

2020-2021 Dallas ISD Culture Tenet Rubric

ANCHORS

RACIAL EQUITY & CULTURAL RESPONSIVENESS

In Dallas ISD, we believe every voice and every student matter. Our district is one of diverse backgrounds, ideas, and stories, and our perspectives help define us. Ensuring racial, socio-economic, and educational equity for all students is critical to the District's mission to educate all students for success. As such, we recognize and embrace the critical role that culture plays in the learning process. From resource allocations and planning to delivery and pedagogical development, Dallas ISD leverages the cultural knowledge, prior experiences, and learning styles of its diverse students to make learning more appropriate and effective. Further, we believe that a diverse staff at all levels of the organization promotes effective and relevant decision-making in support of student success. Prioritizing racial equity and cultural responsiveness are cornerstones for closing achievement gaps and ensuring equitable outcomes for all students.

COMPREHENSIVE ACCOUNTABILITY

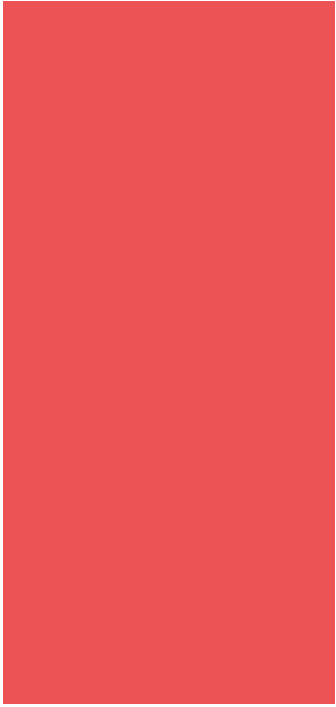
Holding ourselves to the mission of educating all students for success involves systemic accountability. We believe that our employees must model the high expectations we expect from our students. From the superintendent to our youngest learners, the Dallas Independent School District promotes ownership of our work at all levels of the organization and work to build independent thinkers and collaborative teams.

RESPONSIBLE USE OF RESOURCES

Dallas ISD strategically evaluates and aligns its resources (human capital, budget, facilities, and materials) to support achievement at all levels of the organization. To that end, staff are deployed in a manner that aligns their talents and expertise to District needs, and our employees effectively use the public resources entrusted to the district for the benefit of Dallas ISD students, the state, and the public good.

COLLABORATION

Educating all students for success requires all Dallas ISD employees to have a collaborative mindset. Issues in a large organization are often multi-dimensional; therefore, collaboration is key to determining best possible solutions. Research supports the fact that the most effective schools are ones that promote teamwork and collaborative practices, and we believe that extends to inter- and intra-departmental collaborations as well. Employees who work together not only positively impact each other, but collaboration leads to gains for all stakeholders and improvements across the district. No one



Flexible: We Strive for the Yes