



**Paducah Public Schools**  
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When that old and terribly offensive photo surfaced last week, I issued a sincere and heartfelt apology for its racially insensitive content, first to the public and then face-to-face with several groups, but I know much more is needed to make amends and start a healing process for all in our community hurt by the photo.

One of my first actions was to request a meeting with the leadership of the Paducah/McCracken County NAACP. Thankfully, this meeting will happen soon. In addition, I have started dialogue with students, district staff, and leaders in our African American community, which I plan to continue with citizens of our city at large.

My goal is that this extensive process not only will help me to grow as a person and as a leader, but that it also will serve as a catalyst for improved understanding, sensitivity, and racial harmony in our community. I believe that through this dialogue Paducah Public Schools will become a model school district for anti-racist practices and actions. To be clear, this process will lead to an action plan for our school district developed through critical conversations with every stakeholder to ensure everyone's voice is heard.

Thank you,

Donald Shively, EdD  
Superintendent

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