

# Regulation AC-R

## Las Cruces Public Schools

---

Related Entries: ACA, IHB, JICK, JBB  
Responsible Office: Superintendent

### NON-DISCRIMINATION, EQUITY, AND CULTURAL PROFICIENCY

#### I. PURPOSE

The purpose of this Regulation is to implement Policy AC.

#### II. GUIDELINES

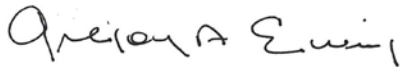
- A. It is the expectation of the Las Cruces Public Schools administration that all staff work together with students, parents/guardians, and community members to ensure that each school and work site is free from discrimination.
- B. Parents/guardians are encouraged to establish expectations for their children that are consistent with the beliefs, intentions, and obligations set forth in law and as reflected in Policy AC, and to collaborate with LCPS staff to meet these expectations.
- C. Staff are expected to promote engagement of all parents/guardians in their children's education and to work to remove barriers that impede their active participation without regard to actual or perceived personal characteristics.
- D. The Superintendent will seek broad participation on task forces, committees, commissions, and other advisory bodies which represent diverse communities, cultures, languages, and perspectives.
- E. The district will identify and address disparities in levels of access to factors critical to the success of all students, including:
  - a. Resources, including challenging and creative courses, programs, and extracurricular activities;
  - b. Effective and qualified teachers, leaders, and support staff;
  - c. Updated technology;
  - d. Quality education materials; and
  - e. Sufficient funding.
- F. The district will work to identify and address structural and institutional barriers that could prevent students from equitably accessing educational opportunities in all schools and develop appropriate procedural guides to address full and equitable participation of all students. These procedural guides will be posted as part of this regulation and be made available to all school principals.

- G. The Superintendent, through his/her Cabinet, will promote and encourage schools, classrooms, work-sites, and school-sponsored representations (including mascots, logos, team names, or musical accompaniments) to be inclusive and bias-free, and to provide a welcoming climate for all.
- H. The Superintendent will encourage effective collaboration among staff, parents/guardians, and community members by offering opportunities to enhance cultural proficiency, creating systemwide engagement, and promoting understanding and resolution of differences and disagreements.
- I. The Human Resource Division will take positive steps to eliminate structural and institutional barriers to recruiting, hiring, retaining, and promoting a diverse workforce.
- J. The Superintendent will empower staff to promote the Boards core values as expressed in Policy AC – Non-Discrimination, Equity, and Cultural Proficiency – in daily interactions with peers, students, parents/guardians and members of the community.
- K. The district will identify the multiple indicators necessary to monitor student outcomes, engagement, and school climate, and specific data that will be used to ensure accountability for student, school, and districtwide performance, to reduce variability in outcomes; and to ensure that academic outcomes will not be predictable by actual or perceived personal characteristics and can be assess and reported transparently to the public.
- L. Programs, curricula, instructional materials, and activities, including athletics, extracurricular and non-academic programs and activities will provide all students with the knowledge, skills, attitudes, and behavior to live and work together in our increasingly diverse country, state, nation, and world.
- M. The Las Cruces Public Schools will provide professional development for staff to ensure that all staff are culturally proficient and possess the skills, knowledge, and beliefs about social-emotional learning and the mental health of students to create a learning environment that is student-centered and meets the individual and diverse needs of students.
- N. Staff will foster welcoming environments for all by encouraging respectful and civil discourse and interactions among all staff, students, parents/guardians, and community members at all times; and use resources, such as interpreters and translated documents to remove cultural or linguistic barriers that may prevent families form engaging in their children’s education.
- O. A statement summarizing the Boards policy on non-discrimination will be prominently included in Las Cruces Public Schools publications and on the district website. Any publication that states the Boards policy of nondiscrimination in English will be translated into those languages for which translation and interpretation services are most frequently requested by parents/guardians of LCPS students.

- P. The Superintendent of Schools will designate an appropriate lead office to implement this policy, with support from other offices as appropriate, and assume responsibility for:
- a. Monitoring and ensuring LCPS compliance with all federal, state, and local nondiscrimination laws;
  - b. Promptly investigating and resolving complaints of discrimination;
  - c. Increasing awareness of the Board’s values and expectations under Policy AC and this regulation;
  - d. Providing professional learning opportunities and outreach to improve equity and cultural proficiency; and
  - e. Maintaining appropriate records.
- Q. The Superintendent of Schools may direct an employee who exhibits insensitive behavior as evident by violating the values and expectations expressed in Policy AC and this regulation, to participate in additional training regarding cultural proficiency. Continued insensitivity will be tolerated and may result in further disciplinary action, including dismissal, consistent with the Employee Code of Conduct.

**III. REVIEW**

This regulation shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



4/15/19

---

*Approved, Superintendent of Schools*

---

*Date Approved*

*History: New regulation 9.28.18*

*Legal Reference:*