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NAACP

February 15, 2015

Lexington-Fayette County
National Association for the Advancement of Colored People (NAACP) Unit #3097
498 Georgetown Street
Lexington, KY 40508

Fayette County Public Schools (FCPS)
126 Russell Cave Road
Lexington, Kentucky 40505

Re: OPEN RECORDS REQUEST

According to our Open Records Request dated May 24, 2013, it was concluded **that the district does not employ teachers or administrators that reflect the racial makeup of its student population.** For the last five years, the Equity Council of Fayette County Public Schools' Scorecard has continually communicated that "Staff Diversity" is one the important indicators of equity in children's learning environment that contributes to student outcomes and success. In 2012, it stated that "*Fayette County Public Schools feels it is important to create a culturally diverse environment both in and out of the classroom in order for our students to reach their highest potential. By presenting data on the demographics of our staff, we will be able to track our progress in recruitment and hiring to ensure diverse campuses and workplaces.*"

The Lexington-Fayette County NAACP Unit#3097 continues to have concerns about the **number of racially and ethnically diverse teachers and administrators in the district and the potential procedures in place that hinder their recruitment and selection for vacant positions.** The following questions relate to the district's minority teacher and administrator recruiter:

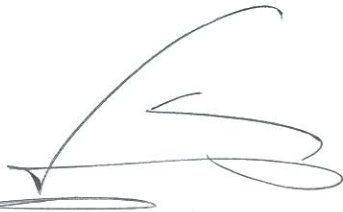
- **At this time, what is the plan to hire a "recruiter" to focus specially on hiring racially and ethnically diverse teachers and administrator?**
- **What are the duties of the recruiter"?**
- **What are the measures of success for the recruiter that will be collected and shared with the public?**
- **In the last year, the number of incomplete and completed applications of minority candidates on file in Human Resources for all teaching and administrative positions advertised and of those applications who were hired?**

The Lexington-Fayette NAACP Unit #3097 also continues to be concerned about the equity issues within the FCPS related to the achievement gaps and excessive suspensions experienced by diverse students (i.e., African American, Hispanic, students receiving free and reduced lunch as well as students with disabilities). More specifically we are concerned about the financial support and other types of support provided to the schools that serve large populations of these diverse students. The following questions are related to some of these concerns:

- **The equitable distribution of resources to high poverty schools. How have the Section 7 funds in the district been disseminated for the last 5 years (i.e., name of schools and amounts)?**
- **Subsequent to the recommendations from the FCPS Redistricting Committee, how will the School Board ensure the distribution of resources for students receiving free and reduced lunch and special education students in all schools?**
- **FCPS currently has a staff person devoted to supplier diversity, is there a school board policy and/or goal to ensure that minority businesses receive a certain percentage of the work from its building and other contracts? What has been percentage of contracts awarded to minorities in FCPS for the last 5 years?**
- **What is your plan to ensure that the FCPS Equity Council Scorecard is incorporated in the criteria that will be used to select the next superintendent? Will the candidates be asked to respond directly to the issues outlined in the Scorecard?**

In summary, this **Open Records Request** on behalf of the NAACP is submitted to the FCPS in the spirit of the community who has expressed concerns about equity within the public schools. According to KRS 61.880 (1) public agency must respond to this request in writing; to the person making the request; within three (3) days, (excepting Saturday, Sunday and legal holidays). We look forward to your prompt response.

Sincerely,



William Saunders
President