



Equity Audit Why:

Jackson Public Schools (JPS) recognizes the commitment of our community to JPS every day through our partners, staff, community members and parents. Most recently, JPS passed the 2018 87.4 million dollar bond. This bond is a comprehensive renovation of the buildings, curriculum and learning spaces of JPS. We know that physical changes are only part of the work needed to transform JPS into a 21st Century learning environment. We as a district must also work on our organization internally. Understanding the link between how we deliver education and how each student receives that education is an integral piece to creating a truly equitable and inclusive 21st Century learning environment.

Analyzing our data and understanding where we are today was the first step towards our commitment of doing the work that will enhance our culture. Current data from our MSTEP testing, NWEA testing, special education placement, and our hiring practice as well as community conversations have brought to light disparities in equity that exist within JPS. Simply “knowing” that these disparities exist is not enough. To that end, Superintendent Jeff Beal and the JPS Board of Education have committed to improving our district through a comprehensive Equity Audit (Survey). The Board authorized significant general fund dollars (non-bond) to facilitate this work. Without a comprehensive audit, we will only be guessing at why gaps exist and how to address these achievement and discipline gaps.

The Equity Audit will allow us to see how discrepancies in opportunity are reflecting achievement gaps. The four areas of focus will be; access to high-quality programming and teachers, distribution of funding, just discipline procedures, and measures of achievement. The outcomes of the Equity Audit will allow us to have the difficult discussions centered around equity and find the opportunities where JPS can affect systematic changes. They will allow us to improve our instruction, culture, and climate, and thus serve all students better.

Equity Audit How and When:

The distribution of the Equity Audit will be comprehensive to allow time and resources for ALL to have the opportunity to participate. Participants will include staff, students, families, and board members. The survey for families (via text), and staff (via email) will be distributed through our JPS Blackboard mass communication e-mail beginning Thursday, November 1, 2018, through Wednesday, November 21, 2018. Students will be administered their surveys through designated non-instructional times via Chromebooks during Thursday, November 1, 2018, through Wednesday, November 21, 2018.

The JPS Equity Audit will be facilitated by Dr. Muhammad Khalifa and Sherief Elabbady, Adjusted LLC and the Culturally Responsive School Leadership Institute. A universal link will be provided and each participant will receive a unique identifier so that their survey remains anonymous. JPS employees will not have access to any individual surveys provided at any time.

The surveys are completely anonymous, and we nor Dr. Khalifa will be able to see how individuals have answered the survey. Rather, we are looking for trends that can help us shape our equity vision and work. What we ask is that each of you take the time to thoughtfully provide answers to this survey. JPS will receive data comparison and trends from the survey to create an opening for examination of our practices and opportunities to provide solutions on how we can improve our practice to better serve ALL STUDENTS.