



To the Paducah Public Schools Board of Education,

It has been more than one year since the blackface photograph of Dr. Shively was made public. In that time the Board of Education (BOE) has assigned Dr. Shively diversity training and conducted an equity audit to show the inequities in the school district. All of which is necessary.

The Paducah NAACP's stance toward Dr. Shively remains unchanged. We are still pushing for the resignation or departure of Dr. Shively as superintendent. We realize that the BOE cannot provide any further disciplinary action but the board can non-renew Dr. Shively's contract. We believe that this is in the best interest of students and staff. We believe that Dr. Shively no longer has the trust and respect of the community or student body. Effective leadership requires trust. We do not believe going forward that he is the right person to lead Paducah Public Schools regardless of perceived past accomplishments.

Regarding Dr. Shively's equity training, the public knows very little of the effectiveness of this training. Aside from what Dr. Shively presents to the board, what metrics or tools demonstrate progress and transformation? What action items have been presented that provide proof of substantial improvement? The public has yet to be made aware of any rubric or tangible measurement for success. There appears to be no standard of measurement other than personal commentary.

The most recent KDE accountability testing data demonstrates yet again that students of color are still underperforming compared to peers and have traditionally done so during Dr. Shively's tenure. African American students still lag considerably behind. The recent equity audit validates our concerns. The data simply does not support the notion that *all* students are receiving equal opportunities, nor is there any evidence that should Dr. Shively stay, that this will change.

We are committed to the children of Paducah Public Schools, especially students of color and the disadvantaged. We are pushing for the Board to non-renew Dr. Shively's contract and insist for more transparency regarding his equity training, and the ongoing equity audit.