

Cultural Proficiency & Inclusiveness

DEVELOPMENT TIMELINE IN AUSTIN ISD

District convenes a council on Cultural Proficiency & Inclusiveness (CP&I) consisting of assoc. superintendents, principals, teachers, Education Austin

Angela oversees district-wide CP&I and begins building partnerships in AISD and the Austin community

Council holds meetings to inform and structure CP&I in AISD

Angela presents CP&I work at Critical Race Studies in Education Conference at Columbia University, with University of Texas at Austin

Council renamed **Principals' Council on Race & Equity** consisting of principals and some central office staff

CP&I provided \$10,000 budget

CP&I hosts first Undoing Racism workshop in partnership with TX HHSC

CP&I Cohort 1 launches at two-day Special Education Institute. Comprised of 12 AISD staff, including two principals, teachers and assistant principals, coached by Angela Ward. Cohort duration 2014-15 and included three day-long professional learning sessions. Action Research Outcomes:

- Librarian Stacey Smith's Action Research was Cultural Proficiency in library book selection
- Assistant Principals Brandy Gratten and Amy Gonzales with Yvette Alvarado lead Cultural Proficiency administrator session
- Asst. Principal Gonzales' Action Research creates Elementary Student Equity Symposium, partnering with SEL coach (aided by counselor Lisa Schmitz)

CP&I Equity Symposium at University of Texas at Austin; session topic "School Climate and School Discipline." Panelists included Drs. Keffrelyn Brown, Leonard Moore, and Angela Valenzuela (all of UT), and Judge John Hathaway (Travis County)

Special Education Institute
SEL Specialists Sarah Stone & Amber Pleasant partner with CP&I to develop and present "Culturally Responsive Teaching & the Brain"

Principals' Council becomes **Innovation Design Team** consisting of parents, principals, teachers, community members, central office staff, counselors

Cultural proficiency named one of the **Six Cs**, AISD's Power Skills for 21st Century Learning

CP&I Cohort 2 launches in partnership with equity-focused SEL specialists and teachers. Comprised of 28 AISD staff including six SEL coaches/staff, central office staff, assistant principals, teachers, and a teacher of the year (Quevette Terrell). Cohort duration 2016-18; Year One: four day-long professional learning sessions directed by Angela Ward. Members work with dozens of PK-12 campuses including thousands of students, administrators, and staff. Cohort members' action research led to:

- Connecting Equity and SEL
- Codevelopment and delivery of Restorative Practices Pilot School with two professional learning sessions
- Author Zaretta Hammond's funded visit to coach campus book study, impacting 13 schools (teacher Sara Freund)
- Special Education Institute session (mentor teacher Sarah Johnson and teacher Kermit O)
- Year Two continuing Cohort 2 members develop equity-centered CP&I professional learning

CP&I Cohort 3 launches, comprised of 32 AISD staff including four MTSS coaches, SEL specialist and first-ever CP&I apprentice Theresa Garcia, and mindfulness specialist James Butler

#AISDEquity chat trends locally on Twitter

Five-year, **\$3.5 million US Department of Education Innovation Research Grant (EIR)** awarded

- Sarah Johnson is named EIR grant coordinator
- **Seven staff support 10 schools**

CP&I Cohort 2 designs six professional learning sessions to publish in AISD's Human Capital Platform

2010

Angela Ward attends first Undoing Racism workshop

No Place For Hate Anti-Defamation League partnership begins district-wide **#StudentVoiceMatters**

2011

2012

Angela oversees CP&I; Principals' Council on Race & Equity informs **REACH Professional Development Units**
PDUs met to assess how teachers can work together to enact action research; participants presented at the end of the year; at year's conclusion, participants received a stipend

2013

Angela presents "Cultural Proficiency: The Journey to Systemic Change" at the Cultural Proficiency Institute, California

2014

CP&I hosts *Dialogue Racism* professional learning

Elementary Student (Equity) Leadership Symposium, Spring 2015

Angela publishes chapter in *Addressing Racial Disproportionality and Disparities in Human Services* (Columbia University Press)

2015

2016

CP&I hosts Undoing Racism workshop

CP&I oversees district-wide Culturally Responsive Restorative Practices **#RPAustinISD**

CP&I hosts *Beyond Diversity* workshop

2017

Student Equity Agents launches at four campuses: Akins, Eastside, Lanier, Paredes

PDUs evolve into **Leadership Pathway**
Upon completion, participants receive a salary increase; CP is embedded into SEL Leadership Pathway

No Place For Hate partnership leads to **Doing Social Justice** at the Blanton Museum of Art

2018

Overall, CP&I cohort members or affiliates include **10 AISD Teachers of the Year**

CP&I Department receives two new staff allocations

Leads to 2018-19 Blanton-designed poster guides for elementary, middle, and high school **No Place For Hate** activities in AISD