

Strategic Initiative A.2.b

Implement culturally relevant policies and programs that allow students to see themselves throughout the learning environment

Why is this important?

- District policies should provide direction for staff about expectations for cultural relevance.
- District programs should empower staff to deliver culturally relevant classroom management and instructional practices.
- Students will feel engaged in learning when they see people like them reflected throughout their learning experiences.
- Opportunities will be created for students to provide feedback about policies and programs.
- This feedback will inform the ongoing professional development of staff about culturally relevant policies and programs.

What will be accomplished?

Date	Action
December 2021	Implement school and classroom processes that enhance school safety, positive behavior and inclusive cultures
April 2022	Complete equity audit
April 2022	Establish annual cultural events at each school
May 2022	Form student roundtables that are representative of all students
May 2022	Expand libraries to include materials reflecting race, ethnicity, disability, gender, class, religion, and sexual orientation
May 2023	Provide access to college and career readiness software (Naviance) for all students as part of regular classes to foster connections to career and college readiness
May 2023	Expand participation in Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR-UP) Grants to reach disadvantaged students and their families

What are the benefits of this initiative?

- ✓ Students will face fewer barriers to participation in district programs.
- ✓ All students will be able to find and use resources to support their individual needs and interests.
- ✓ All students will feel that they belong and are welcome in their school.
- ✓ Student behavior, discrimination and harassment will be addressed in culturally sensitive ways.

