



DEI Framework

Diversity, Equity, and Inclusion Framework

"A tool to support culture & climate"





Purpose

This Framework describes the expected adult **“ways of work”** that support student growth and readiness to pursue multiple academic and career pathways when they graduate from Ankeny Schools. Although the framework is not policy, it does enhance the district’s educational philosophy and provides **guiding principles** for staff behaviors to achieve the goals in support of the strategic plan. The Framework also outlines a clear and shared **purpose** around the way adults will operate to provide all students access to high-quality learning experiences and achieve the district’s mission.

To do so will require leadership throughout the organization and from every adult. A cycle of **continuous improvement** must be established to enable all staff members to extend their knowledge and focus on improving instructional leadership, teaching practices, and district operations in support of learning for all students. The district’s **growth** and **high standards** for academic and professional achievement are the catalysts for continuous improvement. Our ability to improve all students’ access to high-quality learning will continue to be dependent on the district’s ability to understand the competencies, conditions, culture, and context of our community as we continue to grow. Although the district consists of many unique and complex parts, these independent parts must identify how to work together effectively and efficiently to create multiple academic and career pathways for all students.

The Ankeny Community School District Diversity, Equity, and Inclusion (DEI) Framework (“Framework”) codifies our belief that:

1. All students can achieve at high levels and demonstrate readiness for postsecondary and career pathways.
2. Our students, staff, and families must operate in accordance with the ways of work described in the Framework to realize the vision.
3. All students will experience belonging, have at least one adult they connect with, and have multiple opportunities to succeed.



Theory of Action

We believe that:

if

teachers, administrators, school leaders, staff, students, and families partner to implement and support system-wide strategies,

then

both students and adults will both experience belonging, academic success, and the qualities articulated in our graduate profile, and all students will be prepared to choose among postsecondary, career, and community pathways.

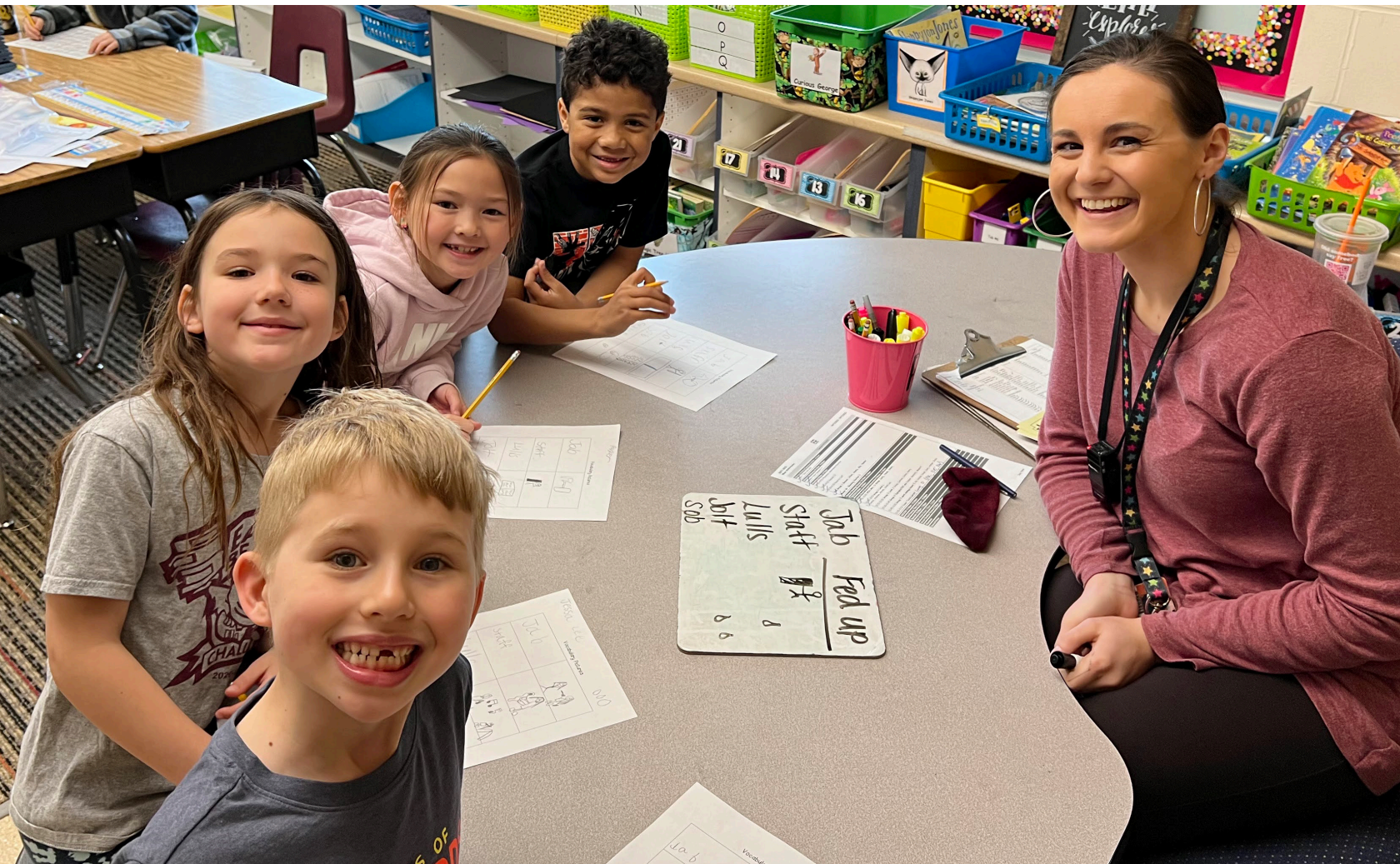
This Framework outlines evidence of effective

Leadership,

Instructional practices and procedures, and

Parent and family engagement.

The district will examine these components to ensure progress toward closing academic and opportunity gaps.





Framework Components



Effective Leadership

- Guidance and governance
- Diverse and highly effective staff

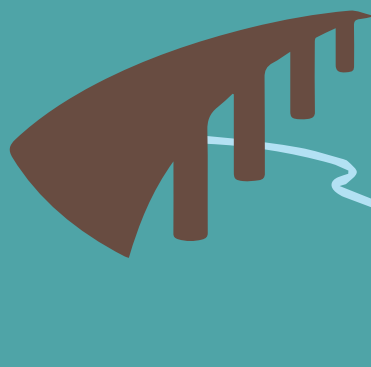
Effective Instructional Practices and Procedures

- Communicating to students they are capable learners
- Equitable opportunities and multiple pathways to achieve the Iowa Core
- Connected learning communities
- Student voice and choice

Effective Parent and Family Engagement

- Multidirectional flow of communication
- Positive relationships between the school and families





Using the Framework

- Strategic plan implementation & review

- Accelerate cycles of continuous improvement

- Decisions about policies and practices

- Guiding professional learning, hiring, staffing, and ways of work



Thank you to the members of the Ankeny Community School District Diversity, Equity, and Inclusion Leadership Team, the Equity Committee, and our partners at Westwind Education Policy for collaborating on the design and scope of this framework.

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