

Cultural Proficiency Plan

Overarching Goals:

GOAL 1: Promote cultural proficiency within ISD.

GOAL 2: Facilitate communication and understanding among different stakeholders.

GOAL 3: Advocate for and support culturally proficiency and responsive programs and policies.

GOAL 4: Propose strategies for reaching cultural proficiency.

Key Messages:

- ISD is committed to cultivating a secure, supportive and nurturing environment where everyone feels safe and valued.
- ISD is committed to collaborating with families and the community to support the academic, physical, emotional and social well-being of each student.
- ISD is committed to identifying and defining students' unique gifts and abilities, and developing resources and programs to support students' individual paths.
- ISD is committed to implementing a cultural proficiency plan that provides ongoing training and skills for staff and continuous open dialogue opportunities for students as a means to demonstrate our commitment to understanding differences and embracing diversity.

Key Acronyms

BIPOC - Black, Indigenous, and People of Color

CCAP - Cultural proficiency Action Plan

DL - District Leadership

ISD - Independence School District

LGBTQ+ - Lesbian, Gay, Bisexual, Transgender and Queer (or Questioning)

LOTE - Languages Other Than English

MSBA - Missouri School Boards Association

RFP - Request For Proposals

TBD - To Be Determined

GOAL 1: Promote cultural proficiency within ISD

- **Objective 1.1:** Define and understand culture. Be able to assess one's own biases, stereotypes, and level of cultural proficiency.
- **Objective 1.2:** Establish a basic level of cultural proficiency with all teachers in the district, to include cultural sensitivity training.
- **Objective 1.3:** Elevate and prioritize the district's equity and inclusion work by modeling cultural proficiency for all staff.

GOAL 2: Facilitate communication and understanding among different stakeholders, and serve as a community resource.

- **Objective 2.1:** Increase public awareness of the diversity demographics of ISD.
- **Objective 2.2:** Increase opportunities for all stakeholders to learn about cultures other than their own.

GOAL 3: Advocate for and support culturally competent and responsive programs and policies.

- **Objective 3.1:** Review student discipline policies and handbooks.
- **Objective 3.2:** Provide access to and incorporate diverse instructional materials throughout ISD Curriculum and Instruction.
- **Objective 3.3:** Ensure teachers are using culturally responsive teaching practices.
- **Objective 3.4:** Ensure each student organization, club and program incorporates Culturally Competent Practices.
- **Objective 3.5:** Add examples of cultural proficiency in district messaging.

GOAL 4: Propose strategies for reaching cultural proficiency.

- **Objective 4.1:** Create and execute a holistic professional development program that promotes awareness, sensitivity and inclusion for and by the entire school district, including faculty, staff and the School Board at ISD.
- **Objective 4.2:** Recruit, reward and retain qualified, diverse professional, paraprofessional and auxiliary employees.