## Goal #2

Increase diversity of students receiving industry certifications.

## Goal #3

Close achievement gaps in reading and math.





# Personnel / Staff Development

**Ron McPherson (Asst. Superintendent / CFO)**

## Strategic goal

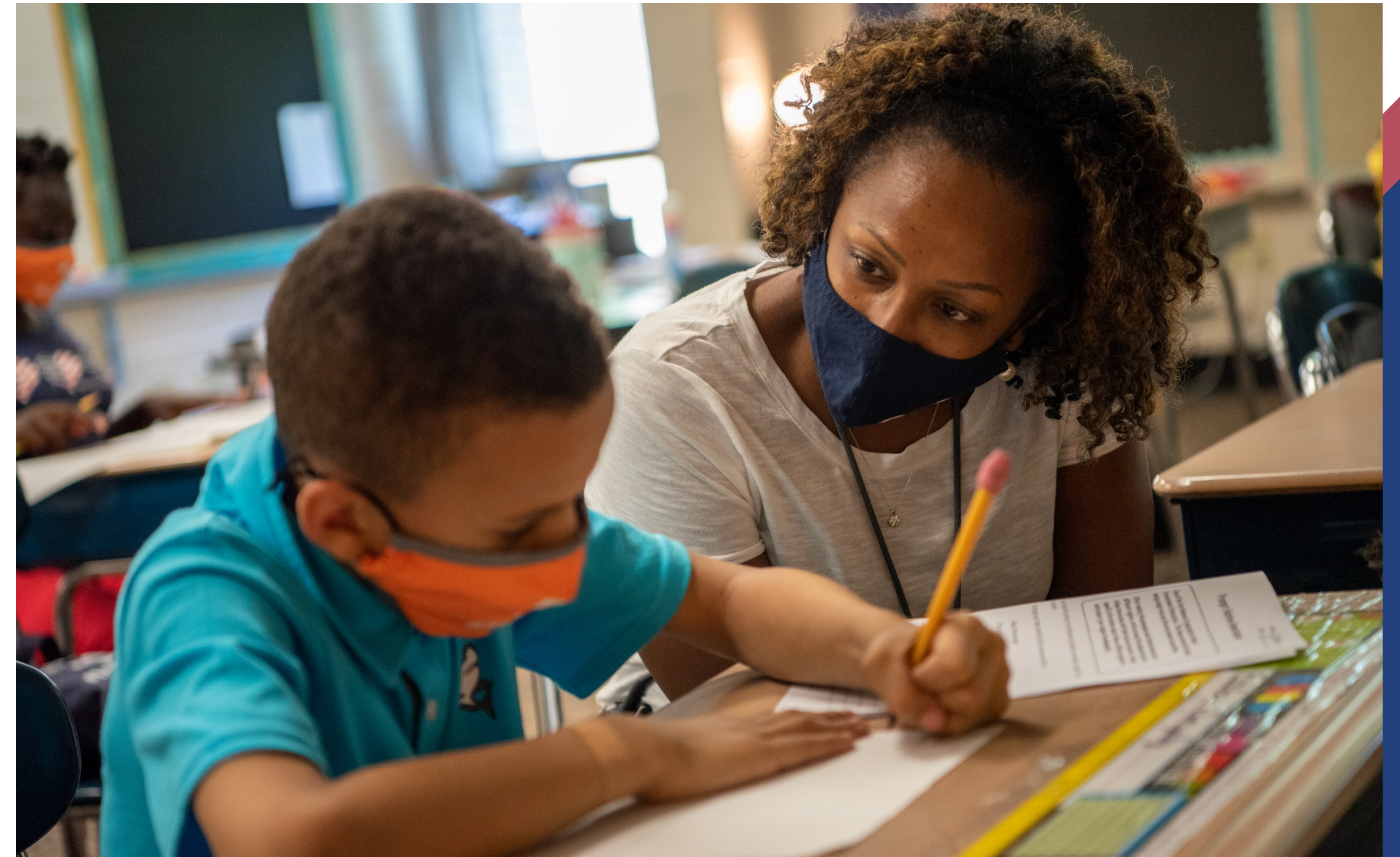
“Use multiple strategies to recruit and retain experienced educators at high-needs schools” (KCS Strategic Plan)

## Hiring goal

Increase certified staff of color

## Partnership goal

11 HBCU / HSI partnerships by 2023-24  
(Strategic Plan)



# Student Supports

Jason Myers (Executive Director of Student Supports)

## Special Education Priorities

- Increased inclusion rate (LRE)
- Post-high school transition
- Literacy and numeracy



# Student Supports

Inna Slisher (ELL Supervisor and Migrant Liaison)

## ELL Priorities

- Welcome Center
- Professional learning for teachers
- Language Proficiency Testing / TN Ready



(message in Spanish)



(message in Kirundi)



(Message in Chinese)



(Message in Arabic)

# School Culture

**Janice Cook (Director of School Culture)**

## **Goal #1**

Equip educators and align resources to be culturally responsive, build positive relationships, and reflect the diverse needs of ALL students.

## **Goal #2**

Provide training for all staff in Adverse Childhood Experiences and Trauma-Informed Practices, with additional focus on PBIS and Restorative Practices.

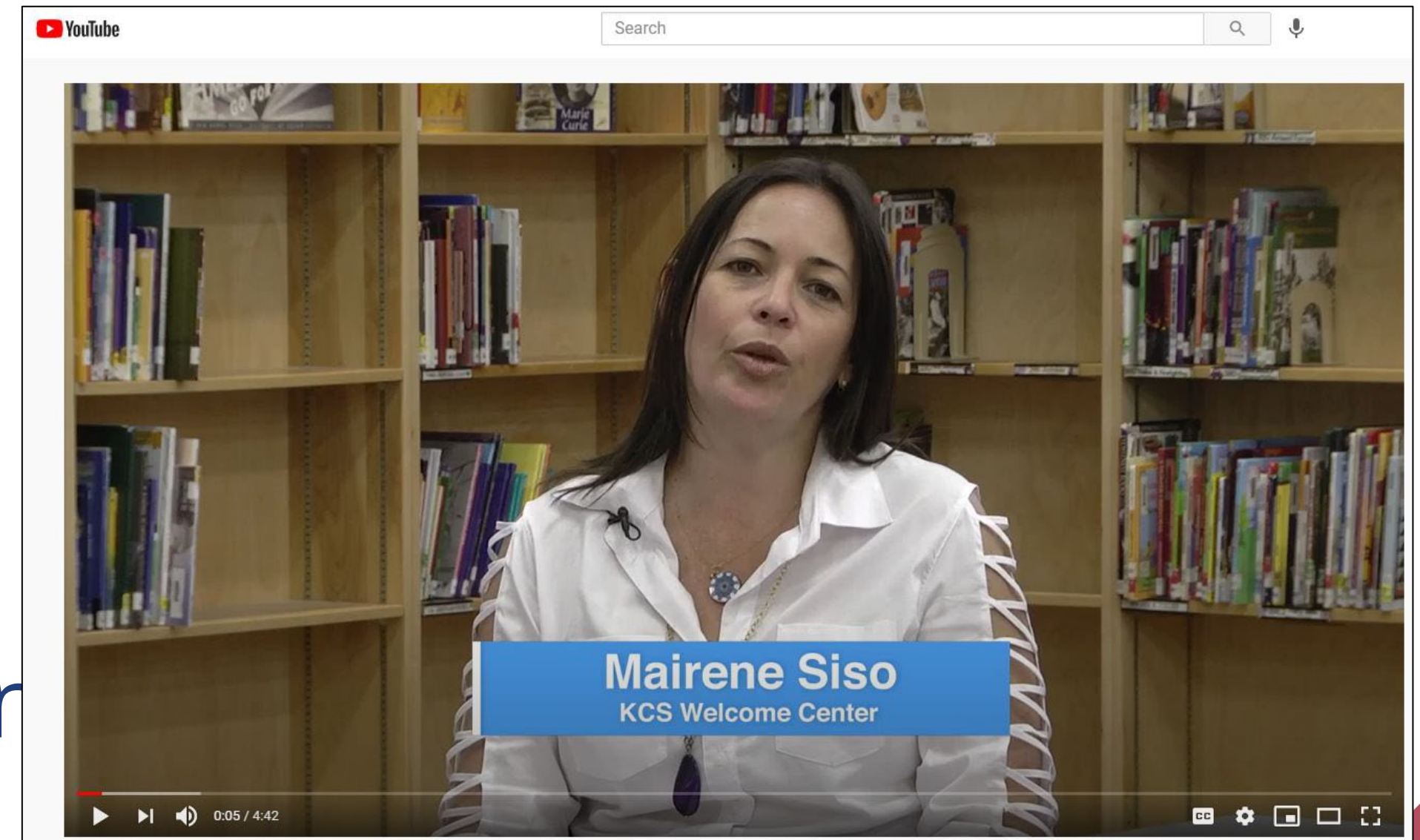
## **Goal #3**

Eliminate barriers to well-being resources and support each child's physical, social and emotional development.

# Communications

Josh Flory (Public Affairs)

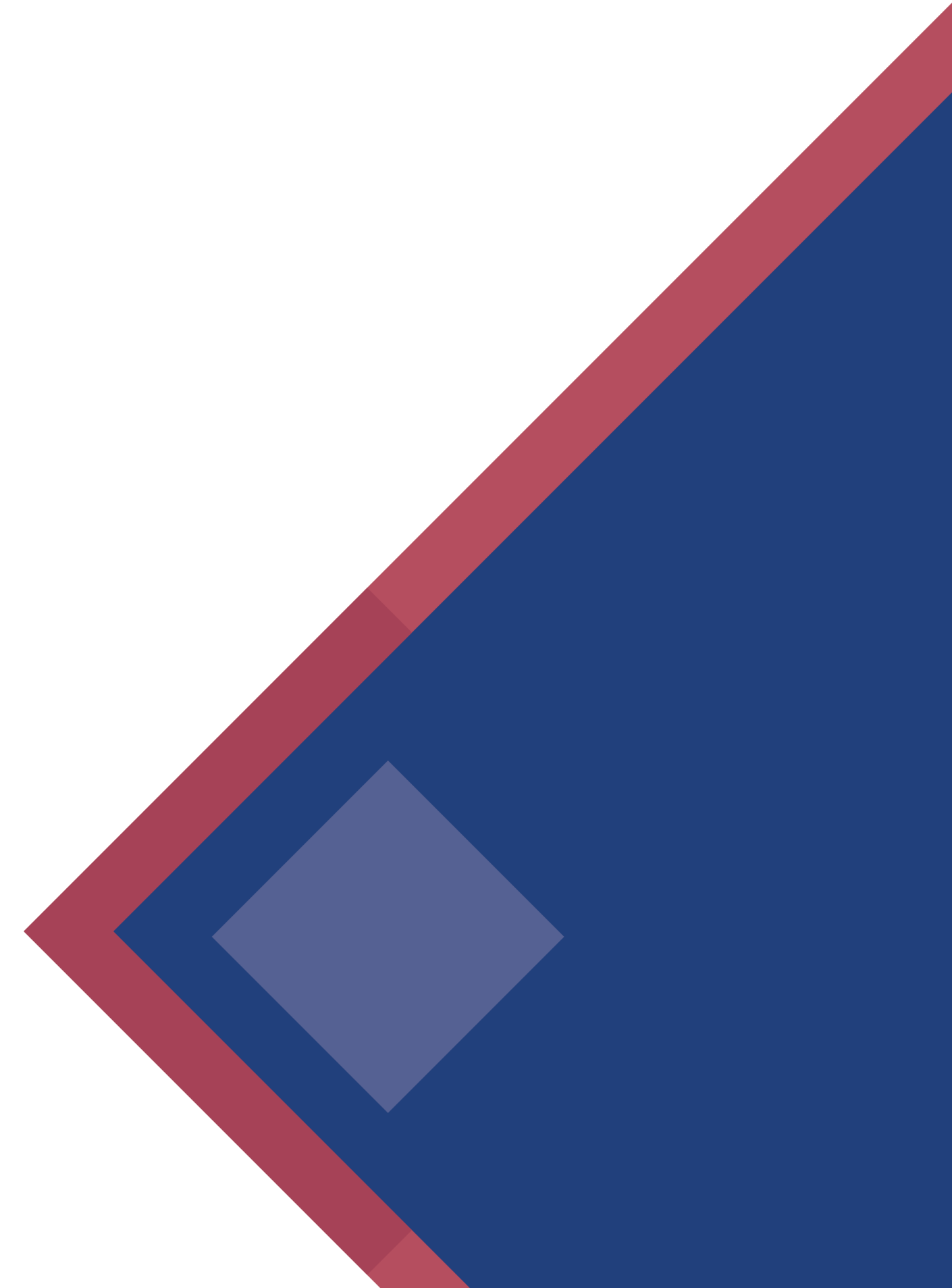
- Expanding Reach Of ELL Communication
- Messaging Support For Initiatives
- Partner With Ombudsman For Feedback



# Discipline

**Brian Hartsell (Disciplinary Hearing Authority)**

- Training on policies for principals
- Monthly discipline-report discussions
- Clarify infractions
- Alternative-school Placement Process



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# Next Steps and Final Thoughts

Superintendent Bob Thomas

