

Adopted: March 22, 2017
Revised: Jan. 31, 2024

BLUESKY CHARTER SCHOOL POLICY No. 6.12 INCLUSIVE EDUCATIONAL PROGRAM | WRITTEN PLAN

I. PURPOSE

The purpose of this policy is to establish and maintain a written plan to assure an inclusive education program as defined in Minnesota Rules Part 3500.0550. In addition, this plan is to inform students, teachers, parents and stakeholders of BlueSky Charter School's commitment to provide equal educational opportunities to all students, regardless of their cultural, socioeconomic background, gender, or disability. BlueSky Charter School affirms the importance of multicultural, gender fair, disability sensitive curriculum and instruction.

II. POLICY STATEMENT

BlueSky Charter School will establish and maintain an inclusive educational program that employs a curriculum developed and delivered so students and staff gain an understanding and appreciation of:

- A. The cultural diversity of the United States. Special emphasis must be placed on American Indians/Alaskan natives, Asian Americans/Pacific Islanders, Black American, and Hispanic Americans. The program must reflect the wide range of contributions by and roles open to Americans of all races and cultures.
- B. The historical and contemporary contributions of women and men to society. Special emphasis must be placed on the contributions of women. The program must reflect the wide range of contributions by and roles open to American women and men.
- C. The historical and contemporary contributions to society by persons with disabilities. The program must reflect the wide range of contributions by and roles open to American with disabilities.

III. SPECIFICATIONS FOR THE PLAN

- A. Address the manner in which the multicultural and gender fair concepts in subpart 1, items A, B, and C are to be incorporated into the curriculum goals, learner outcomes, and evaluation processes established in the district;
- B. Determine the extent to which the district curriculum advisory committee established by Minnesota Statutes, section 120b.11, subdivision 3, will be involved in implementing this part;
- C. Include evidence of substantive involvement by women, persons of color, and persons with disabilities in the development of the plan. In communities with no persons of color, the district shall use resource people available in the region, state, or nation whenever the plan is developed, reviewed, or revised;
- D. Include specific goals, objectives and implementation timelines for the curriculum processes, content, and materials needed for each of the areas in subpart1;
- E. Include procedures for systematic monitoring and evaluation of the plan; and
- F. Include a description of the program planned to provide in-service training for all staff in the areas related to subpart 1, items a, B, and C, and subpart 2, items D and E.

IV. BLUESKY CHARTER SCHOOL'S WRITTEN PLAN

- A. All staff play a vital role in ensuring an inclusive educational program is maintained. Staff members will:
 - 1. Instruct their students in the use of inclusive language within their written work as appropriate.
 - 2. Recognize and make suggestions for using inclusive language in their courses or roles as appropriate.
 - 3. Utilize threaded discussions and live classroom sessions that allow students to practice using inclusive language as appropriate.
 - 4. Offer opportunities within the curriculum for students to reflect on the influence of culture, race, gender and/or disability as appropriate.

5. Provide opportunities for students to reflect when reading diverse works; Teachers will compile a list of the literature covered in their course work which provides opportunity for teacher and student to appreciate and understand historical and contemporary contributions from all genders while representing a variety of cultures and persons with disabilities as appropriate.
 6. Foster a climate of respect, open mindedness and fairness toward others as appropriate.
 7. Responding to individual achievements rather than using stereotypes.
 8. Facilitate live discussions, threaded discussions and assignments that promote fairness, open mindedness, and the tolerance for the variety of opinion.
 9. Facilitate live discussions, threaded discussions and assignments that promote understanding, respect and active listening among the diversity of people within the course.
- B. All students will develop an appreciation and understanding of historical and contemporary contributions of American Indians/Alaskan natives, Asian Americans/Pacific Islanders, Black American, Hispanic Americans, persons of all genders, and persons with disabilities.
- C. The Curriculum Committee will ensure that multicultural and gender fair concepts are incorporated into the curriculum goals, learner outcomes and evaluation process of the school district by:
1. BlueSky's Curriculum Revision and Adoption Process will ensure that BlueSky's curriculum meets the inclusive educational program requirements as outlined in MN 3500.0550, subp. 1.
 - a. All courses will have components, as applicable, that will enhance the knowledge and understanding of historical and contemporary contributions of: American Indians/Alaskan natives, Asian Americans/Pacific Islanders, Black American, Hispanic Americans, persons of all genders, and persons with disabilities.
 - b. All state academic standards concerning inclusion of race, culture, and gender will be integrated within BlueSky's programming.

- c. The review process will incorporate specific review elements to ensure this plan is implemented with fidelity.
 - d. All courses will be accessible and attainable to all students as appropriate.
2. Accommodations will be made to meet the needs of a diverse population.
 3. The curriculum will demonstrate an understanding of multiculturalism and diversity by using researched-based instructional methods. When developing curriculum, educators will continue to use Multiple Intelligence Theory and other pertinent research supporting teaching through multiple instructional approaches and individualization. Intrinsic in this approach is respect for different abilities and strengths that all students have to offer our school community.
 4. Visual and auditory resources must be inclusive and represent a variety of culture, race, gender and disability perspectives without promoting stereotypes.
 5. BlueSky's Curriculum Committee, in conjunction with district leadership will be responsible for assigning an individual to oversee implementation of this plan each school year.
- D. The Staff Development Committee will ensure that multicultural concepts, gender fair concepts, and disability inclusion are incorporated into the annual professional development plan by:
1. Offering professional development opportunities that identify and utilize core staff values that encourage staff to develop an appreciation and understanding of historical and contemporary contributions of American Indians/Alaskan natives, Asian Americans/Pacific Islanders, Black American, Hispanic Americans, persons of all genders, and persons with disabilities.
 2. Utilizing district data to identify professional development focus areas.
 3. Providing staff development opportunities that encourage diverse teaching strategies for diverse learners.

4. Including at least one training opportunity each year that supports BlueSky's Inclusive Educational Program.
 5. Providing content specific training on BlueSky's Inclusive Educational Program during each department's curriculum review cycle and through annual district-wide training opportunities that focus on integration in the classroom or as it pertains to specific staff roles.
 6. Utilizing exemplars as part of all related professional development.
- E. The Q-Comp program will support the implementation of multicultural concepts, gender fair concepts, and disability inclusion by:
1. Facilitating inclusive practices during PLC meetings.
 2. Providing specific feedback pertaining to inclusion as part of the peer evaluation process.
 3. Using a rubric of performance standards for teacher practice that includes culturally responsive methodologies.

V. **FILING, REPORTS, REVIEW AND REVISION**

- A. The current plan must be on file in the administrative offices of the district and with the commissioner of education.
- B. The district shall submit status reports on implementing the plan as requested by the commissioner.
- C. The current plan must be reviewed at least every six years and be revised as necessary.
 1. This plan will be reviewed, evaluated and updated a minimum of once every six years.
 2. Monitoring the effectiveness of this plan will occur:
 - a. During Phase I of each content area's curriculum review cycle.
 - b. As individual courses go through a review cycle.
 - c. Following related professional development activities.
 - d. After related staff or student surveys have been completed.

- D. The following were consulted in the most recent revision of this plan: Curriculum Committee, Diversity, Equity, & Inclusion Committee, Staff Development Committee, Curriculum Advisory Committee, Curriculum Coordinator, Q-comp Coordinator, and Instructional Designer. Staff, student and parent surveys were also utilized when revising this plan.

Legal References: Minn. Rules Part 3500.0550 (Inclusive Educational Program)
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum Instruction, and Student achievement; Striving for the World's Best Workforce)