

MINORITY EDUCATORS IN KENTUCKY'S PUBLIC SCHOOLS



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Executive Director

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Chair

December 4, 2008

Dear Sirs and Madams:

I am pleased to present to you the *Minority Educators in Kentucky's Public Schools* report that sheds light on the status of minority educators and students in Kentucky's 174 school districts.

For the past 40 years, the Kentucky Commission on Human Rights has published research reports that deal with equality issues in order to assist officials and the public to raise awareness. Our governing statute, The Kentucky Civil Rights Act (KRS344), mandates our production of such reports.

This report illustrates the shortage of minority educators in Kentucky's public schools. Although the shortage is a national trend, the state of Kentucky has fallen behind many others.

The Commonwealth of Kentucky is aware of the minority educators' shortage and has placed many programs to overcome it, but the problem persists. This report is an invitation to public officials and all Kentucky citizens to evaluate the current programs in place and creatively design new ones that attract minority students to become educators. Overcoming the shortage of minority educators is a crucial task that requires our immediate attention.

We believe that integrating diversity in Kentucky's public schools and other educational institutions will enrich the experience of all students, challenge stereotyped perceptions, enable students to communicate effectively with people of other backgrounds, and strengthen our communities.

Sincerely,

John Johnson
Executive Director

INTRODUCTION

According to U.S. Department of Commerce data, more than one-third of the students in today's public schools are members of minorities. By the year 2025, at least half will be minority students. Meanwhile, only 13 percent of their teachers belong to minorities. More than 40 percent of the public schools across America have no minority teachers on staff.

The Southern Regional Education Board reports that there are nearly 18 million African American, Asian, Hispanic, and Native American students attending elementary and secondary schools in the United States. Minority students account for 43 percent of the students in the Southern Region while only 21 percent of their teachers are members of minorities. Moreover, according to the Board, the majority of states in the south have experienced a decrease since the late 1980's in the percentage of minority teachers.

Kentucky joins this nationwide trend of declining percentages of minority teachers. Kentucky's minority figure is below the national average of 7 percent. Surprisingly, a half-century ago, in 1953-54, there were proportionately more African American teachers than in 2007-08.

Although Kentucky has many policies and programs in place for recruiting minority educators, only 4 percent of public school teachers belong to a minority, yet approximately 14 percent of the student population is minority. Within the last four years, there has been an increase of only .05 percent in the hiring of minority teachers, but meeting this was a simultaneous .05 percent decrease due to attrition and retirement; the result was, therefore, no overall change.

This report provides statistical information on the shortage of educators in Kentucky school districts. It presents several tables to illustrate the problem in each school district. There are tables presenting the ethnic and racial makeup of students in order to help make clear the level of disparity of minority teachers compared to minority students. The report also compares Kentucky to its neighboring states concerning the percentages of minority teachers.

Although much literature on the subject of education refers to an "educator" as an individual who is a teacher, principal, assistant principal, or other education professional such as a school counselor or social worker, in this report, the term, "educator," refers to a teacher. The document refers to all other categories as "certified staff."



GENERAL KENTUCKY EDUCATION FACTS¹

The following is basic statistical information about Kentucky's public schools (K-12). State statutes and regulations direct Kentucky's public school system. All numbers are for the 2006-07 school year unless otherwise noted.

- Number of school districts: **174** (28 female superintendents; 146 male; 2 minorities) [2007-08]
- Number of public schools²: **1,238**
 - Elementary – 751
 - Middle – 222
 - Elementary/Middle – 3
 - High – 225
 - Entering Primary-12th – 6
 - Preschool – 30
 - 9th Grade – 1
- Number of public school teachers (actual headcount): **43,641** (White – **95.6%**; Minority – **4.4%**; Male – **21%**; Female – **79%**)
- Number of public school students: **668,337**
- Ethnicity of public school students:
 - White - 84.2%
 - African American - 10.6%
 - Hispanic - 2%
 - Asian - less than 1%
 - Native American - less than 1%
 - Other - 1.7%
- Length of school year [2007-08]: 187 days (includes 177 days of instruction; 4 days of professional development; 4 holidays; 2 planning days)
- Number of employed certified staff, minus teachers (actual headcount): **7,824**
- Average teacher salary: \$44,365
- Number of teacher interns: 3,421
- Number of principal interns: 270
- Number of individuals who hold certifications: 112,477
- Number of classified staff (actual head count): 48,363

¹ Kentucky Department of Education. Last Updated on, January 23, 2008

H<http://www.kde.state.ky.us/KDE/HomePageRepository/News+Room/Kentucky+Education+Facts.htm>H

² Does not include dependent districts Ft. Campbell and Ft. Knox, alternative schools or the Kentucky School for the Deaf and Kentucky School for the Blind

- Average per-pupil current expense spending (excludes debt service, facilities and fund transfers): \$7,914 [2005-06]
- Total SEEK budget: \$2.681 billion [FY 2007]
- Total P-12 state education revenue: \$4.209 billion [FY 2007]
- Total P-12 federal education revenue: \$704 million [2005-06]
- Total P-12 local education revenue: \$1.783 billion [2005-06]
- Number of local school board seats: 874 (5 for each district; Jefferson County has 7 because of its size; Webster County has 7 on a temporary basis because of the merger of Providence Independent.)
- Gender breakdown of local school board members: Male - 539 (62%) Female - 334 (38%) Not Reported - 1 (less than 1%)
- Racial breakdown of local school board members: White - 813 (93%) Non-White - 37 (4%) Not reported - 24 (3%)
- Number of schools served by councils: 1,186 (22 granted exemptions -- 10 because of test scores; 12 in one-school districts)
- State dropout rate: 3.31% [2005-06]
- State retention rate: 2.92% [2005-06]
- State attendance rate: 94.6% [2005-06]
- State graduation rate: 83.26% [2005-06]
- Percentage of high school graduates attending college, vocational/technical schools, entering the military, employed or a combination of the above (successful transition rate): 96.06% [2005-06]
- Pre-kindergarten (preschool) children enrolled in state-funded programs: 23,072 (includes children who meet eligibility criteria and children served through district funds or tuition)
- Number of students enrolled in Kentucky Head Start programs: 14,432
- Number of kindergarten programs offered by 175 school districts: Full day: 150; Half day: 19; Both: 6
- Percent of individuals eligible for free or reduced-price meals (includes K-12 students; preschool/Head Start students; some adults who qualify through the National School Lunch Program): 53%
- Number of exceptional children ages 3-5: 21,007 [as of December 2006]
- Number of exceptional children ages 6-21: 88,347 [as of December 2006]
- Number of students qualifying for Gifted & Talented services: 113,484 Gifted & Talented state budget: \$7.1 million [FY 2007]
- Number of public schools operating federal Title I³ programs: 884 (Schoolwide -- 795; Targeted Assistance -- 89) [2005-06]
- Title I funding: \$205.6 million [FY 2006]

³ Title I: Improving The Academic Achievement of the Disadvantaged: This program provides financial assistance through State educational agencies to local educational agencies and public schools with high numbers of poor children to help ensure that all children meet challenging State academic content and student academic achievement standards.

- Number of students eligible for Title III⁴ services (limited English proficiency, immigrant): 10,535
- State funding for limited English proficiency (LEP) students: \$2.9 million [FY 2007]
- Federal funding for Title III (includes LEP and immigrant students): \$3.1 million [FY 2007]
- Districts receiving Title III funding: 173 (plus individual sub-grantees and consortia sub-grantees)
- Languages, other than English, spoken at home by students with limited English proficiency:
 - Spanish (64%)
 - Japanese (4%)
 - Bosnian (4%)
 - Vietnamese (3%)
 - Arabic (2%)
 - French (2%)
 - Mandarin Chinese (2%)
 - Somali (2%)
 - Others, including Serbo-Croatian, Russian and Korean (approximately 18%)
- Students to modern high-performance computers ratio: 3.44-1 (goal is 6-1)
- Teachers to modern high-performance computers ratio: 1-1 (goal is 1-1)
- Percentage of networked schools with Internet access, email and direct dial-in/out telephone access: 100% (all 174 district offices have access to email and Internet)
- Percentage of schools connected to the Kentucky Education Network (KEN), a modern high-speed connection to the Internet: 100% (by December 2007)
- Percentage of schools utilizing Encyclomedia, an Internet-based comprehensive multi-media learning service: 92%
- Number of Highly Skilled Educators: 46 (all assigned)
- Number of family resource/youth services centers: 820 (420 family resource; 268 youth services; 132 combined)
- Number of Community Education directors: 102
- Number of school districts served by Community Education programs: 152
- Number of school buses: 9,976
- Number of licensed school bus drivers (full-time equivalent): 12,292
- Number of homeschools: 9,578
- Number of homeschooled students: 11,055

⁴ Title III is a U.S. Federal Grant Program to improve education. The program has began as part of the Higher Education Act of 1965, which sought to provide support to strengthen various aspects of the schools through a formula grant program to accredited, legal authorized Historically Black Colleges and Universities.

Minority Educators in Kentucky's Public Schools

AN OVERVIEW OF THE MINORITY EDUCATORS IN KENTUCKY'S PUBLIC SCHOOLS

NATIONAL TREND

Almost in every state, the number of minority educators is not increasing as fast as the ever-growing number of minority students. This problem is not new; it has been around since the early 1980s.

In the 1990s, as the number of minority students grew substantially, many states developed several ways to tackle the shortage of minority educators, such as scholarships and incentives for minority students to attend college after high school and intensive recruitment of minority educators. The outcomes were not as expected; the gap between minority educators and minority students enrolled in public schools grew even bigger.

It is estimated that 49.6 million students were enrolled in public elementary and secondary schools in 2007-08. Minorities constitute 42.4% of the total students enrolled (African American 15.6%, Hispanic 19.7%, Asian 3.7%, and American Indian .7%). Only 13% of their educators are minorities, and about 40% of U.S. public schools have no minorities on their staff.

WHAT THE STATE IS DOING TO HIRE MINORITY EDUCATORS

Early Recruitment Plans

Since June of 2001, state law KRS § 161.165 requires the Kentucky Department of Education in cooperation with the Education Professional Standards Board, the Kentucky Board of Education, local school districts, universities, and colleges, and the Council on Postsecondary Education to review and revise, as needed, the strategic plan for increasing the number of minority teachers and administrators in the Commonwealth. The plan includes, but is not be limited to, recommendations on ways to:

- Identify methods for increasing the percentage of minority educators in proportion to the number of minority students;
- Establish programs to identify, recruit, and prepare as teachers minority persons who have already earned college degrees in other job fields;
- Create awareness among secondary school guidance counselors of the need for minority teachers.

Recruitment Plans

Any time that a vacancy occurs in a Kentucky public school district, the superintendent is required to conduct a search to locate minority teachers to be considered for the position. In addition, annual reports must document every district's recruitment process and activities used to increase their number of minority teachers (KRS § 160.380).

Teacher Preparation Programs (Grants Awarded to Institutions)

Institutions of higher education are not eligible to receive funds from the Council on Postsecondary Education for the purposes of teacher education or model programs of teaching and learning unless an active recruitment plan for attracting and retaining minority faculty and students has been established, particularly in the department, school or college of education (KRS § 164.097).



The Congressional Teacher Scholarship Program/Paul Douglas Teacher Scholarship

The program provides maximum awards of \$20,000 to full-time undergraduate students in programs leading to initial teacher certification at the pre-kindergarten, elementary or secondary school level. Although this scholarship is not specific to minority candidates, students from low income, economically disadvantaged and minority population groups are actively recruited.

The table shown below illustrates policies adopted by many states; Kentucky appears to be an active state in institutionalizing minority recruitment policies.

States Policies to Recruit Minority Teachers⁵

Alternative Route Programs	AK, NY, VA
Community College	CA, CT
Early Outreach/Precollegiate Programs	FL, KY , SC
Scholarships, Grants, and Fellowships	AR, CA (as part of the New Careers Program), CT, FL (2), IL (3), IN, KS (2), KY (2), MN, NC, OK, TN (2), VA, WA, WV
Loans/Loan Forgiveness	AK, CA (as part of the New Careers Program), KY , MA, MN, NM, WI
Paraeducators	CA (2), IL

⁵ Recruiting Teachers of Color: A 50-State Survey of State Policies. Education Commission of the States.
H<http://www.communityteachers.org/reports/50StateSurvey.pdf>

Recruitment Program	WA
Teacher Preparation Programs/Institutions	Grants Awarded to Institutions: FL, IA, KY Program-Approval Requirements: CT, OK Preparation for Teacher Licensure Assessments: AL Partnerships: MN Recruitment Plans: MN, OR
Other	Centers/Institutes: AK, AR, OK, SC District Recruitment Plans: AR, CT, IL, KY (2), MA, SC, SD, TN, WA Reports/Data Collection: AR, CT, MO, TN Minority Administrator Recruitment: IL (scholarship) Grants to School Districts: MN (2), WI Incentives: RI Governance: DE, GA
States with no policies specific to minority recruitment	AZ, CO, HI, ID, LA, ME, MD, MI, MS, MT, NE, NV, NH, NJ, ND, OH, PA, TX, UT, VT, WY

Note: Numbers in parenthesis by the state abbreviations indicate the number of “different” policies in that specific category.

WHAT THE ACTUAL DATA REVEALS



According to the Department of Education Action Plan, the Division of Educator Recruitment and Retention is responsible for collecting data and providing an annual report on gains made in the hiring of minority educators in the state's public schools. The Minority Educator Recruitment and Retention (MERR) reporting process requires public school districts to identify the number of vacancies, minority candidate interviews, and positions filled by minority candidates, according to Stephen Schenck, Associate Commissioner Office of Leadership and School Improvement.

Annually, school district superintendents are required to submit a report including the educator recruitment plan, strategies and sources of recruitment, vacancies, positions filled (teacher, principal and administrator) and the number of minority educators interviewed and hired, pursuant to 704 KAR 7:130.

The result of the data collected indicates the percentages of minority educators included in the total number of teachers hired. Currently, 4% of Kentucky's public school teachers are minorities. Approximately 15% of the student population is minorities. Within the last four years, there has been an increase of only .05% in the hiring of minority teachers. This was followed by a .05% decrease in minority teachers due to attrition and retirement. The result was no change, overall, according to Schneck. Minority principals make up approximately 5% of the total number of principal positions filled in 2006. Principal positions filled by minorities indicated that 63 were African-American, 1 was Asian Pacific Islander/Alaskan Native and 1 was Hispanic.

Kentucky's Largest County -- Jefferson

As of 2006, the Jefferson County population was estimated by the U.S. Census Bureau to be 701, 500.

The minority population constitutes 26.3 % (African American 20.2%, Asian 1.8%, Hispanic 2.6%, American Indian and Native Hawaiian, both, consist of .4%).



According to the 2006-07 SAAR (Superintendent's Annual Attendance Report) Enrollment Report, 91,425 students were enrolled in Jefferson County public schools, 49,832 were white (54.5%), 32,764 were African American (35.8%), 2,064 were Asian (2.26%), 3,657 were Hispanic (4%), and 117 were American Indian (.13%).

For the same year, Jefferson County had 6,128 educators of which only 15.60% were minority (the statewide average is only 4.3%). Therefore, the majority of teachers (84.4%) were white and only 14.33% were African American, .65% were Asian, .57% were American Indian, and .05% were Hispanic.

Other Counties

Out of 174 school districts in the state, only 7 had over 10% minority educators (see *table 1*):

- Jefferson County: 15.6%
- Providence Independent: 13.7%
- Paducah Independent: 11.9%
- Fayette County: 11%
- Russellville Independent: 10.9%
- Paris Independent: 10.9%
- Fulton Independent: 10.8%



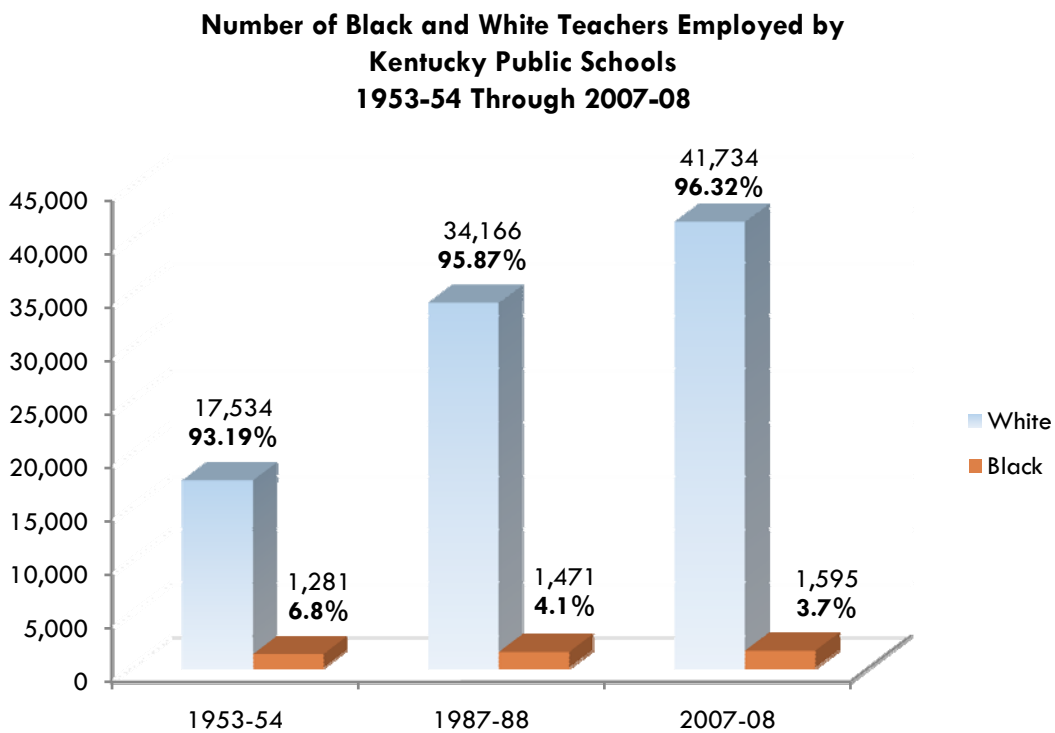
Only 10 school districts had percentages of minority educators between 5% and less than 10%:

Christian County: 9.5%	Bowling Green Independent: 8.4%	Eminence Independent: 7.6%
Covington Independent: 7.3%	Elizabethtown Independent: 6.6%	Frankfort Independent: 6.5%
Hardin County: 5.5%	Murray Independent: 5.5%	Campbellsville Independent: 5.4%
Anchorage Independent: 5.1%		

Fifty-four Kentucky school districts had zero minority teachers.

NO PROGRESS WAS MADE

In 1953-54, Kentucky public schools had 96 more black teachers than they needed to equal the percentage of black students. In the same school year (1953-54), 17,534 whites and 1,281 blacks (that is 6.8%) were teaching in public schools throughout the state. In 1987-88, there were 34,166 whites and 1,471 blacks (that is 4.12%) teaching in Kentucky's 178 public school districts. In 2007-08, there are 41,736 whites and 1,595 black (that is 3.7%) teaching in Kentucky's 174 public school districts. In other words, there was a decline of black teachers in Kentucky's public schools by 0.42% in the last 20 years and by 3.1% in the last half century. Therefore, the number of black teachers was higher 50 years ago.



DESCRIPTION OF THE DATA TABLES

The following tables give detailed information about each of the 174 school districts.

1. *Table 1:* Summarizes all minority educators in each school district by gender and minority status.
2. *Table 2:* Breaks down the minorities (of educators) by white, African American, American Indian, Asian, Hispanic, and others.
3. *Table 3:* Represents certified staff, which includes educators, counselors, administrators, etc., anyone in a position that requires certification by the Kentucky Education Professional Standards Board.
4. *Table 4:* Gives the ethnic makeup of the certified staff.
5. *Table 5:* Represents the ethnicity of all students in Kentucky's public schools.
6. *Table 6:* Illustrates the percentages of minority students enrolled in proportion to minority educators from 1989 to 2000 in the southern states.

Summary of Table 1

- There are 45,546 educators in Kentucky's public schools. Only 4.37% are minorities.
- 55 school districts have zero minority people among their educators.
- 35 school districts have only one minority educator.
- 47 school districts have less than 5 minority educators.
- 29 school districts have less than 20 minority educators.
- 7 school districts have less than 100 minority educators.
- Jefferson County has 956 minority educators compared to 6,128 white educators and Fayette County has 294 minority educators compared to 2,651 white educators.
- The overwhelming majority of educators are females.

Educators in Kentucky's Public Schools for 2007-08

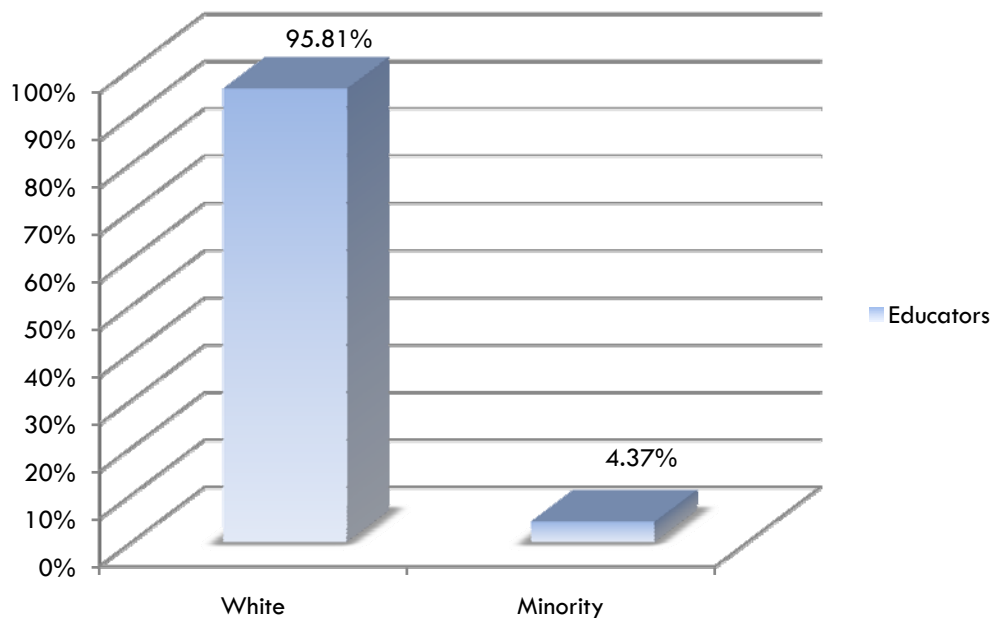


TABLE 1

2007-08 Educators at Kentucky's Public Schools by Gender and Minority Status					
	All Educators		Minorities		Minority
District	Male	Female	Male	Female	Percentage
001 Adair County	50	150	1	3	2.00%
005 Allen County	29	155	0	3	1.63%
006 Anchorage Independent	4	35	0	2	5.13%
011 Anderson County	53	192	1	1	0.82%
012 Ashland Independent	50	159	0	2	0.96%
013 Augusta Independent	6	17	0	1	4.35%
015 Ballard County	20	79	0	1	1.01%
016 Barbourville Independent	8	28	0	0	0.00%
017 Bardstown Independent	24	112	0	3	2.21%
021 Barren County	51	238	1	3	1.38%
025 Bath County	28	100	1	1	1.56%
026 Beechwood Independent	13	59	0	0	0.00%
031 Bell County	62	173	0	1	0.43%
032 Bellevue Independent	12	44	0	1	1.79%
034 Berea Independent	13	56	0	0	0.00%
035 Boone County	182	888	5	8	1.21%
041 Bourbon County	31	148	1	2	1.68%
042 Bowling Green Independent	51	198	5	16	8.43%
045 Boyd County	60	207	0	1	0.37%
051 Boyle County	41	159	0	0	0.00%
055 Bracken County	13	65	0	1	1.28%
061 Breathitt County	50	118	0	0	0.00%
065 Breckinridge County	36	118	0	0	0.00%
071 Bullitt County	170	566	5	6	1.49%
072 Burgin Independent	5	29	0	0	0.00%
075 Butler County	33	109	0	0	0.00%
081 Caldwell County	26	111	0	1	0.73%
085 Calloway County	40	166	0	3	1.46%
091 Campbell County	70	238	0	2	0.65%
092 Campbellsville Independent	23	68	2	3	5.49%
095 Carlisle County	11	53	0	0	0.00%
101 Carroll County	29	89	1	1	1.69%
105 Carter County	76	268	0	1	0.29%
111 Casey County	32	136	1	0	0.60%
113 Caverna Independent	18	41	0	2	3.39%

2007-08 Educators at Kentucky's Public Schools by Gender and Minority Status					
	All teachers		Minorities		Minority
District	Male	Female	Male	Female	Percentage
115 Christian County	109	467	13	42	9.55%
121 Clark County	58	310	3	7	2.72%
125 Clay County	70	220	1	2	1.03%
131 Clinton County	28	78	0	0	0.00%
132 Cloverport Independent	6	16	0	1	4.55%
133 Corbin Independent	35	108	0	0	0.00%
134 Covington Independent	84	228	9	14	7.37%
135 Crittenden County	14	73	0	1	1.15%
141 Cumberland County	14	65	0	0	0.00%
143 Danville Independent	36	102	4	0	2.90%
145 Daviess County	138	586	1	4	0.69%
146 Dawson Springs Independent	6	46	0	0	0.00%
147 Dayton Independent	12	59	0	1	1.41%
149 East Bernstadt Independent	5	25	0	0	0.00%
151 Edmonson County	42	99	0	0	0.00%
152 Elizabethtown Independent	26	124	1	9	6.67%
155 Elliott County	23	63	0	0	0.00%
156 Eminence Independent	12	27	3	0	7.69%
157 Erlanger-Elsmere Independent	28	128	1	2	1.92%
161 Estill County	33	144	1	1	1.13%
162 Fairview Independent	10	42	0	0	0.00%
165 Fayette County	494	2157	76	218	11.09%
171 Fleming County	34	125	0	1	0.63%
175 Floyd County	87	342	0	1	0.23%
176 Fort Thomas Independent	34	119	1	0	0.65%
177 Frankfort Independent	17	59	2	3	6.58%
181 Franklin County	90	295	5	10	3.90%
185 Fulton County	9	42	0	2	3.92%
186 Fulton Independent	4	33	0	4	10.81%
191 Gallatin County	22	78	0	1	1.00%
195 Garrard County	43	144	2	0	1.07%
197 Glasgow Independent	27	114	0	3	2.13%
201 Grant County	52	179	2	0	0.87%
205 Graves County	52	251	2	3	1.65%
211 Grayson County	60	227	0	0	0.00%

2007-08 Educators at Kentucky's Public Schools by Gender and Minority Status					
	All teachers		Minorities		Minority
District	Male	Female	Male	Female	Percentage
215 Green County	23	97	1	0	0.83%
221 Greenup County	54	158	1	2	1.42%
225 Hancock County	21	79	1	2	3.00%
231 Hardin County	199	715	16	35	5.58%
235 Harlan County	83	218	2	3	1.66%
236 Harlan Independent	13	39	0	0	0.00%
241 Harrison County	32	160	0	0	0.00%
245 Hart County	36	147	1	0	0.55%
246 Hazard Independent	13	52	0	0	0.00%
251 Henderson County	84	352	4	11	3.44%
255 Henry County	34	99	3	2	3.76%
261 Hickman County	14	47	0	0	0.00%
265 Hopkins County	107	413	8	15	4.42%
271 Jackson County	34	127	1	0	0.62%
272 Jackson Independent	8	19	0	0	0.00%
275 Jefferson County	1,323	4805	201	755	15.60%
276 Jenkins Independent	13	31	0	0	0.00%
281 Jessamine County	107	391	8	3	2.21%
285 Johnson County	63	204	0	0	0.00%
291 Kenton County	158	634	2	7	1.14%
295 Knott County	25	144	0	0	0.00%
301 Knox County	85	275	1	2	0.83%
305 LaRue County	40	116	0	2	1.28%
311 Laurel County	112	414	1	0	0.19%
315 Lawrence County	38	161	0	0	0.00%
321 Lee County	18	56	0	0	0.00%
325 Leslie County	23	103	0	0	0.00%
331 Letcher County	78	158	0	1	0.42%
335 Lewis County	47	122	0	0	0.00%
341 Lincoln County	58	229	1	3	1.39%
345 Livingston County	22	77	1	0	1.01%
351 Logan County	48	195	1	1	0.82%
354 Ludlow Independent	14	44	1	1	3.45%
361 Lyon County	11	54	0	0	0.00%
365 Madison County	135	540	8	9	2.52%

2007-08 Educators at Kentucky's Public Schools by Gender and Minority Status					
	All teachers		Minorities		Minority
District	Male	Female	Male	Female	Percentage
371 Magoffin County	36	132	0	0	0.00%
375 Marion County	44	172	1	7	3.70%
381 Marshall County	68	244	0	1	0.32%
385 Martin County	31	111	0	1	0.70%
391 Mason County	43	158	2	3	2.49%
392 Mayfield Independent	16	88	1	2	2.88%
395 McCracken County	78	331	0	2	0.49%
401 McCreary County	60	156	0	0	0.00%
405 McLean County	24	89	0	0	0.00%
411 Meade County	58	228	0	2	0.70%
415 Menifee County	14	75	0	0	0.00%
421 Mercer County	57	167	2	2	1.79%
425 Metcalfe County	29	74	0	0	0.00%
426 Middlesboro Independent	30	92	0	2	1.64%
431 Monroe County	24	126	0	2	1.33%
435 Montgomery County	49	232	1	2	1.07%
436 Monticello Independent	15	48	1	0	1.59%
441 Morgan County	34	128	1	0	0.62%
445 Muhlenberg County	69	295	1	9	2.75%
446 Murray Independent	33	75	4	2	5.56%
451 Nelson County	72	233	1	3	1.31%
452 Newport Independent	42	125	0	2	1.20%
455 Nicholas County	18	55	0	0	0.00%
461 Ohio County	49	208	0	1	0.39%
465 Oldham County	141	537	2	6	1.18%
471 Owen County	30	86	1	0	0.86%
472 Owensboro Independent	66	258	5	5	3.09%
475 Owsley County	20	44	0	0	0.00%
476 Paducah Independent	35	174	7	18	11.96%
477 Paintsville Independent	18	42	1	1	3.33%
478 Paris Independent	13	42	3	3	10.91%
481 Pendleton County	38	151	0	0	0.00%
485 Perry County	78	226	1	0	0.33%
491 Pike County	138	525	3	0	0.45%
492 Pikeville Independent	15	72	0	1	1.15%

2007-08 Educators at Kentucky's Public Schools by Gender and Minority Status					
	All teachers		Minorities		Minority
District	Male	Female	Male	Female	Percentage
493 Pineville Independent	15	29	0	0	0.00%
495 Powell County	42	135	0	0	0.00%
496 Providence Independent	8	21	2	2	13.79%
501 Pulaski County	113	395	2	1	0.59%
502 Raceland Independent	23	45	0	1	1.47%
505 Robertson County	10	26	0	0	0.00%
511 Rockcastle County	49	151	0	0	0.00%
515 Rowan County	43	173	1	2	1.39%
521 Russell County	52	177	0	0	0.00%
522 Russell Independent	33	92	0	0	0.00%
523 Russellville Independent	18	55	4	4	10.96%
524 Science Hill Independent	2	28	0	0	0.00%
525 Scott County	85	375	5	8	2.83%
531 Shelby County	77	333	6	12	4.39%
533 Silver Grove Independent	6	16	0	0	0.00%
535 Simpson County	42	144	1	8	4.84%
536 Somerset Independent	24	88	0	1	0.89%
537 Southgate Independent	0	15	0	0	0.00%
541 Spencer County	38	116	0	1	0.65%
545 Taylor County	26	143	0	2	1.18%
551 Todd County	27	105	1	1	1.52%
555 Trigg County	24	115	1	5	4.32%
561 Trimble County	25	71	0	1	1.04%
565 Union County	31	135	2	3	3.01%
567 Walton-Verona Independent	18	58	0	0	0.00%
571 Warren County	138	597	7	26	4.49%
575 Washington County	18	113	1	0	0.76%
581 Wayne County	37	122	0	2	1.26%
585 Webster County	26	98	0	0	0.00%
586 West Point Independent	2	9	0	0	0.00%
591 Whitley County	90	250	0	0	0.00%
592 Williamsburg Independent	16	46	0	0	0.00%
593 Williamstown Independent	10	48	0	0	0.00%
595 Wolfe County	27	69	0	0	0.00%
601 Woodford County	49	191	3	7	4.17%
State totals:	9,236	34,405	488	1417	4.37%

Summary of Table 2

The 4.37% of minority educators is composed of:

- 3.7% African American
- 0.4% Asian
- 0.2% American Indian
- 0.03% Hispanic
- 0.1% Other

The 3.7% of African American educators is distributed in 94 school districts; however, 80 school districts have less than 10 African American educators. The 0.4% of Asian educators is distributed in 57 school districts in which 38 school districts have only one Asian educator. American Indian educators are distributed in 31 school districts in which 28 school districts have less than 3 American Indian Educators. There are only 14 Hispanic educators distributed in 9 school districts.

Educators Ethnic Makeup in Kentucky's Public Schools -- 2007- 08

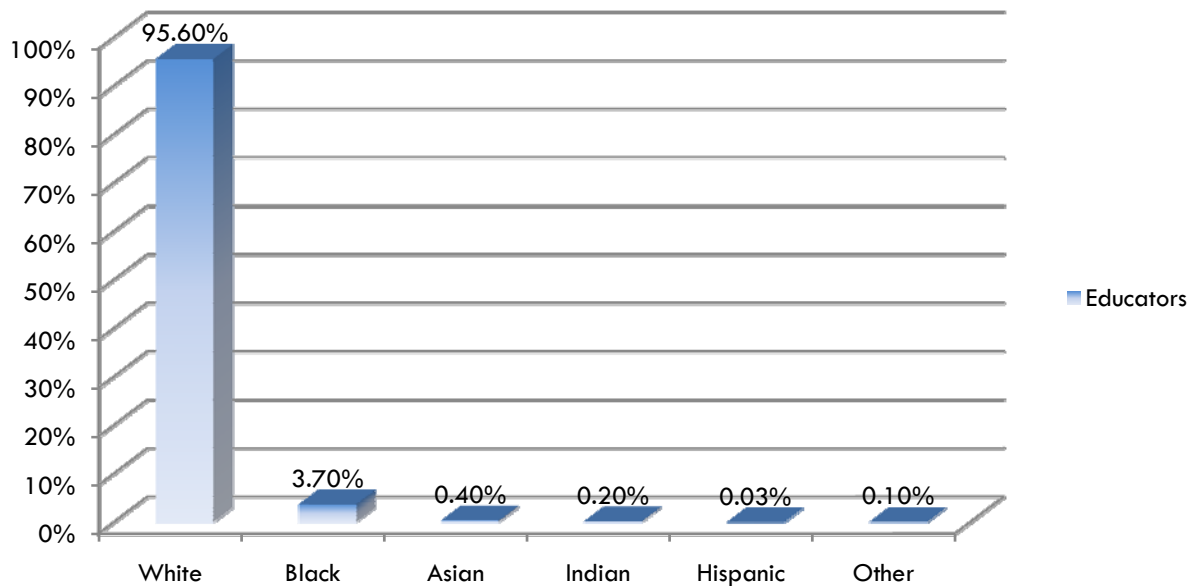


TABLE 2

**Educators: Headcount on Ethnicity
2006 - 2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
001 Adair County	196	98.0%	4	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	200
005 Allen County	181	98.4%	2	1.1%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	184
006 Anchorage Indepndt.	37	94.9%	2	5.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	39
011 Anderson County	243	99.2%	0	0.0%	2	0.8%	0	0.0%	0	0.0%	0	0.0%	245
012 Ashland Indepndt.	207	99.0%	2	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	209
013 Augusta Indepndt.	22	95.7%	0	0.0%	1	4.3%	0	0.0%	0	0.0%	0	0.0%	23
015 Ballard County	98	99.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	99
016 Barbourville Indepndt.	36	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	36
017 Bardstown Indepndt.	133	97.8%	3	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	136
021 Barren County	285	98.6%	4	1.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	289
025 Bath County	126	98.4%	2	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	128
026 Beechwood Indepndt.	72	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	72
031 Bell County	234	99.6%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	235
032 Bellevue Indepndt.	55	98.2%	0	0.0%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	56
034 Berea Indepndt.	69	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	69
035 Boone County	1,057	98.8%	2	0.2%	7	0.7%	2	0.2%	0	0.0%	2	0.2%	1,070
041 Bourbon County	176	98.3%	3	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	179
042 Bowling Green Indepndt.	228	91.6%	19	7.6%	0	0.0%	2	0.8%	0	0.0%	0	0.0%	249
045 Boyd County	266	99.6%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	267
051 Boyle County	200	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	200
055 Bracken County	77	98.7%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	78
061 Breathitt County	168	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	168
065 Breckinridge County	154	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	154
071 Bullitt County	725	98.5%	4	0.5%	5	0.7%	2	0.3%	0	0.0%	0	0.0%	736
072 Burgin Indepndt.	34	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	34
075 Butler County	142	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	142
081 Caldwell County	136	99.3%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	137
085 Calloway County	203	98.5%	1	0.5%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	206
091 Campbell County	306	99.4%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	308
092 Campbellsville Indepndt.	86	94.5%	4	4.4%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	91
095 Carlisle County	64	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	64
101 Carroll County	116	98.3%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	118
105 Carter County	343	99.7%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	344
111 Casey County	167	99.4%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	168
113 Caverna Indepndt.	57	96.6%	2	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	59
115 Christian County	521	90.5%	52	9.0%	3	0.5%	0	0.0%	0	0.0%	0	0.0%	576
121 Clark County	358	97.3%	8	2.2%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	368
125 Clay County	287	99.0%	3	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	290
131 Clinton County	106	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	106
132 Cloverport Indepndt.	21	95.5%	0	0.0%	1	4.5%	0	0.0%	0	0.0%	0	0.0%	22
133 Corbin Indepndt.	143	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	143
134 Covington Indepndt.	289	92.6%	21	6.7%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	312

**Educators: Headcount on Ethnicity
2006 - 2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
135 Crittenden County	86	98.9%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	87
141 Cumberland County	79	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	79
143 Danville Indepndt.	134	97.1%	3	2.2%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	138
145 Daviess County	719	99.3%	3	0.4%	0	0.0%	1	0.1%	0	0.0%	1	0.1%	724
146 Dawson Springs Indpnt.	52	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	52
147 Dayton Indepndt.	70	98.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.4%	71
149 East Bernstadt Indepndt.	30	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30
151 Edmonson County	141	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	141
152 Elizabethtown Indepndt.	140	93.3%	8	5.3%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	150
155 Elliott County	86	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	86
156 Eminence Indepndt.	36	92.3%	3	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	39
157 Erlanger-Elsmere Indpnt.	153	98.1%	1	0.6%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	156
161 Estill County	175	98.9%	0	0.0%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	177
162 Fairview Indepndt.	52	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	52
165 Fayette County	2,357	88.9%	223	8.4%	38	1.4%	18	0.7%	2	0.1%	13	0.5%	2,651
171 Fleming County	158	99.4%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	159
175 Floyd County	428	99.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	429
176 Fort Thomas Indepndt.	152	99.3%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	153
177 Frankfort Indepndt.	71	93.4%	3	3.9%	0	0.0%	1	1.3%	0	0.0%	1	1.3%	76
181 Franklin County	370	96.1%	13	3.4%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	385
185 Fulton County	49	96.1%	2	3.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	51
186 Fulton Indepndt.	33	89.2%	4	10.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	37
191 Gallatin County	99	99.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	100
195 Garrard County	185	98.9%	2	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	187
197 Glasgow Indepndt.	138	97.9%	2	1.4%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	141
201 Grant County	229	99.1%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	231
205 Graves County	298	98.3%	2	0.7%	3	1.0%	0	0.0%	0	0.0%	0	0.0%	303
211 Grayson County	287	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	287
215 Green County	119	99.2%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	120
221 Greenup County	209	98.6%	2	0.9%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	212
225 Hancock County	97	97.0%	1	1.0%	1	1.0%	1	1.0%	0	0.0%	0	0.0%	100
231 Hardin County	863	94.4%	30	3.3%	14	1.5%	4	0.4%	2	0.2%	1	0.1%	914
235 Harlan County	296	98.3%	3	1.0%	1	0.3%	0	0.0%	1	0.3%	0	0.0%	301
236 Harlan Indepndt.	52	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	52
241 Harrison County	192	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	192
245 Hart County	182	99.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	183
246 Hazard Indepndt.	65	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	65
251 Henderson County	421	96.6%	11	2.5%	2	0.5%	2	0.5%	0	0.0%	0	0.0%	436
255 Henry County	128	96.2%	2	1.5%	1	0.8%	1	0.8%	0	0.0%	1	0.8%	133
261 Hickman County	61	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	61
265 Hopkins County	497	95.6%	21	4.0%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	520
271 Jackson County	160	99.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	161

**Educators: Headcount on Ethnicity
2006 - 2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	#
275 Jefferson County	5,172	84.4%	878	14.3%	40	0.7%	35	0.6%	3	0.0%	0	0.0%	6,128
276 Jenkins Indepndt.	44	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	44
281 Jessamine County	487	97.8%	8	1.6%	1	0.2%	2	0.4%	0	0.0%	0	0.0%	498
285 Johnson County	267	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	267
291 Kenton County	783	98.9%	7	0.9%	0	0.0%	2	0.3%	0	0.0%	0	0.0%	792
295 Knott County	169	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	169
301 Knox County	357	99.2%	0	0.0%	3	0.8%	0	0.0%	0	0.0%	0	0.0%	360
305 LaRue County	154	98.7%	0	0.0%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	156
311 Laurel County	525	99.8%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	526
315 Lawrence County	199	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	199
321 Lee County	74	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	74
325 Leslie County	126	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	126
331 Letcher County	235	99.6%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	236
335 Lewis County	169	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	169
341 Lincoln County	283	98.6%	4	1.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	287
345 Livingston County	98	99.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	99
351 Logan County	241	99.2%	2	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	243
354 Ludlow Indepndt.	56	96.6%	0	0.0%	1	1.7%	1	1.7%	0	0.0%	0	0.0%	58
361 Lyon County	65	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	65
365 Madison County	658	97.5%	16	2.4%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	675
371 Magoffin County	168	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	168
375 Marion County	208	96.3%	5	2.3%	3	1.4%	0	0.0%	0	0.0%	0	0.0%	216
381 Marshall County	311	99.7%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	312
385 Martin County	141	99.3%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	142
391 Mason County	196	97.5%	5	2.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	201
392 Mayfield Indepndt.	101	97.1%	3	2.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	104
395 McCracken County	407	99.5%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	409
401 McCreary County	216	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	216
405 McLean County	113	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	113
411 Meade County	284	99.3%	2	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	286
415 Menifee County	89	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	89
421 Mercer County	220	98.2%	3	1.3%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	224
425 Metcalfe County	103	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	103
426 Middlesboro Indepndt.	120	98.4%	2	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	122
431 Monroe County	148	98.7%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	150
435 Montgomery County	278	98.9%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	1	0.4%	281
436 Monticello Indepndt.	62	98.4%	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	63
441 Morgan County	161	99.4%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	162
445 Muhlenberg County	354	97.3%	9	2.5%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	364
446 Murray Indepndt.	102	94.4%	5	4.6%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	108
451 Nelson County	301	98.7%	3	1.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	305

**Educators: Headcount on Ethnicity
2006 - 2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
455 Nicholas County	73	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	73
461 Ohio County	256	99.6%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	257
465 Oldham County	670	98.8%	7	1.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	678
471 Owen County	115	99.1%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	116
472 Owensboro Indepndt.	314	96.9%	8	2.5%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	324
475 Owsley County	64	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	64
476 Paducah Indepndt.	184	88.0%	25	12.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	209
477 Paintsville Indepndt.	58	96.7%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	1	1.7%	60
478 Paris Indepndt.	49	89.1%	5	9.1%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	55
481 Pendleton County	189	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	189
485 Perry County	303	99.7%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	304
491 Pike County	660	99.5%	2	0.3%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	663
492 Pikeville Indepndt.	86	98.9%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	87
493 Pineville Indepndt.	44	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	44
495 Powell County	177	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	177
496 Providence Indepndt.	25	86.2%	4	13.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	29
501 Pulaski County	505	99.4%	1	0.2%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	508
502 Raceland Indepndt.	67	98.5%	0	0.0%	1	1.5%	0	0.0%	0	0.0%	0	0.0%	68
505 Robertson County	36	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	36
511 Rockcastle County	200	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	200
515 Rowan County	213	98.6%	2	0.9%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	216
521 Russell County	229	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	229
522 Russell Indepndt.	125	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	125
523 Russellville Indepndt.	65	89.0%	6	8.2%	1	1.4%	1	1.4%	0	0.0%	0	0.0%	73
524 Science Hill Indepndt.	30	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30
525 Scott County	447	97.2%	11	2.4%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	460
531 Shelby County	392	95.6%	15	3.7%	2	0.5%	1	0.2%	0	0.0%	0	0.0%	410
533 Silver Grove Indepndt.	22	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	22
535 Simpson County	177	95.2%	9	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	186
536 Somerset Indepndt.	111	99.1%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	112
537 Southgate Indepndt.	15	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15
541 Spencer County	153	99.4%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	154
545 Taylor County	167	98.8%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	169
551 Todd County	130	98.5%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	132
555 Trigg County	133	95.7%	5	3.6%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	139
561 Trimble County	95	99.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	96
565 Union County	161	97.0%	5	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	166
567 Walton-Verona Indepndt.	76	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	76
571 Warren County	702	95.5%	26	3.5%	3	0.4%	2	0.3%	1	0.1%	1	0.1%	735
575 Washington County	130	99.2%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	131
581 Wayne County	157	98.7%	1	0.6%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	159

**Educators: Headcount on Ethnicity
2006 - 2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	#
586 West Point Indepndt.	11	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11
591 Whitley County	340	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	340
592 Williamsburg Indepndt.	62	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	62
593 Williamstown Indepndt.	58	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	58
595 Wolfe County	96	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	96
601 Woodford County	230	95.8%	6	2.5%	1	0.4%	1	0.4%	2	0.8%	0	0.0%	240
State Totals:	41,736	95.6%	1,595	3.7%	175	0.4%	94	0.2%	13	0.0%	24	0.1%	43,641

Summary of Tables 3 & 4

Table 3 captures the gender aspect of certified staff while table 4 presents their ethnic makeup.

Both tables include the number of educators. By excluding the educators from both tables, we'll get the number and percentage of the rest of certified staff (administrators, counselors, etc.)

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Educators	41,736	95.6%	1,595	3.7%	175	0.4%	94	0.2%	13	0.030%	24	0.1%	43,641
Certified Staff	49,207	95.61%	1,923	3.74%	188	0.37%	103	0.20%	16	0.03%	28	0.05%	51,465
Staff - educators	7,471	0	328	0	13	0	9	0	3	0	4	0	7,824
Certified Staff	95.49%		4.19%		0.17%		0.12%		0.04%		0.05%		

Certified Staff, Excluding Educators, at Kentucky's Public Schools 2007-08

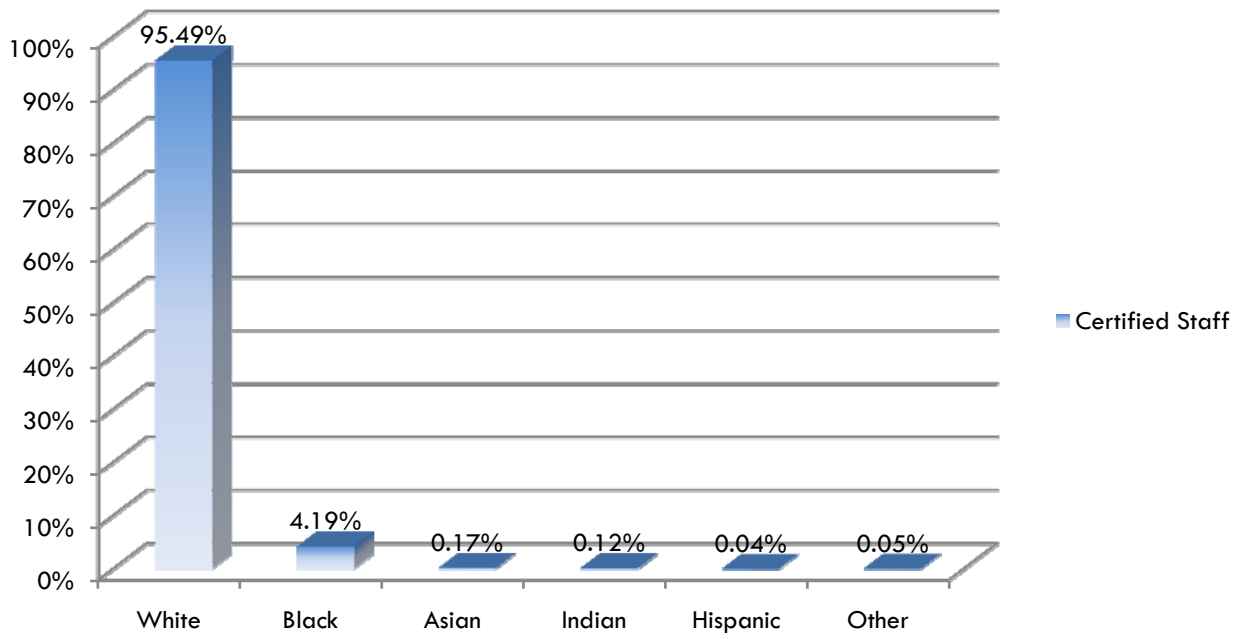


TABLE 3

Certified Staff: Headcount on Gender & Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
001 Adair County	57	180	1	3	0	0	0	0	0	0	0	0	58	183
005 Allen County	45	175	0	2	0	1	0	0	0	0	0	0	45	178
006 Anchorage Indpndt.	7	38	0	2	0	0	0	0	0	0	0	0	7	40
011 Anderson County	64	225	0	0	1	1	0	0	0	0	0	0	65	226
012 Ashland Indpndt.	61	184	0	2	0	0	0	0	0	0	0	0	61	186
013 Augusta Indpndt.	10	22	0	0	0	1	0	0	0	0	0	0	10	23
015 Ballard County	30	87	0	1	0	0	0	0	0	0	0	0	30	88
016 Barbourville Indpndt.	13	34	0	0	0	0	0	0	0	0	0	0	13	34
017 Bardstown Indpndt.	34	125	1	4	0	0	0	1	0	0	0	0	35	130
021 Barren County	69	267	1	3	0	0	0	0	0	0	0	0	70	270
025 Bath County	30	120	1	1	0	0	0	0	0	0	0	0	31	121
026 Beechwood Indpndt.	16	66	0	0	0	0	0	0	0	0	0	0	16	66
031 Bell County	76	205	0	0	0	1	0	0	0	0	0	0	76	206
032 Bellevue Indpndt.	17	52	0	0	0	1	0	0	0	0	0	0	17	53
034 Berea Indpndt.	18	67	0	0	1	0	0	0	0	0	0	0	19	67
035 Boone County	221	985	3	2	3	4	0	2	0	0	1	1	228	994
041 Bourbon County	44	167	1	2	0	0	0	0	0	0	0	0	45	169
042 Bowling Green Indpndt.	55	215	7	17	0	0	0	2	0	0	0	0	62	234
045 Boyd County	72	240	0	1	0	1	0	0	0	0	0	0	72	242
051 Boyle County	49	189	0	0	0	0	0	0	0	0	0	0	49	189
055 Bracken County	18	74	0	0	0	0	0	1	0	0	0	0	18	75
061 Breathitt County	71	137	0	0	0	0	0	0	0	0	0	0	71	137
065 Breckinridge County	46	143	0	0	0	0	0	0	0	0	0	0	46	143
071 Bullitt County	201	652	2	4	3	2	0	2	0	0	0	0	206	660
072 Burgin Indpndt.	6	34	0	0	0	0	0	0	0	0	0	0	6	34
075 Butler County	45	126	0	0	0	0	0	0	0	0	0	0	45	126
081 Caldwell County	38	127	0	2	0	0	0	0	0	0	0	0	38	129
085 Calloway County	49	188	0	1	0	1	0	0	0	1	0	0	49	191
091 Campbell County	88	273	0	0	0	2	0	0	0	0	0	0	88	275
092 Campbellsville Indpndt.	30	78	2	5	0	1	0	0	0	0	0	0	32	84
095 Carlisle County	14	64	0	0	0	0	0	0	0	0	0	0	14	64
101 Carroll County	38	105	0	1	1	0	0	0	0	0	0	0	39	106
105 Carter County	92	309	0	0	0	1	0	0	0	0	0	0	92	310

* Certified Staff refers to any position that requires certification such as teachers and counselors.

Certified Staff: Headcount on Gender & Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
111 Casey County	42	158	0	0	1	0	0	0	0	0	0	0	43	158
113 Caverna Indpndt.	22	46	1	2	0	0	0	0	0	0	0	0	23	48
115 Christian County	117	513	15	47	0	3	0	0	0	0	0	0	132	563
121 Clark County	71	339	3	5	0	2	0	0	0	0	0	0	74	346
125 Clay County	87	255	1	2	0	0	0	0	0	0	0	0	88	257
131 Clinton County	42	102	0	0	0	0	0	0	0	0	0	0	42	102
132 Cloverport Indpndt.	9	18	0	0	0	1	0	0	0	0	0	0	9	19
133 Corbin Indpndt.	43	127	0	0	0	0	0	0	0	0	0	0	43	127
134 Covington Indpndt.	102	258	13	12	0	2	0	0	0	0	0	1	115	273
135 Crittenden County	21	88	0	0	0	1	0	0	0	0	0	0	21	89
141 Cumberland County	21	82	0	0	0	0	0	0	0	0	0	0	21	82
143 Danville Indpndt.	44	135	3	3	0	0	0	0	0	0	1	0	48	138
145 Daviess County	164	689	2	2	0	0	0	1	0	0	0	1	166	693
146 Dawson Springs Indpndt.	8	52	0	0	0	0	0	0	0	0	0	0	8	52
147 Dayton Indpndt.	17	70	0	0	0	0	0	0	0	0	0	1	17	71
149 East Bernstadt Indpndt.	8	29	0	0	0	0	0	0	0	0	0	0	8	29
151 Edmonson County	55	112	0	0	0	0	0	0	0	0	0	0	55	112
152 Elizabethtown Indpndt.	33	134	1	7	0	2	0	0	0	0	0	0	34	143
155 Elliott County	27	76	0	0	0	0	0	0	0	0	0	0	27	76
156 Eminence Indpndt.	13	32	3	0	0	0	0	0	0	0	0	0	16	32
157 Erlanger-Elsmere Indpndt.	39	143	1	0	0	2	0	0	0	0	0	0	40	145
161 Estill County	38	170	0	0	0	1	1	0	0	0	0	0	39	171
162 Fairview Indpndt.	17	46	0	0	0	0	0	0	0	0	0	0	17	46
165 Fayette County	474	2,238	65	214	13	26	4	16	1	1	5	8	562	2,503
171 Fleming County	45	147	0	1	0	0	0	0	0	0	0	0	45	148
175 Floyd County	110	397	0	0	0	0	0	0	0	0	0	1	110	398
176 Fort Thomas Indpndt.	41	136	1	0	0	0	0	0	0	0	0	0	42	136
177 Frankfort Indpndt.	18	74	3	1	0	0	0	1	0	0	0	1	21	77
181 Franklin County	106	329	4	10	1	0	0	1	0	0	0	0	111	340
185 Fulton County	13	47	0	2	0	0	0	0	0	0	0	0	13	49
186 Fulton Indpndt.	6	36	0	4	0	0	0	0	0	0	0	0	6	40
191 Gallatin County	29	92	0	1	0	0	0	0	0	0	0	0	29	93
195 Garrard County	51	168	2	1	0	0	0	0	0	0	0	0	53	169
197 Glasgow Indpndt.	34	128	0	2	0	0	0	1	0	0	0	0	34	131
201 Grant County	65	207	1	0	0	0	0	0	0	0	1	0	67	207
205 Graves County	64	287	1	1	1	2	0	0	0	0	0	0	66	290
211 Grayson County	71	251	0	0	0	0	0	0	0	0	0	0	71	251
215 Green County	31	113	1	0	0	0	0	0	0	0	0	0	32	113

Certified Staff: Headcount on Gender & Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
221 Greenup County	67	194	1	1	0	0	0	1	0	0	0	0	68	196
225 Hancock County	24	91	1	1	0	1	0	1	0	0	0	0	25	94
231 Hardin County	222	785	15	21	4	12	0	4	1	1	0	1	242	824
235 Harlan County	105	268	1	2	0	1	0	0	1	0	0	0	107	271
236 Harlan Indpndt.	17	47	0	0	0	0	0	0	0	0	0	0	17	47
241 Harrison County	42	181	0	0	0	0	0	0	0	0	0	0	42	181
245 Hart County	44	176	0	1	1	0	0	0	0	0	0	0	45	177
246 Hazard Indpndt.	19	59	0	0	0	0	0	0	0	0	0	0	19	59
251 Henderson County	103	416	3	9	0	2	1	1	0	0	0	0	107	428
255 Henry County	39	119	1	1	1	0	1	0	0	0	0	1	42	121
261 Hickman County	20	54	0	0	0	0	0	0	0	0	0	0	20	54
265 Hopkins County	123	461	10	17	0	2	1	0	0	0	0	0	134	480
271 Jackson County	47	147	0	0	0	0	0	0	0	0	1	0	48	147
272 Jackson Indpndt.	10	22	0	0	0	0	0	0	0	0	0	0	10	22
275 Jefferson County	1,283	4,503	219	837	14	29	7	33	0	3	0	0	1,523	5,405
276 Jenkins Indpndt.	16	38	0	0	0	0	0	0	0	0	0	0	16	38
281 Jessamine County	121	462	6	3	0	1	2	0	0	0	0	0	129	466
285 Johnson County	85	232	0	0	0	0	0	0	0	0	0	0	85	232
291 Kenton County	182	742	2	5	0	0	0	2	0	0	0	0	184	749
295 Knott County	35	165	0	0	0	0	0	0	0	0	0	0	35	165
301 Knox County	105	318	0	1	1	2	0	0	0	0	0	0	106	321
305 LaRue County	48	137	0	0	0	2	0	0	0	0	0	0	48	139
311 Laurel County	136	486	1	0	0	0	0	0	0	0	0	0	137	486
315 Lawrence County	49	187	0	0	0	0	0	0	0	0	0	0	49	187
321 Lee County	29	66	0	0	0	0	0	0	0	0	0	0	29	66
325 Leslie County	40	124	0	0	0	0	0	0	0	0	0	0	40	124
331 Letcher County	91	191	0	1	0	0	0	0	0	0	0	0	91	192
335 Lewis County	58	145	0	0	0	0	0	0	0	0	0	0	58	145
341 Lincoln County	71	276	1	4	0	0	0	0	0	0	0	0	72	280
345 Livingston County	28	93	0	0	1	0	0	0	0	0	0	0	29	93
351 Logan County	63	207	1	3	0	0	0	0	0	0	0	0	64	210
354 Ludlow Indpndt.	20	48	0	0	1	0	0	1	0	0	0	0	21	49
361 Lyon County	14	64	0	0	0	0	0	0	0	0	0	0	14	64
365 Madison County	156	622	7	10	1	0	0	0	0	0	0	0	164	632
371 Magoffin County	50	157	0	0	0	0	0	0	0	0	0	0	50	157
375 Marion County	54	191	1	4	0	3	0	0	0	0	0	0	55	198
381 Marshall County	81	279	0	1	0	0	0	0	0	0	0	0	81	280
385 Martin County	45	132	0	0	0	1	0	0	0	0	0	0	45	133

Certified Staff: Headcount on Gender & Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
391 Mason County	50	175	2	3	0	0	0	0	0	0	0	0	52	178
392 Mayfield Indpndt.	21	102	1	2	0	0	0	0	0	0	0	0	22	104
395 McCracken County	101	376	0	2	0	0	0	0	0	0	0	0	101	378
401 McCreary County	77	177	0	0	0	0	0	0	0	0	0	0	77	177
405 McLean County	33	100	0	0	0	0	0	0	0	0	0	0	33	100
411 Meade County	74	261	0	2	0	0	0	0	0	0	0	0	74	263
415 Menifee County	19	87	0	0	0	0	0	0	0	0	0	0	19	87
421 Mercer County	68	186	2	2	1	1	0	0	0	0	0	0	71	189
425 Metcalfe County	35	92	0	0	0	0	0	0	0	0	0	0	35	92
426 Middlesboro Indpndt.	39	104	0	2	0	0	0	0	0	0	0	0	39	106
431 Monroe County	36	149	0	2	0	0	0	0	0	0	0	0	36	151
435 Montgomery County	66	262	1	1	0	1	0	0	0	0	0	1	67	265
436 Monticello Indpndt.	18	55	1	0	0	0	0	0	0	0	0	0	19	55
441 Morgan County	41	145	0	0	1	0	0	0	0	0	0	0	42	145
445 Muhlenberg County	92	331	1	9	0	0	0	0	0	1	0	0	93	341
446 Murray Indpndt.	33	93	3	3	0	0	1	0	0	0	0	0	37	96
451 Nelson County	83	268	1	3	0	1	0	0	0	0	0	0	84	272
452 Newport Indpndt.	57	141	0	2	0	0	0	0	0	0	0	0	57	143
455 Nicholas County	25	63	0	0	0	0	0	0	0	0	0	0	25	63
461 Ohio County	61	234	0	1	0	0	0	0	0	0	0	0	61	235
465 Oldham County	176	634	3	8	0	0	0	2	0	0	0	0	179	644
471 Owen County	37	103	0	0	1	0	0	0	0	0	0	0	38	103
472 Owensboro Indpndt.	72	298	7	4	0	1	0	1	0	0	0	0	79	304
475 Owsley County	24	49	0	0	0	0	0	0	0	0	0	0	24	49
476 Paducah Indpndt.	36	177	9	23	0	0	0	0	0	0	0	0	45	200
477 Paintsville Indpndt.	23	50	1	0	0	0	0	0	0	0	0	1	24	51
478 Paris Indpndt.	11	47	3	2	0	1	0	0	0	0	0	0	14	50
481 Pendleton County	49	168	0	0	0	0	0	0	0	0	0	0	49	168
485 Perry County	98	259	0	0	1	0	0	0	0	0	0	0	99	259
491 Pike County	174	601	2	0	1	0	0	0	0	0	0	0	177	601
492 Pikeville Indpndt.	23	79	0	1	0	0	0	0	0	0	0	0	23	80
493 Pineville Indpndt.	17	35	0	0	0	0	0	0	0	0	0	0	17	35
495 Powell County	49	159	0	0	0	1	0	0	0	0	0	0	49	160
496 Providence Indpndt.	7	24	2	2	0	0	0	0	0	0	0	0	9	26
501 Pulaski County	134	462	1	0	0	0	1	1	1	0	0	0	137	463
502 Raceland Indpndt.	29	51	0	0	0	1	0	0	0	0	0	0	29	52
505 Robertson County	13	30	0	0	0	0	0	0	0	0	0	0	13	30
511 Rockcastle County	62	176	0	0	0	0	0	0	0	0	0	0	62	176

Certified Staff: Headcount on Gender & Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
515 Rowan County	51	195	0	2	0	1	1	0	0	1	0	0	52	199
521 Russell County	65	204	0	0	0	0	0	0	0	0	0	0	65	204
522 Russell Indpndt.	42	113	0	0	0	0	0	0	0	0	0	0	42	113
523 Russellville Indpndt.	21	63	3	3	1	0	0	1	0	0	0	0	25	67
524 Science Hill Indpndt.	3	32	0	0	0	0	0	0	0	0	0	0	3	32
525 Scott County	104	422	5	7	0	0	0	2	0	0	0	0	109	431
531 Shelby County	85	388	5	15	1	1	0	1	0	0	0	0	91	405
533 Silver Grove Indpndt.	9	17	0	0	0	0	0	0	0	0	0	0	9	17
535 Simpson County	58	157	1	10	0	0	0	0	0	0	0	0	59	167
536 Somerset Indpndt.	30	100	1	1	0	0	0	0	0	0	0	0	31	101
537 Southgate Indpndt.	2	20	0	0	0	0	0	0	0	0	0	0	2	20
541 Spencer County	48	132	0	1	0	1	0	0	0	0	0	0	48	134
545 Taylor County	32	165	0	1	0	1	0	0	0	0	0	0	32	167
551 Todd County	36	123	1	1	0	0	0	0	0	0	0	0	37	124
555 Trigg County	32	135	1	5	0	0	0	1	0	0	0	0	33	141
561 Trimble County	31	86	0	0	0	1	0	0	0	0	0	0	31	87
565 Union County	39	151	2	3	0	1	0	0	0	0	0	0	41	155
567 Walton-Verona Indpndt.	25	64	0	0	0	0	0	0	0	0	0	0	25	64
571 Warren County	163	640	6	22	0	3	0	2	1	0	0	1	170	668
575 Washington County	24	126	1	0	0	0	0	0	0	0	0	0	25	126
581 Wayne County	52	141	0	1	0	0	0	0	0	1	0	0	52	143
585 Webster County	33	118	0	0	0	0	0	0	0	0	0	0	33	118
586 West Point Indpndt.	2	11	0	1	0	0	0	0	0	0	0	0	2	12
591 Whitley County	112	284	0	0	0	0	0	0	0	0	0	0	112	284
592 Williamsburg Indpndt.	19	53	0	0	0	0	0	0	0	0	0	0	19	53
593 Williamstown Indpndt.	14	55	0	0	0	0	0	0	0	0	0	0	14	55
595 Wolfe County	32	82	0	0	0	0	0	0	0	0	0	0	32	82
601 Woodford County	57	217	2	6	1	0	0	1	0	2	0	0	60	226
State Totals:	10,948	38,259	478	1,445	57	131	20	83	5	11	9	19	11,517	39,948
Percentages	21.27%	74.34%	0.93%	2.81%	0.11%	0.25%	0.04%	0.16%	0.01%	0.02%	0.02%	0.04%	22.38%	77.62%

TABLE 4

**Certified Staff: Headcount on Ethnicity
School Year: 2006-2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
001 Adair County	237	98.3%	4	1.7%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	241
005 Allen County	220	98.7%	2	0.9%	1	0.4%	0	0.0%	0	0.00%	0	0.00%	223
006 Anchorage Indpndt.	45	95.7%	2	4.3%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	47
011 Anderson County	289	99.3%	0	0.0%	2	0.7%	0	0.0%	0	0.00%	0	0.00%	291
012 Ashland Indpndt.	245	99.2%	2	0.8%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	247
013 Augusta Indpndt.	32	97.0%	0	0.0%	1	3.0%	0	0.0%	0	0.00%	0	0.00%	33
015 Ballard County	117	99.2%	1	0.8%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	118
016 Barbourville Indpndt.	47	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	47
017 Bardstown Indpndt.	159	96.4%	5	3.0%	0	0.0%	1	0.6%	0	0.00%	0	0.00%	165
021 Barren County	336	98.8%	4	1.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	340
025 Bath County	150	98.7%	2	1.3%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	152
026 Beechwood Indpndt.	82	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	82
031 Bell County	281	99.6%	0	0.0%	1	0.4%	0	0.0%	0	0.00%	0	0.00%	282
032 Bellevue Indpndt.	69	98.6%	0	0.0%	1	1.4%	0	0.0%	0	0.00%	0	0.00%	70
034 Berea Indpndt.	85	98.8%	0	0.0%	1	1.2%	0	0.0%	0	0.00%	0	0.00%	86
035 Boone County	1,206	98.7%	5	0.4%	7	0.6%	2	0.2%	0	0.00%	2	0.16%	1,222
041 Bourbon County	211	98.6%	3	1.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	214
042 Bowling Green Indpndt.	270	91.2%	24	8.1%	0	0.0%	2	0.7%	0	0.00%	0	0.00%	296
045 Boyd County	312	99.4%	1	0.3%	1	0.3%	0	0.0%	0	0.00%	0	0.00%	314
051 Boyle County	238	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	238
055 Bracken County	92	98.9%	0	0.0%	0	0.0%	1	1.1%	0	0.00%	0	0.00%	93
061 Breathitt County	208	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	208
065 Breckinridge County	189	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	189
071 Bullitt County	853	98.5%	6	0.7%	5	0.6%	2	0.2%	0	0.00%	0	0.00%	866
072 Burgin Indpndt.	40	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	40
075 Butler County	171	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	171
081 Caldwell County	165	98.8%	2	1.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	167
085 Calloway County	237	98.8%	1	0.4%	1	0.4%	0	0.0%	1	0.42%	0	0.00%	240
091 Campbell County	361	99.4%	0	0.0%	2	0.6%	0	0.0%	0	0.00%	0	0.00%	363
092 Campbellsville Indpndt.	108	93.1%	7	6.0%	1	0.9%	0	0.0%	0	0.00%	0	0.00%	116
095 Carlisle County	78	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	78
101 Carroll County	143	98.6%	1	0.7%	1	0.7%	0	0.0%	0	0.00%	0	0.00%	145
105 Carter County	401	99.8%	0	0.0%	1	0.2%	0	0.0%	0	0.00%	0	0.00%	402

Certified Staff: Headcount on Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
111 Casey County	200	99.5%	0	0.0%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	201
113 Caverna Indpndt.	68	95.8%	3	4.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	71
115 Christian County	630	90.6%	62	8.9%	3	0.4%	0	0.0%	0	0.00%	0	0.00%	695
121 Clark County	410	97.6%	8	1.9%	2	0.5%	0	0.0%	0	0.00%	0	0.00%	420
125 Clay County	342	99.1%	3	0.9%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	345
131 Clinton County	144	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	144
132 Cloverport Indpndt.	27	96.4%	0	0.0%	1	3.6%	0	0.0%	0	0.00%	0	0.00%	28
133 Corbin Indpndt.	170	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	170
134 Covington Indpndt.	360	92.8%	25	6.4%	2	0.5%	0	0.0%	0	0.00%	1	0.26%	388
135 Crittenden County	109	99.1%	0	0.0%	1	0.9%	0	0.0%	0	0.00%	0	0.00%	110
141 Cumberland County	103	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	103
143 Danville Indpndt.	179	96.2%	6	3.2%	0	0.0%	0	0.0%	0	0.00%	1	0.54%	186
145 Daviess County	853	99.3%	4	0.5%	0	0.0%	1	0.1%	0	0.00%	1	0.12%	859
146 Dawson Springs Indpndt.	60	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	60
147 Dayton Indpndt.	87	98.9%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	1	1.14%	88
149 East Bernstadt Indpndt.	37	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	37
151 Edmonson County	167	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	167
152 Elizabethtown Indpndt.	167	94.4%	8	4.5%	2	1.1%	0	0.0%	0	0.00%	0	0.00%	177
155 Elliott County	103	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	103
156 Eminence Indpndt.	45	93.8%	3	6.3%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	48
157 Erlanger-Elsmere Indpndt.	182	98.4%	1	0.5%	2	1.1%	0	0.0%	0	0.00%	0	0.00%	185
161 Estill County	208	99.0%	0	0.0%	1	0.5%	1	0.5%	0	0.00%	0	0.00%	210
162 Fairview Indpndt.	63	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	63
165 Fayette County	2,712	88.5%	279	9.1%	39	1.3%	20	0.7%	2	0.07%	13	0.42%	3,065
171 Fleming County	192	99.5%	1	0.5%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	193
175 Floyd County	507	99.8%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	1	0.20%	508
176 Fort Thomas Indpndt.	177	99.4%	1	0.6%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	178
177 Frankfort Indpndt.	92	93.9%	4	4.1%	0	0.0%	1	1.0%	0	0.00%	1	1.02%	98
181 Franklin County	435	96.5%	14	3.1%	1	0.2%	1	0.2%	0	0.00%	0	0.00%	451
185 Fulton County	60	96.8%	2	3.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	62
186 Fulton Indpndt.	42	91.3%	4	8.7%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	46
191 Gallatin County	121	99.2%	1	0.8%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	122
195 Garrard County	219	98.6%	3	1.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	222
197 Glasgow Indpndt.	162	98.2%	2	1.2%	0	0.0%	1	0.6%	0	0.00%	0	0.00%	165
201 Grant County	272	99.3%	1	0.4%	0	0.0%	0	0.0%	0	0.00%	1	0.36%	274
205 Graves County	351	98.6%	2	0.6%	3	0.8%	0	0.0%	0	0.00%	0	0.00%	356
211 Grayson County	322	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	322
215 Green County	144	99.3%	1	0.7%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	145

Certified Staff: Headcount on Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
221 Greenup County	261	98.9%	2	0.8%	0	0.0%	1	0.4%	0	0.00%	0	0.00%	264
225 Hancock County	115	96.6%	2	1.7%	1	0.8%	1	0.8%	0	0.00%	0	0.00%	119
231 Hardin County	1,007	94.5%	36	3.4%	16	1.5%	4	0.4%	2	0.19%	1	0.09%	1,066
235 Harlan County	373	98.7%	3	0.8%	1	0.3%	0	0.0%	1	0.26%	0	0.00%	378
236 Harlan Indpndt.	64	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	64
241 Harrison County	223	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	223
245 Hart County	220	99.1%	1	0.5%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	222
246 Hazard Indpndt.	78	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	78
251 Henderson County	519	97.0%	12	2.2%	2	0.4%	2	0.4%	0	0.00%	0	0.00%	535
255 Henry County	158	96.9%	2	1.2%	1	0.6%	1	0.6%	0	0.00%	1	0.61%	163
261 Hickman County	74	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	74
265 Hopkins County	584	95.1%	27	4.4%	2	0.3%	1	0.2%	0	0.00%	0	0.00%	614
271 Jackson County	194	99.5%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	1	0.51%	195
272 Jackson Indpndt.	32	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	32
275 Jefferson County	5,786	83.5%	1,056	15.2%	43	0.6%	40	0.6%	3	0.04%	0	0.00%	6,928
276 Jenkins Indpndt.	54	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	54
281 Jessamine County	583	98.0%	9	1.5%	1	0.2%	2	0.3%	0	0.00%	0	0.00%	595
285 Johnson County	317	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	317
291 Kenton County	924	99.0%	7	0.8%	0	0.0%	2	0.2%	0	0.00%	0	0.00%	933
295 Knott County	200	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	200
301 Knox County	423	99.1%	1	0.2%	3	0.7%	0	0.0%	0	0.00%	0	0.00%	427
305 LaRue County	185	98.9%	0	0.0%	2	1.1%	0	0.0%	0	0.00%	0	0.00%	187
311 Laurel County	622	99.8%	1	0.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	623
315 Lawrence County	236	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	236
321 Lee County	95	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	95
325 Leslie County	164	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	164
331 Letcher County	282	99.6%	1	0.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	283
335 Lewis County	203	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	203
341 Lincoln County	347	98.6%	5	1.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	352
345 Livingston County	121	99.2%	0	0.0%	1	0.8%	0	0.0%	0	0.00%	0	0.00%	122
351 Logan County	270	98.5%	4	1.5%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	274
354 Ludlow Indpndt.	68	97.1%	0	0.0%	1	1.4%	1	1.4%	0	0.00%	0	0.00%	70
361 Lyon County	78	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	78
365 Madison County	778	97.7%	17	2.1%	1	0.1%	0	0.0%	0	0.00%	0	0.00%	796
371 Magoffin County	207	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	207
375 Marion County	245	96.8%	5	2.0%	3	1.2%	0	0.0%	0	0.00%	0	0.00%	253
381 Marshall County	360	99.7%	1	0.3%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	361
385 Martin County	177	99.4%	0	0.0%	1	0.6%	0	0.0%	0	0.00%	0	0.00%	178

Certified Staff: Headcount on Ethnicity
School Year: 2006-2007

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	#
391 Mason County	225	97.8%	5	2.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	230
392 Mayfield Indpndt.	123	97.6%	3	2.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	126
395 McCracken County	477	99.6%	2	0.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	479
401 McCreary County	254	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	254
405 McLean County	133	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	133
411 Meade County	335	99.4%	2	0.6%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	337
415 Menifee County	106	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	106
421 Mercer County	254	97.7%	4	1.5%	2	0.8%	0	0.0%	0	0.00%	0	0.00%	260
425 Metcalfe County	127	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	127
426 Middlesboro Indpndt.	143	98.6%	2	1.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	145
431 Monroe County	185	98.9%	2	1.1%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	187
435 Montgomery County	328	98.8%	2	0.6%	1	0.3%	0	0.0%	0	0.00%	1	0.30%	332
436 Monticello Indpndt.	73	98.6%	1	1.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	74
441 Morgan County	186	99.5%	0	0.0%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	187
445 Muhlenberg County	423	97.5%	10	2.3%	0	0.0%	0	0.0%	1	0.23%	0	0.00%	434
446 Murray Indpndt.	126	94.7%	6	4.5%	0	0.0%	1	0.8%	0	0.00%	0	0.00%	133
451 Nelson County	351	98.6%	4	1.1%	1	0.3%	0	0.0%	0	0.00%	0	0.00%	356
452 Newport Indpndt.	198	99.0%	2	1.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	200
455 Nicholas County	88	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	88
461 Ohio County	295	99.7%	1	0.3%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	296
465 Oldham County	810	98.4%	11	1.3%	0	0.0%	2	0.2%	0	0.00%	0	0.00%	823
471 Owen County	140	99.3%	0	0.0%	1	0.7%	0	0.0%	0	0.00%	0	0.00%	141
472 Owensboro Indpndt.	370	96.6%	11	2.9%	1	0.3%	1	0.3%	0	0.00%	0	0.00%	383
475 Owsley County	73	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	73
476 Paducah Indpndt.	213	86.9%	32	13.1%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	245
477 Paintsville Indpndt.	73	97.3%	1	1.3%	0	0.0%	0	0.0%	0	0.00%	1	1.33%	75
478 Paris Indpndt.	58	90.6%	5	7.8%	1	1.6%	0	0.0%	0	0.00%	0	0.00%	64
481 Pendleton County	217	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	217
485 Perry County	357	99.7%	0	0.0%	1	0.3%	0	0.0%	0	0.00%	0	0.00%	358
491 Pike County	775	99.6%	2	0.3%	1	0.1%	0	0.0%	0	0.00%	0	0.00%	778
492 Pikeville Indpndt.	102	99.0%	1	1.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	103
493 Pineville Indpndt.	52	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	52
495 Powell County	208	99.5%	0	0.0%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	209
496 Providence Indpndt.	31	88.6%	4	11.4%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	35
501 Pulaski County	596	99.3%	1	0.2%	0	0.0%	2	0.3%	1	0.17%	0	0.00%	600
502 Raceland Indpndt.	80	98.8%	0	0.0%	1	1.2%	0	0.0%	0	0.00%	0	0.00%	81
505 Robertson County	43	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	43
511 Rockcastle County	238	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	238

**Certified Staff: Headcount on Ethnicity
School Year: 2006-2007**

District	White		Black		Asian		Indian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
515 Rowan County	246	98.0%	2	0.8%	1	0.4%	1	0.4%	1	0.40%	0	0.00%	251
521 Russell County	269	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	269
522 Russell Indpndt.	155	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	155
523 Russellville Indpndt.	84	91.3%	6	6.5%	1	1.1%	1	1.1%	0	0.00%	0	0.00%	92
524 Science Hill Indpndt.	35	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	35
525 Scott County	526	97.4%	12	2.2%	0	0.0%	2	0.4%	0	0.00%	0	0.00%	540
531 Shelby County	473	95.4%	20	4.0%	2	0.4%	1	0.2%	0	0.00%	0	0.00%	496
533 Silver Grove Indpndt.	26	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	26
535 Simpson County	215	95.1%	11	4.9%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	226
536 Somerset Indpndt.	130	98.5%	2	1.5%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	132
537 Southgate Indpndt.	22	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	22
541 Spencer County	180	98.9%	1	0.5%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	182
545 Taylor County	197	99.0%	1	0.5%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	199
551 Todd County	159	98.8%	2	1.2%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	161
555 Trigg County	167	96.0%	6	3.4%	0	0.0%	1	0.6%	0	0.00%	0	0.00%	174
561 Trimble County	117	99.2%	0	0.0%	1	0.8%	0	0.0%	0	0.00%	0	0.00%	118
565 Union County	190	96.9%	5	2.6%	1	0.5%	0	0.0%	0	0.00%	0	0.00%	196
567 Walton-Verona Indpndt.	89	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	89
571 Warren County	803	95.8%	28	3.3%	3	0.4%	2	0.2%	1	0.12%	1	0.12%	838
575 Washington County	150	99.3%	1	0.7%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	151
581 Wayne County	193	99.0%	1	0.5%	0	0.0%	0	0.0%	1	0.51%	0	0.00%	195
585 Webster County	151	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	151
586 West Point Indpndt.	13	92.9%	1	7.1%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	14
591 Whitley County	396	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	396
592 Williamsburg Indpndt.	72	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	72
593 Williamstown Indpndt.	69	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	69
595 Wolfe County	114	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	114
601 Woodford County	274	95.8%	8	2.8%	1	0.3%	1	0.3%	2	0.70%	0	0.00%	286
State Totals:	49,207	95.6%	1,923	3.7%	188	0.4%	103	0.2%	16	0.03%	28	0.05%	51,465

Summary of Table 5

Ethnicity	White		Black		A. Indian		Asian		Hispanic		Other		Total		Grand
Gender	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Number	276,635	260,250	34,566	33,031	392	407	3,145	3,139	7,824	7,185	5,462	5,421	328,024	309,433	637,457
Percentages	43.40%	40.83%	5.42%	5.18%	0.06%	0.06%	0.49%	0.49%	1.23%	1.13%	0.86%	0.85%	51.46%	48.54%	

Student Ethnicity	White	Black	A. Indian	Asian	Hispanic	Other	Total
Number	536,885	67,597	799	6,284	15,009	10,883	637,457
Percentage	84.22%	10.60%	0.13%	0.99%	2.35%	1.71%	

Student's Ethnic Makeup Attending Kentucky's Public Schools

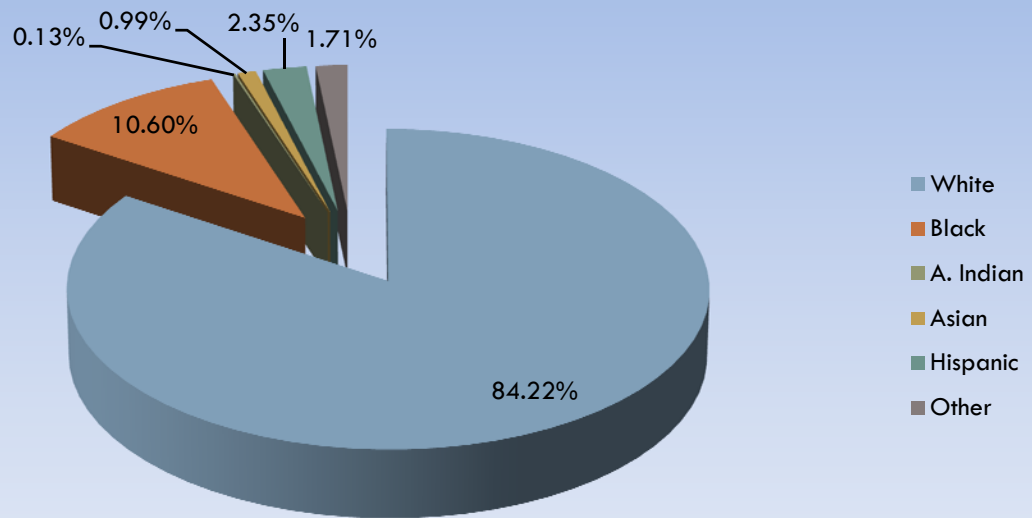


TABLE 5

Ethnic Membership of Students by District for Year 2006-2007

District	White		Black		Indian		Asian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Dist 001 - Adair County	2,388	93.28%	100	3.91%	2	0.08%	7	0.27%	37	1.45%	26	1.02%	2,560
Dist 005 - Allen County	2,933	96.96%	31	1.02%	4	0.13%	5	0.17%	26	0.86%	26	0.86%	3,025
Dist 006 - Anchorage Independent	398	96.14%	0	0.00%	0	0.00%	11	2.66%	3	0.72%	2	0.48%	414
Dist 011 - Anderson County	3,651	95.05%	97	2.53%	2	0.05%	14	0.36%	38	0.99%	39	1.02%	3,841
Dist 012 - Ashland Independent	2,784	91.61%	142	4.67%	8	0.26%	28	0.92%	29	0.95%	48	1.58%	3,039
Dist 013 - Augusta Independent	270	95.74%	11	3.90%	0	0.00%	0	0.00%	0	0.00%	1	0.35%	282
Dist 015 - Ballard County	1,275	94.10%	62	4.58%	1	0.07%	1	0.07%	5	0.37%	11	0.81%	1,355
Dist 016 - Barbourville Independent	596	96.75%	12	1.95%	0	0.00%	0	0.00%	5	0.81%	3	0.49%	616
Dist 017 - Bardstown Independent	1,601	73.37%	453	20.76%	4	0.18%	26	1.19%	40	1.83%	58	2.66%	2,182
Dist 021 - Barren County	4,250	97.12%	40	0.91%	6	0.14%	10	0.23%	47	1.07%	23	0.53%	4,376
Dist 025 - Bath County	1,908	97.15%	32	1.63%	2	0.10%	0	0.00%	10	0.51%	12	0.61%	1,964
Dist 026 - Beechwood Independent	965	96.21%	10	1.00%	0	0.00%	15	1.50%	8	0.80%	5	0.50%	1,003
Dist 031 - Bell County	2,985	99.53%	10	0.33%	0	0.00%	0	0.00%	0	0.00%	4	0.13%	2,999
Dist 032 - Bellevue Independent	762	95.73%	12	1.51%	0	0.00%	0	0.00%	8	1.01%	14	1.76%	796
Dist 034 - Berea Independent	929	91.53%	33	3.25%	3	0.30%	8	0.79%	21	2.07%	21	2.07%	1,015
Dist 035 - Boone County	15,553	90.18%	465	2.70%	25	0.14%	358	2.08%	521	3.02%	325	1.88%	17,247
Dist 041 - Bourbon County	2,412	90.57%	96	3.60%	4	0.15%	8	0.30%	132	4.96%	11	0.41%	2,663
Dist 042 - Bowling Green Independent	2,299	64.02%	771	21.47%	3	0.08%	113	3.15%	321	8.94%	84	2.34%	3,591
Dist 045 - Boyd County	3,158	97.26%	58	1.79%	6	0.18%	3	0.09%	11	0.34%	11	0.34%	3,247
Dist 051 - Boyle County	2,580	95.45%	31	1.15%	3	0.11%	21	0.78%	27	1.00%	41	1.52%	2,703
Dist 055 - Bracken County	1,176	98.91%	5	0.42%	0	0.00%	1	0.08%	6	0.50%	1	0.08%	1,189
Dist 061 - Breathitt County	2,168	98.86%	19	0.87%	0	0.00%	0	0.00%	5	0.23%	1	0.05%	2,193
Dist 065 - Breckinridge County	2,536	95.66%	72	2.72%	5	0.19%	7	0.26%	23	0.87%	8	0.30%	2,651
Dist 071 - Bullitt County	11,681	96.88%	96	0.80%	22	0.18%	39	0.32%	113	0.94%	106	0.88%	12,057
Dist 072 - Burgin Independent	412	96.49%	5	1.17%	1	0.23%	3	0.70%	4	0.94%	2	0.47%	427
Dist 075 - Butler County	2,010	96.26%	29	1.39%	5	0.24%	6	0.29%	26	1.25%	12	0.57%	2,088
Dist 081 - Caldwell County	1,774	91.68%	123	6.36%	14	0.72%	3	0.16%	3	0.16%	18	0.93%	1,935
Dist 085 - Calloway County	2,820	93.84%	57	1.90%	15	0.50%	10	0.33%	51	1.70%	52	1.73%	3,005
Dist 091 - Campbell County	4,438	95.13%	88	1.89%	3	0.06%	33	0.71%	40	0.86%	63	1.35%	4,665
Dist 092 - Campbellsville Independent	859	78.02%	171	15.53%	0	0.00%	10	0.91%	21	1.91%	40	3.63%	1,101
Dist 095 - Carlisle County	740	96.35%	15	1.95%	0	0.00%	2	0.26%	8	1.04%	3	0.39%	768
Dist 101 - Carroll County	1,683	91.27%	39	2.11%	3	0.16%	11	0.60%	83	4.50%	25	1.36%	1,844
Dist 105 - Carter County	4,759	98.71%	26	0.54%	4	0.08%	11	0.23%	16	0.33%	5	0.10%	4,821
Dist 111 - Casey County	2,359	96.88%	15	0.62%	4	0.16%	2	0.08%	50	2.05%	5	0.21%	2,435
Dist 113 - Cavema Independent	595	80.73%	103	13.98%	3	0.41%	1	0.14%	6	0.81%	29	3.93%	737
Dist 115 - Christian County	5,183	58.70%	3,092	35.02%	15	0.17%	69	0.78%	255	2.89%	215	2.44%	8,829

Ethnic Membership of Students by District for Year 2006-2007

District	White		Black		Indian		Asian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Dist 121 - Clark County	4,850	90.25%	331	6.16%	8	0.15%	14	0.26%	114	2.12%	57	1.06%	5,374
Dist 125 - Clay County	3,536	98.39%	34	0.95%	2	0.06%	3	0.08%	6	0.17%	13	0.36%	3,594
Dist 131 - Clinton County	1,549	96.45%	17	1.06%	1	0.06%	5	0.31%	30	1.87%	4	0.25%	1,606
Dist 132 - Cloverport Independent	292	96.05%	5	1.64%	0	0.00%	1	0.33%	6	1.97%	0	0.00%	304
Dist 133 - Corbin Independent	2,312	97.76%	9	0.38%	5	0.21%	19	0.80%	11	0.47%	9	0.38%	2,365
Dist 134 - Covington Independent	2,345	62.60%	1,057	28.22%	9	0.24%	9	0.24%	101	2.70%	225	6.01%	3,746
Dist 135 - Crittenden County	1,239	97.25%	11	0.86%	4	0.31%	4	0.31%	6	0.47%	10	0.78%	1,274
Dist 141 - Cumberland County	1,017	94.17%	24	2.22%	1	0.09%	2	0.19%	7	0.65%	29	2.69%	1,080
Dist 143 - Danville Independent	1,117	64.79%	338	19.61%	7	0.41%	22	1.28%	87	5.05%	153	8.87%	1,724
Dist 145 - Daviess County	10,107	93.13%	349	3.22%	3	0.03%	98	0.90%	149	1.37%	147	1.35%	10,853
Dist 146 - Dawson Springs Independent	639	98.16%	1	0.15%	0	0.00%	1	0.15%	1	0.15%	9	1.38%	651
Dist 147 - Dayton Independent	921	97.46%	17	1.80%	0	0.00%	0	0.00%	5	0.53%	2	0.21%	945
Dist 149 - East Bernstadt Independent	469	95.71%	19	3.88%	0	0.00%	2	0.41%	0	0.00%	0	0.00%	490
Dist 151 - Edmonson County	1,905	97.24%	31	1.58%	6	0.31%	2	0.10%	8	0.41%	7	0.36%	1,959
Dist 152 - Elizabethtown Independent	1,715	76.36%	313	13.94%	4	0.18%	65	2.89%	52	2.32%	97	4.32%	2,246
Dist 155 - Elliott County	1,134	98.87%	6	0.52%	0	0.00%	6	0.52%	1	0.09%	0	0.00%	1,147
Dist 156 - Eminence Independent	457	75.16%	79	12.99%	0	0.00%	2	0.33%	40	6.58%	30	4.93%	608
Dist 157 - Erlanger-Elsmere Independent	1,768	78.40%	246	10.91%	3	0.13%	27	1.20%	111	4.92%	100	4.43%	2,255
Dist 161 - Estill County	2,381	99.08%	14	0.58%	0	0.00%	1	0.04%	5	0.21%	2	0.08%	2,403
Dist 162 - Fairview Independent	769	98.46%	4	0.51%	0	0.00%	0	0.00%	5	0.64%	3	0.38%	781
Dist 165 - Fayette County	20,916	62.17%	7,972	23.70%	47	0.14%	1,141	3.39%	2,529	7.52%	1,038	3.09%	33,643
Dist 171 - Fleming County	2,271	95.82%	44	1.86%	3	0.13%	3	0.13%	24	1.01%	25	1.05%	2,370
Dist 175 - Floyd County	6,210	99.01%	25	0.40%	2	0.03%	1	0.02%	14	0.22%	20	0.32%	6,272
Dist 176 - Fort Thomas Independent	2,287	97.03%	10	0.42%	0	0.00%	19	0.81%	24	1.02%	17	0.72%	2,357
Dist 177 - Frankfort Independent	619	74.22%	172	20.62%	1	0.12%	4	0.48%	15	1.80%	23	2.76%	834
Dist 181 - Franklin County	4,787	83.24%	510	8.87%	10	0.17%	56	0.97%	170	2.96%	218	3.79%	5,751
Dist 185 - Fulton County	444	70.48%	179	28.41%	1	0.16%	0	0.00%	6	0.95%	0	0.00%	630
Dist 186 - Fulton Independent	172	41.25%	221	53.00%	2	0.48%	4	0.96%	5	1.20%	13	3.12%	417
Dist 191 - Gallatin County	1,405	92.07%	16	1.05%	5	0.33%	3	0.20%	61	4.00%	36	2.36%	1,526
Dist 195 - Garrard County	2,325	92.01%	92	3.64%	4	0.16%	8	0.32%	54	2.14%	44	1.74%	2,527
Dist 197 - Glasgow Independent	1,548	80.08%	274	14.17%	2	0.10%	29	1.50%	46	2.38%	34	1.76%	1,933
Dist 201 - Grant County	3,658	96.77%	9	0.24%	7	0.19%	9	0.24%	56	1.48%	41	1.08%	3,780
Dist 205 - Graves County	4,367	93.69%	85	1.82%	5	0.11%	15	0.32%	151	3.24%	38	0.82%	4,661
Dist 211 - Grayson County	4,016	97.55%	35	0.85%	3	0.07%	4	0.10%	31	0.75%	28	0.68%	4,117
Dist 215 - Green County	1,595	95.57%	33	1.98%	1	0.06%	3	0.18%	7	0.42%	30	1.80%	1,669
Dist 221 - Greenup County	2,989	98.19%	32	1.05%	6	0.20%	0	0.00%	6	0.20%	11	0.36%	3,044
Dist 225 - Hancock County	1,525	97.57%	15	0.96%	0	0.00%	2	0.13%	18	1.15%	3	0.19%	1,563
Dist 231 - Hardin County	10,074	74.91%	2,265	16.84%	37	0.28%	331	2.46%	439	3.26%	302	2.25%	13,448
Dist 235 - Harlan County	4,211	97.01%	106	2.44%	3	0.07%	2	0.05%	16	0.37%	3	0.07%	4,341
Dist 236 - Harlan Independent	756	92.42%	40	4.89%	2	0.24%	4	0.49%	10	1.22%	6	0.73%	818
Dist 241 - Harrison County	2,934	94.65%	96	3.10%	2	0.06%	9	0.29%	40	1.29%	19	0.61%	3,100

Ethnic Membership of Students by District for Year 2006-2007

District	White		Black		Indian		Asian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Dist 245 - Hart County	2,193	94.61%	77	3.32%	1	0.04%	3	0.13%	22	0.95%	22	0.95%	2,318
Dist 246 - Hazard Independent	793	87.33%	86	9.47%	0	0.00%	20	2.20%	6	0.66%	3	0.33%	908
Dist 251 - Henderson County	5,851	86.46%	686	10.14%	4	0.06%	23	0.34%	86	1.27%	117	1.73%	6,767
Dist 255 - Henry County	2,010	94.90%	38	1.79%	0	0.00%	6	0.28%	49	2.31%	15	0.71%	2,118
Dist 261 - Hickman County	629	83.98%	90	12.02%	1	0.13%	3	0.40%	3	0.40%	23	3.07%	749
Dist 265 - Hopkins County	5,908	85.40%	743	10.74%	3	0.04%	50	0.72%	72	1.04%	142	2.05%	6,918
Dist 271 - Jackson County	2,208	99.01%	6	0.27%	7	0.31%	0	0.00%	4	0.18%	5	0.22%	2,230
Dist 272 - Jackson Independent	390	96.06%	2	0.49%	0	0.00%	11	2.71%	1	0.25%	2	0.49%	406
Dist 275 - Jefferson County	49,832	54.51%	32,764	35.84%	117	0.13%	2,064	2.26%	3,657	4.00%	2,991	3.27%	91,425
Dist 276 - Jenkins Independent	558	97.72%	12	2.10%	0	0.00%	0	0.00%	1	0.18%	0	0.00%	571
Dist 281 - Jessamine County	6,519	91.33%	283	3.96%	21	0.29%	50	0.70%	144	2.02%	121	1.70%	7,138
Dist 285 - Johnson County	3,649	99.40%	5	0.14%	0	0.00%	3	0.08%	4	0.11%	10	0.27%	3,671
Dist 291 - Kenton County	12,183	94.11%	218	1.68%	15	0.12%	106	0.82%	179	1.38%	244	1.88%	12,945
Dist 295 - Knott County	2,402	98.56%	27	1.11%	0	0.00%	0	0.00%	2	0.08%	6	0.25%	2,437
Dist 301 - Knox County	4,608	98.23%	61	1.30%	3	0.06%	5	0.11%	12	0.26%	2	0.04%	4,691
Dist 305 - LaRue County	2,211	91.29%	117	4.83%	4	0.17%	3	0.12%	45	1.86%	42	1.73%	2,422
Dist 311 - Laurel County	8,747	97.18%	103	1.14%	12	0.13%	34	0.38%	54	0.60%	51	0.57%	9,001
Dist 315 - Lawrence County	2,479	99.40%	8	0.32%	1	0.04%	5	0.20%	0	0.00%	1	0.04%	2,494
Dist 321 - Lee County	1,136	98.87%	3	0.26%	0	0.00%	3	0.26%	3	0.26%	4	0.35%	1,149
Dist 325 - Leslie County	1,841	99.46%	7	0.38%	0	0.00%	0	0.00%	3	0.16%	0	0.00%	1,851
Dist 331 - Letcher County	3,247	98.93%	10	0.30%	9	0.27%	2	0.06%	5	0.15%	9	0.27%	3,282
Dist 335 - Lewis County	2,386	98.92%	5	0.21%	4	0.17%	3	0.12%	4	0.17%	10	0.41%	2,412
Dist 341 - Lincoln County	3,840	94.98%	102	2.52%	5	0.12%	4	0.10%	43	1.06%	49	1.21%	4,043
Dist 345 - Livingston County	1,275	97.63%	3	0.23%	2	0.15%	2	0.15%	13	1.00%	11	0.84%	1,306
Dist 351 - Logan County	3,349	95.41%	113	3.22%	4	0.11%	4	0.11%	28	0.80%	12	0.34%	3,510
Dist 354 - Ludlow Independent	895	97.81%	4	0.44%	1	0.11%	2	0.22%	5	0.55%	8	0.87%	915
Dist 361 - Lyon County	911	94.40%	39	4.04%	3	0.31%	4	0.41%	5	0.52%	3	0.31%	965
Dist 365 - Madison County	9,160	90.01%	572	5.62%	10	0.10%	92	0.90%	161	1.58%	182	1.79%	10,177
Dist 371 - Magoffin County	2,286	99.43%	5	0.22%	3	0.13%	1	0.04%	3	0.13%	1	0.04%	2,299
Dist 375 - Marion County	2,766	89.31%	233	7.52%	0	0.00%	26	0.84%	67	2.16%	5	0.16%	3,097
Dist 381 - Marshall County	4,623	99.14%	10	0.21%	2	0.04%	3	0.06%	21	0.45%	4	0.09%	4,663
Dist 385 - Martin County	2,157	99.45%	7	0.32%	1	0.05%	0	0.00%	2	0.09%	2	0.09%	2,169
Dist 391 - Mason County	2,399	86.98%	242	8.77%	3	0.11%	18	0.65%	32	1.16%	64	2.32%	2,758
Dist 392 - Mayfield Independent	791	55.35%	298	20.85%	1	0.07%	6	0.42%	264	18.47%	69	4.83%	1,429
Dist 395 - McCracken County	6,305	92.65%	291	4.28%	9	0.13%	34	0.50%	102	1.50%	64	0.94%	6,805
Dist 401 - McCreary County	3,036	97.25%	59	1.89%	4	0.13%	4	0.13%	17	0.54%	2	0.06%	3,122
Dist 405 - McLean County	1,539	97.71%	14	0.89%	3	0.19%	0	0.00%	15	0.95%	4	0.25%	1,575
Dist 411 - Meade County	4,532	94.65%	93	1.94%	19	0.40%	34	0.71%	49	1.02%	61	1.27%	4,788
Dist 415 - Menifee County	1,057	96.35%	28	2.55%	2	0.18%	0	0.00%	5	0.46%	5	0.46%	1,097
Dist 421 - Mercer County	2,839	89.22%	155	4.87%	1	0.03%	13	0.41%	53	1.67%	121	3.80%	3,182

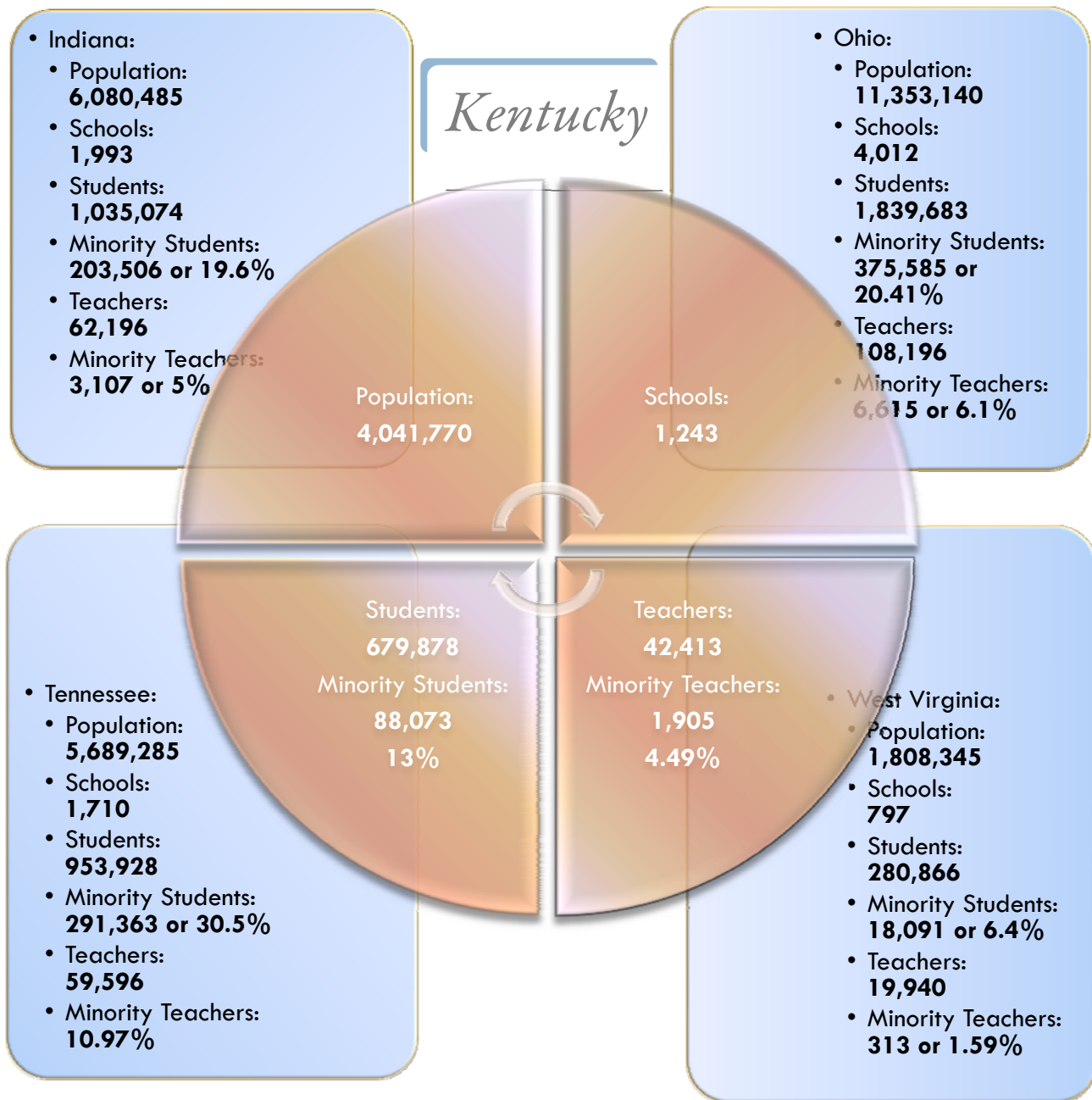
Ethnic Membership of Students by District for Year 2006-2007

District	White		Black		Indian		Asian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Dist 425 - Metcalfe County	1,617	97.35%	17	1.02%	2	0.12%	2	0.12%	16	0.96%	7	0.42%	1,661
Dist 426 - Middlesboro Independent	1,443	91.39%	90	5.70%	3	0.19%	9	0.57%	5	0.32%	29	1.84%	1,579
Dist 431 - Monroe County	1,830	93.22%	67	3.41%	0	0.00%	0	0.00%	42	2.14%	24	1.22%	1,963
Dist 435 - Montgomery County	4,060	94.03%	98	2.27%	4	0.09%	15	0.35%	105	2.43%	36	0.83%	4,318
Dist 436 - Monticello Independent	715	88.05%	24	2.96%	0	0.00%	4	0.49%	65	8.00%	4	0.49%	812
Dist 441 - Morgan County	2,120	98.88%	20	0.93%	0	0.00%	0	0.00%	1	0.05%	3	0.14%	2,144
Dist 445 - Muhlenberg County	4,795	93.74%	241	4.71%	2	0.04%	3	0.06%	34	0.66%	40	0.78%	5,115
Dist 446 - Murray Independent	1,266	82.37%	190	12.36%	5	0.33%	34	2.21%	29	1.89%	13	0.85%	1,537
Dist 451 - Nelson County	4,511	96.35%	89	1.90%	2	0.04%	14	0.30%	39	0.83%	27	0.58%	4,682
Dist 452 - Newport Independent	1,541	78.54%	230	11.72%	4	0.20%	7	0.36%	39	1.99%	141	7.19%	1,962
Dist 455 - Nicholas County	1,141	98.45%	5	0.43%	0	0.00%	2	0.17%	8	0.69%	3	0.26%	1,159
Dist 461 - Ohio County	3,705	95.74%	39	1.01%	1	0.03%	4	0.10%	88	2.27%	33	0.85%	3,870
Dist 465 - Oldham County	10,371	91.70%	318	2.81%	20	0.18%	109	0.96%	312	2.76%	180	1.59%	11,310
Dist 471 - Owen County	1,841	96.34%	17	0.89%	1	0.05%	3	0.16%	38	1.99%	11	0.58%	1,911
Dist 472 - Owensboro Independent	2,917	75.16%	635	16.36%	5	0.13%	20	0.52%	76	1.96%	228	5.87%	3,881
Dist 475 - Owsley County	782	98.99%	8	1.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	790
Dist 476 - Paducah Independent	1,106	39.44%	1,404	50.07%	4	0.14%	33	1.18%	51	1.82%	206	7.35%	2,804
Dist 477 - Paintsville Independent	729	97.46%	14	1.87%	0	0.00%	4	0.53%	1	0.13%	0	0.00%	748
Dist 478 - Paris Independent	483	66.44%	184	25.31%	0	0.00%	5	0.69%	50	6.88%	5	0.69%	727
Dist 481 - Pendleton County	2,690	98.21%	26	0.95%	3	0.11%	2	0.07%	12	0.44%	6	0.22%	2,739
Dist 485 - Perry County	4,232	98.56%	35	0.82%	0	0.00%	1	0.02%	6	0.14%	20	0.47%	4,294
Dist 491 - Pike County	9,560	98.85%	70	0.72%	4	0.04%	14	0.14%	11	0.11%	12	0.12%	9,671
Dist 492 - Pikeville Independent	1,150	94.49%	25	2.05%	1	0.08%	23	1.89%	6	0.49%	12	0.99%	1,217
Dist 493 - Pineville Independent	523	95.26%	7	1.28%	0	0.00%	4	0.73%	2	0.36%	13	2.37%	549
Dist 495 - Powell County	2,433	98.66%	15	0.61%	0	0.00%	0	0.00%	11	0.45%	7	0.28%	2,466
Dist 496 - Providence Independent	227	80.78%	53	18.86%	0	0.00%	0	0.00%	0	0.00%	1	0.36%	281
Dist 501 - Pulaski County	7,343	96.48%	64	0.84%	13	0.17%	22	0.29%	110	1.45%	59	0.78%	7,611
Dist 502 - Raceland Independent	1,009	98.25%	12	1.17%	0	0.00%	2	0.19%	1	0.10%	3	0.29%	1,027
Dist 505 - Robertson County	365	98.38%	2	0.54%	0	0.00%	0	0.00%	1	0.27%	3	0.81%	371
Dist 511 - Rockcastle County	2,858	98.86%	7	0.24%	4	0.14%	0	0.00%	8	0.28%	14	0.48%	2,891
Dist 515 - Rowan County	2,966	95.58%	68	2.19%	2	0.06%	23	0.74%	19	0.61%	25	0.81%	3,103
Dist 521 - Russell County	2,800	96.69%	24	0.83%	2	0.07%	5	0.17%	44	1.52%	21	0.73%	2,896
Dist 522 - Russell Independent	2,079	96.21%	15	0.69%	2	0.09%	23	1.06%	9	0.42%	33	1.53%	2,161
Dist 523 - Russellville Independent	734	68.22%	280	26.02%	3	0.28%	9	0.84%	33	3.07%	17	1.58%	1,076
Dist 524 - Science Hill Independent	447	96.75%	9	1.95%	0	0.00%	2	0.43%	3	0.65%	1	0.22%	462
Dist 525 - Scott County	6,359	88.31%	419	5.82%	7	0.10%	48	0.67%	192	2.67%	176	2.44%	7,201
Dist 531 - Shelby County	4,471	75.21%	593	9.97%	14	0.24%	30	0.50%	690	11.61%	147	2.47%	5,945
Dist 533 - Silver Grove Independent	255	96.23%	2	0.75%	3	1.13%	0	0.00%	5	1.89%	0	0.00%	265
Dist 535 - Simpson County	2,484	83.24%	353	11.83%	4	0.13%	19	0.64%	36	1.21%	88	2.95%	2,984
Dist 536 - Somerset Independent	1,283	88.12%	106	7.28%	1	0.07%	17	1.17%	32	2.20%	17	1.17%	1,456

Ethnic Membership of Students by District for Year 2006-2007

District	White		Black		Indian		Asian		Hispanic		Other		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Dist 537 - Southgate Independent	134	93.71%	2	1.40%	0	0.00%	0	0.00%	3	2.10%	4	2.80%	143
Dist 541 - Spencer County	2,483	96.43%	50	1.94%	0	0.00%	10	0.39%	16	0.62%	16	0.62%	2,575
Dist 545 - Taylor County	2,464	96.21%	39	1.52%	5	0.20%	8	0.31%	29	1.13%	16	0.62%	2,561
Dist 551 - Todd County	1,716	85.59%	213	10.62%	3	0.15%	2	0.10%	61	3.04%	10	0.50%	2,005
Dist 555 - Trigg County	1,769	85.87%	233	11.31%	2	0.10%	9	0.44%	12	0.58%	35	1.70%	2,060
Dist 561 - Trimble County	1,550	96.81%	9	0.56%	2	0.12%	5	0.31%	26	1.62%	9	0.56%	1,601
Dist 565 - Union County	1,958	82.72%	369	15.59%	2	0.08%	6	0.25%	16	0.68%	16	0.68%	2,367
Dist 567 - Walton-Verona Independent	1,239	96.95%	13	1.02%	5	0.39%	9	0.70%	11	0.86%	1	0.08%	1,278
Dist 571 - Warren County	9,951	82.28%	1,092	9.03%	13	0.11%	263	2.17%	502	4.15%	273	2.26%	12,094
Dist 575 - Washington County	1,483	85.43%	185	10.66%	0	0.00%	6	0.35%	58	3.34%	4	0.23%	1,736
Dist 581 - Wayne County	2,360	96.17%	61	2.49%	2	0.08%	4	0.16%	25	1.02%	2	0.08%	2,454
Dist 585 - Webster County	1,732	93.67%	29	1.57%	1	0.05%	3	0.16%	67	3.62%	17	0.92%	1,849
Dist 586 - West Point Independent	141	95.92%	3	2.04%	0	0.00%	0	0.00%	0	0.00%	3	2.04%	147
Dist 591 - Whitley County	4,516	99.67%	4	0.09%	0	0.00%	5	0.11%	2	0.04%	4	0.09%	4,531
Dist 592 - Williamsburg Independent	731	95.93%	15	1.97%	0	0.00%	7	0.92%	1	0.13%	8	1.05%	762
Dist 593 - Williamstown Independent	834	96.19%	4	0.46%	0	0.00%	3	0.35%	16	1.85%	10	1.15%	867
Dist 595 - Wolfe County	1,237	99.12%	8	0.64%	0	0.00%	1	0.08%	1	0.08%	1	0.08%	1,248
Dist 601 - Woodford County	3,285	84.93%	217	5.61%	10	0.26%	24	0.62%	226	5.84%	106	2.74%	3,868
Grand Total	536,885	84.22%	67,597	10.60%	799	0.13%	6,284	0.99%	15,009	2.35%	10,883	1.71%	637,457

Figure 1: How Kentucky Compares to its Neighbors⁶



⁶ Data was obtained from various sources: 1- IN, OH, TN, and WV Departments of Education. 2- U.S. Census Bureau. 3- U.S. Department of Education

KENTUCKY IN A REGIONAL CONTEXT

Since much data concerning minority educators in Kentucky's neighboring states was not available, the table below gives us an idea of where Kentucky stands among the southern states. It is clear that Kentucky has only about 5% of minority educators, by far the lowest state, except West Virginia. The state of Kentucky has a long way to go. State policy makers and school districts must make serious efforts in hiring and retaining minority educators in order to achieve equal opportunity in Kentucky schools.

States that belong to the Southern Regional Education Board (SREB)⁷

TABLE 6

	Minorities as Percentages of K-12 Enrollment		Minorities as Percentages of Teachers	
	1989	2000	1989	2000
Alabama	38%	38%	25%	20%
Arkansas	25%	28%	14%	13%
Delaware	NA	38%	NA	15%
Florida	35%	46%	20%	23%
Georgia	39%	45%	NA	22%
Kentucky	11%	11%	4%	5%
Louisiana	43%	51%	32%	28%
Maryland	40%	46%	23%	21%
Mississippi	56%	52%	35%	34%
North Carolina	32%	38%	19%	17%
Oklahoma	21%	34%	7%	14%
South Carolina	45%	45%	22%	18%
Tennessee	23%	27%	NA	15%
Texas	49%	57%	23%	27%
Virginia	27%	36%	19%	19%
West Virginia	4%	5%	NA	4%

⁷ Southern Regional Education Board. "Spinning Our Wheels": Minority Teacher Supply in SREB States. 2003.
http://www.sreb.org/main/publications/pubs/spinning_wheels.pdf

RECOMMENDATIONS

Minority student education does not necessarily require minority teachers, but diversity among teachers is very important to all students and parents. Minority teachers bring positive images and varied perspectives to their students. There is no doubt that the state has institutionalized many policies and programs to recruit minority teachers. Over the years, however, results show no noticeable progress. Some experts contribute the hurdles in recruiting minority teachers to a lack of interest on the part of minority college students in pursuing teaching as a career. A low salary level for teachers is a main factor contributing to this disinterest, experts conclude.

The Kentucky Commission on Human Rights believes that improving the recruiting of minority teachers offers win-win progress to white and minority students alike. White students would greatly benefit from exposure to successful professionals of diverse races and ethnicities in ways that affect their abilities to co-exist and prosper as business professionals in an increasingly diverse and global economy. Minority students, many of whom have historically struggled in school and come from low-income families, according to U.S. Commerce and other statistics, would gain in confidence, self-image and on several levels with the opportunity to receive instruction and interaction with members of minorities with whom they can closely identify and follow. Studies have already proven the benefit to minority and low-income students of having minority teachers in classrooms.

The problem of the severe shortage in minority teachers is a multidimensional one; therefore, it requires various approaches at different levels, simultaneously.

Legislators

- Continuously revise program and policies with school districts.
- Increase funding for minority teacher recruitment programs (such as full or partial scholarships or affordable loans).
- Offer tax incentives for teachers.
- Increase school loan forgiveness to minority and low-income teachers.

Educational institutions

- School districts should review the effectiveness and perform full evaluations of all policies and programs regarding minority teachers' recruitment. School districts should eliminate any policy or program that has shown to be ineffective.
- School districts should actively work to creatively design programs that help recruit minority teachers and submit them to legislators.
- School districts must be held accountable to show how actively they are working to recruit minority teachers.

- School districts should identify underperforming schools and struggling students (from low-income and minorities) and launch a campaign to work to get parents involved in establishing a sense of achievement and confidence in the student's educational experience.
- Increase active recruitment on-site at schools with high numbers of minority students.

Nonprofit organizations

- Government and educational entities can play only a limited role to generate students' interest in teaching. Grassroots organizations can play an instrumental role to raise awareness to minorities about the importance of teaching.
- Nonprofit organizations that focus on minorities and low-income issues should launch an active campaign to motivate minorities to become teachers. These efforts must be coordinated with schools and school districts for optimum performance.
- Nonprofit organizations should not hesitate to confront popular culture messages as defined by the mass media. Messages that emphasize the need of students to accomplish educational degrees in order to successfully function and prosper as adults should resonate in the minds of minorities.
- Nonprofit and community organizations must feel that they are accountable and responsible and must tirelessly pursue the well-being of their youth.

The parents

- The role of parents in their children's education is foundational. Success starts at home. The parents (especially of low-income and minorities) should play a broader role in creating a positive home learning environment, improve study habits of their children, and prepare them for middle school and high school.

Not all these roles of various entities can be carried out in isolation of each other. It is a system where each entity thrives on the feedback of another.



County & Independent School Districts

Independent districts indicated with italicized type

120 School Districts

54 Independent School Districts

