

## LINCOLN PUBLIC SCHOOLS AIDE GUIDE

### Vision

The Lincoln Public Schools' AIDE (Antiracism, Inclusion, Diversity, & Equity) Guide strives to cultivate each student and staff member to be collaborative leaders, who are critical thinkers, equity-oriented, and growth-minded.

### Theory of Action

IF we:

- create a culture of continual learning and growth built on a shared vision of equitable and effective teaching;
- provide curriculum that shares the histories, experiences, and accomplishments of people of varying ancestry and cultures, and that is innovative, relevant, and cognitively engaging;
- and plan and facilitate instruction that is student-centered and differentiated to meet the needs of each student;

THEN we will strengthen the engagement, achievement, and social and emotional development of each student and staff member.

### Strategic Priorities

#### Curriculum, Instruction, & Learning

Curriculum, instruction, and learning are pivotal to ensuring that each student has access to and receives a rich, inclusive education that values diverse perspectives. By integrating AIDE principles into the curriculum, we aim to provide equitable learning opportunities and foster an environment where each student feels represented and empowered. Through culturally responsive teaching practices and ongoing professional development, we commit to creating an educational experience that acknowledges and celebrates the unique backgrounds and experiences of each student, preparing them to thrive in a diverse world.

#### AIDE, Community, & Human Resources (HR)

AIDE capacity-building, Community Engagement, and Human Resources are integral to our AIDE Guide, forming the foundation for a diverse and inclusive environment. By prioritizing AIDE work in our HR practices, we ensure a workforce that reflects our district community's diversity and fosters a culture of belonging. Through active community engagement, we build strong, collaborative relationships and partnerships that support and amplify our AIDE initiatives. Together, these efforts create a supportive ecosystem where every individual is valued, empowered, and able to contribute to our collective success.

#### Classroom & Grade-Level Management

Classroom and Grade-level Management focuses on establishing a positive climate and culture that promotes fairness and respect. By implementing equitable discipline practices and fostering a supportive learning environment, we ensure that each student and staff member feel safe and valued. Our approach to behavior management emphasizes curiosity, understanding, and addressing the diverse needs of students, while cultivating a community where positive interactions and mutual respect are the norm. We aim to create classrooms where each student thrives, contributing to a holistic and inclusive educational experience.

#### Academic & Social-Emotional Supports and Interventions

Academic and Social-Emotional Supports and Interventions for students are essential components of our AIDE Guide, designed to address the diverse needs of our students and provide targeted support. By providing tailored and robust academic and social-emotional support, we aim to guide each student's unique learning journey and personal growth. These interventions ensure that each student has access to the resources and support they need to succeed academically and develop crucial life skills. This strategic priority reflects our commitment to fostering an inclusive environment where each student can achieve their full potential and feel proud of their success.

Curriculum, Instruction, & Learning		
Culturally Responsive	Academic/Behavior Support Processes*	Social-Emotional Learning*
Curriculum Review	Tier 1 Instruction and Intervention*	Grade-Span Focused Professional Learning and Coaching*
Grading for Equity	Tier 2 and Tier 3 Intervention*	Classroom and Grade-Level Management*
Class and Homeroom Placement*	Scheduling*	Extension & Enrichment

AIDE, Community, & Human Resources		
Human Resources		
Hiring	Onboarding	Recruitment
Evaluation	Retention	Support
Community		
Student Connections	Community Engagement	Community Partnerships
Family Connections	Faculty and Staff Connections	Adult Training
LAAG: Advisory Board	LAAG: Community Outreach and Action	LAAG: Resource-Building
AIDE (Capacity Building)		
AIDE-specific: Adult Training	AIDE-specific: Student Training	Climate and Culture: Classroom*
Climate and Culture: Grade-Level Team*	Climate and Culture: School-wide and District-wide	

Classroom & Grade Level Management (Student Behavior & Discipline)		
Climate and Culture: Classroom*	Climate and Culture: Grade-Level Team*	Grade-Span Focused Professional Learning, Social-Emotional, and Coaching*

Academic & Social-Emotional Supports and Interventions		
Tier 1 Instruction and Intervention*	Tier 2 and Tier 3 Intervention*	Academic/Behavior Support Processes
Grade-Span Focused Professional Learning, Social-Emotional Learning, and Coaching*	Scheduling*	Class and Homeroom Placement*
	Implementation of School Counseling and School Counselors	