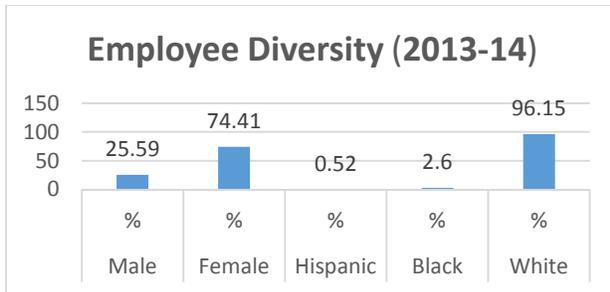


# Cedar Rapids Community School District Diversity Dashboard

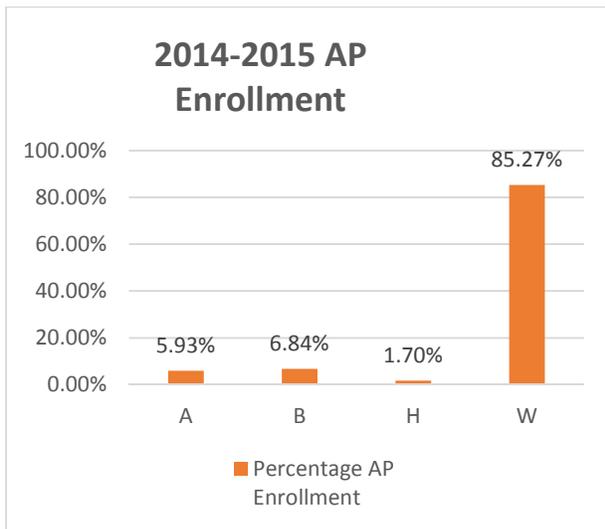
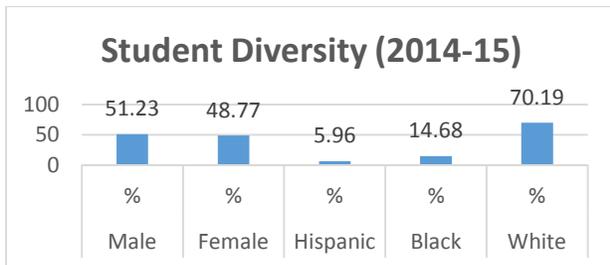


These graphs represents the percentage of employees and students in each ethnic category. The percentages for employees are from 2013-2014 as the 2014-2015 numbers have not been generated from the State yet.

Minority representation of District employees does not reflect that of the student body.

Actions:

- AppliTrack Hiring System
- Recruitment and Retention efforts

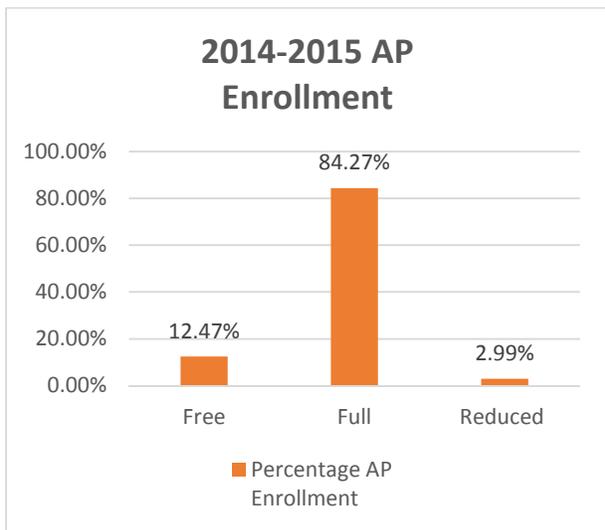


This graph represents the percentage of students in each ethnic category who were enrolled in at least 1 Advanced Placement course in the 2014-2015 school year.

Minority representation in AP classes does not reflect the minority enrollment in the District.

Actions:

- Contract with National Center for Transforming School Counseling
- Goals and strategies developed by counselors to increase minority enrollment in higher level courses



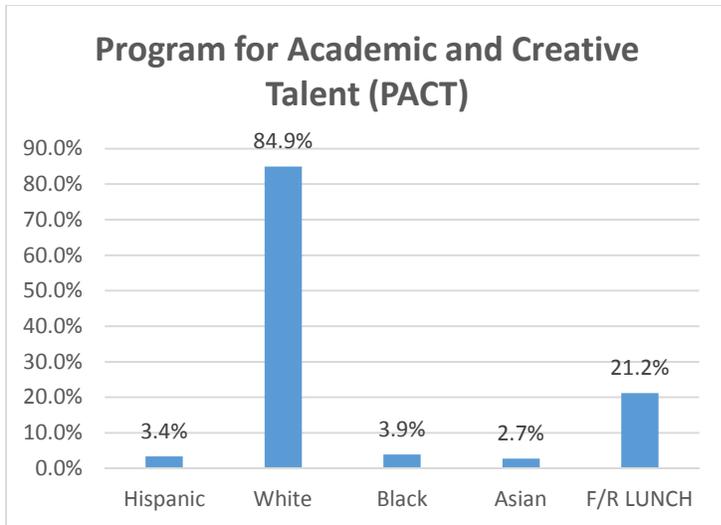
This graph represents the percentage of students on free, reduced, or full-price lunches who were enrolled in at least 1 Advanced Placement course in the 2014-2015 school year.

Low SES representation in AP classes does not reflect the low SES enrollment in the District

Actions:

- Contract with National Center for Transforming School Counseling
- Goals and strategies developed by counselors to increase Low SES enrollment in higher level courses

# Cedar Rapids Community School District Diversity Dashboard

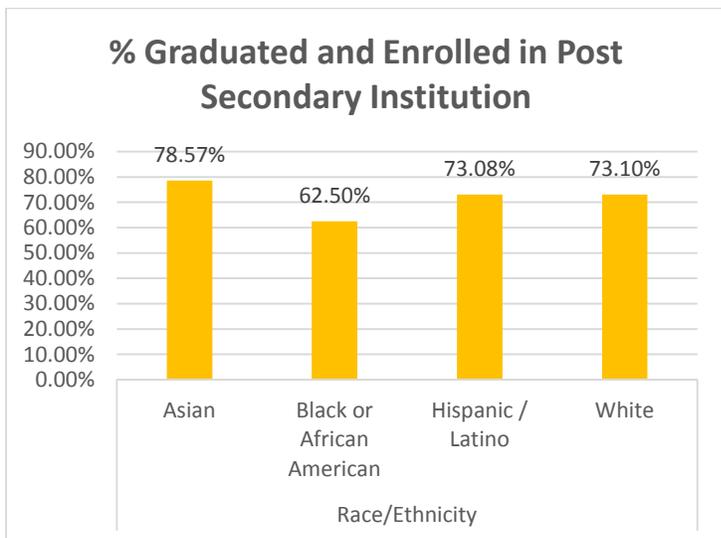


This graph represents the percentage of students in each ethnic category and on free/reduced lunches who participated in the PACT program in the 2014-2015 school year.

Participation in the PACT program does not reflect the minority enrollment in the District.

Actions:

- AAAP
- The Academy and Academy Expansion programs

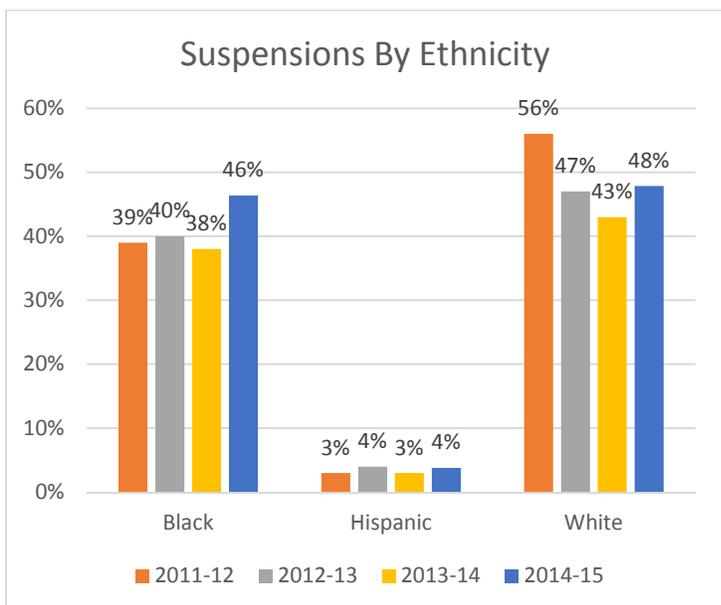


This graph represents the percentage of 2013-2014 graduates who enrolled in a post-secondary institution.

Black students enrolling in post-secondary opportunities lag behind their peers by about 10%

Actions:

- College/Career Readiness Facilitator
- Partnership with Kirkwood CC



This graph represents the percentage of students in each ethnic category who received at least one suspension over the past four years.

While overall suspensions numbers are decreasing, the percentage of black students being suspended has increased.

Actions:

- Addition of Manager of Student Discipline/Attendance
- Restorative Justice