

**EXHIBIT**

**V.D.6.**

<b>Consent Order Reference: V.D.6 (Data is for 2018-2019 School Year)</b>	
<b>Measures Taken to Support Promotion of Black Teachers</b>	<b>Measures Taken to Support Promotion of Black Administrators</b>
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. These committees served through February of 2019.	A Professional Learning Unit was developed by the District to provide leadership training and resources to developing and current administrators. The PLU was a year-long self study utilizing the book: <i>Excellence Through Equity - Five Principles of Courageous Leadership to Guide Achievement for Every Student</i> .
A total of thirty-four classroom teachers and Teachers on Special Assignment were screened and included in the 2018 - 2019 talent pool to be interviewed for administrative positions. Twenty-two were black and 12 were white.	In June of 2019, An Administrative Conference was held to support administrators in the district. All Assistant Principals were included in the training to provide leadership training in classroom best practices and support growth and capacity in assistant principals.
During the 2018-2019 school year, 19 teachers/ Teachers on Special Assignment began their first year as an assistant principal. 10 were black and 9 were white.	Nineteen candidates were selected and assigned to the role of Assistant Principal for the 2018-2019 school year. Twelve were black and 7 were white.
	In June of 2019, a training plan was developed by the district to address growth and development of Assistant Principals in the district. The plan includes monthly support meetings to facilitate growth and collaboration among Assistant Principals.