



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. The framework 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 academic and professional achievement standards** 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") is a living document that 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 experience belonging, academic success, and the qualities articulated in our graduate profile. In addition, all students will be prepared to choose among postsecondary, career, and community pathways.

This Framework outlines evidence of:

- Effective Leadership,
- Effective Instructional practices and procedures, and
- Effective Parent and family engagement.

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

Framework Components



Using the Framework

