

SHELBY COUNTY SCHOOLS

**BUILDING  
THE BRIDGE TO  
BLACK MALE  
EMPOWERMENT**

**Dr. Joris M. Ray, Superintendent**

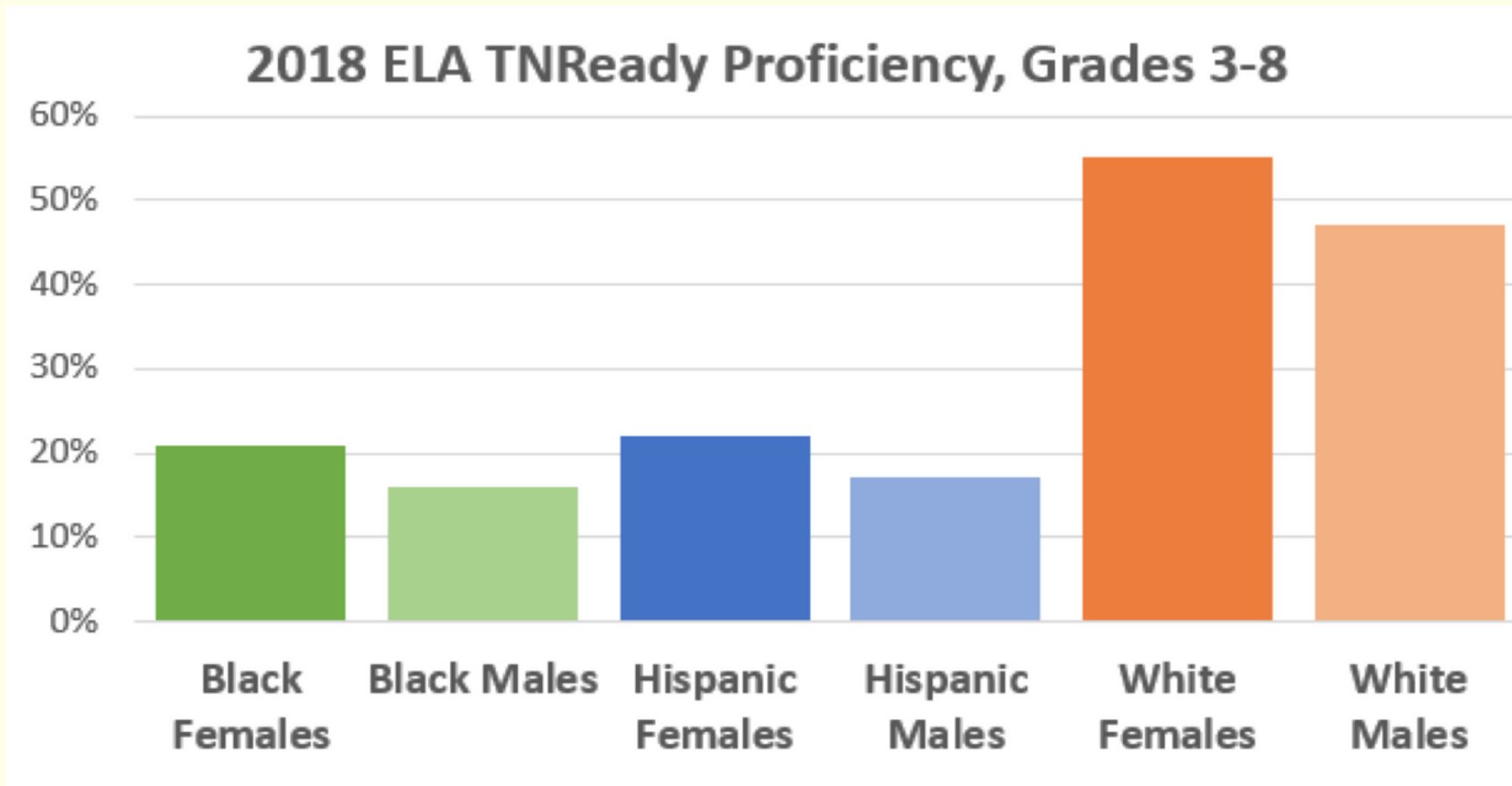


# EQUITY BY DESIGN

## ...AND WE MUST DESIGN AT THE MARGINS

Shelby County Schools has been diligently working, and battles have been won. Conversely, after over 50 years since Dr. King marched for economic and social equality for our sanitation workers, obstacles for our system still impede our progress. Our SCS teacher credo even speaks of overcoming obstacles. These obstacles have never been expressly mentioned, but the assumption is that the overarching obstacle is crippling poverty...which for the majority of most African -American males in Memphis is a result of historical inequality and systemic oppression.

**2018 ELA TNREADY  
PROFICIENCY  
GRADES 3-8**

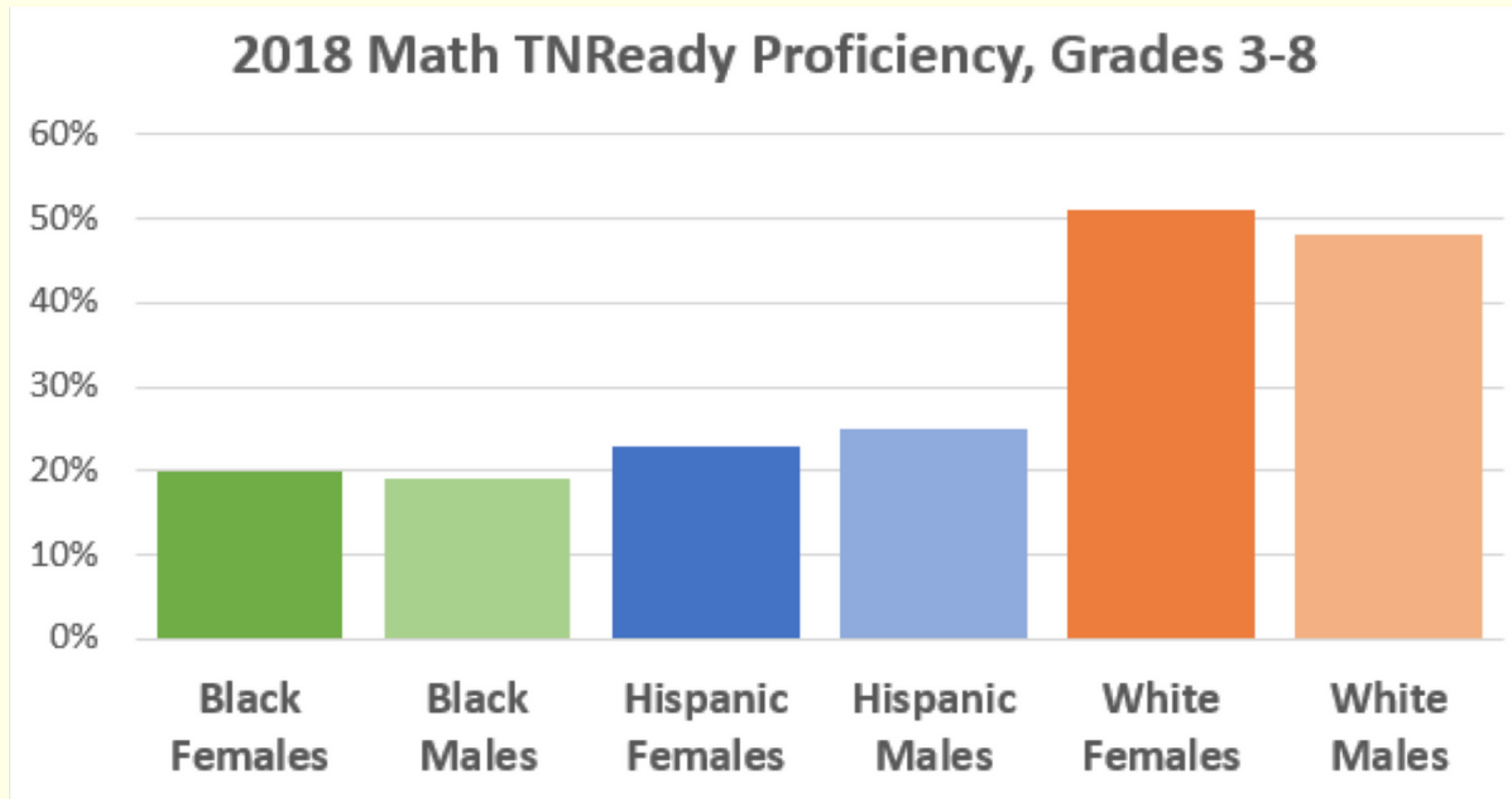


Black Males Tested:  
17,913

Proficient: 2,824

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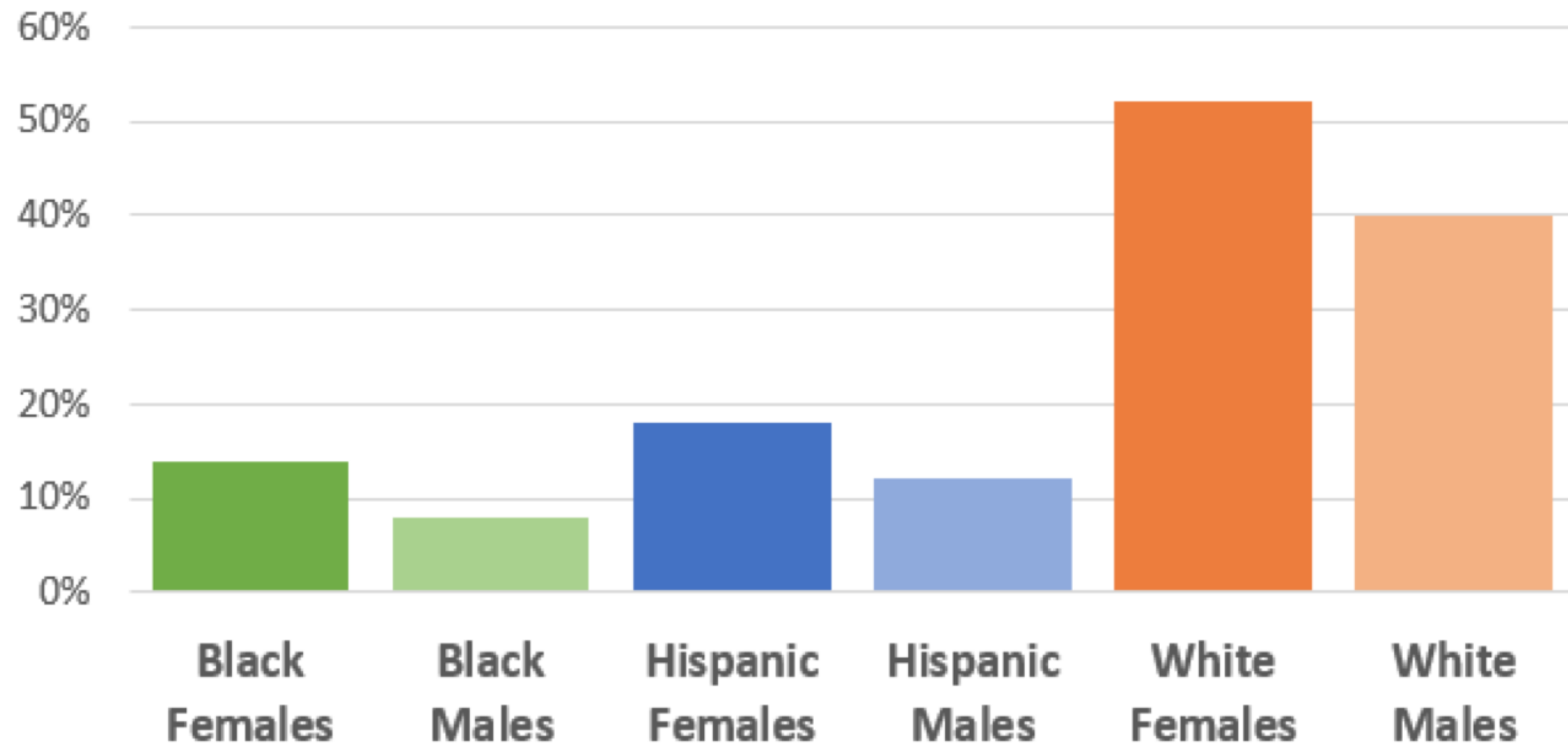
**2018 MATH  
TNREADY  
PROFICIENCY  
GRADES 3-8**



Black Males Tested:  
17,697

Proficient: 3,277

**2018 EOC English Proficiency, Grades 9-12**



Black Males Tested:  
5,632

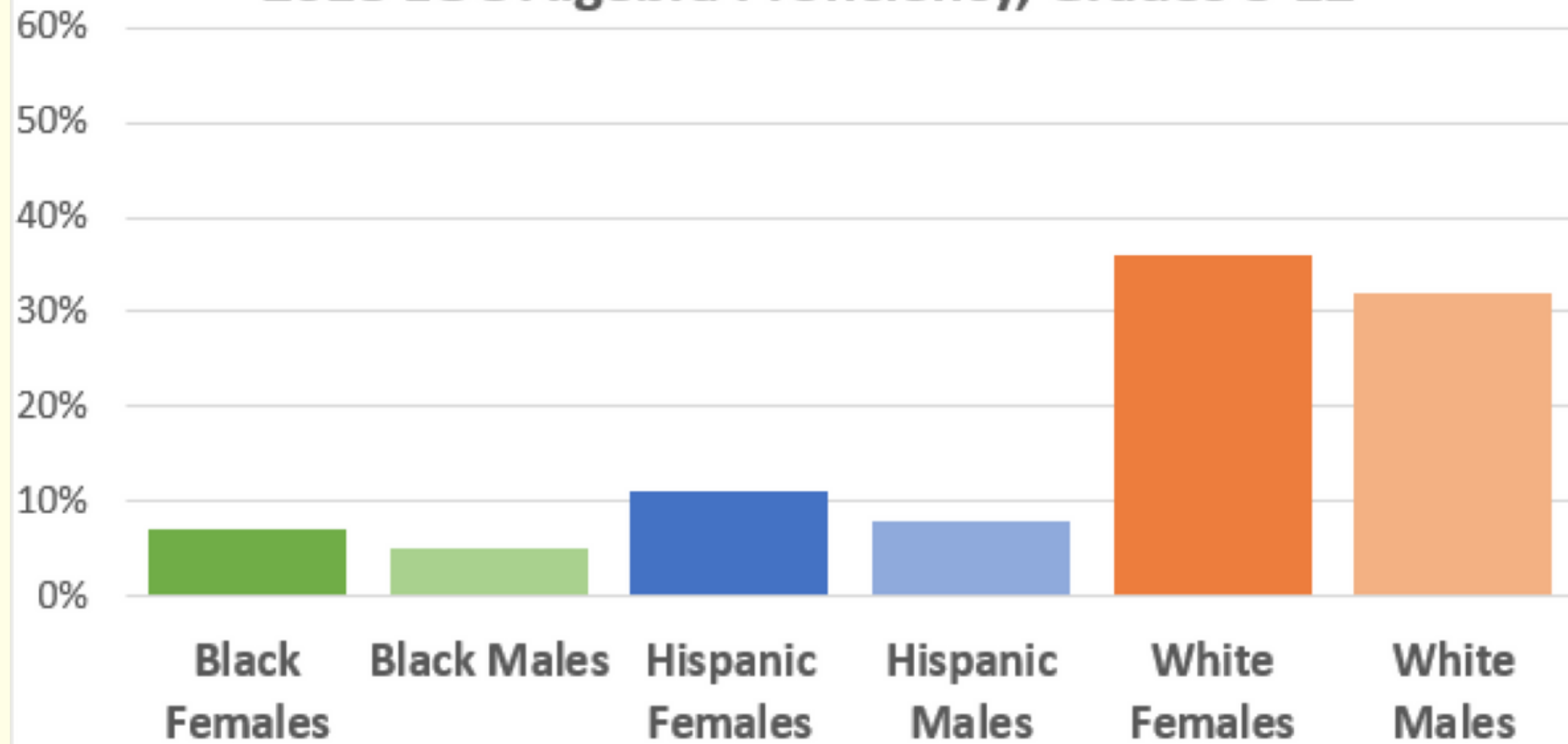
Proficient: 431

**2018 EOC ENGLISH  
PROFICIENCY  
GRADES 9-12**

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**2018 EOC ALGEBRA  
PROFICIENCY  
GRADES 8-12**

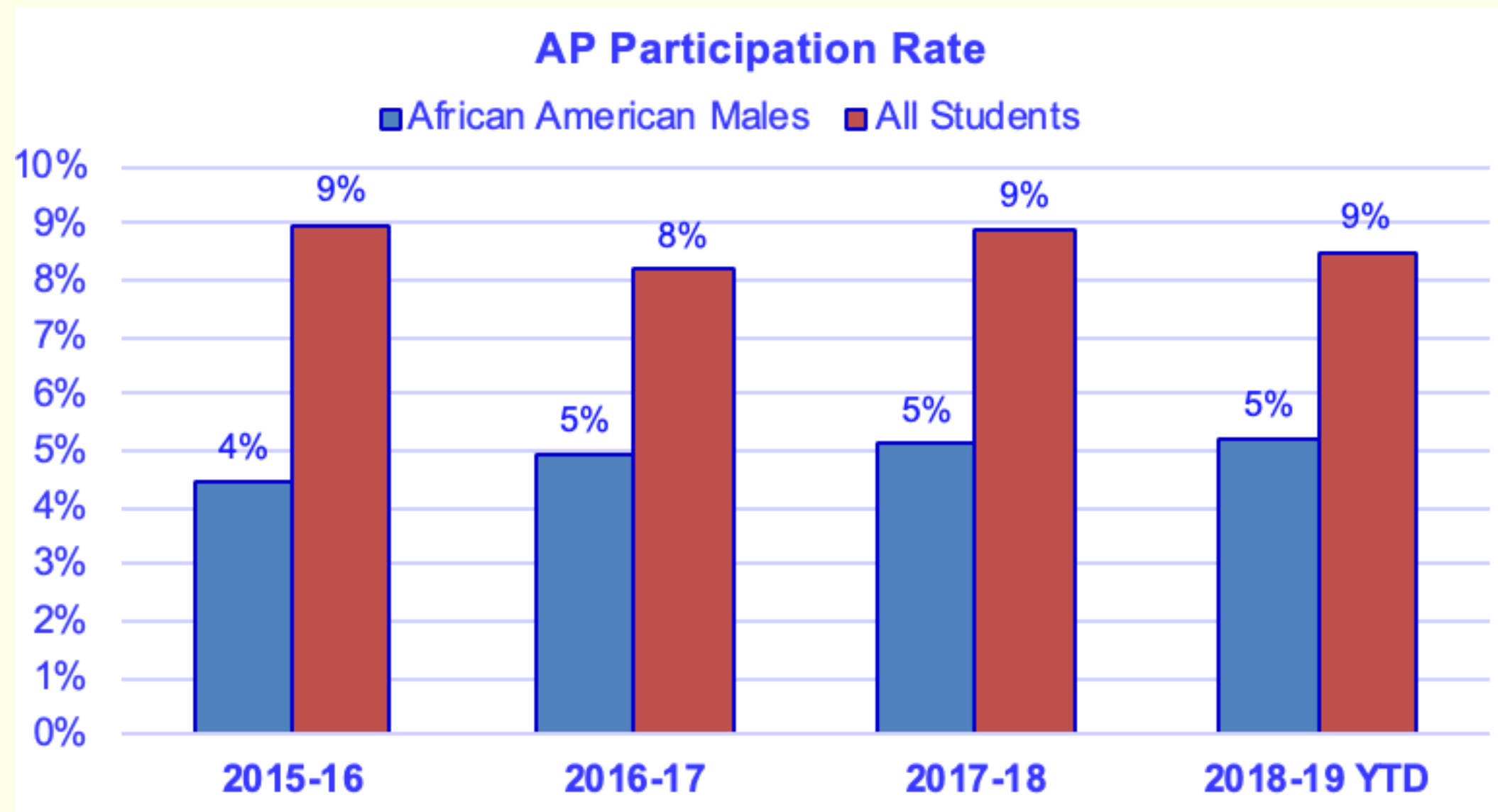
**2018 EOC Algebra Proficiency, Grades 8-12**



Black Males Tested:  
2,859

Proficient: 152

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2018 Black Males:  
590

2018 Overall: 2,538

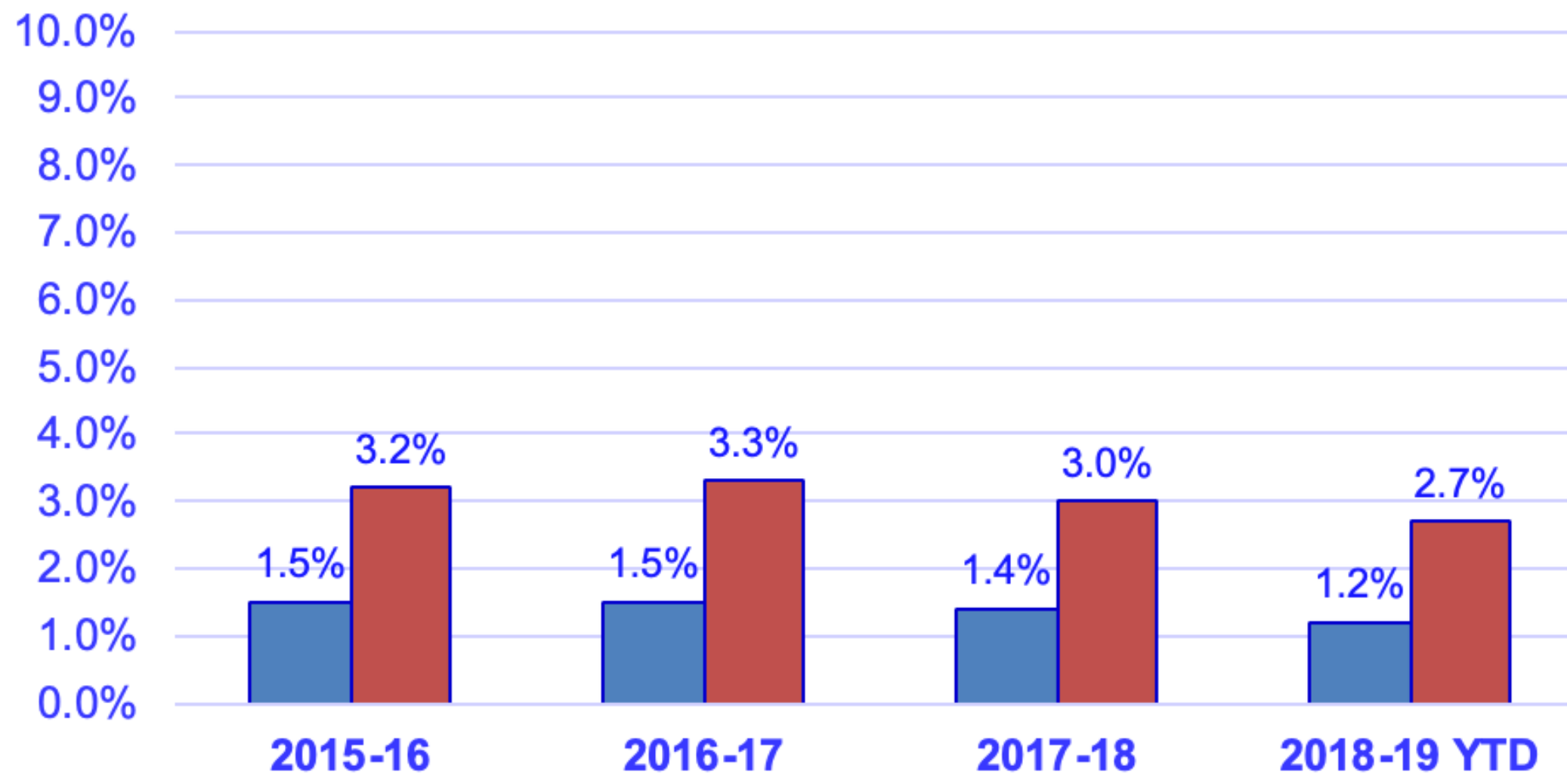
**AP PARTICIPATION  
RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

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**CLUE PARTICIPATION  
RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

**CLUE Participation Rate**

■ African American Males ■ All Students



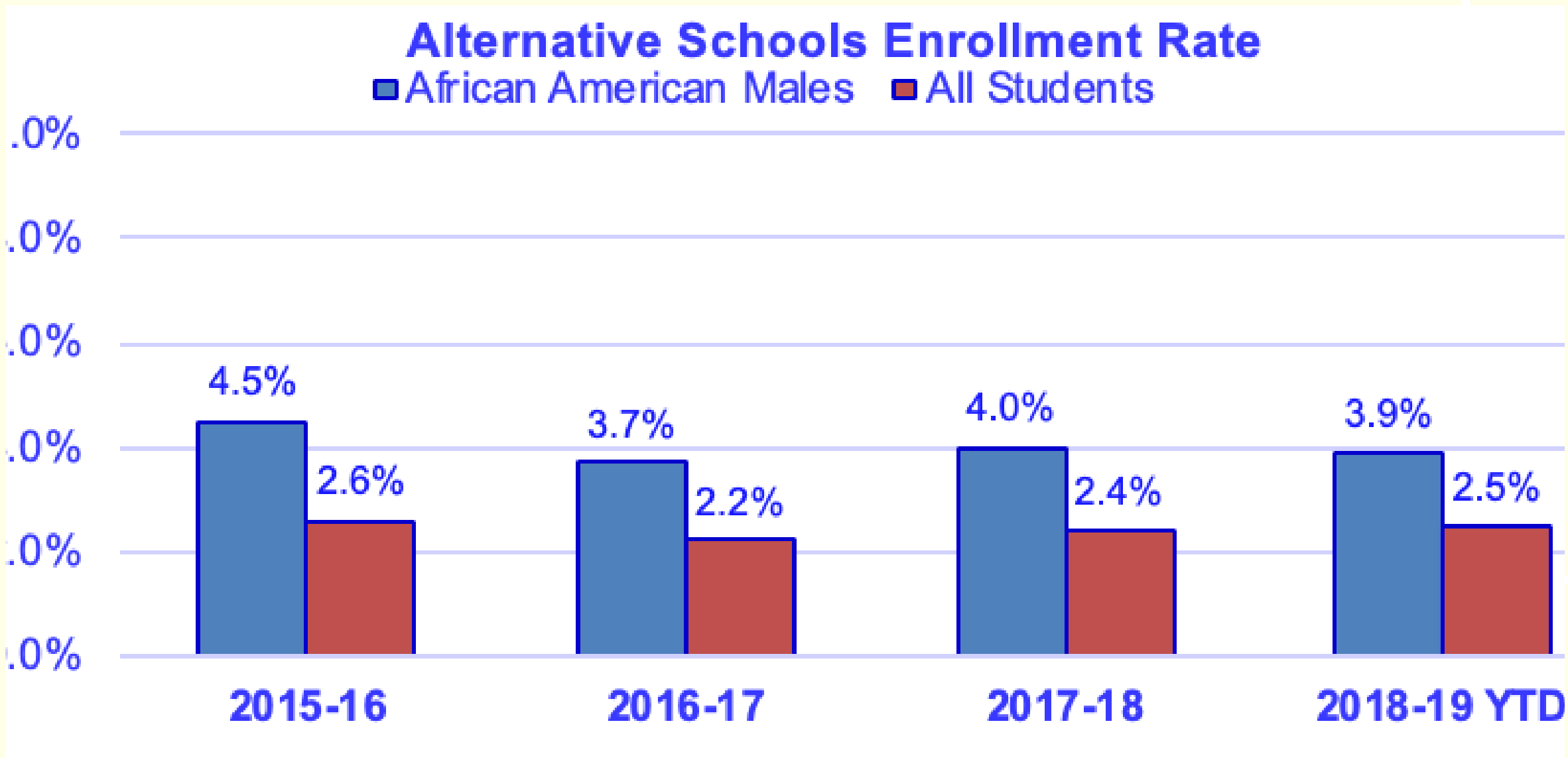
2018 Black Males:  
513

2018 Overall: 2,985



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**ALTERNATIVE  
SCHOOLS  
ENROLLMENT RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

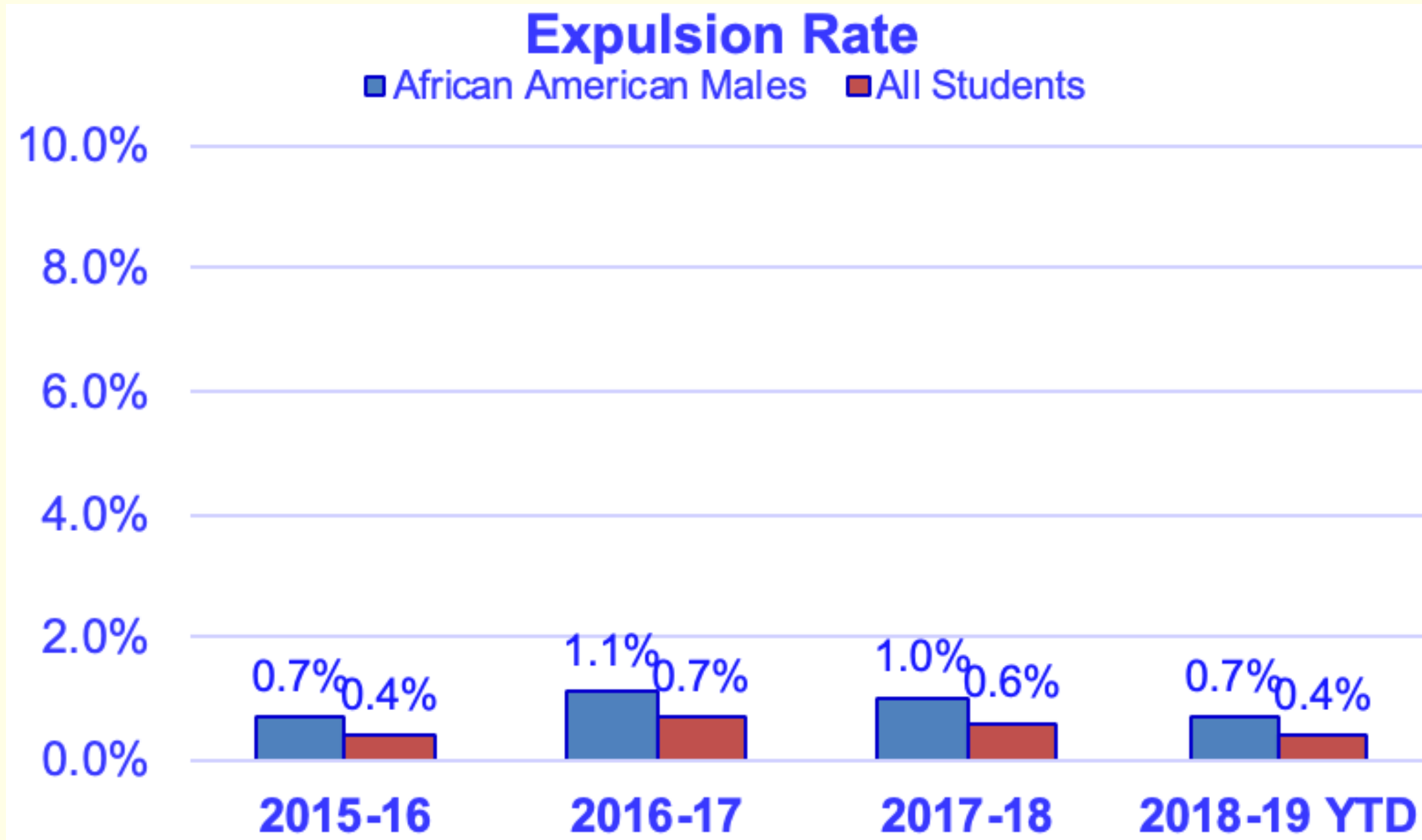


2018 Black Males:  
1,708

2018 Overall: 2,857

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**EXPULSION RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**



2018 Black Males:  
287

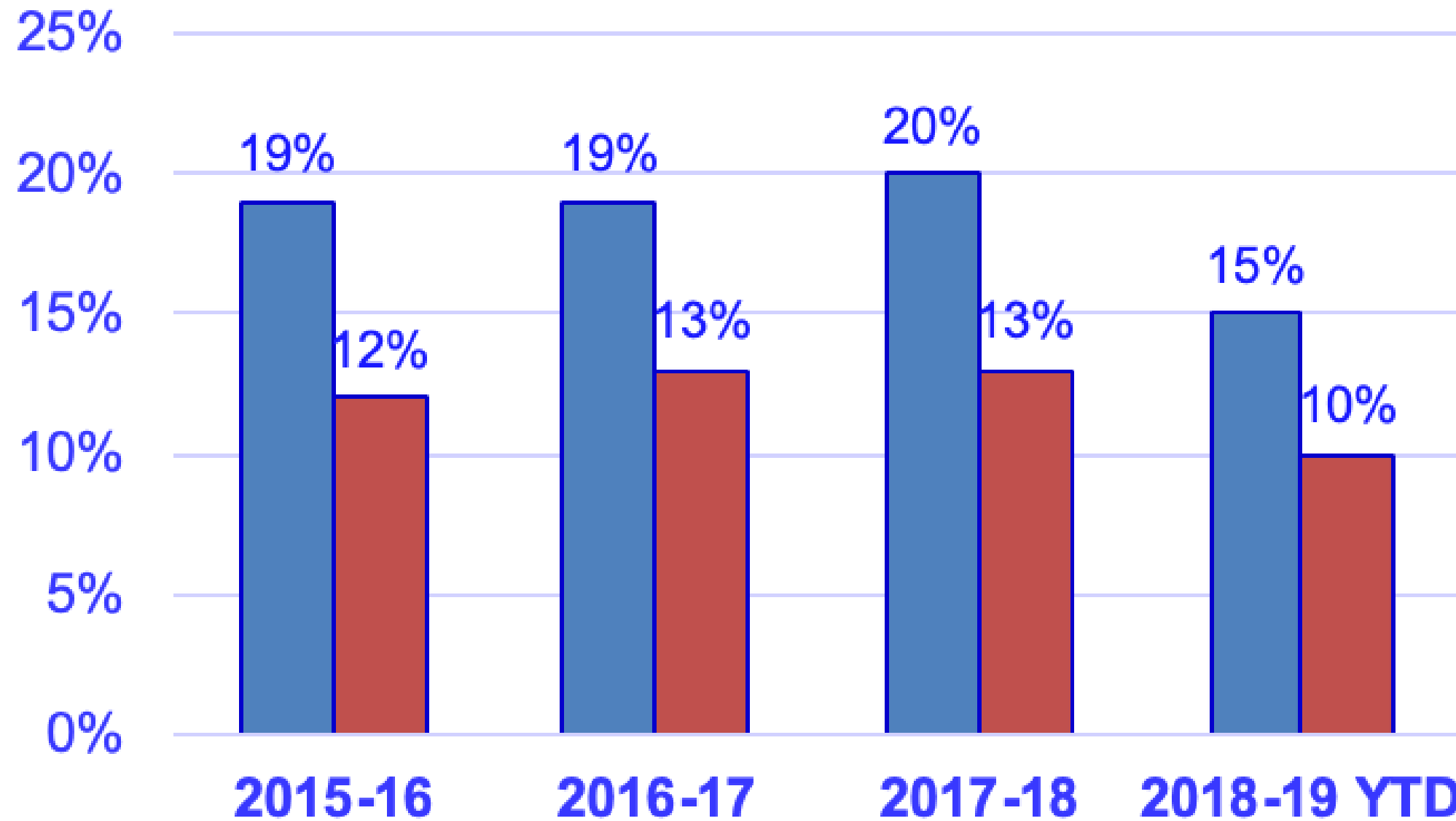
2018 Overall: 440

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**OUT OF SCHOOL  
SUSPENSION RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

### Out of School Suspension Rate

■ African American Males   ■ All Students

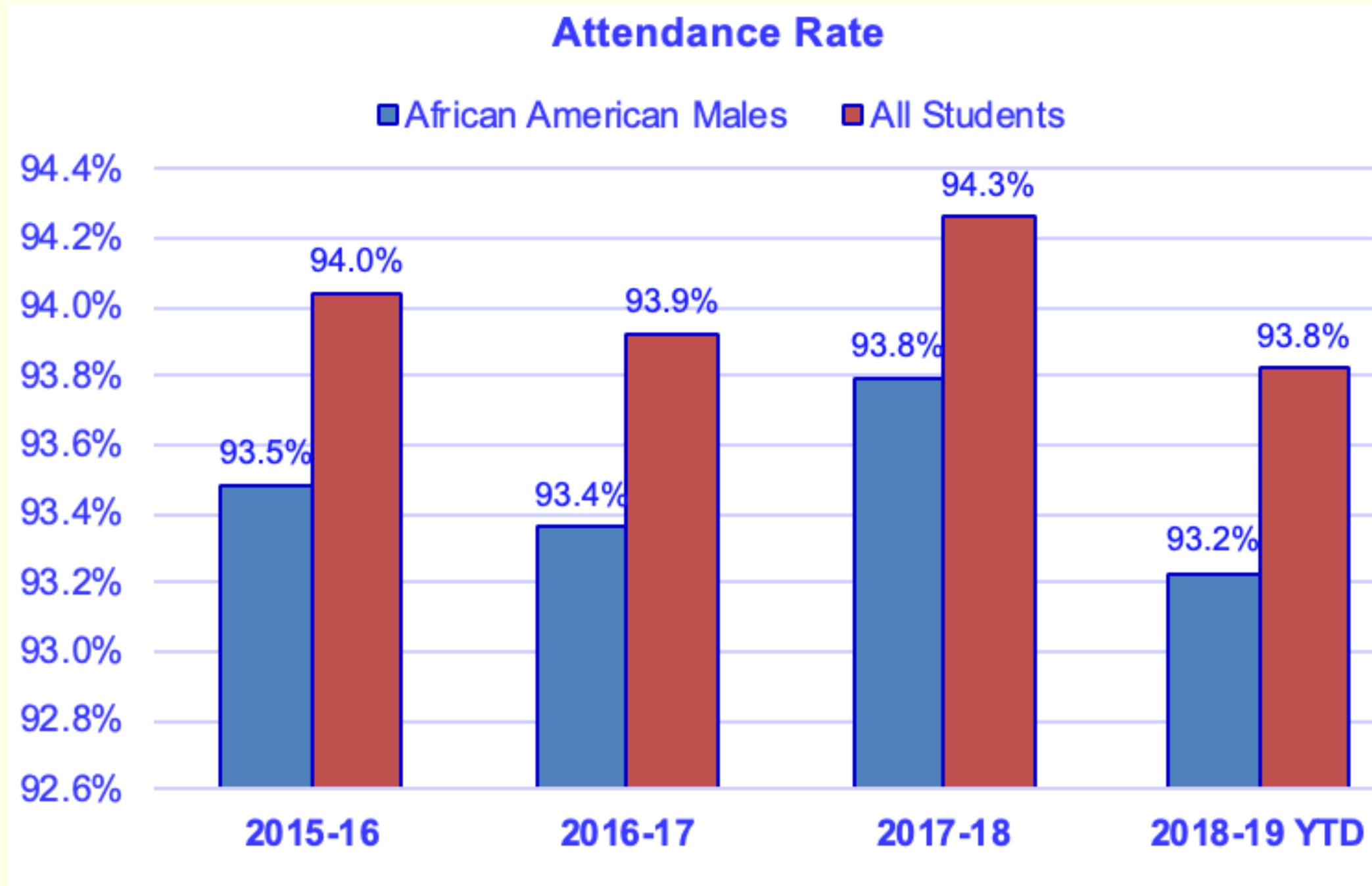


2018 Black Males:  
6,374

2018 Overall: 11,223

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**ATTENDANCE RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**



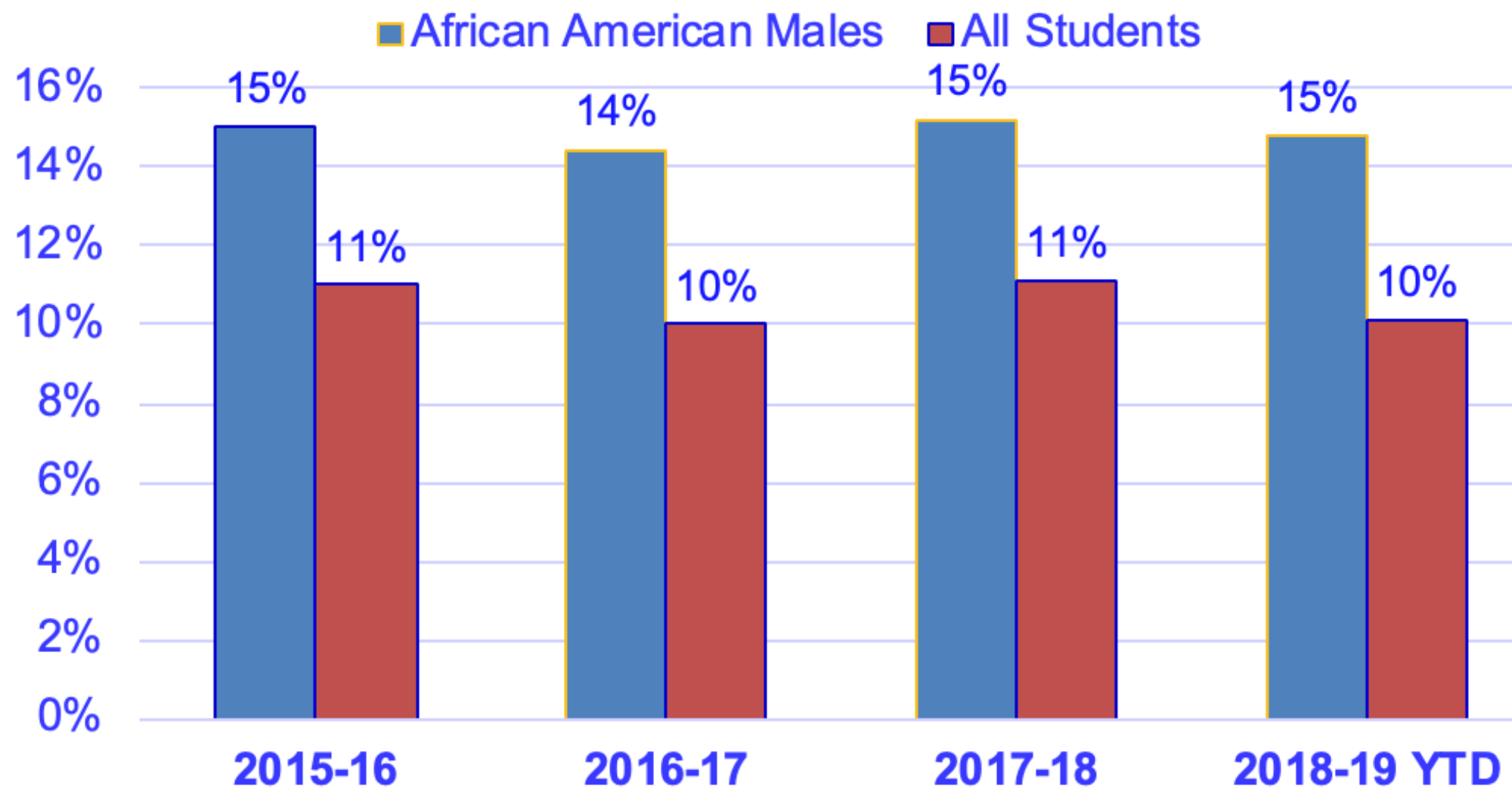
2018 Black Males:  
363,666

2018 Overall: 886,838

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**SPECIAL EDUCATION  
RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

**Special Education Rate**

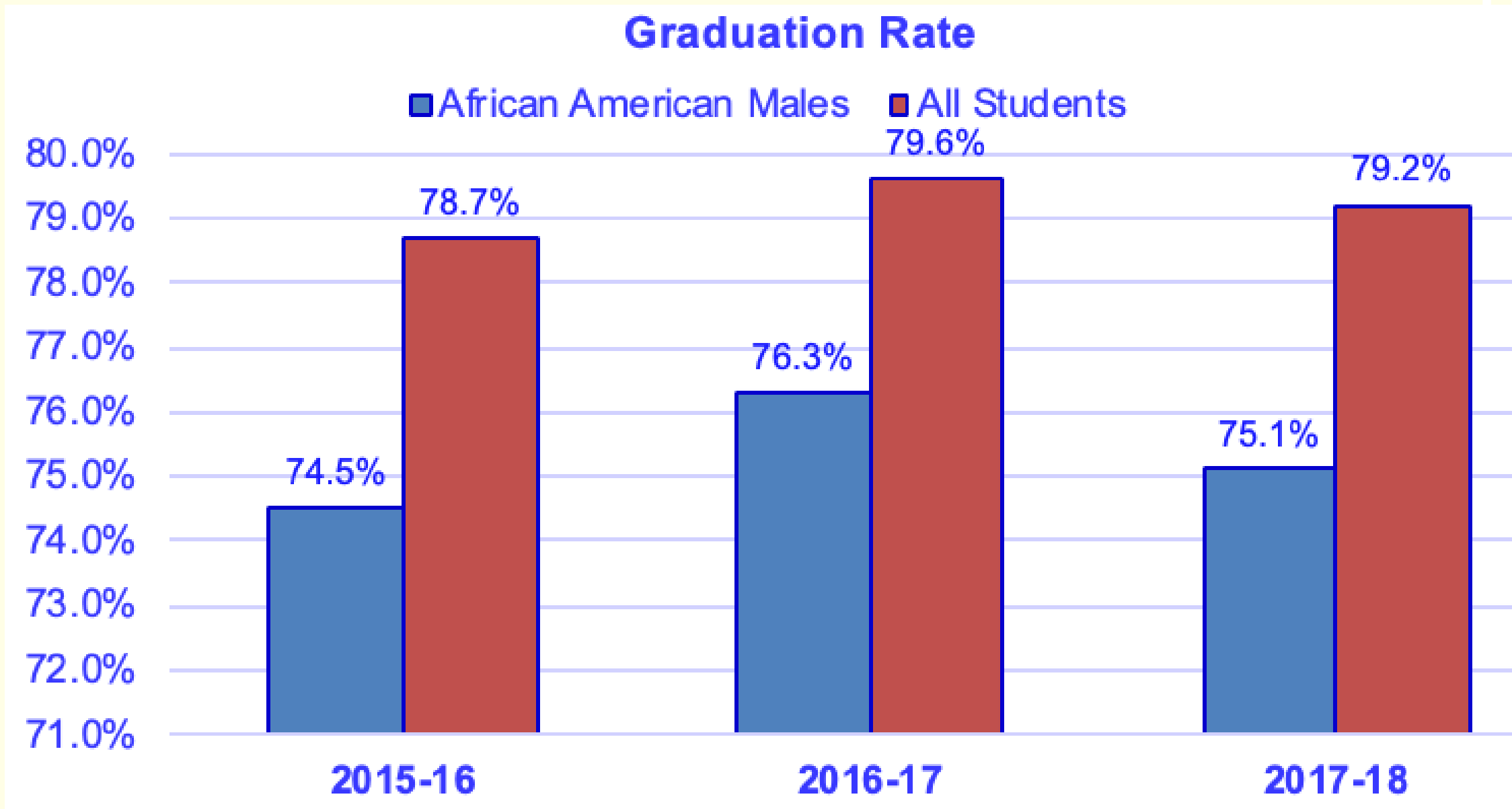


2018 Black Males:  
6,775

2018 Overall: 12,625

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**GRADUATION RATE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

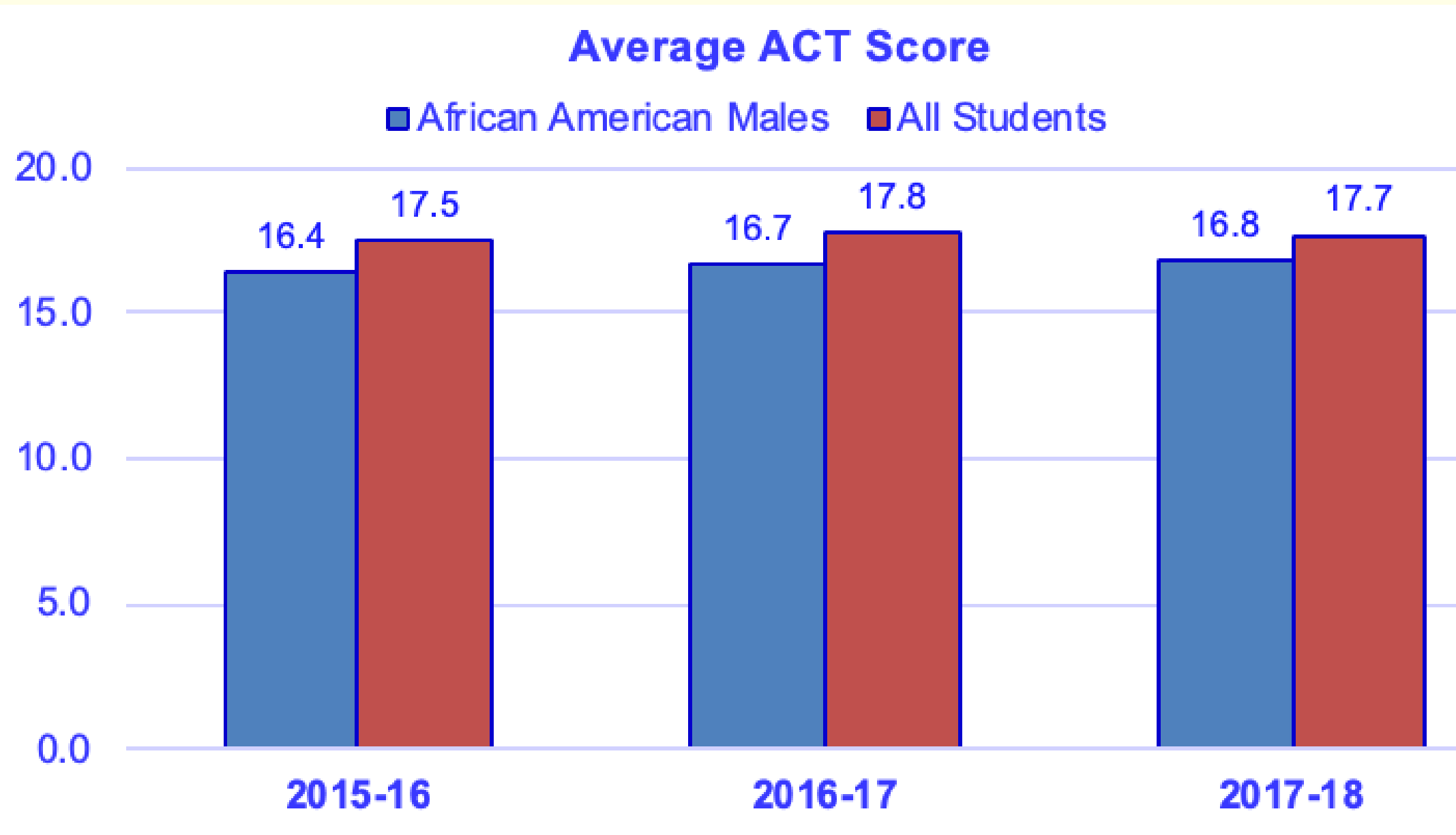


2018 Black Males:  
2,359

2018 Overall: 6,359

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**ACT AVERAGE  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**



2018 Black Males:  
2,253

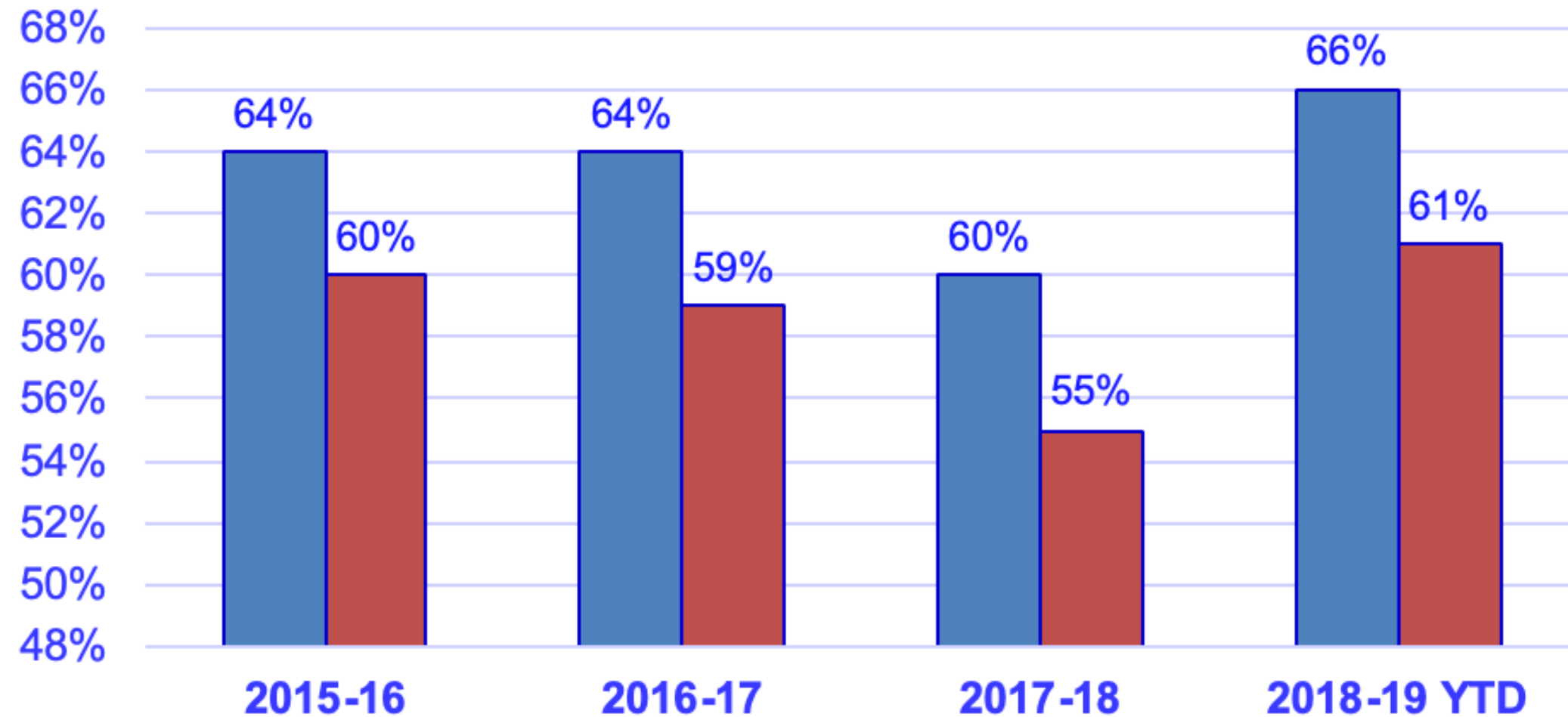
2018 Overall: 6,265

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**ECONOMICALLY  
DISADVANTAGED  
AA MALES  
COMPARED TO ALL  
SCS STUDENTS**

**Direct Certified Rate**

■ African American Males ■ All Students



2018 Black Males:  
30,179

2018 Overall: 73,508



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# **NOW IS THE TIME**

## **A PUBLIC DECLARATION FOR EQUITY**

We are investing in African-American male students. Our overall success as a district rests on the achievement of our African-American male students that consist of over half of SCS's student population.

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# SEVEN NEXT STEPS TOWARD DESTINATION 2025

1. Implementing the Academic Equity in Action Plan
2. Social Emotional Learning
3. Culture Building
4. Servant Leadership
5. Alignment of Resources
6. Finalizing the Footprint Proposal
7. District Office Transition

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# **SEVEN PRIORITIES**

## **PRIORITY 1**

Ensure access and exposure to rigorous instruction

## **PRIORITY 2**

Intensify restorative practices

## **PRIORITY 3**

Recruit African American male teachers in K-5

## **PRIORITY 4**

Build Band of Brothers to support mentoring and tutoring programs

## **PRIORITY 5**

Create an Equity Institute for professional learning

## **PRIORITY 6**

Leverage an Equity Advisory Committee

## **PRIORITY 7**

Establish an Equity Office

# PRIORITY 1



Ensure access and exposure to rigorous instruction to create opportunities for boys of color to help prepare them for the world.

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# PRIORITY 2

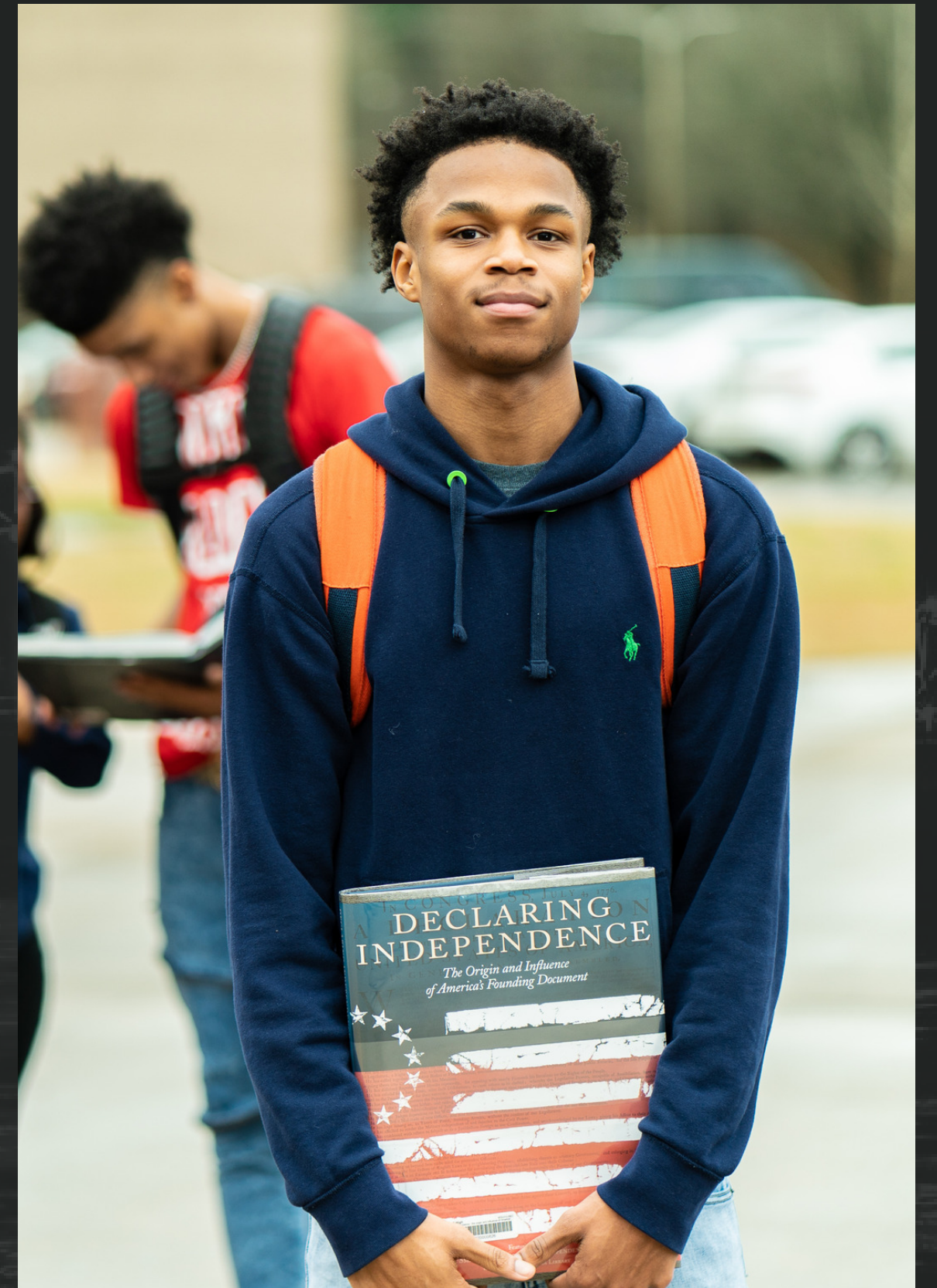


Eliminate the school to prison pipeline by providing intensified restorative discipline practices district-wide.

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# PRIORITY 3

We will recruit African American males in grades K-5 to diversify our teacher pipeline.



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# PRIORITY 4



Provide a Band of Brothers for laser-like support in tutoring to increase literacy as well as mentoring to champion the work of successful men.

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# PRIORITY 5

We will establish an equity institute to train all educators to interrupt patterns of implicit bias, social inequality, and internalized oppression.



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# PRIORITY 6

Foster strategic partnerships and build alliances through our equity advisory committee that will feature representation from philanthropy, non-profit, government, and business sectors.

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# PRIORITY 7



Our equity office will design an equity evaluation matrix to drive practices in our District and schools to prioritize achievement through the lens of literacy, school climate/culture, discipline, as well as mastery for college and career readiness.



**IT ALWAYS SEEMS  
IMPOSSIBLE UNTIL IT'S  
DONE.**

NELSON MANDELA

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# OUR BOYS NEED US

MENTOR. TUTOR. VOLUNTEER.



**WEBSITE**

[WWW.SCSK12.ORG](http://WWW.SCSK12.ORG)



**CALL**

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**EMAIL**

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