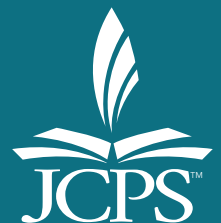
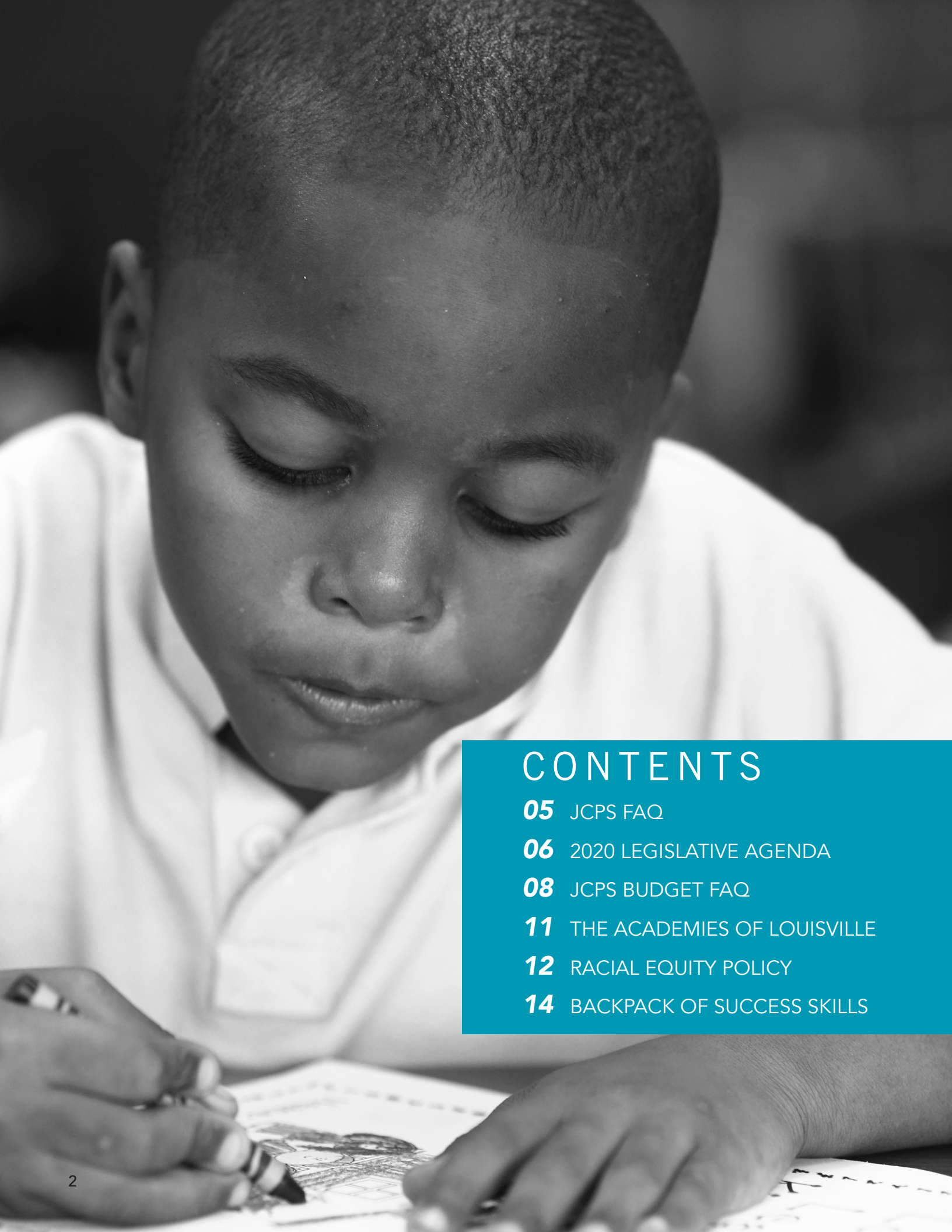


TRANSFORMATIONAL IMPACT ▶▶▶

How Jefferson County Public Schools is transforming education and inviting you to join us in preparing tomorrow's talent for college, career, and life





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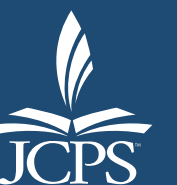
INTRODUCTION

As a leading school district, Jefferson County Public Schools (JCPS) provides transformative learning opportunities to more than 98,000 students across Louisville. Together, we aim to inspire, uplift, and encourage our students to reach their greatest potential in an ever-changing world. We are creating a new standard of excellence, which enables all of us at JCPS to be the best we have ever been. All of our schools share an unwavering focus on three key pillars, which collectively are earning JCPS national recognition for our innovative approaches to education: Backpack of Success Skills, Racial Equity, and Culture and Climate. We offer a variety of schools, programs, and activities to engage and challenge your child throughout his or her academic journey and to graduate a new generation of leaders prepared for college, career, and beyond. As part of the JCPS family, we are excited for you to share the energy, purpose, passion, and pride that enable us to create a brighter future for students, families, businesses, and organizations in our community.



Dr. Martin Pollio

Dr. Martin Pollio
Superintendent
Jefferson County Public Schools





JCPS FAQ



District Profile

JCPS, located in Louisville, Kentucky, is home to the 29th largest public school system in the country. The halls of JCPS schools are filled with students from across the globe, making this district a critical education partner for Kentucky's workforce and economic development initiatives. JCPS educates one in seven of Kentucky's public school students.

29th largest public school system in the United States (1 in 7 Kentucky students)

13% of the Kentucky's National Board Certified Teachers (432 of 3,292 total)

168 schools

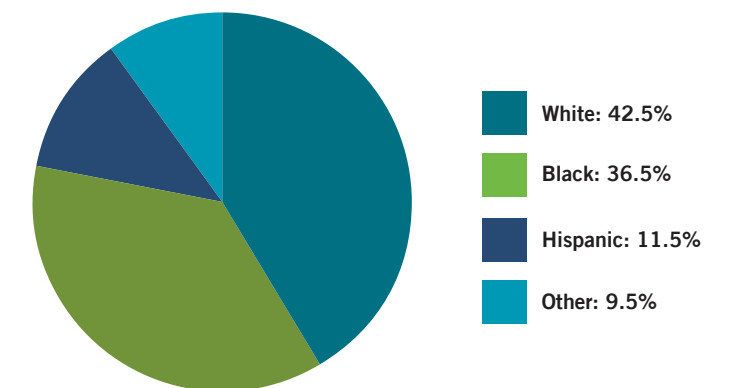
6,738 teachers

66 magnet schools and programs that give parents and students school choice

Student Demographics

As the state's only majority-minority school system, JCPS has the most diverse student population in the commonwealth of Kentucky.

- 98,506 students (includes Pre-K)
- 12,767 special education (Exceptional Child Education [ECE]) students
- 65.8% qualify for free or reduced-price meals.
- 148 languages are spoken by JCPS students.
- 5,200 homeless students



Peer Districts

The following districts are considered comparable to JCPS by the Council for Great City Schools in terms of size, student demographics, and population needs.

Austin Independent, TX
Charlotte-Mecklenburg, NC
San Diego Unified, CA
Baltimore City Schools, MD

Duval County, FL
Cobb County, GA
Long Beach (Los Angeles), CA

2020 LEGISLATIVE AGENDA

JCPS supports legislation to adequately fund the public education system as required by *Rose v. Council for Better Education (1989)*.

- Establish in statute a consistent rate increase for SEEK over time to allow districts to better plan for capital costs, teacher salary increases, staffing patterns, and program investment.
- Provide funding to satisfy the mandates of the School Safety and Resiliency Act (SB1, 2019), including a funding mechanism for any new or future mandates.
- Fully fund preschool and kindergarten.
- Fully fund SEEK Transportation, and appropriate the Volkswagen settlement funds for enhancing district transportation fleets.
- Restore funding for Learning and Results Services (LARS) programs with particular focus on textbooks and instructional materials.
- Make significant and historic investments in technology for students through the Kentucky Education Technology System (KETS).
- Fund additional Career and Technical Education (CTE) pathways for Local Area Vocational Education Centers (LAVECs), and ask that Jefferson County be considered a region for the purposes of the Kentucky Department of Education's (KDE's) CTE regionalization efforts.

Oppose use of public funds for nonpublic schools.

- JCPS opposes scholarship tax credits and tax credits for corporations and individuals donating money to pay for private school scholarships. Scholarship tax credits would result in tens of millions of dollars less in the state's General Fund now and over time and may be subject to Constitutional challenge. The tax credit funnels would-be tax dollars to private and religious schools not subject to transparency and open records, state testing and accountability systems, or control by a publicly elected board of education.
- JCPS opposes funding for charter schools, including funding that would divert SEEK Average Daily Attendance dollars or local levied taxes from local school districts to charter schools.

Support efforts of funding.

- JCPS supports full funding of actuarially required contributions (ARC, ADEC, ADC) for Teachers' Retirement System (TRS) and County Employees Retirement System (CERS) participants as well as full funding for retiree health insurance. In recognition that local entities have paid their contributions consistently over time, enact rate ceilings for employee and employer pension and health contributions determined by the TRS and Kentucky Retirement Systems (KRS) boards.
- JCPS supports programs and funding to promote the recruitment and retention of highly effective public school teachers, including but not limited to reinstatement of the Kentucky Teacher Internship Program (KTIP), Professional Development Program, Teacher Recruitment and Retention Program, Leadership and Mentor Fund, Teacher Academies Program, and Teacher Scholarship Program.

Ensure that the superintendent screening committee reflects the racial and ethnic diversity of the students served and includes student representation.

Retain local control over student assignment.

- JCPS supports keeping the responsibility for student assignment to schools with local school boards and strongly opposes legislation that reduces or eliminates local control of student assignment.
- JCPS supports increased flexibility for local districts to generate revenue, including the addition of a non-recallable nickel.

Tobacco Products

JCPS supports legislation that would discourage students from using tobacco products, alternative nicotine products, or vapor products, including legislation that taxes alternative nicotine products and vapor products, bans all flavors of vapor products, and increases the minimum age of purchase for all tobacco products to 21. JCPS supports tax revenue that is generated from the sale of these products to fund community education and prevention programming aimed at educating minors and their families of the dangers of use by minors of all tobacco products and educating families on the identification of devices used and treatment options available.

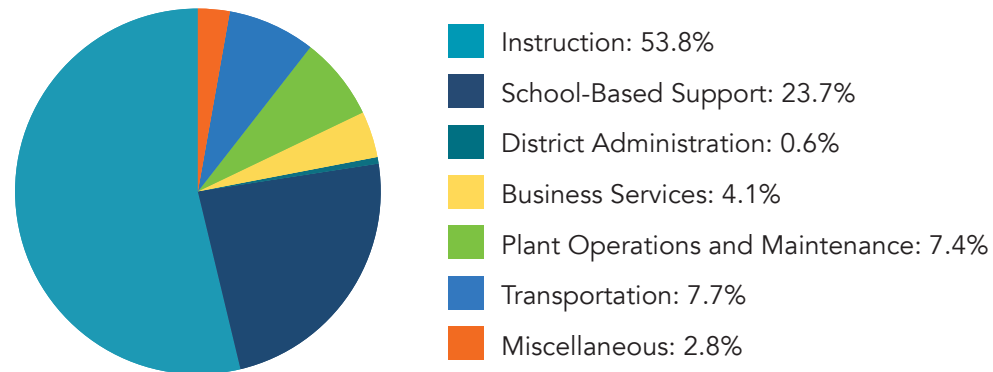


JCPS BUDGET FAQ

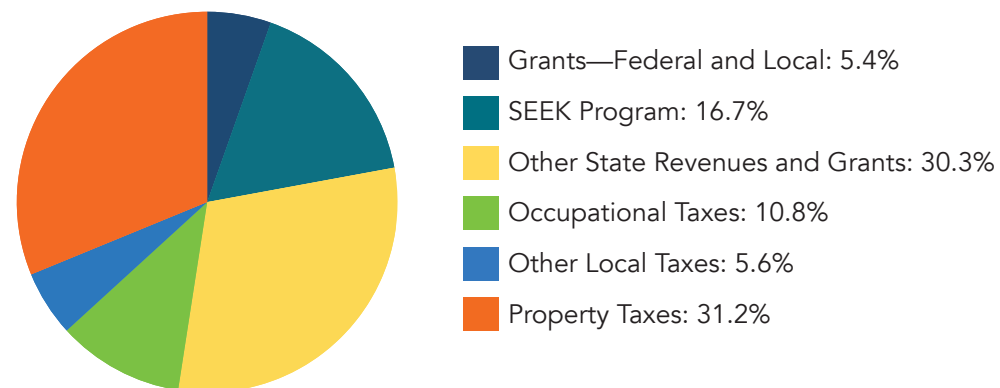
The 2018–20 state biennial budget cut a total of \$29.1 million (over two years) from JCPS funding. This includes cuts to programs the legislature chose not to fund but schools still must provide. Examples include textbooks and materials, professional development (which is required for all educators), programs that support teacher recruitment and retention, literacy development, student leadership programming, and support for the Georgia Chaffee Teenage Parent Program (TAPP).

The majority of JCPS’s revenue comes from local taxation. A breakdown of FY2018-19 expenditures and revenue sources is below.

Expense Categories



Revenue Sources



SEEK Funding Formula

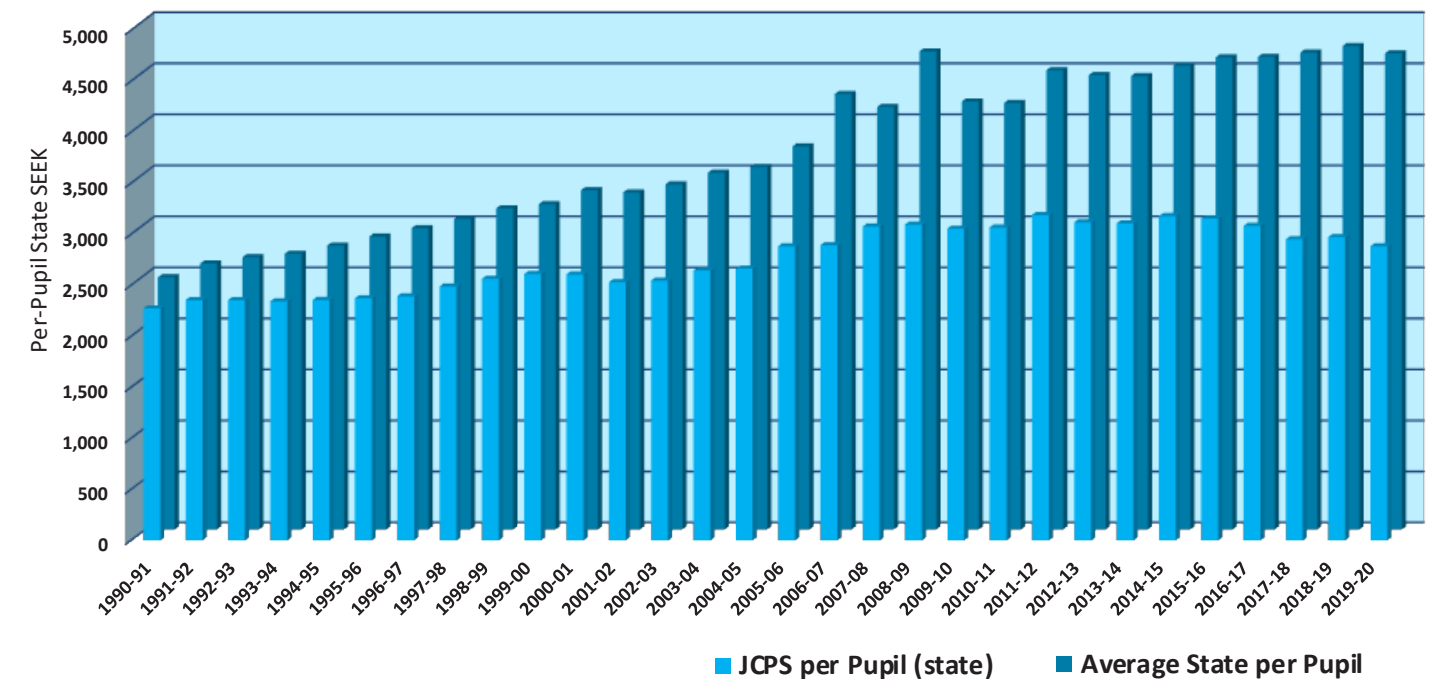
JCPS receives only 53 percent of the adjusted state guaranteed base.

- During FY2018-19, JCPS received \$2,973.38 per pupil compared to the \$5,611.50 adjusted state guaranteed Base SEEK. The adjusted BASE SEEK is the \$4,000 per pupil passed by the legislature, plus the weighted student factors and the per-pupil transportation partial reimbursement.
- JCPS serves many at-risk students, including the following:
 - 12.5% of students qualify for special education (ECE) services.
 - 62,000 students qualify for free or reduced-price meals.
 - 4,575 homeless students

Why?

The SEEK formula penalizes districts with growth in property assessments. Fall 2018 property assessments showing an increase of 1.91 percent resulted in a \$4.3 million cut in SEEK funding to JCPS. The state SEEK formula determines how much a district receives in base per pupil funding. As property values increase in Kentucky school districts, state SEEK decreases, meaning districts with increasing property values necessarily receive fewer state dollars through the formula.

JCPS SEEK Data: Stats Per Pupil Versus State Average Per Pupil



Kentucky ranks 34th in national per-pupil spending and 43rd among U.S. largest districts in state revenue per pupil.

According to data from the U.S. Census Bureau, Kentucky ranks 34th in the nation in per-pupil spending. Kentucky spends about \$1,899 less per student than the national average (\$11,762 average versus Kentucky \$9,863). If you compare JCPS to its peers in the top 100 school districts in the United States by size, Kentucky’s state revenue per student is 43rd out of 100 large school districts.





THE ACADEMIES OF LOUISVILLE

“What happens in our classrooms today impacts what happens in our world tomorrow. The academy model connects participating schools to committed business partners and links what students learn in the classroom to real-world experience so that all Academy graduates are prepared for college, career, and life and are ready to compete in a global economy.”

—Dr. Martin Pollio, Superintendent
Jefferson County Public Schools

What is it?

Academies are small learning communities within JCPS high schools that allow all students to connect what they’re learning in the classroom to the real world through a subject and career theme that interest them.

The Stats

- 15 high schools
- 115 business partners
- 16,700 students
- Dual-credit enrollment: 1,120
- Dual-credit opportunities: 28
- Industry certifications earned to date: 1,598

164 Total Career Pathways Industry sectors include the following:

- Agriculture, Food, and Natural Resources
- Arts, Media, and Communications
- Business Services, Finance, Marketing, and Logistics
- Culinary and Hospitality
- Education and Early Childhood
- Engineering; Science, Technology, Engineering, and Mathematics (STEM); and Manufacturing
- Government, Law, and Public Service

- Information Technology (IT)
- Reserve Officers Training Corps (ROTC)
- Skilled Trades

A New High School Experience

After four years in an Academy, students will graduate with the following:

- Direct career and industry exposure
- Industry and college field trips
- Job shadowing experience
- Junior and senior internships through SummerWorks
- Ability to earn college credits and industry credentials
- Ability to earn work experience through co-ops or apprenticeships
- Networking opportunities with local industry professionals
- Success skills and a postsecondary transition plan

Opportunities to Collaborate in This Initiative

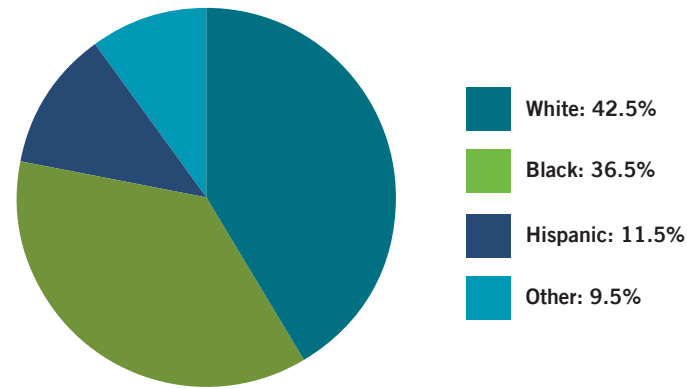
- Become a business partner—From hosting field trips and offering guest speakers to beginning an apprenticeship program or one-on-one mentoring, there are many flexible opportunities when your organization partners with one or more Academies of Louisville schools.
- Offer a job through SummerWorks—Upperclassmen from Academies of Louisville schools are matched with employers for paid summer jobs that match the career pathways they are exploring and gaining industry certifications in throughout the school year.
- Donate equipment to a school—Students in the various career pathways offered through Academies of Louisville schools benefit greatly from being able to learn new skills in their classrooms using equipment, large or small, that they will encounter in real workplaces.

RACIAL EQUITY POLICY

What is it?

- This policy is aimed at improving educational outcomes for students of color and shrinking the achievement gap.
- It will address the disproportionate number of students of color being suspended and not being referred for Advanced Placement (AP) and dual-credit options.
- There will be a shift in hiring practices that diversifies district faculty, staff, and administrators to reflect the student population.
- Mandatory training will be provided to include teacher effectiveness in serving a diverse population.
- The curriculum will be enhanced to be more inclusive of the diverse population and to prepare students for a 21st-century global economy.

JCPS Demographic Profile 98,361 Students (Including Pre-K)



What makes our policy unique?

- JCPS is the only district with a version of this policy that is comprehensive.
- JCPS is 1 of 11 public school districts in the country to pass a Racial Equity Policy.
- A shift in demographics: 51 to 54% of JCPS students are Students of Color.

Need for the Racial Equity Policy

- **Widening of the achievement gap**
—Students of Color (Non-White students, primarily African American and Latino) are falling further behind in academic achievement.
- **Disproportionality**
—Students of Color are disproportionately suspended.
—There are disproportionately low referrals for AP, dual-credit programs, etc.
- **Demographic shifts**
—51 to 54% of JCPS students are Students of Color.

Response to the Need for Better Outcomes

JCPS Advisory Council for Racial Equity

- To advise the district for Racial Equity improvement
- To engage the district and community on the progress of the Racial Equity Plans

Racial Equity Analysis Protocol Tool

- Analysis tool for decisions made that may marginalize Students of Color

Each district department and each school must develop an ongoing plan with goals to improve educational outcomes for Students of Color. This plan will:

- Reduce academic achievement gaps and disproportionality of discipline (behavior referrals, suspensions).
- Increase access and participation of Students of Color in all academic-focused programs (e.g., gifted/talented programs, magnet programs).
- Improve hiring practices that diversify district faculty, staff, and administrators to mirror the diverse student population.
- Provide mandatory training to improve teacher effectiveness in serving a more diverse student population.
- Enhance the curriculum to be more inclusive of the diverse student population and prepare all students for a 21st-century global economy.
- Use metrics for goals and action steps implemented in Racial Equity Plans.

After One Year

- 145% increase in the number of students enrolled in courses specifically designed to consider other cultures' contributions and perspectives
- 24% increase in the number of students of color in career pathways, exceeding the goal by 19%
- Developing a Teacher Residency Program to increase the pool of qualified and capable minority teachers. Under the yearlong program, aspiring teachers would work on their certification at a local college and teach four days a week in an accelerated improvement school. A mentor

“master teacher” would support and advise the resident until the program is completed, at which time residents would sign on to teach in high-need schools in JCPS for four to five years.

JCPS is building community awareness by making Racial Equity presentations for JCPS departments, schools, and affiliated groups; community forums; and citizen groups.





Backpack of Success Skills



What is it?

The Backpack of Success Skills is a P-12 innovative educational initiative to ensure that every single JCPS student receives an education in which academic achievement and personal development go hand-in-hand in order to empower students with the tools they need to be successful students, professionals, and citizens of the world.

- Partnership with Google
- Launched August 2018
- Every student, every school participating
- Students give defenses of their readiness at key transitions—Fifth grade, eighth grade, and twelfth grade.

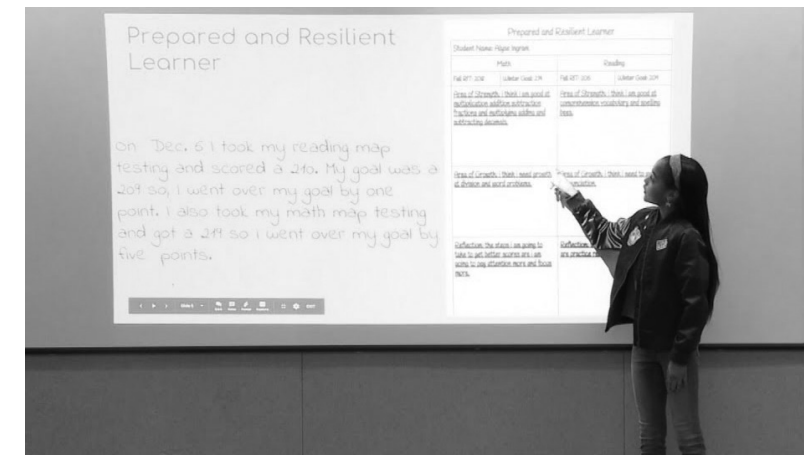
- Three main compartments:
 - Numeracy and Literacy Readiness Descriptors
 - The 5 Success Skills
 - School Signature Items (skills customized by school)
- Required postsecondary plan as part of senior defense (e.g., college application, acceptance letter, housing information, evidence of the Free Application for Federal Student Aid [FAFSA] having been completed, communication with military recruitment)

Our Goal

Every school will work with every student to develop a Digital Backpack that will track his or her progress from P-12, ensuring that he or she attains key academic, cognitive, social, and self-management skills. This will ensure that every student is transition-ready in elementary school, middle school, high school, and college/career.

Progress and Evolution

After the first year of implementation, more than 1,000,000 artifacts have been uploaded to Digital Backpacks across the district. More than 22,000 fifth-grade, eighth-grade, and twelfth-grade students have defended their readiness to transition to middle school, high school, and college/career using the artifacts that demonstrate their acquisition of the five Success Skills. The district's inaugural Backpack League summer learning initiative resulted in more than 5,000 literacy- and numeracy-based artifacts uploaded to the Backpacks of nearly 1,000 students within just a four-week period.



The 2019-20 school year has seen the introduction of the Teacher Backpack, a standards-based resource area of deeper learning opportunities for each grade, including rubrics and learning progressions for each skill. JCPS continues to encourage community members to be involved with the Backpack of Success Skills initiative by volunteering to serve on Backpack Defense Panels and helping students prepare for their defenses through volunteer opportunities.

Key Benefits

01

Transforms teaching and learning by changing instructional practice to support all students

02

Students are at the center, taking an active role in their learning experiences and responsibility for deciding which artifacts best represent their development of content knowledge and Success Skills during each step of their JCPS journey.

03

Students are continually challenged to reflect upon their learning, set goals, and create plans for ongoing improvement.

04

In order to have the kind of evidence needed for their Backpacks, **all** students must have the opportunity to take part in rich, meaningful learning experiences.

05

Aligned expectations from school to school and teacher to teacher for transition readiness



