



## **Action Plan for Enhancing Cultural Competency and Diversity at Aspen Academy**

### **Domain I: Personal and Professional Development**

#### **Year One**

- Launch a comprehensive professional development program focused on cultural competency and inclusion for all faculty and staff.
- Establish a mentorship program pairing culturally competent faculty and staff with those seeking to improve their cultural competency.

#### **Year Two**

- Expand the cultural competency training program to include ongoing workshops and seminars.
- Implement a recognition system to celebrate faculty and staff who demonstrate exceptional cultural competency.

#### **Year Three**

- Develop a leadership development program for faculty and staff to become advocates for cultural competency within the organization.
- Collaborate with external experts and organizations to provide specialized training in areas of diversity and inclusion.

#### **Year Four**

- Create opportunities for faculty and staff to engage in immersive cultural experiences or exchanges to broaden their perspectives.
- Conduct regular assessments of faculty and staff cultural competency, using feedback for continuous improvement.

#### **Year Five**

- Establish a Culture and Inclusion Center on campus to serve as a resource hub for ongoing education and support.
- Include cultural competency and diversity-related goals in performance evaluations for faculty and staff.

## **Domain 2: Family and Community Communication and Outreach**

### **Year One**

- Develop a culturally sensitive communication strategy for engaging with diverse families.
- Establish an advisory board composed of parents representing diverse backgrounds to provide input and guidance on inclusivity efforts.

### **Year Two**

- Create an online portal to provide resources and information on cultural competency and diversity for parents and the community.
- Implement regular town hall meetings and workshops to foster open dialogue with parents and the community.

### **Year Three**

- Launch a mentorship program for new families, pairing them with experienced families from diverse backgrounds.
- Establish partnerships with local community organizations that promote cultural competency and inclusivity.

### **Year Four**

- Develop a parent-led Culture and Inclusion Committee to drive initiatives within the school.
- Initiate a community-wide campaign to raise awareness and understanding of the importance of diversity and inclusion.

### **Year Five**

- Conduct annual survey to gather feedback on the school's inclusivity efforts.
- Host cultural celebrations and events that highlight the rich diversity within the school community.

## **Domain 3: Assessment and Accountability**

### **Year One**

- Establish a Culture and Inclusion Team to oversee the implementation of inclusivity goals and assess progress.
- Develop baseline metrics for tracking diversity, equity, and inclusion within the school community.

### **Year Two**

- Implement regular DEI assessments to measure cultural competency among faculty, staff, and students.
- Develop a scorecard to track progress and report findings to the school community.

**Year Three**

- Conduct a comprehensive climate survey to gauge the school's inclusivity and cultural competency efforts.
- Analyze the data gathered from surveys to identify areas for improvement and set specific targets.

**Year Four**

- Publish annual Culture and Inclusion reports to share progress, challenges, and goals transparently with the school community.
- Establish a Culture and Inclusion Advisory Board composed of diverse stakeholders to provide insights and recommendations.

**Year Five**

- Engage in external audits and evaluations of the school's cultural competency and diversity initiatives.
- Set long-term, measurable goals for achieving full, diverse, and inclusive enrollment.

**Domain 4: Curriculum and Instruction****Year One**

- Review existing curricula to identify areas for inclusivity enhancements and infuse diverse perspectives.
- Develop a framework for culturally relevant teaching practices and classroom materials.

**Year Two**

- Provide ongoing professional development for educators to integrate cultural competency into lesson plans.
- Offer elective courses and workshops for students focusing on diverse cultures and histories.

**Year Three**

- Collaborate with local cultural organizations to bring guest speakers and cultural experiences to the school.
- Incorporate global perspectives into all subject areas, highlighting the interconnectedness of cultures.

**Year Four**

- Implement a mentorship program pairing culturally competent students with peers seeking to improve their cultural awareness.
- Establish cultural competency standards for all grade levels, integrated into assessments and grading criteria.

**Year Five**

- Monitor and assess the effectiveness of curricular changes through student and teacher feedback.
- Explore opportunities for international exchanges and partnerships to broaden cultural exposure.

## **Domain 5: Admissions**

### **Year One**

- Revise admissions materials to reflect the school's commitment to diversity and inclusion.
- Expand outreach efforts to diverse communities, including partnerships with local organizations.

### **Year Two**

- Develop a holistic evaluation process that considers cultural competency and inclusivity as essential criteria.
- Host diversity-focused admissions events to attract prospective families from diverse backgrounds.

### **Year Three**

- Offer financial aid and scholarship opportunities to ensure accessibility for students with demonstrated need from underrepresented groups.
- Establish a welcoming admissions committee to guide and support families throughout the application process.

### **Year Four**

- Develop a cultural competency training module for admissions staff to ensure equitable and inclusive admissions practices.
- Implement a referral program encouraging current families to introduce prospective families from diverse backgrounds to the school.

### **Year Five**

- Evaluate the effectiveness of admissions initiatives through regular reviews and adjustments as needed.
- Continuously assess and improve the diversity of the student body by setting annual enrollment targets for underrepresented groups.

## **Domain 6: Human Resources**

### **Year One**

- Review and revise the school's hiring practices ensuring equitable and inclusive recruitment.
- Develop a diversity-focused recruitment strategy to attract a broader pool of culturally competent faculty and staff.

### **Year Two**

- Implement blind hiring practices to minimize unconscious biases in the initial stages of recruitment.
- Offer cultural competency training for the HR team to ensure equitable and inclusive hiring processes.

### **Year Three**

- Establish a Culture and Inclusion Committee within the HR department to oversee diversity initiatives.
- Collaborate with external organizations that specialize in diversity recruitment to expand networks.

### **Year Four**

- Conduct regular diversity audits of faculty and staff to monitor progress and identify areas for improvement.
- Develop diversity hiring goals, setting targets for increasing the representation of underrepresented groups.

### **Year Five**

- Foster a culture of inclusion within the workplace by promoting employee resource groups and affinity networks.
- Recognize and celebrate diversity and inclusion achievements among faculty and staff, creating a supportive environment.

## **Monitoring and Evaluation**

Throughout each year, regularly assess progress in each domain by:

- Collecting data on cultural competency and diversity metrics.
- Conducting survey, focus groups, and interviews to gather feedback from faculty, staff, students, families, and the community.
- Reviewing enrollment statistics and waitlist data to measure progress toward full, diverse, and inclusive enrollment.
- Analyzing reports and scorecards to track improvements and address challenges.
- Adjustment and Continuous Improvement

Based on the annual assessments and feedback received:

- Make necessary adjustments to the action plan in response to changing circumstances.
- Set new goals and initiatives to advance cultural competency, diversity, and inclusion at Aspen Academy.
- Celebrate successes and acknowledge individuals and teams who contribute to achieving the overall goal.
- Maintain transparency and open communication with all stakeholders regarding progress and updates in the action plan.

By consistently implementing this comprehensive action plan, Aspen Academy will continue to foster a culture of cultural competency and inclusivity, attract and retain diverse students, families, faculty, and staff, and ensure that everyone feels seen, heard, loved, and valued within the school community.