

# 2019-2020 Cultural Proficiency Annual Report

May 20, 2020

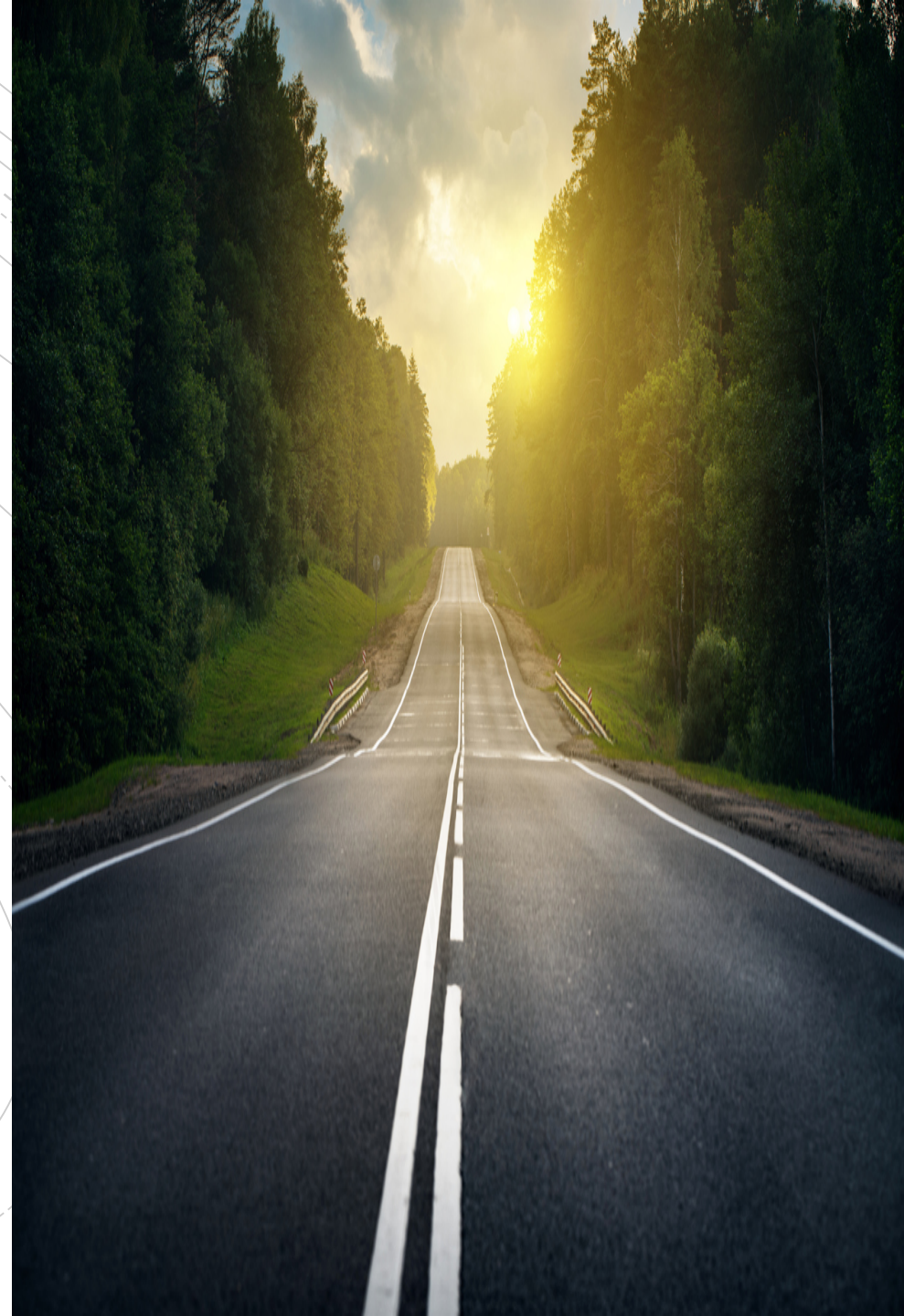
Eimear O'Farrell, Ed.D.

Superintendent



We are on a journey to:

- **Maximize Achievement for ALL Students**
- **Operate with Increasing Efficiency & Effectiveness**
- **Hire, Develop, Sustain and Value a High-Quality, Diverse Workforce**



## Culture Defined for an Organization

“The set of shared attitudes, values, goals, and practices that characterizes an institution or organization.”

Merriam Webster Dictionary





## Cultural Proficiency Review

**A comprehensive review of our Cultural Proficiency System conducted in 2017-18 resulted in a five-area Action Plan implemented in 2018-19 with continued refinement in 2019-20.**



“We already have an excellent system in IDAC, we don’t need to look any further. We just need to fully implement what we already have.”

- Community Member

# CLASSI III: Cultural Proficiency

## Aim I

## Aim II

## Aim III

Curriculum, Instruction, & Accountability

School Culture

Parents & Community

Human Resources & Policy

Staff Training

Focus Group Achievement

Multi-cultural Education

Educating Students on Policy & Complaint Handling Procedures

Diverse Representation & Engagement

Student Human Relations Council

Acceptance and Understanding of ALL Students

Diverse Representation & Engagement

Hiring For Diversity Action Plan

Policy

Complaint Handling

Promoting Understanding of Cultural Differences

Policy

Complaint Handling

# Human Resources and Policy

- Updated Hiring Process
  - Interview Panels, Job Fairs, Social Media Presence, CTE Programs, Employee Advisory Groups
- Diversity Recruitment to Increase Candidate Pools
- Teacher Residency Programs
  - August 2020: *Sustaining Cultural & Linguistic Pedagogy*
  - June 2020: Special Education Focus
- Six Job Fairs Attended to Reach 750 Candidates
- CUSD-hosted Job Fairs Reaching 450 Certificated & Classified Candidates



# Staff Training and Curriculum Instruction & Accountability

- Over 3,000 Employees Participated in Training
  - Craig Sims, Invictus Project – Cultural Proficiency for All Staff
  - Dr. Chike Akua – Teacher Transformation Institute
  - Kobie Wilkerson - Writing
  - Advancement Via Individual Determination
  - Culturally Relevant Teaching
- Classified Training
  - CLASSII III Orientation for Classified Leaders
  - Online Professional Development Yearly Calendar
- Teacher Residency Development
  - Culturally Sustaining Pedagogy – 22 residents





# School Culture

- Student Groups: PASA, Human Relations, Diversity Advisory Groups
  - 509 Meetings at Sites
  - Focused on Improving School Culture/Climate
- Digital Citizenship Certification
  - CUSD Certified Digital Citizenship District 5/19
- Data Baselines for Race Related Incidents Established in 2018-19
- Identified as One of California's Positive Outliers for Hispanic & African American Student Achievement



# Parents and Community

- Information Shared on Site Web Pages & Apps
- CLASSI Topics Integrated into Parent IDAC
  - Topics focused on parent involvement, cultural competencies, school climate
- Superintendent Student and Parent IDAC Community Leader Meetings
  - IDAC Parents
  - Religious Leaders
  - Business Leaders
- Site and District Engagement Meetings
  - 95 at Sites
  - 22 by Areas
  - 6 District Level



# Accountability: CLASSI III Review

- New 3-Point Rubric Reflecting Current Needs & Improving Accountability
- Studied Pilot Feedback from 2018-19 School Visits
- Developed 2019-20 Site/Area Visitation Schedule
- Each School Website with Up-to-Date IDAC Information
- Developing CLASSI III for Classified Staff



# Our Work in Action

- 80% of Staff Reporting Familiarity with Cultural Proficiency Training (Growth from 74%)
- 60% of Seniors Rated School “Good or “Excellent” in Promoting Cultural Understanding
- 2,500 Students Attended Leadership Conferences (grades 7-12)



# Our Work in Action

- Student Involvement – Browder Scholars
- LCAP Student Survey:  
“Do You Feel Respected By...”
  - Administration – 85%
  - Teachers – 90%
  - Students – 71%



# IDAC Web site Example

HOME ABOUT ACADEMICS CO-CURRICULAR ATHLETICS COUNSELING STUDENTS & PARENTS


## IDAC

Home \ Students & Parents \ IDAC

**Students & Parents**

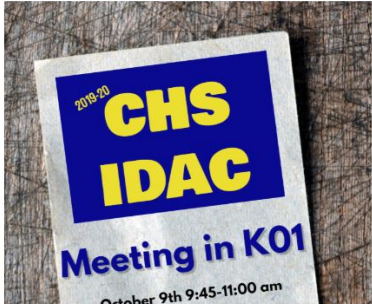
- Graduation 2020
- Mission
- Fundraisers & Events
- Membership
- Attendance
- Breakfast & Lunch Menus
- Bus Information
- CHS Connection
- Common Sense Media
- Dress Code
- Enroll My Student
- Health Services
- ▶ IDAC
- Acceptance and Understanding All

**What is IDAC?**  
Intercultural Diversity Advisory Council (IDAC) draws members from the community to represent Clovis High school at the district level climate assessment/problem-solving meetings. The primary purpose of the Intercultural Diversity Advisory Council (IDAC), originally formed in 1988 as the Intercultural Advisory Council, is to assist in the formation and review of policies that assure non-discriminatory practices in all operational areas of the Clovis Unified School District. Its further mission is to assist in improving the cultural environment of Clovis High school and the district.



**Meetings**

2019-2020 Meeting Dates



**IDAC Meeting Agendas**

- IDAC Agenda 3-11-2020
- IDAC Agenda 3-11-2020 (.rtf)

**IDAC Meeting Minutes**

- IDAC Minutes 3-11-2020
- IDAC Minutes 3-11-2020 (.rtf)

<https://chs.cusd.com/IDAC.aspx>

# IDAC Web Site Example

**ORAZE ELEMENTARY**  
Part of the Clovis Unified School District

Translate

HOME ABOUT PARENTS STUDENTS CO-CURRICULAR RESOURCES

## IDAC

Home \ Parents \ IDAC

The purpose of the page is for our staff and students to be able to illustrate the amazing things that are happening at Oraze!

**What is IDAC?**  
Intercultural Diversity Advisory Council (IDAC) draws members from parents to represent our school at district level climate assessment/problem-solving meetings. The primary purpose of the Intercultural Diversity Advisory Council (IDAC), originally formed in 1988 as the Intercultural Advisory Council, is to assist in the formation and review of policies that assure non-discriminatory practices in all operational areas of the Clovis Unified School District. Its further mission is to assist in improving the cultural environment of the District.

**Meetings**  
Oraze will have 4 IDAC meetings this year to continue to build cultural competency.

- 1st Quarter CE Area IDAC- October 15, 2019 @ 6:00pm in the Oraze MPR (childcare provided)
- 2nd Quarter IDAC - December 16, 2019 @ 8:30am in the Oraze Library
- 3rd Quarter CE Area IDAC - February 11, 2020 @ 6:00pm in the Oraze

**2019-2020 Meeting Minutes**

- [IDAC Qtr 3 Minutes](#)
- [IDAC Qtr 3 Minutes \(.rtf\)](#)
- [IDAC Qtr 2 Minutes](#)
- [IDAC Qtr 2 Minutes \(.rtf\)](#)
- [IDAC Qtr 1 Minutes](#)

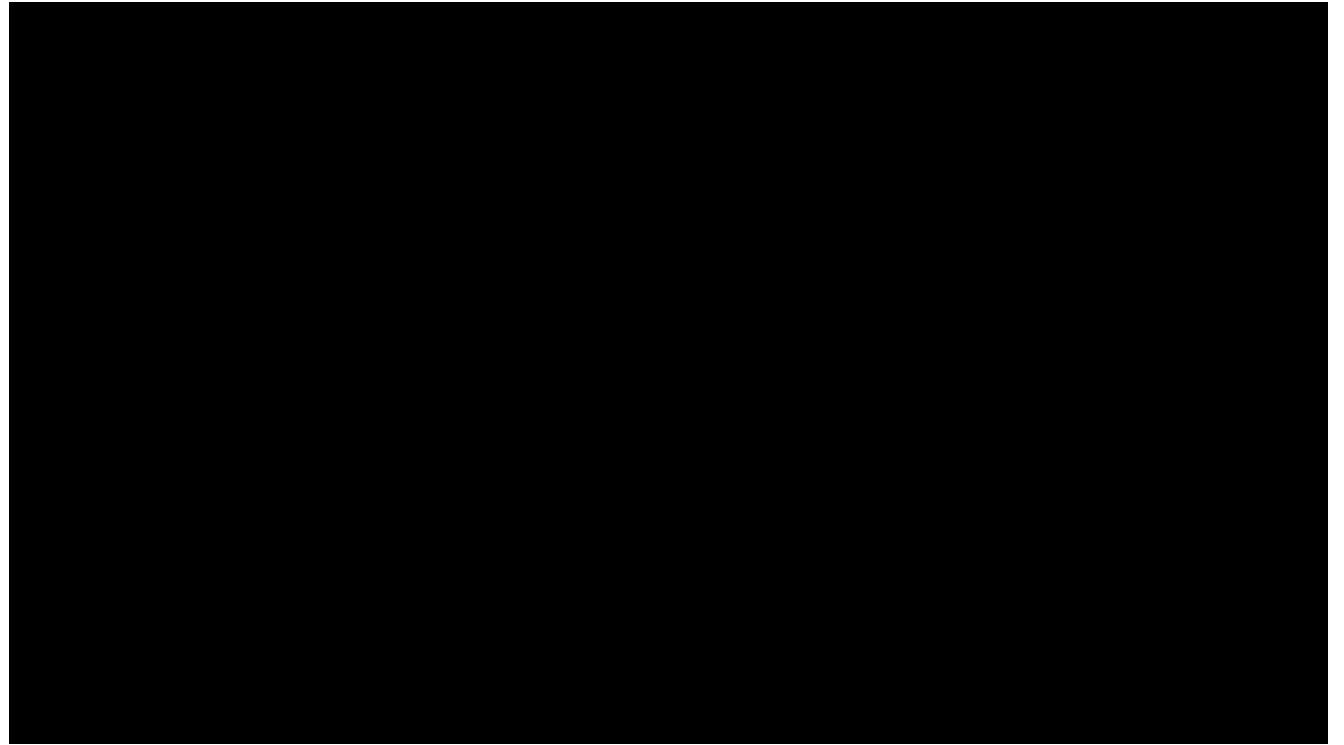
**Parents**

- Apply for No Cost Meals
- Campus Club
- Enroll
- ▶ IDAC
- Multicultural Education
- School Culture
- Parents & Community
- Staff Training
- Meal Menus
- Parent Committees
- Parent Connect

<https://oraze.cusd.com/IDAC.aspx>

The background features several sets of concentric, curved lines in the top-left and bottom-right corners. These lines are in shades of light gray and include both solid and dashed styles, creating a sense of motion and depth.

# 2019-20 Youth Conferences







THE FLAWED NOTION THAT PROGRESS HAPPENS IN LEAPS AND BOUNDS IS AN **ORGANIZATIONAL CURSE**. REAL PROGRESS STARTS AND ENDS WITH TEAMS COMMITTED TO TAKING **ONE STEP AT A TIME** TOGETHER.

Our Journey is Ongoing



## DISCUSSION