

# Districtwide Cultural Proficiency and Inclusivity

The Human Capital and Equity offices, in collaboration with district staff whose work encompasses race, equity and cultural proficiency, will develop a framework for a comprehensive, multi year plan to ensure all students—regardless of race, gender, language, ability, sexual orientation, gender identity, religion, and other human differences—will be led, taught and supported by culturally proficient teachers, staff and administration.

## Serving Students

Respect and cultural proficiency support the needs of staff, students and their families from diverse cultures and provide a safe, welcoming environment, and an example for others to follow.

## Preparing Our Kids To Succeed By

- Building on the district’s strengths, diversity and Cultural Proficiency and Inclusivity work.
- Eliminating racial disparities in the identification of special education and academically advanced students.
- Reducing, with the goal of eliminating, racial disparities in detention and suspension rates of children of color.
- Increasing literacy for students of color and English language learners by third grade.
- Decreasing, with the goal of eliminating, racist, Islamophobic, transphobic and other dehumanizing language and incidents throughout the district.
- Ensuring that equity and cultural proficiency are woven into the fabric of AISD’s culture by creating systems that reflect these values.
- Attracting, developing and retaining the nation’s most experienced and culturally responsive teachers and administrators to build on the strengths and meet the needs of historically underserved groups, and to enhance the cultural proficiency of all other students.

## SCENARIO Summary

Meets Guiding Principles



## Anticipated Date

Timing will be determined upon a comprehensive assessment of complete School Changes project phasing

## Campuses in this Scenario

Districtwide

## Financial Implications

Academic Program Cost	TBD
Reinvested 2017 Bond Funds	N/A
Deferred Maintenance Savings	N/A
Annual Operations & Maintenance Savings	N/A

## Summary of Changes

✓	Districtwide Changes	Ensure that equity and cultural proficiency are woven into the fabric of AISD’s culture
	New Program	
	Enhanced Program	
	Campus Consolidation	
	Campus Repurpose	
	Facility Improvement	
	Boundary or Feeder Implications	

To give feedback on this scenario visit <https://tinyurl.com/AISDScenarios>.

