

%XGJHM4 XHMRQV IURP %RDUG' LUHFVRU/ DQG 6 VDI 5 HVSQRQHV		
- kl h[3/4		

D	+ DV VWH FURVZ DDI EHQ SRVWG DV Z H FRQMQXH VR UHFHLYH P DQ TXHMWRQV DERXVWMLV'	\$ QTXHMWRQV DQG DQVZ HUV DUH SRVWG DQV Z LWK VWH QNV VR VWH ILOV , VFDQEH IRXQG XQGHU %XGJHVA XHMWRQV \$ QVZ HUV 3 DUW, 5 HMLHG DVWLV QNKWV ZZZ SSV QWV RP DLQ
	D : KDWXQGV DQG KRZ P XFK LQ VWH EXGJHVZ LQ EH HDUP DUNHG VR IP SÖP HQVWH KHDOV JXIGHQCHV UHDMGVR & RYLQ LQFÖGQV UHFRP P HQGHG IDFH FRYHUQJV IRUWVGHQW DQG WDI LQFUHDMHG KDQG VDQVWRQ GHHS VDQVWRQ RI EXLQV VIL VWHUHLV DQ RXVUHON LQ D VSHFLF EXLQV H VQVLYH EXLQV VJQDUH UH DUGLQ VWH JXIGHQCHV DQG IDFLQVWRQ VRFIDQGLWQFLQ YRÖQDUV WVP SHUDWUH FKHFV DQG WMMQ \$ ÖP DMUDV WDGQVWG HV	\$ I MUZ H UHFHLYH VWH LQ RUP DMRQ DQG H SHFDMRQV IURP 2' (ZHZ LÖSDQ DFFRUGLQ Ö IRURXUHH QW Z RUN & XUHQV ZH KDYH KHÖ VRP H IXQGLQ LQ 66\$ IRU VWH SDQGHP IF UHVRQVH GHGV \$ V VRRQ DV WRMH DUH LGHQMLHG LQ FRP ELQVWRQ Z LWK VWH 2' (JXIGHQCHV D EXGJHVZ LÖEH GHYHÖSHG 7 KLV KDV EHQ WDVWG LQ GUDVWRUP DVWLV VPH
D	1 RZ VDW 2' (KDV LVXHG LV JXIGDGFH LV VDW HGRXJK" : KHQZ LÖDQ XSGDVG EXGJHVEH P DUJHG VR D 5 HMLQ VR 6 FKRRÖ%XLQV 3 ÖQ' 6 HH TXHMWRQ DERXVWQVSRUVDMRQ VRR	: H DUH Z RUNQV VR GHYHÖS RXUHH QW SDQV IRU VWH IDÖ: HZ LÖEUV IRUZ DUG D GUDVSDQ P LG - XÖ VR VWH ERDUG DQG FRP P XQW IRU LQ SXVDQG IHHGEDFN 6 LQFH VWH JRYHUQV KDV QRWHD GDM IRU VWH ÖU LV DMYH EXGJHVFRQYHUV DMRQ ZH DUH KHMDQV VR VHD GDM IRUDQ XSGDVG EXGJHVFRQYHUV DMRQ Z LWK VWH ERDUG : H Z LÖFRQMQXH VR NHHS VWH ERDUG DQG FRP P XQW DSSUMHG DV ZH FRQMQXH VR HYRÖH XQGHUFRQMQXÖÖ FKDQ LQ FLVXP WDGQHV
D	D E 6 HQG %RDUG DQG 6 XSHUQMQGHQV% \$ V IRU	%RDUG
E	D E 6 HQG %RDUG DQG 6 XSHUQMQGHQV% \$ V IRU	6 XSHUQMQGHQV
	F / DWV HDUDV SDUVRI VWH EXGJHV SURFHV VWH %RDUG Z DV VRÖ WDV DQFH QADORI IIFH QRQ UHSUHVHQMG HP SÖA HHV Z RXÖ KDYH DQ •Y•Y DQXQDOHYDÖ DMRQ + DV V\$# ÖQ	

		DOZ HJ KHG DJ DLQWD VKRUGHDA VR HJ MCG HYD&DMRQ GHDCQHV
	G) RUMH UHP DLQGHURI 6< WKUH LV D WDYHOUHJ H GRVWDVQ RGH LV JRLQ DQ Z KHUH LV DSSHDU/ WDWWDYHCRXVRI GLWVFW LGFUHDVH IURP LQ6< VR LQ6< GRHV WLV P HDQ WDWVW WDYHOUHJ H LV GRVH MCGQJ LQR 6< DQG WDWVWUH LV QR UHGXFVRQ VR WLV REMFVFRGH " S	7 KHUH LV QR WDYHOUHJ H LQ SDFF IRU DV D Z KRQ 7 KLV LV LQ GLVFXVRQ DQG Z LQFRQMXH VR EH P RQVUHGDV Z H UHVSROG VR WV SDQGHP IF 7 UDYHQLV DOR SDUVRI WV GRQ VDDU EXGJ HVRI P DQ VFKRROV DQG GHSDUW HQW 3 URI HVMRQDO GHYH&SP HQWV RVMQ VHG VR WDYHOEXGJ HW : H Z LQGHG VR EH I Q I EQ I LQ RXU EXGJ HWQJ IRU WLV QH W HDU : H P D QHG VR P RYH WDYHOEXGJ HW VR RI HU SURI HVMRQDOGHYH&SP HQWV MQJ RWHUP HMRGV
D) RQZ LQ RXUP HMQJ Z KHUH WLV LVXHZ DV UDLVHG 336 DQRXQFHGD VXVSHQMRQ RI RXVRI GLWVFWDYHOMURXJK' HF DQG WV EXGJ HW QZ HUHG VR : KDFWLVUD Z RXQEH XVHG IRU WV UHP DLQGHURI WV DQG Z DV WV ERDLG RI IEF WDYHOEXGJ HWVHGXFHG E DV Z HQ	<HV RXUSURSRVOR EDDQFH WV EXGJ HWVQFQGHV DQDFURW WV ERDLG UHGXFVRQ LQ WDYHOQFQGLQ WV %RDLG RI IEF
	H , WDSHDU/ WDWV RGH LV VHWVGH LQ WV EXGJ HVRU&2 / \$ V DQG VMS LGFUHDVH DV DSSQFDEQ IRUFHQDORI IEF GRQ UHSUHQMG HP S& HHV 6 KDUH WV QXP EHURI HP S& HHV LQ WV FHQDORI IEF P DNQJ P RUH WQD DQG Z KDVWV 6< FRVZ RXQEH RI D &2 / \$ DQG VMS LGFUHDVH' 7 KRVH VDP H HP S& HHV UHFHYHG D &2 / \$ DQG VMSV QWV HDU KRZ P XFK GLWVFRWV	&HQNDQ I IEF 1 RQ UHS IRU) 7(6 VMS . &2 / \$. 7 RMD P LQRQ &HQNDQ I IEF 1 RQ UHS IRU) 7(&2 / \$. 6 VMS . 7 RMD P LQRQ ,GFUHDVH LQ) 7(GXH VR) 7(LQ ERQG SURJUDP JHDUQ XS IRUQJH KJ K VFKRROSURVFW) 7(ZHUH EHQZ LQ WV SURU HDU 633 Z DV GRZ Q VR HP S& HHV DQG GRZ WDIHG DSSURSUDMD DW) 7(,7 KDG FRQDFWVG SRVVRQV P RYHG VR HP S& HHV DQG SRVVRQV P RYHG IURP VFKRROV VR ,7 IRUD VMDORI) 7(

D 3 URYLGH %DFN HP SGA HH GDND WDVZ DV UHTXHMNG EA HP DLORQO DA 6 SHFLLF GDND UHDMQJ VR WHT UHFUXLVF HQWKLWQJ DQG UHMQRQ RI %DFN HP SGA HHV 6 R WDVV \ UHTXHMNG VHO WDFNV Z KDVZ H UHFHYHG IRUMDFKHUV + HUJ LV WHT GDND WDVZ DV UHTXHMNG IRU

DQG RI %DFN SUQFLSDY
 DQG RI %DFN DMMYS SUQFLSDY
 DQG RI %DFN FHQMDORI ILEH HP SGA HHV EHQZ WHT VHQIRUDUHD GLHFVUOYHO
 DQG RI %DFN FHQMDORI ILEH HP SGA HHV DERYH WHT VHQIRUDUHD GLHFVUOYHO
 DQG RI %DFN HP SGA HHV RYHUDODV 36

June 9, 2020

	2016-2017		2017-2018		2018-2019		2019-2020	
	#	%	#	%	#	%	#	%
Black Principals	8	9.30%	8	9.30%	8	9.30%	8	9.30%
Black Assistant & Vice Principals	13	16.25%	12	15.38%	12	15.38%	12	15.38%
Black Central Office	79	8.85%	82	8.58%	91	9.28%	8	8.03%
All Black Employees	558	7.34%	646	7.67%	640	7.50%	625	7.59%

D

0 RUH %DFN @DGHUV DQG HGXFDMUV DUH P RYUJ VR RWHUGLVNFEW 7 KLV GRHV QRVSURYLGH DQ LQMJKV LQVR UHMQRQ 3 URYLGH WDVVGDND

: H FDQ SURYLGH UHMQRQ GDND , GRQWKDYH LV DV WHT UH DG WLV DVMQRQ , DP XGFHUV DV VR Z KDW P RUH %DFN @DGHUV DQG HGXFDMUV DUH P RYUJ VR RWHUGLVNFEW LV UH HUVQJ VR P RUH WDV RWHUGLVNFEW' 0 RUH WDV RWHUGLVNFEW LV WHT' 3 @DVH FDUU VR WDVZ H FDQ SURYLGH UHVSQVLYH GDND

H :

KDV SHFLLF DQ LQ WHT EXGJ HVZ LQH QVXUH WDVV FRXQVHBUV DQG VRFLDOZ RUNHUV DUH KLVHG WDVV GHZ KLVV Z LQJH @FVWHT GYHUVW RI WHT GLVNEW

7 KHUV LV QRVD VHSUDVM DQDFMQRQ LQ WHT EXGJ HWRUUHFUXLVQJ IRU WHT VHT R SRVMQRV + RZ HYJU ERW SRVMQRV Z HUH WDUJ HMG DV KJK SURUW IRU UHFUXLVQJ GYHUVH FDQGLDMM (DQ UHXOV RI WHT H IRUW \ IHQHG VRFLDOZ RUNHUV DQG FRXQVHBUFRQGLMQRQDKLVH RI HUV @MMUV RI LQMQVR KLV SHQGLQ WHT ILQDQ DMRQ RI 3 \$7 LQMQDQJRXGG Z LVK KJK UDMV RI UFDQGLYHUVW RI DFFHSVNG VRFLDOZ RUNHUR I HUV Z HUH SHRS@ RI FRBU RI VFFHM XCFRQVHBUFDQGLDMM Z HUH SHRS@ RI FRBU

D

: KDV SHUHQVARI HDFK DUH %DFN FDQGLDMM"

*DYH UHTXHMNG WLV LQIR DQG Z LORQZ XS IL Z H FDQ JH WHT @

	<p>D) RU6< WH%RDUG DDFDNG 0 IRU) 7(IRUMH XCGUHURDIG. V VR WDVWUH ZRXG EH QW ICHXLW EHZHQ P LGGBI JUDGH WGHQW IQ W-MH XCGUHURDIG. V DGG P LGGBI VFKRRY : DV WDVHJ WCGHG LQ 6< " ,I CRWZ K QRW</p>	<p>,VZDVHJ WCGHWR 6< EXWV EHLQJ IXGGHE 6,\$</p>
D	<p>: K Z DV LWKLIWGIURP WH EDV E PRR</p>	

		XS VR KRXU/RI ZRUN SHURU ³