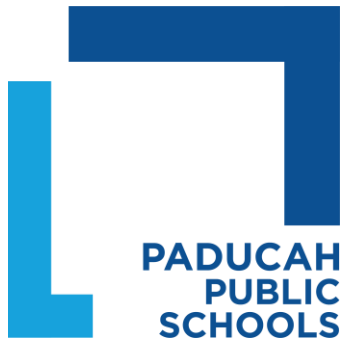




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First and foremost, I am committed to the success of each and every child in our district.

To our students, employees, parents/guardians, board of education, and community, I want to stress that I accept full responsibility for how my horrible and racially insensitive decision to wear black face has affected and impacted the community at large; especially the students of Paducah Public Schools. Through the dialogue with our African American community over the past several weeks, I have gained a deeper understanding of hurt that I have created. Both personally and professionally, my actions have caused others severe pain; have created anger towards myself and others; have created issues of trust in me and our school district; and have created division in our community that we all love. I do not just accept the board decision – I embrace the opportunity to learn and improve as a person and as a person who has influence on children, adults, and our community. This plan provides professional growth to me which is imperative to ensuring the success of each and every child in our district. Together we have an opportunity to become a model school district for equity, inclusion, and diversity. I hope and pray that others see in me a deep commitment – a commitment from my heart – which is focused on ensuring our students are successful not only in school, but in life.

I want to again apologize for my poor judgement by ever thinking that wearing black face was somehow an acceptable behavior, and I apologize specifically to our African American community for the hurt I have caused by my insensitivity, regardless of how long ago it was done. I apologize to the Board of Education for placing them in this precarious situation to have to deal with my decision. Most of all, I apologize to our students and our staff of Paducah Public Schools for how my actions have not only hurt each of you, but also impacted your view of me as a professional leader.

I know the weeks and months ahead will be difficult for many people, including myself. I am committed to going through this process and becoming a better version of myself to ensure the success of each and every one of our 3,159 students, of our 461 employees and the community that I serve.

Donald I. Shively, EdD