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PLAN  
TO REACH THE  
15% NONMINORITY  
ENROLLMENT AS SPECIFIED IN  
THE AGREEMENT RECEIVED  
FEBRUARY 22, 1978  
FROM THE OFFICE FOR CIVIL RIGHTS

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In April, 1978, the Kansas City School District launched an intensive, early enrollment program for the Lincoln Academy. Under an ESAA planning grant the District developed an extensive enrollment plan which incorporated visual presentations at all junior and senior high schools, special information and enrollment teams, news publicity, media presentations, news conferences, and an array of informational and enrollment literature.

From the start the flow of applications increased rapidly. During May and June, as noted on Figure 1, the Lincoln Academy enrollment continued to climb to well over 160. Although additional applications were received after June, the total reached a high point during the summer of 183 nonminority students or about twelve percent of the population at Lincoln Academy.

The District had hoped to be able to assure these students and their parents by June or July at the latest that the Lincoln Academy would open its doors offering an attractive, well organized program on September 7, 1978.

When no word of funding was received, the District was unable to promise in good faith that a high quality educational program would actually exist in September, 1978. Anxiety about the Lincoln Academy's future heightened and literally hundreds of calls were made to the Magnet School Office expressing concern that the District would not be able to deliver on the promised program. In fact, some parents of students in private schools needed to know definitely by August 1 whether Lincoln Academy would operate in the fall.

After this date if they had not cancelled their private school application, they would lose their down payment on their private school tuition.

Finally on August 23, 1978, just nine working days before school was scheduled to start on September 7, the funding for Lincoln Academy was approved. Massive amounts of work had to be done in this short period--and was accomplished so that Lincoln did open its doors on time to its new students. One of the first tasks after funding approval was the sending of acceptance letters to all students who had completed applications for the Lincoln Academy. Unfortunately the long summer of no information had taken its toll.

On the opening day, September 7, 1978, 85 nonminority students actually appeared at the Academy (Figure 1). Immediately follow up letters were hand delivered by the home-school coordinators to the nonminority students who had not come to Lincoln on the opening day to complete their enrollment. From these contacts some twelve more nonminority students were enrolled.

As the Academy moved into September the administration was faced with the task of developing a totally new school program with a new faculty, a completely new school organization, a new curriculum, and, simultaneously, with the enrollment of about 159 nonminority students. And after school started the enrollment had to be based on how the program appeared to visitors, not on good intentions or attractive plans for the future.

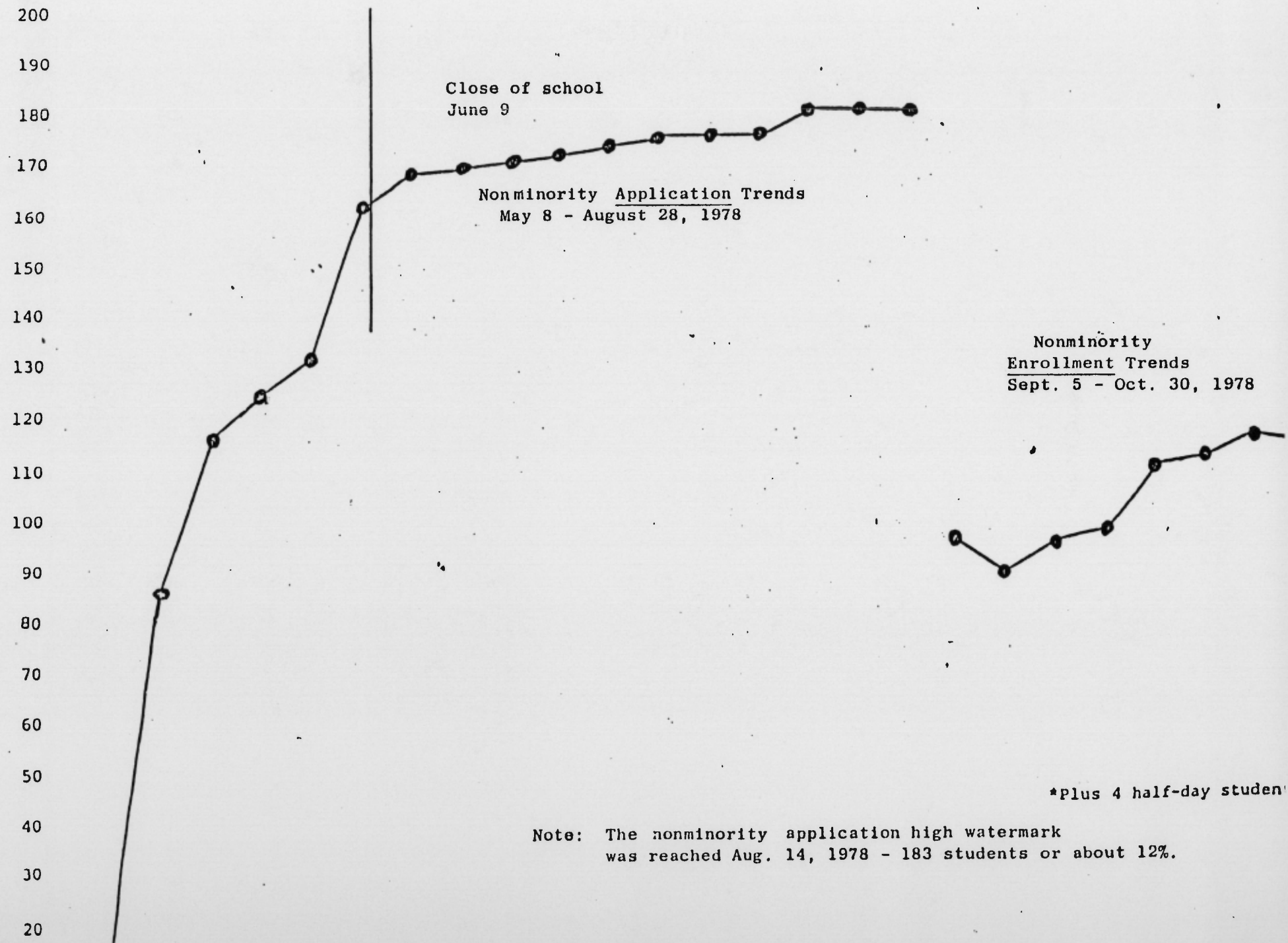
Shortly after school started, enrollment teams of Academy students and teachers began visiting the five predominately nonminority District high schools. During these meetings, invitations from Academy administrators were distributed to parents and students. They were encouraged to attend evening meetings for more information regarding the program offerings at the Lincoln Academy. These meetings, held at the students' home schools, attracted additional nonminority students to enroll at Lincoln.



Figure 1

## LINCOLN ACADEMY NONMINORITY APPLICATIONS AND ENROLLMENT

Week of: 5/8 5/15 5/22 5/29 6/5 6/12 6/19 6/26 7/3 7/10 7/17 7/24 7/31 8/7 8/14 8/21 8/28 9/5 9/11 9/18 9/25 10/2 10/9 10/16



student visits to Lincoln, as well as public information to acquaint target groups about Lincoln opportunities and the District efforts to assure the public that the Lincoln Academy and the magnet schools are permanent educational opportunities for District students.

#### Base Enrollment Data

Enrollment data for the projections used in this analysis will be based on the November 6, 1978, report submitted to OCR/HEW during our discussion session on November 9, 1978. Table 1, Figure 2, and all activities presented in subsequent pages are based upon the November 6 report which reports 131 full time students and 6.5 full time equivalent students, or a total of 137.5 nonminority students enrolled at the Lincoln Academy.

Note: Since this meeting an additional 16 nonminority students have been enrolled as indicated on the November 20th report.

requesting enrollment in these advanced courses on a half-time or full time basis. (See page 23.)

Restrictions will be retained on the admittance of minority transfers or reassignments until the District's nonminority enrollment goals have been attained. When the goal is reached the administration will continue to monitor the racial percentages with great care to ensure maintenance of desirable ratios. As noted in the Activities section of the report on pages 12-24, our goals will exceed the OCR minimum of 15% nonminority students. Thus the continued desegregation of Lincoln Academy may be assured.

Just a word about our target date. As may be seen in the Activities section most of the enrollment activities noted will have either begun by the publication date of this report or will begin in the following month. Similarly most of the activities are scheduled to conclude in the period January 18, 1979 to February 2, 1979. with the exception of the city-wide spring preliminary enrollment for Lincoln Academy (see page 14) which will end on February 8, 1979. By this date the activities will have produced the necessary results.

# ESTABLISHMENT OF SCHOOL VOLUNTARY GOALS FOR NONMINORITY ATTENDANCE AT LINCOLN ACADEMY

In order to plan the enrollment effort which will be described in subsequent pages, voluntary enrollment goals are established for each secondary school in the District which has a significant nonminority enrollment.

The recruitment goal for each secondary school is shown in Table 1. The goals were determined in the following manner.

- 1-The number of nonminority students needed to produce a 15 percent nonminority enrollment at the Academy was determined to be 244. This number was computed on the basis of a November 6, 1978 minority enrollment of 1379.
- 2-The number of additional nonminority students needed at the Academy was determined by subtracting the November 6, 1978 nonminority Academy enrollment of 131 from 244. The number of additional nonminority students needed is 113.
- 3-Based on October 10, 1978 enrollment figures, the nonminority enrollment below twelfth grade at each desegregated secondary school was determined. The percentage of the District's nonminority secondary school students attending each school was then computed.
- 4-The goal of additional nonminority students from each school who would attend Lincoln Academy was established by multiplying the percentage of the District's non-minority secondary school students attending the school by the number of additional nonminority students needed (113) to achieve a 15 percent nonminority enrollment at the Academy.

It can be seen in Table 1 that achieving a 15 percent minority enrollment at Lincoln Academy will not have the effect of resegregating the presently desegregated schools in the District. The minority enrollment percentage will not increase by more than one percent in any school as the result of the school achieving its recruitment goal. In 8 of 13 schools the increase is less than one percent.

Figure 2 shows the present status of nonminority enrollment, 137.5 nonminority students or 9.07% on Nov. 6, and a projection to 244 non-minority students or 15% on February 8, 1979.



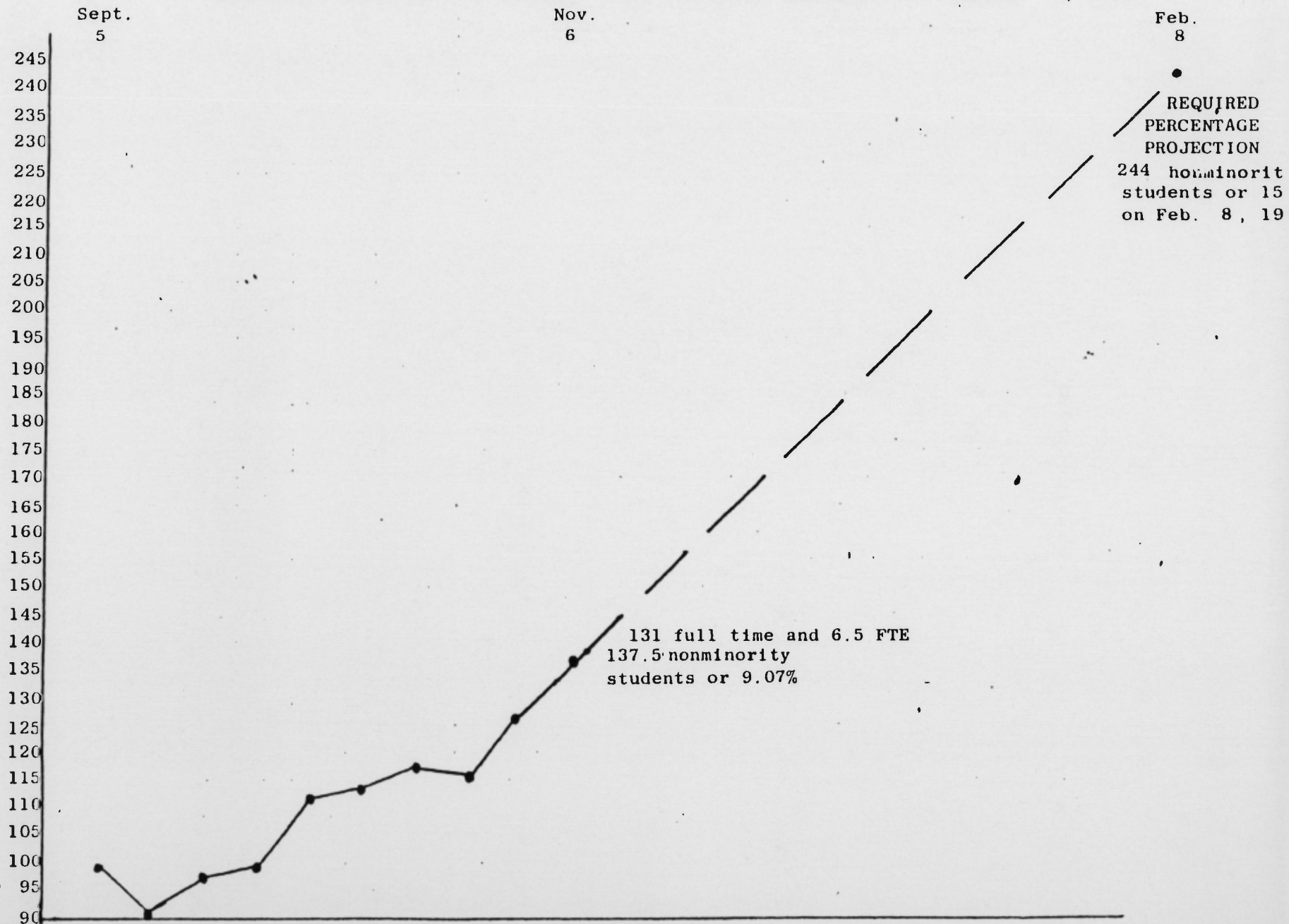
Table 1

Goal of Additional Nonminority Students from Each Secondary School to Attend Lincoln Academy by February, 1979

| School       | Grades served | Percent minority enrollment October, 1978 | Nonminority enrollment below twelfth grade October, 1978 | Additional Lincoln Academy non-minority attendance goal <sup>a</sup> | Percent minority enrollment after meeting Lincoln Academy attendance goal |
|--------------|---------------|-------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------|
| Senior Highs |               |                                           |                                                          |                                                                      |                                                                           |
| East         | 9-12          | 54%                                       | 535                                                      | 13                                                                   | 54%                                                                       |
| Northeast    | 10-12         | 44%                                       | 398                                                      | 10                                                                   | 45%                                                                       |
| Southwest    | 9-12          | 53%                                       | 472                                                      | 12                                                                   | 54%                                                                       |
| Van Horn     | 10-12         | 42%                                       | 660                                                      | 16                                                                   | 43%                                                                       |
| Westport     | 9-12          | 76%                                       | 212                                                      | 5                                                                    | 76%                                                                       |
| Junior Highs |               |                                           |                                                          |                                                                      |                                                                           |
| Ashland      | 8             | 53%                                       | 177                                                      | 4                                                                    | 53%                                                                       |
| Bingham      | 7-8           | 63%                                       | 279                                                      | 7                                                                    | 64%                                                                       |
| Fairview     | 7             | 51%                                       | 126                                                      | 3                                                                    | 51%                                                                       |
| Harrison     | 7             | 42%                                       | 141                                                      | 3                                                                    | 43%                                                                       |
| Leeds/Dunbar | 7             | 49%                                       | 188                                                      | 4                                                                    | 49%                                                                       |
| Northeast    | 7-9           | 49%                                       | 660                                                      | 16                                                                   | 49%                                                                       |
| Nowlin       | 8-9           | 41%                                       | 650                                                      | 16                                                                   | 41%                                                                       |
| Westport     | 7-8           | 78%                                       | 151                                                      | 4                                                                    | 78%                                                                       |
| Total        | - -           | 53%                                       | 4,649                                                    | 113 <sup>b</sup>                                                     | 53%                                                                       |

<sup>a</sup>Additional students to those attending Lincoln Academy November 6, 1978.<sup>b</sup>Difference between nonminority students needed to produce 15 percent nonminority enrollment at Lincoln Academy (244 nonminority, given 1379 minority) and those presently enrolled at the Academy (131 on 11/6/78)

Figure 2  
NONMINORITY ENROLLMENT TO NOVEMBER 6 AND PROJECTED ENROLLMENT TO FEBRUARY 8, 1979



ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979

Projected  
Numbers of Students  
to be Enrolled

Date

Responsible

Activities

11/15/78 -  
Continuing

Central Steering  
Committee

A. A CENTRAL STEERING COMMITTEE OF PARENTS, NEIGHBORHOOD PERSONS,  
AND COMMUNITY LEADERS

A great many persons, including parents, neighborhood persons, and community organization leaders have indicated their solid support for the Lincoln Academy and its objectives of quality, integrated education. A large number of these persons have stated that they will be willing to help the District achieve its goal of a minimum 15% nonminority enrollment. (Appendix B)

Accordingly a steering committee is being established which will plan the necessary district-wide strategy for nonminority enrollment at Lincoln Academy. This committee will provide the leadership to promote the enrollment campaign and to achieve the required goal.

Committee members will be available for individual conversations with prospective students/parents, will provide information available to the media, will make presentations to parents and community groups. In addition members may host coffees, and other informal gatherings in their homes to inform interested neighborhood people about the Academy, and be on call to answer questions and respond to concerns.

It should also be possible by involving the community organization that direct contact can be made with persons who currently have children in private schools.

Experience has also shown that among the strongest and most productive advocates for Lincoln are the parents and children currently enrolled. They are also effective persons to bring the message to potential enrollees and their parents.

This Central Committee approach broadens the responsibility for achieving the required nonminority percentage and makes the entire community active participants in this effort.

See B. Team  
Activities for F  
Numbers

|                       |                                                                                                                  | ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  | Projected<br>Numbers of Stu<br>to be Enrolled |
|-----------------------|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------|
| Date                  | Responsible                                                                                                      | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |                                               |
| 10/12/78 -<br>1/18/79 | School-Community<br>Relations Team                                                                               | <p>B. TEAM ACTIVITIES</p> <p>The School-Community Relations Team is composed of two experienced, Community Specialists who have the primary responsibility for contacting nonminority students. The biracial team which is just beginning to show results, works cooperatively with the Central Steering Committee, principals, counselors, promotion staff, parents, and students to <u>identify and enroll new students</u> in a school-by-school effort which will be described. (The School-Community Relations Team also maintains contact with enrolled students and their parents in order to insure continued satisfaction with the Academy program.)</p> <p>The plan for enrollment is based on individual student and parent contacts. The procedure was developed by the team in cooperation with the faculty and administration at East High School and will be used with needed modifications in other senior and junior high schools.</p> |  |                                               |
|                       | Central Steering<br>Committee,<br>School-Community<br>Relations Team,<br>High School Prin-<br>cipals, counselors | <p>a. The Enrollment Plan for each high school begins with a tour of the Academy by the High School Advisory Chairman, the PTA President, parent leaders, and Board of Education members. Hard incisive questions are asked and negative feelings are expressed.</p> <p>b. The team then meets with the PTA Board, the School Advisory Board and counselors to inform them about the Academy and answer questions and respond to concerns. After the trip and the discussion the climate is based on facts and what the visitors have personally seen. A vastly improved enrollment climate results.</p> <p>c. The next step is to meet with the principal, community support persons (see Section C) and parents to devise procedures for student/parent visitation to the Academy and enrollment of new students.</p>                                                                                                                                 |  |                                               |



| Date | Responsible | ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979<br>Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Projected<br>Numbers of St:<br>to be Enrolled |
|------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
|      |             | <p>d. Students and parents visit the Academy.</p> <p>e. Lincoln Academy's course offerings for the second semester are distributed to students. Early enrollment for potential Lincoln students may enroll early. (See Section D.)</p> <p>f. In order to insure that the enrollment goals for each school are met, the following responsibilities have been set forth:</p> <p><u>PRELIMINARY TO ACADEMY VISIT</u></p> <p><u>Central Steering Committee:</u> 1) Establishes plans for enrollment, 2) makes contacts with appropriate community organizations, and 3) demonstrates active support and leadership for the enrollment effort.</p> <p><u>Principal:</u> 1) Actively encourages enrollment, 2) writes and signs letter to parents, and 3) involves counselors in actively contacting students.</p> <p><u>Counselors:</u> 1) Actively encourage student interest in the Academy, 2) talk with individual students and groups to point up the positive features of the Academy, and 3) help new Academy enrollees to plan schedules for one-half or full day.</p> <p><u>Students:</u> 1) Turn in names to counselors, and 2) list courses they want.</p> <p><u>School-Community Relations Team:</u> 1) Visit classrooms, 2) be available at specified times for informal conversation, 3) meet with students to plan visit to Academy, 4) call parents to discuss the transfer, 5) set up visits and arrange for transportation, 6) ride bus with students and parents, and 7) recruit and train Academy student guides for the visits.</p> <p><u>Headmaster:</u> Arrange activities at Academy to insure a well planned visit.</p> <p><u>Deans:</u> Send a welcome letter to prospective students.</p> |                                               |

|                                                                                                                                                                                                                                                                                                                                                                                                       |             | ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979                                                                                                                                         |                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| Date                                                                                                                                                                                                                                                                                                                                                                                                  | Responsible | Activities                                                                                                                                                                       | Projected<br>Numbers of St<br>to be Enrolle |
| <u>DURING VISIT TO ACADEMY</u>                                                                                                                                                                                                                                                                                                                                                                        |             |                                                                                                                                                                                  |                                             |
| <u>Headmaster:</u> Greets students and welcomes them.                                                                                                                                                                                                                                                                                                                                                 |             |                                                                                                                                                                                  |                                             |
| <u>Academy Students:</u> Show the school and its program to guests and answer questions.                                                                                                                                                                                                                                                                                                              |             |                                                                                                                                                                                  |                                             |
| <u>Academy Teachers:</u> Make guests feel welcome.                                                                                                                                                                                                                                                                                                                                                    |             |                                                                                                                                                                                  |                                             |
| <u>AFTER THE VISIT TO THE ACADEMY</u>                                                                                                                                                                                                                                                                                                                                                                 |             |                                                                                                                                                                                  |                                             |
| <u>Central Steering Committee:</u> Assess the impact of the enrollment effort and make continuing plans for follow-up.                                                                                                                                                                                                                                                                                |             |                                                                                                                                                                                  |                                             |
| <u>The School-Community Relations Team:</u> Will follow-up on:<br>1) students who are undecided, 2) students who still want to visit or who want to visit as a result of what they heard from friends who visited, 3) students enrolled at the Academy to make sure that they and their parents are satisfied, 4) work out any problems, and 5) enrolled students identify other potential enrollees. |             |                                                                                                                                                                                  |                                             |
| 10/12-78 -<br>11/10/78                                                                                                                                                                                                                                                                                                                                                                                |             | 1. EAST HIGH SCHOOL<br>Procedure as previously described.                                                                                                                        | 13 students                                 |
| 10/31/78 -<br>12/1/78                                                                                                                                                                                                                                                                                                                                                                                 |             | 2. VAN HORN HIGH SCHOOL<br>Procedure as previously described.                                                                                                                    | 16 students                                 |
| 11/15/78 -<br>12/1/78                                                                                                                                                                                                                                                                                                                                                                                 |             | 3. WESTPORT HIGH SCHOOL<br>Procedure as previously described.                                                                                                                    | 5 students                                  |
| 11/7/78 -<br>11/21/78                                                                                                                                                                                                                                                                                                                                                                                 |             | 4. NORTHEAST HIGH SCHOOL<br>Procedure as previously described.                                                                                                                   | 10 students                                 |
| 12/1/78 -<br>12/15/78                                                                                                                                                                                                                                                                                                                                                                                 |             | 5. SOUTHWEST HIGH SCHOOL<br>Procedure as previously described.                                                                                                                   | 12 students                                 |
| 12/7/78 -<br>1/18/79                                                                                                                                                                                                                                                                                                                                                                                  |             | 6. JUNIOR HIGH SCHOOLS - NOWLIN, BINGHAM, ASHLAND, NORTHEAST, LEEDS-DUNBAR, HARRISON, FAIRVIEW, WESTPORT<br>Procedure generally as before - modified for grades seven and eight. | 57 students                                 |
| PROJECTED NEW ENROLLMENT                                                                                                                                                                                                                                                                                                                                                                              |             |                                                                                                                                                                                  | 113 students                                |

ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979

Projecte  
Numbers of  
to be Enrol

| Date                     | Responsible                                                          | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                           |
|--------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| 11/27/78 -<br>Continuing | Central Steering<br>Committee,<br>School-Community<br>Relations Team | <p>C. PARENTS/COMMUNITY PERSONS SUPPORTING ENROLLMENT</p> <p>In close coordination with the enrollment efforts of the Central Steering Committee, key contact persons in all areas of the School District with substantial nonminority enrollment will visit schools, talk to adult friends, and encourage students to attend the Academy. Both adults and students attending Lincoln Academy will provide information to students and their parents who may be interested in the Lincoln Academy.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | .                         |
| 11/20/78 -<br>2/8/79     | Principals                                                           | <p>D. STUDENT ENROLLMENT - MID-YEAR AND SPRING</p> <p>There are two periods during the school year when students normally will make changes in the selection of courses to meet their interests, needs, and abilities. They are at the mid-year and spring preliminary enrollment. Many circumstances cause the student to make mid-year changes in their initial spring enrollment plans. To accommodate these needs, mid-year changes in their courses are made. Counseling of students on courses to be changed at mid-year occur beginning in mid-December and continue through mid-January when the second semester begins.</p> <p>During the spring preliminary enrollment, beginning in early February, the student consulting with the counselor and their parents usually determine the educational program for their secondary education, and courses are selected for the next school year.</p> <p>It is during these two periods that the greatest opportunity occurs to enroll students in new educational programs.</p> <p>The School District will develop two special enrollment programs to work with the students, administrators, counselors, parents and staff to enroll students for the Lincoln Academy that will enable them to meet the compliance goals.</p> | See item B<br>Projected N |

| Date     | Responsible | <div>ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979</div> Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <div>Projected<br/>Numbers of St<br/>to be Enroll</div> |
|----------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| 11/20/78 |             | <p>The first plan will involve the mid-year change period. Procedures and plans will be developed and implemented in target schools by November 20, 1978.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                         |
| 11/22/78 |             | <p>Workshops and informational meetings will be held with administrators and counselors by November 22, 1978. The plan will place emphasis on the enrollment of students for the Lincoln Academy first, and for students who are:</p> <ol style="list-style-type: none"> <li>1. interested in accelerated courses</li> <li>2. able to enroll in courses offered at the Academy that are not offered in their present school</li> <li>3. disenchanted with the present educational program and school, and</li> <li>4. in need of remedial educational help</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                         |
| 11/27/78 |             | <p>Mid-year enrollment for the Lincoln Academy begins November 27, 1978, three weeks prior to the regular mid-year enrollment.</p> <p>The second plan will be an intensive program to enroll students for the next school year during the preliminary enrollment period. Enrollment procedures and plans will be completed and initiated by January 20, 1979. Workshops will be developed and held for counselors and administrators in the schools to:</p> <ol style="list-style-type: none"> <li>1. enroll Lincoln Academy students first</li> <li>2. explain the student enrollment plans</li> <li>3. inform them of the educational programs at the Lincoln Academy</li> <li>4. notify them of the voluntary goals for each school</li> </ol> <p>Spring preliminary enrollment for the Lincoln Academy will begin January 20 and continue through February 8, 1979. Spring preliminary enrollment for the secondary schools will begin February 8, 1979 and continue through March 29, 1979.</p> | <div>20 student</div> <div>35 student</div>             |



| Date                 | Responsible                        | ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979<br>Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Projected<br>Numbers of Stu<br>to be Enrolled |
|----------------------|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| 11/10/78 -<br>2/5/79 | School-Community<br>Relations Team | <p>E. ENROLLMENT OF STUDENTS LIVING OUTSIDE OF THE KANSAS CITY SCHOOL DISTRICT</p> <p>Enrollment of and direct costs for nonresident secondary students to attend the Academy has been approved by the U.S. Office of Education. Under this agreement nonresident students wishing to attend Lincoln Academy would not be required to pay district tuition.</p> <p>To implement this plan it will be necessary for an institution, probably a college or university, to agree to administer the program. A local institution has already expressed interest in this plan and we are in discussion with the institution's administration at this time.</p> <p>Under the plan the institution will agree to provide transportation for any student from the metropolitan area who enrolls in Lincoln. In addition the institution will employ the needed staff, both teaching and administrative, and will support the program with books, supplies and other needs. In effect, the institution would agree to provide all needed services to the nonresident students while direct day-to-day supervision of the Lincoln Academy program would remain in the hands of the Headmaster and the Deans.</p> <p><u>Timeline:</u></p> |                                               |
| 11/10/78             |                                    | Contact institutions which will agree to implement the nonresident student program for Lincoln Academy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                               |
| 11/15/78             |                                    | Develop a enrollment program strategy to acquaint metropolitan area students with the opportunity to attend the Academy beginning in January, 1979. Particular emphasis will be placed on enrollment of potential gifted and talented students. (See Section F following.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                               |
| 11/27/78 -<br>2/5/79 |                                    | Begin enrollment activities in the metropolitan area.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 30 students                                   |

| Date                | Responsible                                                             | ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979<br>Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Projected<br>Numbers of Students<br>to be Enrolled |
|---------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| 12/2/78 -<br>2/2/79 | Division of<br>Special Education,<br>School-Community<br>Relations Team | <p>F. INTENSIVE GIFTED AND TALENTED ENROLLMENT PROGRAM</p> <p>In addition to those enrolled now at Lincoln Academy some 510 gifted and talented students are known to be enrolled in the other secondary schools. Most of these are nonminority students.</p> <p><u>Procedures</u></p> <ol style="list-style-type: none"> <li>1) With an up-to-date list of G/T students make personal contact with each student.</li> <li>2) Develop a student produced audio-visual presentation about the Lincoln Academy which will be shown by Lincoln students to prospective enrollees in other schools. Along with the presentation provide a interest questionnaire and take home information specifically aimed at G/T students.</li> <li>3) Identify G/T students, parents, and teachers to serve on enrollment teams.</li> <li>4) Through the cooperation and efforts of the Central Steering Committee and the counselors set up meetings of potential enrollees in homes, schools, churches; show the audio-visual presentation; and then follow this presentation with a visit of interested students and parents to Lincoln Academy.</li> </ol> <p>Particular emphasis will be placed upon contacts with students now in junior and senior high schools who have G/T characteristics but who are adjusting poorly or even failing in the regular program. They will be offered the opportunity to enroll at the Lincoln Academy in January.</p> | <p>35 students</p>                                 |

ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979

Projected  
Numbers of Students  
to be Enrolled

| Date                | Responsible                                                             | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                         |
|---------------------|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| 12/4/78 -<br>2/5/79 | School-Community<br>Relations Team,<br>Division of Special<br>Education | <p>G. NONRESIDENT GIFTED AND TALENTED ENROLLMENT PROGRAM</p> <p>There is considerable evidence that large numbers of very capable secondary students in the metropolitan area surrounding the Kansas City School District would be very much interested in the gifted and talented program at Lincoln Academy. This interest has been intensified by recent increases in private and parochial school tuition. The new, nonresident enrollment program described previously provides metropolitan area non-resident students an excellent opportunity for attendance at Lincoln Academy.</p> <p>Plans are underway to inform potential gifted and talented students from the metropolitan area of the Lincoln Academy opportunity. Plans include the following activities:</p> <ol style="list-style-type: none"> <li>1. Contact headmasters, principals of private and parochial schools and suburban schools to inform them of both the shared part-time and full time gifted and talented program. The full time program is the regular Academy G/T program. The shared part-time program includes: a twenty-first century seminar, a humanities seminar, a sports seminar, and a variety of Academic Games.</li> <li>2. Aim recruitment toward nonminority students who applied for the Kansas City, Kansas Sumner Academy and could not be enrolled because of lack of space. Many other suburban districts have no gifted and talented program at all.</li> <li>3. Make contacts with potential Academy students through the local Association of Gifted and Talented.</li> </ol> | <p>Numbers included</p> |

E.

| Date                                                        | Responsible                                                          | <div data-bbox="934 73 1585 105">ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979</div> <div data-bbox="1071 138 1239 170">Activities</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <div data-bbox="1858 81 2068 170">Projected<br/>Numbers of St<br/>to be Enrolle</div> |
|-------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <div data-bbox="157 203 304 267">12/4/78 -<br/>2/2/79</div> | <div data-bbox="346 203 577 267">Pupil Services<br/>Department</div> | <div data-bbox="661 203 1774 235">H. LOCATION OF OUT OF SCHOOL HANDICAPPED PROGRAM AT LINCOLN ACADEMY</div> <div data-bbox="724 267 1711 365"> <p>Since 1976 a program known as Providing Education for Out of School Handicapped (PEOSH) has operated in the Kansas City, Missouri School District.</p> </div> <div data-bbox="724 397 1795 560"> <p>This program is designed for students who are not now making satisfactory educational progress because of limited motivation or because they are not in appropriate educational programs. This group includes students who are in school and students who are out of school.</p> </div> <div data-bbox="724 657 1774 820"> <p>The special diagnostic and prescriptive strengths of the Lincoln Academy will provide attractive opportunities for these young persons. Students selected for enrollment will be carefully screened to ensure that they are able to meet the accelerated learning requirements of the Lincoln Academy.</p> </div> <div data-bbox="724 852 1774 1015"> <p>Minor remodeling and renovation funds are available in existing program grants to install needed refurbishing at Lincoln to meet the basic needs of handicapped secondary students. Authorization to reallocate these funds has been assured by the ESAA Projects Officer</p> </div> | <div data-bbox="1879 909 2068 950">40 students</div>                                  |



|                     |                                            | ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1978                                                                                                                                                                                                                                                                                                                                                                                                                                        | Projected<br>Numbers of Stu<br>to be Enrolled |
|---------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| Date                | Responsible                                | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                               |
| 12/1/78 -<br>2/2/79 | Division of Secondary Education            | <p>I. PROGRAMS TO MEET SPECIAL GRADUATION NEEDS</p> <p>Each year there are a certain number of high school seniors in the District who lack one or two credits needed to graduate at the end of their senior year. Students in this category will be identified and encouraged to enroll at Lincoln Academy for the second semester where, through flexible scheduling and accelerated programs unique to the Academy, they will be able to graduate in the spring of 1979.</p> |                                               |
| 1/2/79 -<br>2/2/79  | Career and Continuing Education Department | <p>Students who are in their junior or senior year and who are significantly deficient in graduation credits frequently become school drop-outs. A GED (General Educational Development) program will be established at Lincoln Academy which will allow students of high school age to obtain a GED Certificate when it is impractical for them to remain to graduate.</p>                                                                                                     |                                               |
|                     |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 20 studen                                     |

ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979

| Date                | Responsible                             | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Projected<br>Numbers of Stu-<br>to be Enrolled |
|---------------------|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| 12/2/78 -<br>2/2/79 | Division of<br>Secondary Educa-<br>tion | <p>J. PROVIDE CLASS ENROLLMENT OPPORTUNITIES PREVIOUSLY DENIED</p> <p>Throughout the District there are students who request certain classes whose requests are denied because either all sections of the classes are filled or there are not sufficient numbers interested in the classes to offer them. Second semester pre-enrollment data and course offerings at each secondary school will be scrutinized carefully to identify those students whose course requests are denied. Individual contacts will be made with these students to encourage them to transfer to Lincoln Academy where they will be able to enroll in the courses requested and denied at their school of residence.</p>                                                                                                                                                  | 15 students                                    |
| 12/2/78 -<br>2/2/79 |                                         | <p>K. INTENSIVE COLLEGE PREPARATORY COURSE</p> <p>A considerable number of urban secondary school students are unable to convey to colleges and universities the fact that they are capable of college work. This is primarily caused by inadequate test taking skills, as well as limited vocabulary, and math skills.</p> <p>A special course will be set up at Lincoln during the second semester to improve students SAT and other test scores. In addition there will be intensive study of vocabulary, logic, math and other areas emphasized in college entrance testing.</p> <p>This course, the only one of its kind in the District, will be open to enrolled students. It will be conducted during the spring semester with an additional course offered during the summer to potential Lincoln students and regular Academy students.</p> | 20 students                                    |

ACTIVITIES - Nov. 6, 1978 - Feb. 8, 1979

Projected  
Numbers of Stu  
to be Enrolled

| Date                  | Responsible | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Projected<br>Numbers of Stu<br>to be Enrolled  |
|-----------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| 11/20/78 -<br>1/24/79 |             | <p>L. PROMOTIONAL ACTIVITIES AND OTHER SUPPORT</p> <p>A promotional plan is under consideration to support activities previously described and certain additional activities promoting increased nonminority enrollment at Lincoln Academy. While not in final form the promotional plan is included as Appendix C.</p> <p>This plan incorporates continued opinion research, new courses, i.e. enrichment courses, mini courses, college preparatory courses, publication workshops, athletic short courses, do-it-yourself skill courses; as well as the development of Lincoln Associates or tour guides for the Academy, special tours of Lincoln, enrichment courses for teachers, Science Pioneer workshops, and a sectional Science Fair.</p> <p>In order to assure success of this plan the resources of all divisions and departments of the school system will be engaged as a matter of utmost priority. The importance of meeting the enrollment goal is controlled by Board policy and Superintendent's directive.</p> | Numbers included<br>in previous<br>components. |

#### IV. NONMINORITY ENROLLMENT BEYOND FEBRUARY 8, 1979

Once the Lincoln Academy reaches the required fifteen percent of non-minority students it should be relatively easy to maintain and to increase this enrollment. Several factors are working toward this end: 1) the Lincoln Academy program is becoming more attractive as more people become acquainted with it. The enrolled students appear to enjoy the program as noted in the excellent attendance gain, i.e. from about 80% attendance last year at Lincoln High School to 93% attendance this year as Lincoln Academy, 2) this has resulted in accelerated enrollment of nonminority students even after the school year has begun.

From all indications the popularity of the Academy is definitely on the rise.

The following pages provide a description of the activities planned for the period February 8, 1979 to September 1, 1979.



Missouri, met in a SPECIAL MEETING  
February 23, 1978, in the Board Room, Board of Education,  
1211 McGee, with the following members present: Mr. Samuel J.  
Carpenter, President; Mr. James P. Bonadonna; Mr. Fletcher Daniels;  
Mrs. Karen K. Lewis; Dr. Donald W. Mockler; Mrs. Mary Roberson; Dr.  
Edward W. Scaggs; Mrs. Joyce Stark, being all the members of the  
Board except Mr. Maurice E. Dwyer, who was absent.

Mr. Samuel J. Carpenter, President, in the Chair.

Among other proceedings, the following was had and made:

Mr. Daniels moved that the Board approve the following Resolution  
agreeing to certain modifications in the plan adopted by the Board  
on March 20, 1977:

#### RESOLUTION

BE IT RESOLVED, that inasmuch as Office of Civil Rights Director,  
David S. Tatel, has indicated by letter of February 22, 1978, that  
the Office of Civil Rights shall approve the Title VI compliance  
status of the District if certain modifications are made in the  
plan adopted by the Board of Education on March 20, 1977, the  
Board hereby modifies the March 20, 1977 plan to include the  
following provisions:

1. Effective September, 1978, non-minority students enrolled  
at Lincoln High School will be no less than 15% nor more  
than 30% of the student body. The District may assign  
students to Lincoln using the "magnet" school device or  
such other plan or combination of plans selected by the  
Board provided only that the target percentage of non-  
minority students is achieved.
2. Beginning with the 1978-79 school year all site selections  
for new educational programs offered at the elementary level  
will be made to promote desegregation of the overwhelmingly  
or entirely black schools.
3. Effective with the 1978-79 school year the policy or practice  
of permitting senior high school students a transfer option  
solely because of their senior status shall be discontinued.
4. The policies and practices controlling faculty assignments,  
recorded in the School District's 1973 ESAA waiver assurance,  
shall be fully operative; the District shall establish admin-  
istrative procedures to obtain compliance with such policies  
at each school of the District.
5. Effective 1978-79, the District will implement and maintain  
procedures which assure that each health and child care transfer  
is not used as a device for inhibiting desegregation.

met in a SPECIAL MEETING at 3:45 p.m., March 3, 1978, in the Board Room, Board of Education District 1, with the following members present: Mr. Samuel J. Daniels, President; Mr. James P. Bonadonna; Mr. Fletcher Daniels; Mr. K. Lewis; Dr. Donald W. Mocker; Mrs. Mary Roberson; Dr. Scaggs; Mrs. Joyce Stark, being all the members of the Board except Mr. Maurice E. Dwyer, who was absent.

Samuel J. Carpenter, President, in the Chair.

After the proceedings, the following was heard and made:

Samuel J. Daniels moved that the Board approve the following Resolution regarding certain modifications in the plan adopted by the Board on March 20, 1977:

#### RESOLUTION

IT RESOLVED, that inasmuch as the Office of Civil Rights Director, David S. Tatel, has indicated by letter of February 22, 1978, that the Office of Civil Rights shall approve the Title VI compliance status of the District if certain modifications are made in the plan adopted by the Board of Education on March 20, 1977, the Board hereby modifies the March 20, 1977 plan to include the following provisions:

1. Effective September, 1978, non-minority students enrolled at Lincoln High School will be no less than 15% nor more than 30% of the student body. The District may assign students to Lincoln using the "magnet" school device or such other plan or combination of plans selected by the Board provided only that the target percentage of non-minority students is achieved.
2. Beginning with the 1978-79 school year all site selections for new educational programs offered at the elementary level will be made to promote desegregation of the overwhelmingly or entirely black schools.
3. Effective with the 1978-79 school year the policy or practice of permitting senior high school students a transfer option solely because of their senior status shall be discontinued.
4. The policies and practices controlling faculty assignments, recorded in the School District's 1973 ESAA waiver assurance, shall be fully operative; the District shall establish administrative procedures to obtain compliance with such policies at each school of the District.
5. Effective 1978-79, the District will implement and maintain procedures which assure that each health and child care transfer is not used as a device for inhibiting desegregation.