

TUCSON UNIFIED SCHOOL DISTRICT

ITEGANYABIKORWA

Ubutumwa buvuye kwa Dr. Trujillo:

Gukorana n'abanyeshuri, imiryango n'abanyagihugu ba Tucson n'icubahiro cinshi ku bantu bose bo mu karere ka **Tucson Unified School District**. Intego yacu ni ukureba ko umuryango wacu utegura abanyeshuri bose kuba abenegihugu bitaho, b'imyitwarire myiza, no kwishora mu bikorwa vy'isi bashiraho uburezi bufite akamaro, butera imbaraga, kandi bushimishije burimo imico itandukanye.

Kashinzwe mu 1867, aka karere niko karere k'amashuri kanini mu majepfo ya Arizona. Ubu dufise amashuri na gahunda birenga 100 muri Tucson, buriwese yishimira umuryango utandukanye. Hamwe n'abanyeshuri barenga 40.000 n'indimi 90 bahagarariwe, duharanira gutanga uburezi bwiza bushoboka ku banyeshuri bahitamo amashuri yacu atangaje.

Iyi Gahunda y'Ingamba niyo gushiraho icerekezo c'ejo hazoza. Itanga igishushanyo c'umuhanda ku karere kacu kuburyo dukomeje guhanga udushasha no gushiraho uburezi bufise ireme ku banyeshuri bacu. Ni ibisubizo vy'umuri wacu witanze kandi watekereje hamwe n'abanyagihugu bamaranye amasaha atabarika mubushakashatsi no kuja inama. Harimo imisanzu yatanzwe n'abanyeshuri bacu, abavyeyi, abarimu, abayobozi, abakozi bunganira, abagize inama nyobozi y'ubu ndetse niyacuye igihe, n'abandi mu muryango wa Tucson.

Mu mpapuro zikurikira, uzasoma gahunda yacu yo kwerekana indangagaciro twabonye ko ari ingenzi kugirango dushishikarize umuryango wacu utandukanye guhuza, kwiga, guhanga udushasha, no kuyobora kubw'isi nziza.

**Ubudashikirwa • Udushasha • Ubunyangamugayo • Ubutandukane
• Umuryango Witaho**

Twishimiye uburyo mukomeje gutera inkunga Tucson Unified School District ndetse no kutwizera ku bana banyu. Ivyo twiyemeje ni uguhora duharanira gukora ibishoboka vyose kandi bikwiriye kubagira mu mashuri yacu.

Uwanyu mu Cubahiro,



Dr. Gabriel Trujillo
Umuyobozi Mukuru, Tucson Unified School District
Email: Gabriel.Trujillo@tusd1.org

Incamake y'Akarere ka TUSD :

Urwunge rw'Amashuri yo mu Karere ka Tucson, ruri muri Tucson, Arizona kandi rufise kilometero kare 250. Dutanga ibidukikije vyuzuye kandi vyunganira amasomo kuri buri shuri ryibanze, ryo hagati, n'ayisumbuye. Amatsinda yacu ya serivisi ishinzwe amasomo no gutera inkunga yibanda ku kurera umwana wose, mu myigire, mu bwenge, no mu mibereho.

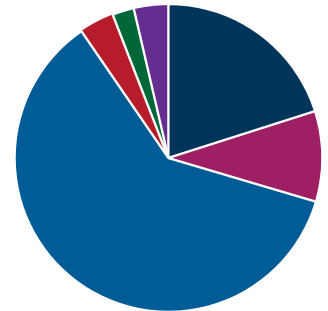
Igitigiri c'Amashuri

Ayibanze (Imyaka ya K-5).....	48
Amashuri ya K-8	15
Amashuri yo Hagati (Imyaka ya 6-8).....	11
Amashuri Yisumbuye (Grades 9-12).....	14

Kwiyandikisha

Ayibanze	13,758
Amashuri ya K-8	7,615
Amashuri yo Hagati.....	5,957
Amashuri Yisumbuye	13,798
Ijanisha ry'Abanyeshuri bujuje ibisabwa mu kuronka indya ya saa sita ku giciro kigabanije	70%

Esipanyolo / Latini	61.9%
Uwera / Umwongereza	18.8%
Umunyamerika w'Umwirabura	9.9%
Kavukire y'Abanyamerika	3.9%
Amoko menshi	3.5%
Aziya/Umunyamerika	2.0%



Gahunda z'Indya

TUSD yitabira gahunda z'ifunguro rya federasiyo binyuze muri Minisiteri y'ubuhinzi yo muri Amerika (USDA), Gahunda y'ifunguro rya saa sita n'iryo mu gitondo. Amashuri yacu menshi yujuje ivyangombwa vyujuje ibisabwa (CEP), atanga amafunguro yubusa ku banyeshuri bese biyandikishije mu mashuri yujuje ivyangombwa. Ku mashuri atujuje ivyangombwa vya CEP, abanyeshuri bujuje ibikenewe kubona ivyokurya vyubusa canke zigabanijwe barangije gusaba amafunguro canke niba umunyeshuri ahabwa SNAP, TANF, biri mu rwego rwo kurera canke gahunda ya McKinney-Vento, ku buntu / igabanijwe gusaba ifunguro ntabwo bikenewe kuko baba bujuje ibikenewe kubona indya kuri gusa.

Integanyanyigisho yacu yashizwemo n'Uburere bw'Imico Myinshi

Muri Tucson Unified, tuzi agaciro k'inyigisho z'imico myinshi mu gushigikira intsinzi y'abanyeshuri. Inyigisho zishingiye ku mico myinshi zemera ko uburyo abanyeshuri biga no gutekereza buterwa cane n'umuco wabo n'umurage.

Inama Nyobozi

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ICEREKEZO N'INSHINGANO:

Icerekezo:

Gukangurira umuryango utandukanye guhuza, kwiga, guhanga udushasha, no kuyobora isi nziza

Inshingano:

Umuryango wacu utegura abanyeshuri bose kuba ab'inshingano, imyitwarire, no kwishora mu batuye isi bashiraho uburambe bw'uburezi bufise akamaro, butera imbaraga, kandi bushimishije burimo imico itandukanye.

UBUDASHIKIRWA

Itangazo z'Indangagaciro:

Dutezimbere kuba indashyikirwa binyuze mu burambe bukomeye, bufise akamaro, kandi butandukanye bw'uburezi kugirango dutezimbere ubushobozi bwuzuye bw'abiga bose.

Turagaragaza aka gaciro mu

1. Kunganira uburinganire bw'uburezi no kwishora mu bikorwa vy'umuryango.
2. Gushiraho ibidukikije aho abanyeshuri bayobora imyigire yabo kandi bafise umutekano wo kuvuga ibitekerezo vyabo n'imyizerere yabo.
3. Gutsimbataza ubushobozi bwo kunyuranya amajwi y'abanyeshuri no guhitamo no guteza imbere ibitekerezo binegura kandi bihanga.
4. Gutanga ubunararibonye bwo kwiga bukurura abanyeshuri mu guhuza kw'ukuri binyuze mu myigire ishingiyeye ku bibazo.
5. Guteza imbere amahirwe yo gutekereza no kunenga ku banyeshuri binyuze mugusobanukirwa ibitekerezo vyinshi.
6. Gutanga imyigishirize ihoraho, itandukanye, kandi y'ingirakamaro y'ukuri ku bakozi bose.

KUNOZA NEZA:

Itangazo z'Indangagaciro:

Dushishikariza guhanga, amatsiko, no gutekereza kunegura dukoresheje uburambe, bw'ibanze ku myigire y'isi yose.

Turagaragaza aka gaciro mu

1. Gushira mu bikorwa ubuhanga bwo kwitegurira umwuga binyuze mu burambe bwo kwiga haba Mu mashuri ndetse no hanze y'ishuri.
2. Gushiraho amahirwe yo kwiga vyoroshe binyuze mu buryo butandukanye bw'ikoranabuhanga.
3. Gukora ubushake bw'abanyeshuri kugirango bamenye ibibazo vy'isi kandi twese hamwe dushake ibisubizo.
4. Gutanga uburambe budasanze, butungisha, kandi bushingiye ku myigire y'uburezi kuri buri rwego.
5. Gushiraho amahirwe yo gutekereza kunegura no gutegekwa gukemura ibibazo kugirango ushigikire amasomo no kurinda.

UBUNYANGAMUGAYO:

Itangazo z'Indangagaciro:

Dukorana icubahiro no kuba inyangamugayo kugirango dukorere mu muco, uburinganire, no kubazwa ivyo dukora vyose.

Turagaragaza aka gaciro mu

1. Gushira mu bikorwa imikorere, politiki, n'inzira zihoraho mu karere.
2. Guhagararira neza abafatanyabikorwa bose mu rwego rwo gufata ivyemezo mu muco.
3. Gutera inkunga inshingano zisangiwe zo kurinda umutungo w'akarere.
4. Gukora ku myizerere yuko buri munyeshuri n'umukozi azana inkunga y'ubumenyi (umutungo, uburambe bw'agaciro).
5. Kugaragaza gukorera mu muco mu bibazo vyose vy'ubukungu.
6. Gushikirana mu cubahiro no m'ubunyangamugayo.

UBUTANDUKANE:

Itangazo z'Indangagaciro:

Dushigikiye kwinjiza abantu bose mu kurera no kwishimira impano zabo zidasanzwe hamwe n'ibitekerezo bitandukanye.

Turagaragaza aka gaciro mu

1. Gutandukanya integanyanyigisho zacu kugirango twerekane uburambe bw'abanyeshuri n'inyungu zabo no kubashora mu bbibazo bijanye n'ubuzima bwabo.
2. Gutanga amahirwe menshi y'umuco yo gushora abanyeshuri mu kwiga imico n'imigenzo itandukanye N'iyabo.
3. Gutezimbere ivyemezo bisangiwe bikubiyemo ibitekerezo bitandukanye, imyizerere, N'ubunararibonye.
4. Kubaka ikizere n'umwanya utekanye mu miryango yo kwishora mu bikorwa bayobowe n'abanyeshuri vyerekana imyigire.
5. Kuraba ko abanyeshuri bose bafise amahirwe yo kubona inyigisho hakoreshejwe ikoranabuhanga.

KWITA KU BANYAGIHUGU:

Itangazo z'Indangagaciro:

Dutsimbataza umubano no kumva ko turi mu muryango wacu utandukanye twakira impuhwe kandi dufata iyemezo hamwe.

Turagaragaza aka gaciro mu

1. Kumva no guha agaciro amajwi y'abafatanyabikorwa bose.
2. Kumenya no gusubiza ibikenewe mu miryango yacu itandukanye.
3. Kubaka umuco wo kwizerana aho abiga bashobora gukura no gutera imbere mu bidukikije.
4. Guhuza n'abafatanyabikorwa binyuze mu mirongo ifunguye y'itumanaho no gutanga amahirwe akomeye yo kwitabira no gufatanya.
5. Kwishimira ubudasa no gutsimbataza imyumvire itandukaye itaziguye kugirango tumenye kandi twubahe ibitekerezo bitandukanye.

Intumbero y'Umugambi 1:

KWIGA KAZOZA

Dutanga uburambe bwo kwiga butuma iterambere ryyongera; guteza imbere imyigire ijanye n'umuco; kandi ushishikariza guhanga udushasha, ubufatanye, n'ibitekerezo bikomeye kugirango bikemure ibibazo nyavyo.

Twiyemeje

- 1.1.** Gutezimbere uburambe bwo kwiga bukurura abanyeshuri binyuze mugufatanya ivyemezo no gukemura ibibazo.
- 1.2.** Gushira mu bikorwa sisitemu zitandukanye zo gushigikira ubudahemuka kuri buri rubuga kugirango utange ingamba kugirango buri munyeshuri atsinde.
- 1.3.** Kwinjiza umuco bijanye n'ubuhanga bwo kwigisha mu vyumba vyose ukoresheje SPARKS nko kuyobora.
- 1.4.** Kunonosora ubuhanga bw'abanyeshuri mu itumanaho ryanditse / mu majambo, gutekereza kunegura, no gucunga igihe, kubategura gukora neza mu bakozi bahujwe, indimi nyinshi n'imico myinshi.
- 1.5.** Gutezimbere no gushira mu bikorwa ikibazo co kwiga gishingiye ku bibazo bikurikizwa mu vyiciro vyose vyigisha hamwe n'ibirimo amahugurwa ahabwa abakozi bose.
- 1.6.** Kwinjiza ubumenyi bwa dijitala mu vyigisho no kwiga uburambe kugirango abanyeshuri bongere imbaraga no kwihangana mu bidukikije.
- 1.7.** Gutanga amahirwe menshi mu turere twose hamwe no mu mbuga zishingiye ku mbuga zimenyeshya abanyeshuri inzira za kaminuza n'umwuga kandi zikabashishikariza gutera imbere mu ishuri (urugero: CTE, imurikagurisha ry'umwuga, abavuga rikijyana, AVID, ALE, ibitabo bitandukanye vyo gushakisha imyuga ningendo shuri).

Intumbero y'Umugambi 2:

KUBAHO NEZA MU MBONEZAMUBANO NO MU MARANGAMUTIMA

Dushiraho umuco n'umwuka ku banyeshuri, imiryango, n'abakozi bashyigikira kandi bateza imbere umubano, kwikenura, kwishira hamwe, no kwihangana.

Twiyemeje

- 2.1. Guharanira umutekano wizewe utera imyumvire yo kuba umwe mu banyamuryango bose.
- 2.2. Gushira mu bikorwa ibimenyetso bishingiye ku mibereho no mu marangamutima yo kwiga hamwe n'uburambe ku banyeshuri bose, abakozi, n'imiryango.
- 2.3. Guteza imbere imibereho myiza y'abanyeshuri n'abakozi bafise uburinganire, icubahiro, ubwumvikane, n'icubahiro.
- 2.4. Gushira mu bikorwa gahunda yo kwishora mu muryango kugirango hubakwe ubufatanye bushigikira umuryango.

Intumbero y'Umugambi 3:

UBURINGANE, UBUTANDUKANE & KUBAMO

Dushiraho uburyo bungana bwo gufata ivyemezo bivamo uburambe bwo kwiga bufise ireme, biteza imbere kwishira hamwe no gutandukanya, kandi vyemeza imico kavukire hamwe n'imyizerere y'abafatanyabikorwa bose.

Twiyemeje

3.1. Umuco w'Uburingane w'Ubuyobozi - Abakozi bose batezimbere kandi bitabira ubuhanga bwo kuyobora n'ibikorwa vyibanda kuvyo buri munyeshuri akeneye.

3.2. Umuco wo Kwinjiza:

Abanyeshuri n'imiryango: Kugenzura niba umutungo w'abanyeshuri n'imiryango (imiterere Y'umuco na sisitemu yo kwizera) vyinjijwe mu nyigisho no kwiga. Gutezimbere ubudasa butandukanye bw'umuryango wa TUSD binyuze mu menyekanisha, ivyabaye, n'ibirori.

Abakozi: Gushiraho ahantu hizewe ku bikorwa vyuzuye mu bikorwa vyo gufata ivyemezo hubahirizwa abafatanyabikorwa batandukanye.

3.3. Uburinganire mu Burezi - Gushimangira no kunoza gahunda z'uburezi na serivisi zunganira kugirango habeho uburambe bwo mu rwego rwo hejuru bukurura, bwakira, burera, no kugumana abanyeshuri batandukanye n'abakozi.

3.4. Ubushobozi bw'Umuco - Gutezimbere uburyo bw'imyigishirize itandukanye, ibikoresho vy'amasomo, serivisi zifasha abanyeshuri zigaragaza umuryango wa TUSD.

3.5. Guhagarika Politiki n'Uburyo bwo Guhezwa - Kubandanya kumenya, gusesengura, no gusuzuma politiki / imikorere yo gusubiramo kugirango ushigikire neza "umwana wose".

3.6. Kuringaniza Data - Koresha uburyo buringaniye bw'amakuru kugirango utware ivyemezo vya sisitemu no kunoza ishuri.

Intumbero y'Umugambi 4:

ITERAMBERE RY'UMWUGA

Dutezimbere umuco uhuriweho n'iterambere ry'umwuga aho buriwese afise amahirwe yo kuba umuyobozi, umushushanyi, umutangamusanzu, n'uwiga.

Twiyemeje

- 4.1.** Gutanga imyigire y'umwuga yo mu rwego rwo hejuru yibanda ku gihe kizaza kandi ishingiyeye ku bibazo bifitanye isano n'inzego zose hamwe n'amasomo.
- 4.2.** Gushira mu bikorwa amahirwe atandukanye yo kwiga umwuga wibanda ku banyeshuri kandi biterwa n'ibikenewe n'ibitekerezo vyatanzwe n'abakozi b'akarere.
- 4.3.** Gutanga amahirwe yo kwiga umwuga no guteza imbere umwuga uhuza intego z'umukozi.
- 4.4.** Kubaka ubushobozi bw'abigisha imyuga imbere kugirango bigishe udushasha, tubandanya, kandi dushira mu bikorwa amahirwe yo guterimbere kw'umwuga.

Intumbero y'Umugambi 5:

IMBARAGA Z'UMURYANGO

Twubaka umubano usobanutse n'abafatanyabikorwa bashasha n'abahasanzwe kugirango dutange amahirwe mashasha ku banyeshuri bacu, abakozi, n'umuryango wo mukarere.

Twiyemeje

- 5.1.** Gushiraho ubufatanye bw'ishuri n'ubucuruzi buri mwaka, kaminuza, ibigo nderabuzima, amashami ya gisirikare, canke / na imiryango idaharanira inyungu.
- 5.2.** Gutanga inkunga y'akarere n'inkunga ihuza umuryango w'ishuri kuri buri rubuga.
- 5.3.** Gutanga amahirwe nyayo ku banyeshuri bashimangira umuryango wacu binyuze mu bujanama, bwo hanze, bw'imbere bwo kwimenyereza umwuga, hamwe n'umugambi w'ishuri.
- 5.4.** Gushiraho ibikorwa bishingiye kuri serivisi-yiga ibikorwa biteza imbere iterambere ry'imibanire myiza ishingiyeye ku banyagihugu n'ubufatanye.

Intumbero y'Umugambi 6:

IMITUNGO YAKORESHEJWE

Turatanga kandi turakoresha imitungo kugirango dutenze imbere icerekezo, inshingano, n'umugambi w'intumbero zacu.

Twiyemeje

- 6.1.** Kubaka ingengo y'imari y'akarere n'ibigo mu bufatanye, mu muco, no guhuza umugambi w'intumbero z'akarere.
- 6.2.** Gushora imari no gutanga amahugurwa yo gushaka, guteza imbere no kugumana abakozi bakora neza.
- 6.3.** Kwigisha amashami yose y'akarere n'abafatanyabikorwa b'ikigo c'ishuri inzira yimari n'amahitamo ashigikira intumbero z'akarere n'imihigo.
- 6.4.** Gutezimbere umubano mu gukurikirana ubufatanye bw'umuryango n'amahirwe y'inkunga.
- 6.5.** Guha imbaraga zo gutanga akazi no kugumana imihate yo kugabanya imyanya iri gusa no kugabanya umwanya mu gutanga akazi.
- 6.6.** Gupima imikorere myiza y'ishoramari ry'imari mu bice vy'ingenzi vy'ingengo y'imari y'akarere.
- 6.7.** Kubandanya no kongereza igitigiri co kwiyandikisha mu karere.