



Diversity, Equity, Inclusion and Belonging

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EDUCATION

Who Likes Football?



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The Playbook Our Team Uses

Our Vision

Each student and educator in Kentucky feels a sense of belonging.

Our Mission

Create and deepen partnerships to remove long-standing barriers to equity by providing supports in developing an equity lens, elevating student, family and educator voice, and promoting equitable, inclusive and healing learning communities.



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Dear Head Coach

Keep your eye on the ball.

Stay data-driven and utilize the tools we have in Kentucky which include:

- [Problem Solving Analysis Template](#) (Use with leadership team to identify a data-based problem of practice, look for root-causes and more)
- [Root-Cause Analysis](#)
- CSIP
- [Early Warning Tool Video Demo](#)
- [Impact Kentucky Report](#)
- [School Report Card](#)
- Tableau Behavior Analysis, ACT Benchmark Analysis, IC Demographics Analysis and more!
- [Street Data](#)
- [Equity Dashboard and Problem-Solving Analysis](#)



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Practice Makes Perfect

- The things that matter must be repeated over and over and over...
- There must be a plan.
- There must be intention behind what you do.



Dear Assistant Coaches: Reinforce the Message

All students and staff should feel a sense of belonging.

Create a culture of belonging through trauma-informed practices, healing-centered support, SEL and by refilling student's invisible backpacks with positive childhood experiences.



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All Players (Students) Know

We are inclusive. We go out of our way to support one another. If we see something we say something. We help define the culture of this team (school).



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You Can't Just Focus on the Players On the Field

Find ways to understand the school experiences of your players on the sidelines (students, staff and families traditionally at the margins).

Create systems of listening through [empathy interviews](#). Take themes from what you hear to make positive pivots.



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Special Team Plays

- DEIB Priorities and Growth Plans
- High-Quality KAS which are relevant, free from bias and accessible for all students
- High-Quality Instructional Resources
- AP Fee Support
- AP Budget Bill Language
- Equity Playbook
- Calming Spaces
- SEL Implementation Guide
- Launching New Early Grad Program
- District Monitoring

- New School Counselor Academy
- Statewide School Counseling Cadres
- Guidance on Asset-Based Language
- Launch New Modules with KET and UL
- Graduation Requirements and ILP Guidance
- Support for 2nd GSA Campus



The Scoreboard



KDE and Regional Cooperatives: Through 4th Quarter (2022-2023)

	1st Quarter (Aug-Sep)	2nd Quarter (Oct-Dec)	3rd Quarter (Jan-March)	4th Quarter (Apr-June)	Year to Date
Number of Trainings/ Workshops	106	89	117	114	426
Number of Participants	4,711	2,374	2,822	2,090	11,997
Number of Unique Districts	85	42	76	43	117
Percent of Participating Counties	49%	24%	44%	25%	68%

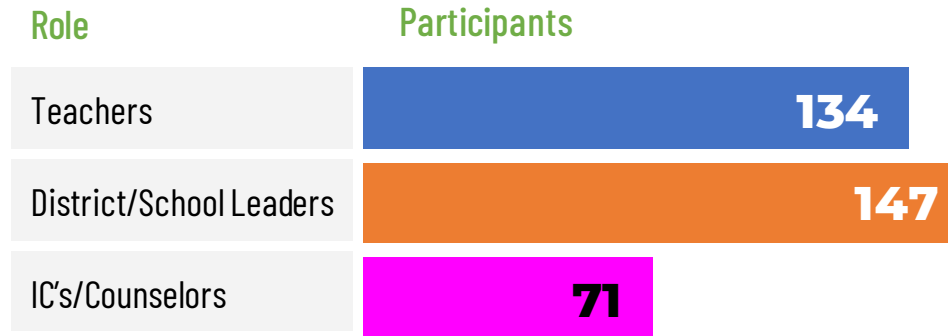
The background of the slide is a collage. The top left shows two yellow school buses. The bottom left shows a classroom with blue walls, decorated with colorful balloons and framed pictures. There are several white desks and chairs in the classroom.

Kentucky's Equity Playbook



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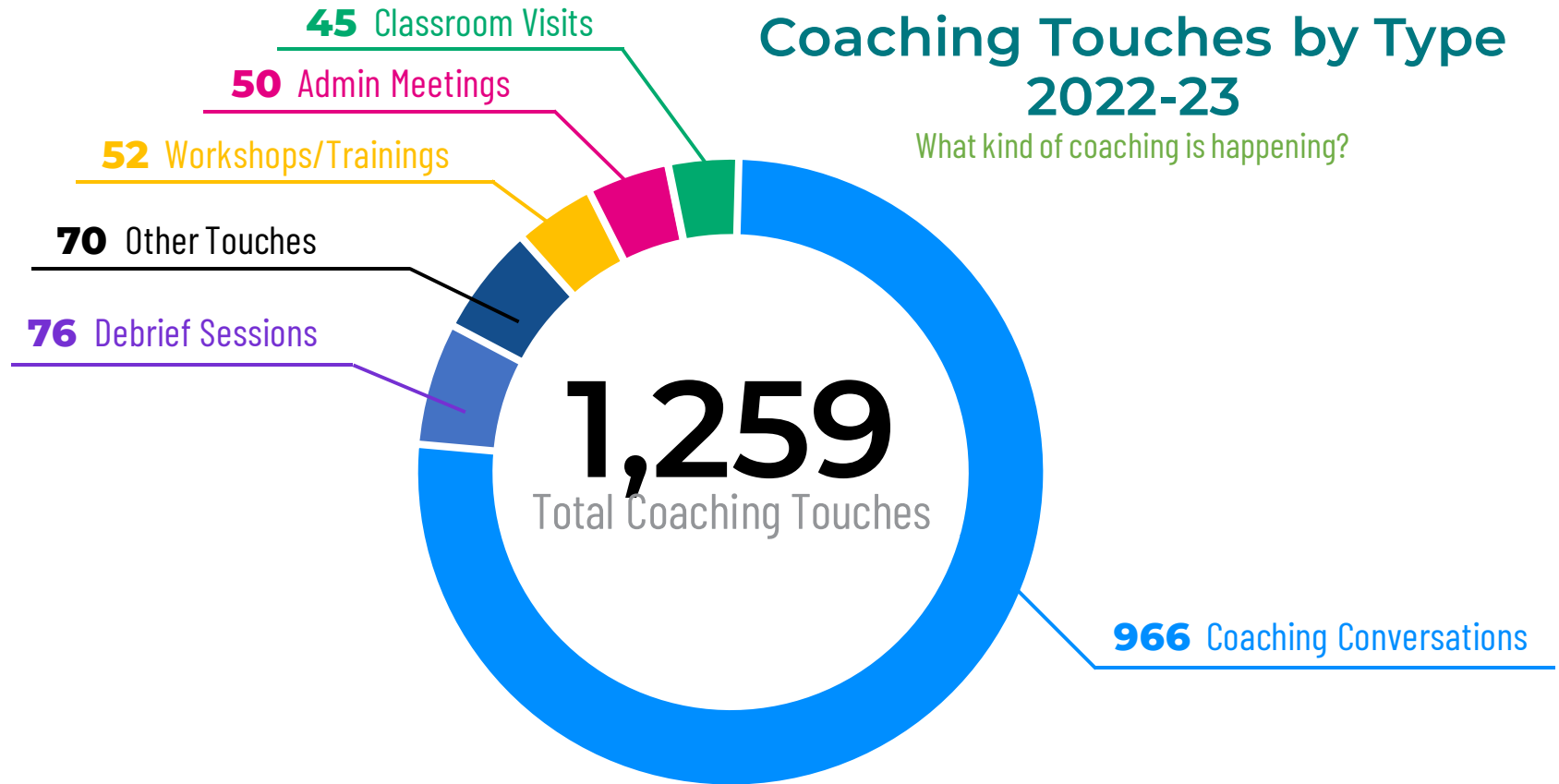
Cohort Participants By Role



352 Total Participants

Coaching Touches by Type 2022-23

What kind of coaching is happening?



Project Effort & Impact

22-23

Success Criteria | 2022-23 School Year

Success Criteria

EOY Goal

Current Reality (As of Summer 2023)

Teachers

Showing progress in earning Growth Indicators

90%

100%
ON TRACK

(96/96)

School/District Leaders

Showing progress in earning Growth Indicators

90%

91%
ON TRACK

(95/105)

Instructional Coaches/Counselors

Showing progress in earning Growth Indicators

90%

90%
ON TRACK

(50/55)

Regional Coordinators

Showing progress in earning Growth Indicators

90%

90%
ON TRACK



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Equity Playbook 2

Include

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engage2learn

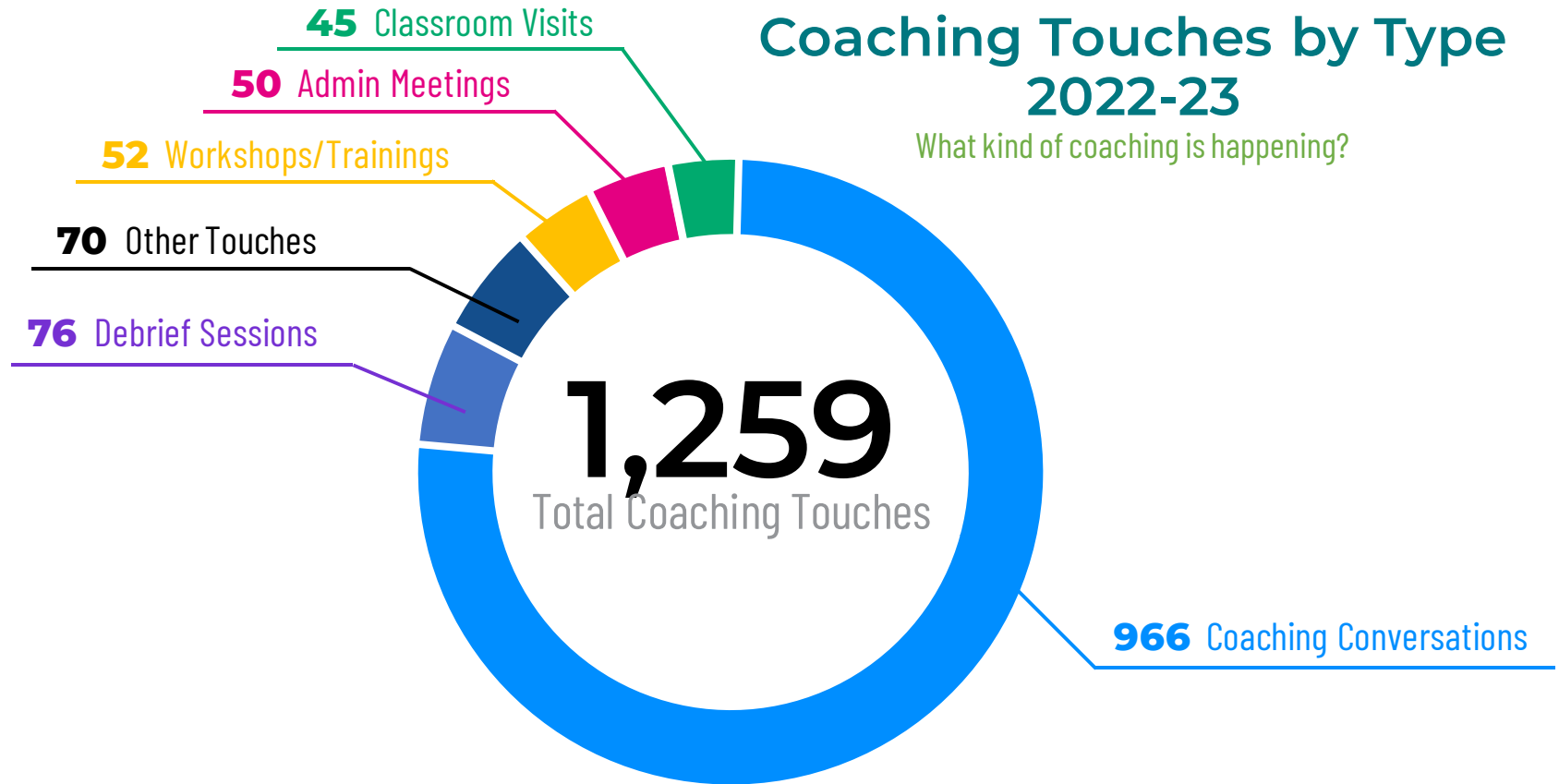
EVERYBODY



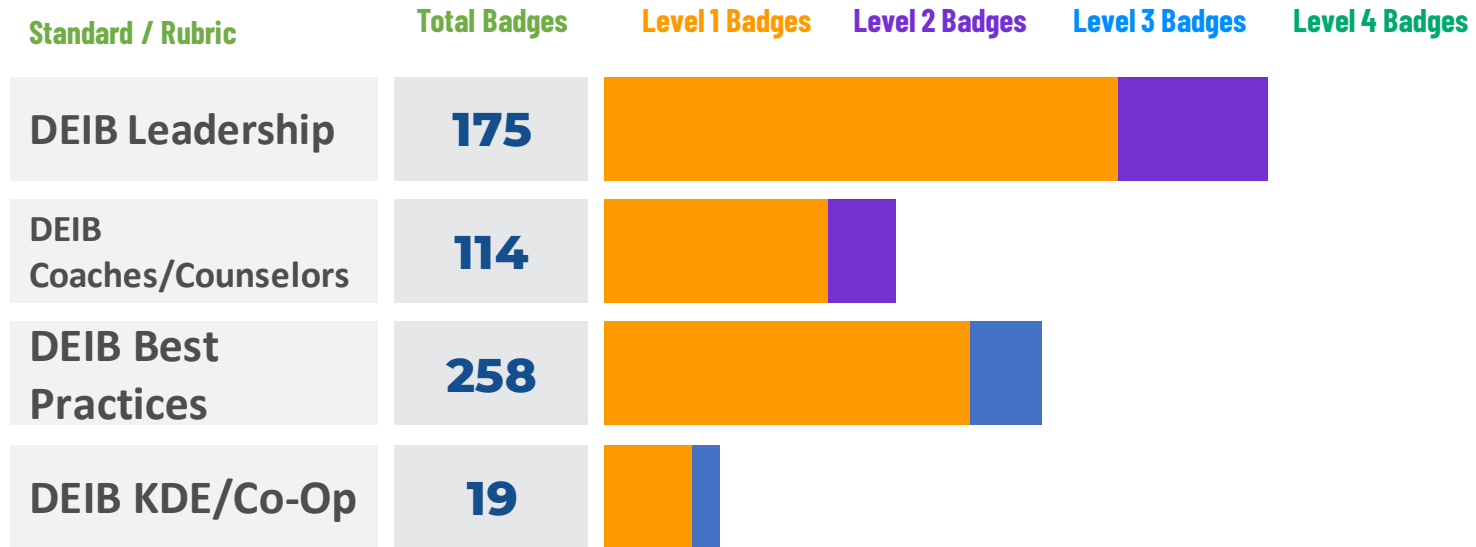
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Coaching Touches by Type 2022-23

What kind of coaching is happening?



Badges Earned



“

Loved the time to work and implement immediately after getting the content. This can really benefit all students.

”

“

Acknowledging all of the things that make us different as human beings and how each of us may value these characteristics at different levels in their importance to us.

”

“

Great information! I had no idea how to use the Equity Dashboard until today.

”

“

The speaker was so knowledgeable and really great explaining techniques and things that will better prepare me.

”

We Are Here To Support You!

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Please complete the feedback [form](#).



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