

Cultural Competence Action Plan:

In response to a recent racial slur video, Carroll ISD's Administration is in the process of taking the following steps:

- holding students accountable for the racial slur video through consequences outlined in the law and the District Code of Conduct (**timeline:** immediate);
- strengthening our expectations of students and our written discipline policies to address any harassing, offensive, hateful or discriminatory speech directed at individuals or groups of individuals based on race, religion, color, national origin, gender, sexual orientation or disability (**timeline:** Administrators are currently working with the school attorney to propose stronger language in SCOC, will require Board approval and communication to all families with implementation slated for early 2019);
- emphasizing cultural awareness within the anti-bullying/kindness focus area of The Resiliency Project to include resources for staff, parents and students on The Resiliency Project website (**timeline:** spring semester);
- forming a Diversity Council to support and nurture the increasing diverse student population for our district (**timeline:** in progress per Strategic Plan with first meeting in early 2019);
- emphasizing cultural competence in our K-12 curriculum as an important skill for our students to learn as they move into an adult world with ever-increasing diversity (**timeline:** Administrators are in the research phase to identify lesson plans for curriculum integration for the 2019-2020 school year);
- conducting face-to-face meetings to discuss cultural awareness and kindness with student leaders representing various CISD teams, clubs and organizations; (**timeline:** current and continuing 2018-2019 school year);
- bringing in student assembly speakers to cover topics like cultural sensitivity, diversity awareness and celebrating differences (**timeline:** speakers are identified for November/December in grades 7-12; additional programs planned for K-6 during spring semester);
- providing diversity training for all staff (**timeline:** district professional development day on February 18, 2019); and
- expanding programming and resources for parents, staff and students to include SPARK presentations on diversity topics, international nights to celebrate the various nationalities present in the district and a potential Parent University on cultural competence (**timeline:** spring semester and ongoing)