

Bloomfield School District

Education for All / Diversity and Equity Plan



Introduction

Bloomfield School District has provided an equitable and culturally educational platform for over 30 years. We have serviced Native American students, Hispanic/Latino/Mexican immigrant and Caucasian students in a setting that promotes positive relationships among diverse populations. Our School District has served 32% Hispanic, 33% Native American (Diné), 32% White Caucasian, 1% Asian and 1% African American diverse models for over 50 years. Bloomfield School District historically has demonstrated through years of evidence an unbiased approach in education. Generational families have worked and

supported Bloomfield School district by sending fourth and fifth generations of students to our schools. We have provided bilingual (Spanish & Diné) and ELL support since 1989 in all school settings, as well as athletic and extracurricular activities (4H, Drama, Band, Choir and FFA, etc.). Bloomfield School District has followed NM State standards and followed all assessment protocols to look at data as information to drive instruction and support learning. The district serves all children with high rigor and relevance in all aspects of education without creating silos to divide but using education and opportunities to unite students.

Plan to support cultural diversity and positive learning outcomes without racial bias.

Bloomfield School District will continue to support all students through current programming including Title I district-wide support through monthly PAC /Parent Advisory Councils, and IEC (Indian Education Councils, and Equity Council meetings). The district will support all cultures that exist within the school settings through embedding themes that support and foster cultural awareness of our community demographic.

To ensure that all students, staff, and families are intentionally made aware of the diverse populations served within the district, a schedule of monthly cultural thematic units will be utilized. All school site libraries will highlight and celebrate in a cross-curricular manner a specific culture from our community monthly. This will support an intentional theme that can be used throughout each content area. Libraries will be given \$2,000 in financial support for cultural posters, books, classroom literacy sets and school-based curriculum to support the thematic units.

January		National Identity - celebrating being a part of the United States
February		African American History Month

March		National Women's History Month, Irish-American Heritage Month
April		Global Identity as part of Earth Day - being a part of a global community
May		Asian Pacific American Heritage, Older Americans Month and Jewish American Heritage Month
June		
July		
August		Ranchers Heritage Month
September		National Hispanic-Latino Heritage Month (Sept. 15-Oct. 15)
October		National Disability Awareness Month and National Italian American Heritage Month
November		National American Indian Heritage Month
December		Celebration of Diversity - Holiday Celebrations Around the World

Bloomfield Schools will work with Vector Solutions to deliver annual training to staff in areas of diversity and inclusion as proposed in legislation. The online platform will offer diversity and inclusion courses for K-12 Teachers and Staff delivered through the Vector Training system. This program is proven to increase inclusive language, attitudes, and behaviors. The district will also pilot the Vector diversity and inclusion courses for 9-12 grade students during the 21-22 school year as part of their history courses.