



Austin ISD 2021 Gahunda y'ibikorwa biharanira kudaheza no kurwanya ivangura

(Inkomoko y'inyandiko ya Gahunda
y'Ingamba z'Akarere)

AISD Ibiro bishinzwe kurwanya ivangura

Madamu Evelin Ramos - Umuyobozi wungirije ushinzwe imiyoborere

Mx. Shane Whalley - Uwahoze ashinzwe kudahaza no kurwanya ivangura mu baturage.

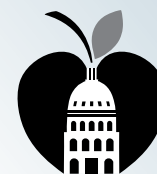
Madamu Sundal Ali - Umuhuzabikorwa wa gahunda yo guhuza abaturage

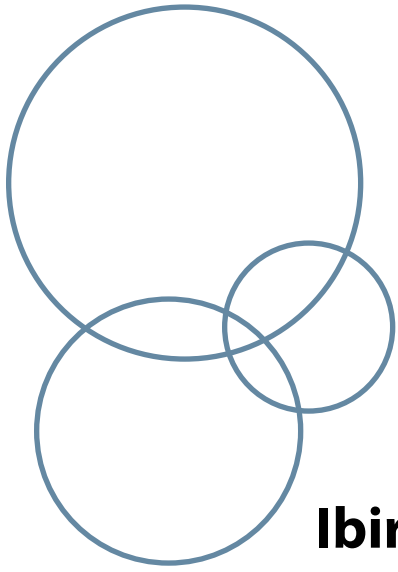
Bwana Farid Razavi - Umuhuzabikorwa w'ikigo ushinzwe kudahaza no kurwanya ivangura

Dr. Tamey Williams-Hill - Inzobere mu kurwanya ivangura no kudahaza

Dr. Joseph Allen - Umuyobozi mukuru ushinzwe gutegura gahunda zo kurwanya ivangura

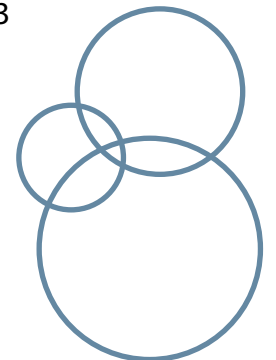
Dr. Stephanie Hawley - Ushinzwe ibikorwa byo kudahaza





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Gahunda y'ibikorwa biharanira kudahaza no kurwanya ivangura (EAP) Incamake

Murakoze

Ndashimira ko mwitabiriye gahunda y'ibikorwa byo kudahaza no kurwanya ivangura igamije gufasha akarere kumenya ibyo dukora neza n'ahakigaragara ibibazo mu bijyanye no kurwanya ivangura.

Iyi gahunda igamije kubaha urubuga rwo kugira icyo muvuga, kugaragaza impungenge mufite no gutanga ibitekerezo byashingirwaho mu gutegura gahunda y'ibikorwa by'akarere.

Abifatanyije hamwe n'uburyo byakozwemo

Mu gihe kigera ku mwaka (2019–20), Ibiro bya AISD (OE) bishinzwe ibyo kudahaza no kurwanya ivangura byahuye namwe muri gahunda yo gukusanya amakuru. Intego yari igamijwe yari iyo kumva impungenge zanyu, uko mubona gahunda zo kutavangura mu bikorwa byacu, no gushaka aho dushobora kugira icyo duhindura mu rwego rwo kurushaho kudahaza no kutavangura mu bikorwa byacu.

Dore ingero za bimwe mu bitekerezo mwatanze

"Iyo dufite abarimu basa natwe turushaho gushishikarira ibyo batwigisha."

"Rimwe na rimwe tuba dukeneye kugenda gahoro no gutega amatwi abanyeshuri."

"Mu masomo yo mu nzego zose hariye hagaragaramo amagambo asesereza cyangwa avangura, hamwe no kugerageza gusibanganya amwe mu mateka y'abasangwabutaka, abanyafurika, abanyaziya, abanyesipanyoli n'abo mu burasirazuba bwo Hagati."

Abarenga 1,500 muri mwe baturutse mu matsinda atandukanye bifatanyije natwe, harimo:

1. abanyeshuri
2. abarezi
3. abaturage
4. abantu ku giti cyabo / amatsinda ahagarariye abasigajwe inyuma n'amateka
5. abarimu
6. imiryango itegamiye kuri Leta
7. amatsinda ngishwanama
8. abafatanyabikorwa imbere b'imbere mu gihugu n'abari hanze
9. amatsinda yunganira

Abakozi ba OE bumvise ibitekerezo byawe, barabisesengura, banakora urutonde rw'ibyifuzo by'abaturage ku bayobozi b'uturere.





Icyo iyi nyandiko igamije

Iyi nyandiko itanga amakuru atatu y'ingenzi: imyitozo wagaragaje ko idakwiye, ibyifuzo byawe ku bisubizo, n'intambwe akarere katera kugira ngo gasubize. Aya makuru yatanzwe mu rukurikirane rwimbonerahamwe kandi ahujwe n'inama y'ubuyobozi ibyingenzi bine byihutirwa (imibereho myiza y'abanyeshuri n'itsinzi, imibereho myiza y'umwarimu n'umukozi, umuco wo kubaha / serivisi z'abakiriya, no kwita ku mafaranga nibyo gushyira imbere). Iyi ni inyandiko nzima, kandi izajya ivugururwa buri gihe mu gihe musangiye ibice bishya by'impungenge n'ibyifuzo, kandi nkuko AISD ishyira imbere ibisubizo bingana ku banyeshuri.

Uko Austin ISD isobanura kudeheza no kutavangura mu burezi

Uburezi butavangura, budasumbanya kandi budaheza ni uburezi buha abana bose ibyo bakeneye kugira ngo biteze imbere myigire yabo no mu mibereho yabo yose.

- Kureba ko buri wese ahabwa amahirwe angana muri gahunda yacu y'uburezi; kvanaho urwikekwe rushingiye ku bitekerezo by'uko hari bamwe bagomba gutsinda cyangwa gutsindwa kubera urwego rw'imibereho cyangwa umuco bakomokamo;
- Guhagarika ibikorwa byose bizamo gusumbanisha, gusuzuma kubogama kwacu, no gushyiraho ihuriro ry'imico aho abantu bakuru n'abana bahurira hamwe nta n'umwe uhejwe cyangwa ukumiriwe;
- Kuvumbura no gutera inkuga impano zidasanzwe cyangwa ubuhanga buri muntu afite.



Ni iki Abanyeshuri bose bakeneye kugira ngo batsinde

- Abarimu n'abakozi b'inararibonye kandi basobanukiwe neza umuco w'abo bigisha
- Gutahura no kuzamura impano, ubuhanga bya buri muntu
- Kubafasha kwishyiriraho intego no kubashyigikira kugira ngo bazazigereho
- Kubana neza n'abarimu hamwe n'abakozi bagenzi bawe
- Kumva wisanzuye, ushyigikiwe, kandi udatewe ipfunwe n'uwo uri we
- Integanyanyigisho nziza, iteguye neza, idaheza kandi igendanye n'ururimi, ubwoko n'umuco w'abo yateguriwe
- Amashuri n'ibikorwa bigezweho bifasha mu gutanga amasomo mu buryo buhuje n'igihe kandi butuma buri wese yumva umuco we udateshejwe agaciro



Abaterankunga mu Biro byo Kudaheza no Kurwanya Ivangura, na EAP

Abanyamuryango, amashyirahamwe & amatsinda ngishwanama

- Komite Ngishwanama y'Akarere
- LBJ-LASA UIL Taks Force
- Itsinda rya LGBTQIA
- Komite ngishwanama y'uburezi mu ndimi nyinshi
- Ababyeyi & abarezi
- Komite ngishwanama idasanzwe y'Uburezi
- UpClose

Abanyamuryango, Amashyirahamwe & Imiryango

- Agace k'ishyirahamwe ry'umujiyi ka Austin
- Inama nyobozi ya PTAs ya Austin
- Amajwi y'uburezi & urubyiruko ya Austin
- Blanton PTA
- Ibiro bishinzwe kurwanya ivangura n'ubusumbane by'umujiyi wa Austin
- Ihuriro ry'iburasirazuba bwa Austin ryu'burezi bufite ireme
- Genda! Austin
- Ikigo cy'ubushakashatsi bwa politiki y'imijyi n'isesengura ry'ibitekerezo.
- Itsinda ry'uburinganire ya Maplewood
- Abayobozi b'imiryango & abarwanashyaka
- VELA
- Ishyirahamwe ry'abaturanyi rya Windsor

Abanyeshuri

- Amashuri y'isumbuye ya Austin na LASA; Urwibutso rwa Eastside, LBJ n'amashuri yisumbuye ya mbere ya Navarro
- Inama yo gusezerana kw'abanyeshuri ba DCCE
- Gahunda y'ibiganirimpaka ya SOAR

Abayobozi & Amashami / Abakozi

- Abayobozi b'ibigo bungirije
- Itsinda ry'ubuyobozi bukuru.
- Inama y'abayobozi
- Abakozi bo mu biro bikuru
- Gahunda y'imyigire y'abana
- Abakora amasuku n'abita ku nyubako
- Ibiro bishinzwe itumanaho
- Ikigega gishinzwe guteza imbere ubushakashatsi, uburezi no guhanga udushya
- Abarimu bo mu mashuri y'incuke abanza n'ayisumbuye
- Ibyiciro by'amahugurwa y'abayobozi
- Abayobozi b'amashuri yisumbuye
- Abakozi bashinzwe imyigishirize mu ndimi nyinshi
- Abapolisi / SROs
- Abayobozi b'ibigo by'amashuri
- Urwego rushinzwe kurwanya ubusumbane hagati y'amoko
- Umuyobozi wa Team / Guhindura Ishuri
- Itsinda Ryashushanyije
- Abasemuzi

* Amatsinda y'abaterankunga n'imibare yanditse hano birahari guhera muri Mutarama 2021, kandi ntibigaragaza imisanzu nyuma y'iyi tariki.



Imibereho myiza y'abanyeshuri hamwe n'iterambere mu myigire

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibigomba Gukowa n'Akarere
<ul style="list-style-type: none"> • Amakuru avuga ku myitwarire agaragaramo urwikekwe rushingiye ku bwoko (cyane cyane kubanyeshuri b'abirabura hamwe n'abakomoka muri Amerika y'epfo) • Ubusumbane no kubogama mu buryo amabwiriza akurikizwa (Amabwiriza ya AISD) 	<ul style="list-style-type: none"> • Kuvugurura amabwiriza ngengamyitwarire y'abanyeshuri no gusuzuma uko bitwara • Gutegura amahugurwa y'abakozi (PD) kuri Polisi ya AISD ku bijyanye n'myitwarire igaragaza ivangura rishingiye ku bwoko yagaragaye. 	<ul style="list-style-type: none"> • Kurandura itandukaniro rishingiye ku moko muri disipulini no guhana muri AISD: Urukurikirane rw'umwihereho w'abaturage (Iburo bishinzwe kudahaza no kurwanya ivangura [OE], Iburo by'Ubuyobozi bw'Amashuri [OSL], Iburo by'Umurwa mukuru w'abantu [HC], Sisitemu zitandukanye zo gushyigikira [MTSS], Imibereho- Kwiga amarangamutima / Ubumenyi bw'umuco no Kwishyira hamwe [SEL / CP & I], Serivisi zita ku banyeshuri [SSS]) + • Kuvugurura imyitwarire y'abanyeshuri mu mwaka w'amashuri 2021-22 (SSS) + • Kuvugurura uburebure bw'imyanya myitozo ya 2021-22 (SSS) + • Polisi ya AISD yakiriye amahugurwa yo gukuraho, gutandukana mu muco, ubuzima bwo mu mutwe no gutabara ibibazo (AISD PD) +
<ul style="list-style-type: none"> • Imicungire idahwitse y'ubuyobozi bw'ishuri mu duce dutuyemo abantu bahejwe • Amazina n'ibirango by'ibigo by'amashuri bigaragaza kutita ku muco cyangwa byerekana urwikekwe rushingiye ku bwoko kubijyanye n'abanyeshuri kavukire b'abanyamerika n'abasangwabutaka 	<ul style="list-style-type: none"> • Gushyiraho uburyo bwo gucunga amazu n'ibikoresho bushingiye ku mabwiriza yo kudahaza no kurwanya ivangura • Gushyiraho amahugurwa y'abakozi (PD) agomba kwitabirwa n'abakozi bose bo ishami rishinzwe ibikorwa agamije kongera ubumenyi bw'imico itandukanye • Kubaza abaturage icyo batekereza ku mazina hamwe n'ibirango by'ibigo by'amashuri 	<ul style="list-style-type: none"> • Gutegura gahunda y'igihe kirekire ishingiyeye ku kudahaza no kurwanya ivangura n'ubusumbane (Ibikorwa) * • Gutegura igenzura ry'ibikorwa byo kudahaza no kurwanya ivangura ku rwego rw'akarere kose rikozwe n'ikigo kigenga (OE) * • Akarere kazakomeza guhuza imiryango y'ishuri ku kwita izina amashuri (Ishami ry'itumanaho n'imikoranire yabaturage [DCCE]) +

* * = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangijye gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Imibereho myiza y'abanyeshuri hamwe n'iterambere mu myigire

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibigomba Gukowa n'Akarere
<ul style="list-style-type: none"> • Uburyo bwo kugenzura no gukurikirana ibikorwa by'ivangura mu rwego rw'akarere buri ku kigero cyo hasi 	<ul style="list-style-type: none"> • Gushyiraho uburyo bwo kugenzura no gukurikirana ishyirwamubikorwa ry'ingamba zigamije kurwanya ivangura ku rwego rw'akarere 	<ul style="list-style-type: none"> • Guhuriza hamwe ingamba zijyanye n'ibikorwa byo kudahaza no kurwanya ivangura mu guteza imbere gahunda yibikorwa by'akarere (Inama Nyobozi [ELT]) *
<ul style="list-style-type: none"> • Ubuyobozi buracyakeneye gushyiramo imbaraga mu guteza imbere uburinganire bw'amoko no kudahaza 	<ul style="list-style-type: none"> • Gutegura amahugurwa ahoraho ku kurwanya ivanguramoko no kudahaza agenewe bayobozi bo ku rwego rw'akarere 	<ul style="list-style-type: none"> • Gutezimbere urwego rw'akarere hamwe n'uburyo bukurikirana ubumenyi bw'umuco / Kurwanya ivanguramoko PD ku bakozi bose (OE, HC, SEL / CP & I) * • Abayobozi bazakomeza guhabwa amahugurwa yo kwitabira umuco (OSL) + • Inama y'abashinzwe AISD na ELT bazitabira amahugurwa y'ubumenyi bw'umuco muri Kanama 2021 (OE) *
<ul style="list-style-type: none"> • Ikusanyirizo rito hamwe no gukoresha neza amakuru atabogamye mu buryo bwo gufata ibyemezo 	<ul style="list-style-type: none"> • Kongera gusuzuma uburyo bwo gukusanya amakuru no guteza imbere ikoreshwa ry'amakuru atabogamye mu buryo bwo gufata ibyemezo 	<ul style="list-style-type: none"> • Ibyifuzo byose by'amakuru birimo amakuru atandukanijwe (HC) * • Ibyemezo bimenyeshwa no gusuzuma amakuru atandukanijwe (ELT) +
<ul style="list-style-type: none"> • Inzitizi zo kugera ku buryo bungana kuri gahunda z'uburezi zifite ireme kandi zikomeye (inzitizi mu bikorwa byo gusaba kwinjizwa muri porogaramu zihariye, inzitizi zishingiye ku rurimi, n'inzitizi zishingiye ku bwoko) 	<ul style="list-style-type: none"> • Gutegura gahunda y'akarere yo kongera umubare w'abanyeshuri muri gahunda zose, hibandwa ku banyeshuri bahejewe inyuma • Kumenya ingaruka umubare w'abiyandikisha wagize mu gutuma amashuri afungwa • Gushyiraho ishami / ibiro byahariwe kwandika abanyeshuri • Gushyiraho ikigo kigenga kizajya gikora igenzura (audit) 	<ul style="list-style-type: none"> • Isuzuma ry'ibikorwa byo gusaba muri gahunda yihariye / gahunda rukuruzi y'ishuri (w / ibitekerezo bivuye mu baturage) (OSL, OE) + • Guteganya isuzuma ry'abandi bantu (OE) * • Akarere kazashyiraho Umuyobozi Nshingwabikorwa wo Kwandika no Kunganira (Umuyobozi mukuru) +

** = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangijye gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Imibereho myiza y'abanyeshuri hamwe n'iterambere mu myigire

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibigomba Gukowa n'Akarere
<ul style="list-style-type: none"> Kuba nta bigo bihagararira abanyeshuri cyangwa bibakorera ubuvugizi mu gihe cyo gufata ibyemezo Ubufasha budahagije buhabwa abanyeshuri hagendewe ku bibaranga: ubwoko, icyerekezo cyerekeranye n'igitsina, indimi ziganje, kode ya ZIP, nubushobozi Imyigishirize idahwitse y'imibereho-amarangamutima (SEL) ku banyeshuri 	<ul style="list-style-type: none"> Gutanga amahugurwa y'abakozi ku bijyanye no kurwanya ubusumbane n'ivangura ku bakozi bo mu biro by'ubuyobozi bw'ishuri, amasomo, SEL, serivisi z'abanyeshuri Gushyiraho ikigo kigenga kizajya gikora igenzura (audit) 	<ul style="list-style-type: none"> Gutezimbere urwego rw'akarere hamwe n'uburyo bukurikirana ubumenyi bw'umuco / Kurwanya ivanguramoko PD ku bakozi bose (OE, HC, SEL / CP & I) * Guteganyiriza akarere, igice cya gatatu cyo gusuzuma imigabane (OE) * Ubuyobozi bw'ishuri bwahaye abayobozi iterambere ry'umwuga mu gushyiraho umuco wo gusubiza umuco (OSL) + Inama y'ubuyobozi na ELT bazitabira iterambere ry'umwuga muri Kanama 2021 (OE) * Muri 2021-22, Umuyobozi mukuru azashyiraho akanama k'ingimbi (Umuyobozi mukuru) *
<ul style="list-style-type: none"> Kuba nta barimu n'abakozi b'inzobere mu gufasha no gushyigikira amatsinda y'abanyeshuri bahejewe inyuma 	<ul style="list-style-type: none"> Guha akazi no kugumana abakozi bafite ubunararibonye mu kwita ku bantu bo mu mico itandukanye 	<ul style="list-style-type: none"> Isuzuma ryigenga ry'imikorere y'akarere mu bijyanye no kudaheza no kurwanya ivangura (HC) * Amahugurwa agenewe abakozi bakora mu biro bishinzwe abakozi ku bijyanye no kudaheza, kwirinda ubusumbane n'ivangura mu mitangire y'akazi (OE) *
<ul style="list-style-type: none"> Imyigire idahwitse y'abarimu n'abakozi yakabateguriye kuzirikana no gushyigikira imico y'abo bazigisha 	<ul style="list-style-type: none"> Gushyiraho gahunda y'amahugurwa y'abakozi mu karere hose yibanda ku buranganire bw'amoko, ubumenyi bw'imico itandukanye, kudaheza, imyigishirize ihuje kandi yubaha umuco w'abanyeshuri, hamwe no kurwanya ivanguramoko mu burezi. 	<ul style="list-style-type: none"> Gutezimbere urwego rw'akarere hamwe n'uburyo bukurikirana ubumenyi bw'umuco / Kurwanya ivanguramoko PD ku bakozi bose (OE, HC, SEL / CP & I) *

* = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangijye gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Imibereho myiza y'abanyeshuri hamwe n'iterambere mu myigire

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibigomba Gukowa n'Akarere
<ul style="list-style-type: none"> • Kuba nta gahunda z'integanyanyigisho zijyanye n'umuco • Amahitamo make mu byo umuntu ashobora guhitamo kwiga (cyanecyane mu masomo y'imyuga) • Gushyira mu gaciro ku bijyanye n'uburyo bwo kwigisha bushingiye ku gutegurira abanyeshuri ibazwa hamwe n'uburyo bwo kwigisha bugamije gufasha abanyeshuri gusobanukirwa ibyo biga 	<ul style="list-style-type: none"> • Gushyiraho ingamba zo gutegura gahunda y'integanyanyigisho ihuje n'umuco kandi irwanya ivanguramoko • Gushyiraho uburyo inzobere zizajya zisaba ibitekerezo abaturage bahejwe inyuma mu gikorwa cyo gutegura integanyanyigisho 	

* * = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangijye gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Imibereho myiza y'abarimu n'abakozi

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibikwiriye gukorwa n'akarere
<ul style="list-style-type: none"> Abarimu n'ibigo bibakorerwa ubuvugizi ntibahabwa uburyo buhagije bwo kugaragaza ibyifuzo byabo no kugira uruhare mu ifatwa ry'ibyemezo 	<ul style="list-style-type: none"> Guteza mbere no kuzamura imikorere idaheza hamwe n'umwuka mwiza mu kazi hibandwa cyane ku matsinda y'abantu akunze kugaragarizwa urwikekwe Gusuzuma no kuvugurura inzego zisanzweho zishinzwe gutanga ubufasha hagamijwe gutuma zitanga ubwisanzure ku bakozi bwo gutanga ibitekerezo no kuvuga uko babona ibintu. Guteza imbere no kuzamura uburyo abayobozi b'ikigo begera kandi bakaganira n'abakozi 	<ul style="list-style-type: none"> Mu mwaka w'amashuri wa 2020-21, Umuyobozi mukuru yakoresheje buri kwezi ibiganiro byigisha abarimu hamwe n'itsinda ry'ibanze ry'abayobozi. Ibi bizakomeza mu mwaka w'amashuri 2021-22 (Umuyobozi mukuru) + Ku mwaka w'amashuri 2021-22, Abayobozi Nshingwabikorwa kuri buri cyiciro cyo ku gaburira bazajya bakora amatsinda y'ibanze y'abarimu (OSL) *
<ul style="list-style-type: none"> Ubusumbane n'itonesha mu mitangire y'akazi Uburyo bwo gutanga akazi bubogamye kandi buheza butita no ku byifuzo by'abaturage 	<ul style="list-style-type: none"> Kuzamura umubare w'abarimu baturuka mu matsinda akunze kugaragarizwa urwikekwe bahabwa akazi no gutuma umubare munini wabo uguma mu kazi Gushyiraho uburyo bwo guha akazi abayobozi bahuguwe ku buryo bashobora guteza imbere imitangire y'akazi icye mu mucyo Gusuzuma no kuvugurura amabwiriza agenga komite y'ikigo ishinzwe gutanga ibizamini by'akazi 	<ul style="list-style-type: none"> Ishami rishinzwe abakozi ryahinduye imikorere yi ndege (HC) + Ishami rishinzwe abakozi rishyiraho amatsinda afitanye isano n'abakozi (HC) * Ishami rishinzwe abakozi rifite umuntu ku giti cye wahariwe guteza imbere imiyoboro y'abarimu n'abayobozi bo muri HBCUs na HSIIs (HC) + Ibibazo byabajijwe byavuguruwe (HC) + Isuzuma rya rubrike ryaravuguruwe (HC) +
<ul style="list-style-type: none"> Amahugurwa y'abakozi agamije iterambere ry'umwuga mu bikorwa byo kudahaza kutavangura ntari kuri gahunda 	<ul style="list-style-type: none"> Gushyiraho gahunda y'amahugurwa agenewe abakozi yibanda ku kurwanya urwikekwe rushingiye ku moko, kumenya imico itandukanye no kudahaza, hamwe no kurwanya ibikorwa by'ivangura rishingiye ku moko 	<ul style="list-style-type: none"> Gutezimbere urwego rw'akarere hamwe n'uburyo bukurikirana ubumenyi bw'umuco / Kurwanya ivanguramoko PD ku bakozi bose (OE, HC, SEL / CP & I) *

** = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangijye gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Umuco wo kwakira neza no kubaha abakiriya

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibikwiriye gukorwa n'akarere
<ul style="list-style-type: none"> Kuba nta buryo buhari bwo guhererekanya amakuru ku ngamba zigamije gukurikirana ahagaragaye ivangura n'ubusumbane cyanecyane mu matsinda y'abantu akunze kugaragarizwa urwikekwe 	<ul style="list-style-type: none"> Gushyiraho no kumenyekanisha ingamba zigamije gukurikirana no kuvanaho burundu ahakigaragara ubusumbane n'urwikekwe ku rwego rw'akarere Gutegura ingamba zigamije guhuriza hamwe ibikorwa byo gufata ibyemezo mu rwego rw'akarere dufatanyije n'abafatanyabikorwa bo mu gace 	<ul style="list-style-type: none"> Kurandura itandukaniro rishingiye ku moko muri disipulini no guhanwa muri AISD: Urukurikirane rw'umwiherero w'abaturage (OE, OSL, HC, MTSS, SEL / CP & I, SSS) + Ibiganiro by'Umuyobozi mukuru hamwe n'ibiganiro by'akarere (Umuyobozi mukuru) + Guteganyiriza akarere, igice cya gatatu cyo gusuzuma imigabane (OE) *
<ul style="list-style-type: none"> Kuba nta buryo butaziguye bwo gushyikirana n'abarezi hamwe n'imiryango y'abantu bari mu matsinda akunze guhezwa Kuba abarezi, imiryango n'amatsinda ayikorera ubuvugizi badahabwa uburyo buhagije bwo gutanga ibitekerezo byabo mu ifatwa ry'ibyemezo ku rwego rw'akarere 	<ul style="list-style-type: none"> Gutegura gahunda y'akarere yo kongera uruhare rw'abaturage, hibandwa ku baturage bahejejwe inyuma Guha akazi no kugumana abakozi bamenyereye imico itandukanye bashobora gufasha abafatanyabikorwa gukoresha sisitemu ya AISD 	<ul style="list-style-type: none"> Gushyiraho Komite Ngishwanama ku buringanire (Umuyobozi mukuru) +
<ul style="list-style-type: none"> Kuba ibyemezo bikomeye bidafatwa cyangwa ngo bimenyekanishwe mu buryo buciye mu mucyo kandi budaheza 	<ul style="list-style-type: none"> Kuganira n'abaturage mu ndimi zose n'uburyo bwinshi kandi mu gihe gikwiye Gutegura uburyo ubuyobozi bw'akarere bushyikirana kandi bugatega amatwi abafatanyabikorwa bo mu gace, no kugira igikorwa ku byifuzo by'abaturage bahejejwe inyuma 	<ul style="list-style-type: none"> Ibiganiro by'Umuyobozi mukuru hamwe n'ibiganiro by'akarere (Umuyobozi mukuru) + Kushyiraho gukorera mu mucyo, inyandiko zose z'ibikorwa by'ubuyobozi zimanikwa iby'umweru 2 mbere y'ibikorwa by'inama y'ubutegetsi (Umubano wa Guverinoma na Serivisi z'Inama y'Ubutegetsi) +
<ul style="list-style-type: none"> Hakenewe kubakwa uburyo bw'imikoranire n'amatsinda yahejwe bushingiyeye ku kuri no kwizerana 	<ul style="list-style-type: none"> Kongera ubushobozi bw'ubuyobozi bw'akarere kugirango bige kuzamura imikoranire ishigiyeye ku kwizerana hagati yabo n'abaturage bakunze kugaragarizwa urwikekwe hamwe n'abanyeshuri 	<ul style="list-style-type: none"> Kurandura itandukaniro rishingiye ku moko muri disipulini no guhanwa muri AISD: Urukurikirane rw'umwiherero w'abaturage (OE, OSL, HC, MTSS, SEL / CP & I, SSS) + Ibiganiro by'Umuyobozi mukuru hamwe n'ibiganiro by'akarere (Umuyobozi mukuru) + Igikorwa: Ongera uhuze (OSL) +

** = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangije gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Gukoresha neza umutungo no gukora igenamigambi rishingiye ku bikenewe cyane kurusha ibindi

Ubusumbane n'ivangura byagaragajwe n'abafatanyabikorwa	Ibyifuzo by'abaturage	Ibikwiriye gukorwa n'akarere
<ul style="list-style-type: none"> • Mu buryo ingengo y'imari itegurwamo ntihitabwa cyane ku kugenzura ko hatagaragaramo ubusumbane • Mu gusaranganya umutungo rusange ntihaganzurwa cyane ko nta busumbane cyangwa kugira abahezwa bigaragaramo • Hakenewe kongera imbaraga mu kurwanya ivangura no kudaheza mu bakozi bashinzwe iby'imari 	<ul style="list-style-type: none"> • Ishami ry'Imari, irishinzwe Ingengo y'imari, hamwe n'ikigo cya leta gishinzwe gukurikirana iyubahiriza ry'amabwiriza no kubazwa ibyakozwe bigomba gushyira imbere gusuzuma inzira n'uburyo ibyemezo bijyanye n'ingengo y'imari n'ikoreshwa ry'umutungo bifatwa hamwe n'uko bikurikizwa ku rwego rw'agace, leta, no ku rwego rw'igihugu • Buri shami hamwe n'ikigo bigomba kwifatanya mu gutegura igenamigambi, Isuzuma hamwe n'ingengo y'imari hagamijwe kurwanya ubusumbane n'ivangura • Buri shami n'ikigo bigomba kwinjiza abafatanyabikorwa bahejejwe inyuma cyangwa komite zifata ibyemezo zishingiye ku kigo muri gahunda yo gutegura ingengo y'imari • Buri shami n'ikigo bigomba kugira ibyo bahindura ku ngengo y'imari ikwiye hashingiwe ku bikenewe n'abanyeshuri bahejejwe inyuma • Gutegura amahugurwa y'abakozi bashinziwe umutungo, ingengo y'imari n'abashinzwe ibikorwa rusange agamije kubafasha gutegura ingengo y'imari no gufata ibyemezo bitaragwamo ivangura cyangwa kugira abahezwa 	<ul style="list-style-type: none"> • Amabwiriza ya AISD yo gutegura ingengo y'imari iboneye (OE) +

* * = Ibikorwa biri gutegurwa

+ = Ibikorwa byatangiyeye gukorwa kandi bitegereje isuzuma ry'ibyagezweho

† = Ibikorwa byarangijye gukorwa kandi hakaba hari inyandiko zigaragaza umusaruro wabivuyemo

Inyandiko zifashishijwe

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Ibikorwa bya Austin ISD bingana kuri:

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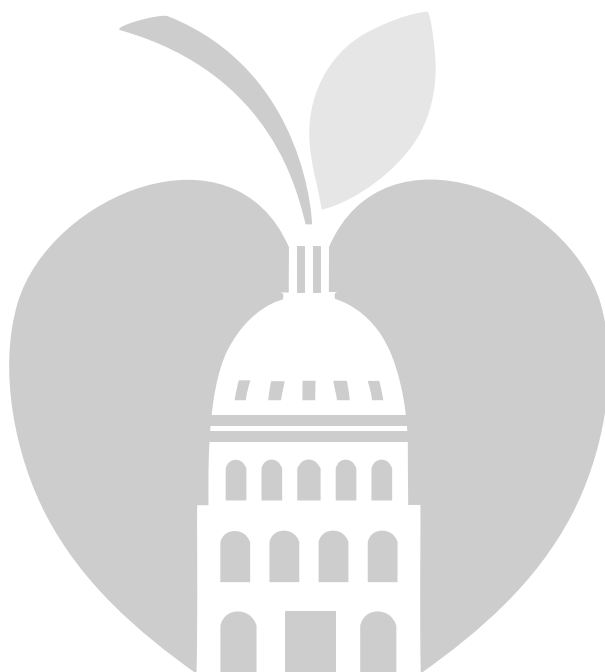
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biharanira kudahenza no kurwanya ivangura**