

EXHIBIT

V.D.6.

Consent Order Reference: V.D.6	
Measures Taken to Support Promotion of Black Teachers	Measures Taken to Support Promotion of Black Administrators
In July 2016, Principals were extended an invitation to recommend candidates for the Teacher on Special Assignment Program.	Instructional Leadership meetings were conducted monthly for Assistant Principals and Teachers on Special Assignment.
Principals were asked to identify teachers who had leadership potential and recommend them for the HCS Talent Pool. Teachers serve on Probationary Review Committees, Teacher Screening Committees, Curriculum Committees, etc. to gain experience in leadership areas. The racial composition of each committee approximates the District-wide racial composition of certified staff.	Assistant Principals and TOSAs were teamed together to participate in site visits to schools for additional professional growth.
During the 2016-2017 school year, 12 teachers began their first year as a Teacher on Special Assignment. 8 were black and 5 were white.	Assistant Principal jobs were advertised in July 2016 to recruit prospective administrative candidates. Mrs. Kitrise Torain, a Black candidate, was interviewed and recommended by the Screening Committee. Her name was referred to Dr. Cooper and the Directors of Instruction. Mrs. Torain was recommended by Dr. Wardynski as a School Assistant Principal for 2016-2017 at Lee High School.
	Assistant Principal jobs were advertised in August 2016 to recruit prospective administrative candidates. Mr. Kellen Conoway, a Black candidate, was interviewed and recommended by the Screening Committee. His name was referred to Dr. Cooper and the Directors of Instruction. Mr. Conoway was recommended by Dr. Wardynski as a School Assistant Principal for 2016-2017 at Jemison High School.
	Assistant Principal jobs were advertised in August 2016 to recruit prospective administrative candidates. Ms. Marie Feagins, a Black candidate, was interviewed and recommended by the Screening Committee. Her name was referred to Dr. Cooper and the Directors of Instruction. Ms. Feagins was recommended by Dr. Wardynski as a School Assistant Principal for 2016-2017 at Lee High School.

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Measures Taken to Support Promotion of Black Teachers	Measures Taken to Support Promotion of Black Administrators
	Principal and Assistant Pincipal jobs were advertised in the spring of 2016 to recruit prospective administrative candidates. Forty-nine candidates were screened. Forty-six passed screening and were sent for interviews for openings.
	Four candidates were selected and assigned to Principal roles for the 2017-2018 school year. 1 candidate was black and three were white.
	Twenty one candides were selected and assigned to the role of Assistant Principal for the 2017-2018 school year. 12 candidates were black and 9 were white.