



ELK GROVE UNIFIED SCHOOL DISTRICT



**KEV PAV TXUG KEV KAWM NTAWV KOM
MUAJ NCAAJ NCEEG COV NTSAB LUG**

2017-2022



Kev Pav Txug Kev Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

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Ke v Pav Txug Ke v Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

TAW QHA

Ke v muaj vaaj huam sib luag hab ke v ncaaj nceeg yog ob yam kws nyag txawv nyag. Ke v muaj vaam huam sib luag nyob rua huv ke v kawm ntaub ntawv yog muaj lawm thaum txhua tug tub ntxhais kawm ntawv muaj feem ib yaam has txug tej ke v kws yuav muaj cuab kaav ua tau, tej ke v kws yog ke v paab khu, tej ke v kws yog nrug luas moog tau hab siv tau tej ke v paab kws luas muaj. Qhov txawv, txuj ke v ncaaj nceeg yog muaj lawm thaum txhua tug tub ntxhais kawm ntawv txais tau yaam puab toob kaas lub sib haum kws puab toob kaas es puab txha les yuav dlhau lug ua tau ib cov kws npaaj tau lawm txhawm yuav kawm ntawv qeb sab tuaj moog, ua dlej num los ua lub neej. Thaum peb txhawb nqaa ke v ncaaj nceeg nyob rua peb txuj ke v qha ntaub ntawv, peb ncu ntsoov tas peb tseem muaj teeb meem tsi tau dlaws tau nyob rua peb txuj ke v qha ntaub ntawv kws yog tej yaam kws peb paub txug naj nub nuas, tej yaam kws muaj ke v tu ncuas, tej yaam kws muaj tshaaj les tsim nyog hab tej yaam kws ib tug muaj ntau dlua ib tug. Qhov kws yuav ua kom muaj ke v ncaag ncees nyob rua ke v kawm ntawv mas tsi yoom yim kag les. Ke v tshawb fawb qha tau tas cov tub ntxhais kawm ntawv kws yeej ib txim tsi ntsug luas muaj yog cov kws tsaug txwv tsi pub kawm ntawv, cov kws tau tsaug tshu tawm hab tso tseg ke v kawm yog cov coob tshaaj hab yog cov kws yuav tsi ntsug luas tau txais ke v cob qha zoo hab tej ke v kawm kom tsim nyog. Tej yaam kws peb paub txug lawm qha taus tas cov tub ntxhais kawm ntawv nuav ntsug rua tej cov paab pawg kws yog cov tsawg hab cov tub ntxhais kawm ntawv kws yog neeg txom nyem yog cov kws nkaag tsi tau moog rua ke v kawm nyob rua qeb sab hab cov kws txawm nkaag tau lawm los yeej tseem yog cov kws coob tshaaj kws kawm tsi tav qeb sab.

Nyob rua huv Civil Rights Project kws yog tshwm tawm lug ntawm University of California nyob rua Los Angeles, txij le Brown v. Board of Education nyob rua xyoo 1954, peb lub teb chaws tau dlhau lug ua ib lub kws muaj ntau haiv neeg, tab si peb cov tsev kawm ntawv feem ntau tseem yog ib cov kws muaj ke v sib cai nyob rua txuj ke v kawm ntawv hab cov tub ntxhais kawm ntawv kws txom nyem tseem haj yam coob tshaaj tuaj lawm. Txuj ke v rua cov mivnyuas yaus kws tsi yog tawv dlawb hab cov kws ib txim tsi tau txais ke v paab txaus es yuav kawm ntxiv moog rua qeb sab, kom tau haujlwm zoo ua hab kom npaaj tau lug ua lub neej mas yog ib txuj ke v kws muaj ke v tu ncuas ntau yaam kws yog tsi muaj ke v taug, tsi muaj ke v ntsug luas moog tau, tsi muaj ke v ua tau, tsi muaj ke v txhawb nqaa hab tsi muaj ke v paab. Peb yuav tau cog lug tas peb yog ib cov coj ntawm txuj ke v ncaaj nceeg mas peb yuav tsum cog kom khov peb txuj ke v cog lug kom ke v txav txim yog ib cov kws muaj ncaaj nceeg, tej ke v cai hab ke v ua num los yog ib cov kws yeej txhawb nqaa cov tub ntxhais kawm ntawv txuj ke v kawm, ke v luj hlub hab ke v txim khu kom tej qhov kws tseem muaj ke v tu ncuas los kom tsawg tuaj. Peb yuav tau hloov peb txuj ke v xaav kws ib txim xaav tas tub ntxhais kawm ntawv yog tsi keej xwb moog rua tas tub ntxhais kawm ntawv yog muaj ke v paab tsi txaus nyob rua yaav dlhau lug hab lub sib hawm taam sim nuav nyob rua peb txhuj ke v qha ntaub ntawv. Qhov ke v hloov nuav yog kauj tsuam thib ib kws yuav paab lwm tug kom muaj txuj ke v xaav tas yuav tsum ua kom muaj ke v ncaaj nceeg nyob rua txuj ke v kawm ntaub ntawv.

Elk Grove Unified School District (EGUSD) yeej ib txim tau muaj ke v cob qha kws yog zoo heev txug txuj ke v kawm hab txuj ke v qha ntawv kom haj yam zoo tuaj. Ntxiv tuaj moog, qhov kws nyav txais yuav tau tsi ntev nuas kws yog Every Student Succeeds Act hab California qhov Local Control Accountabilty Plan (LCAP) kws muab txuj ke v ncaaj nceeg saib tseem ceeb ntsug rua EGUSD tej ke v kws tshawb fawb tau lawm taag nrho tej nuav ua rua cov Board of Trustees lug pib nquag hu kom koog tsev kawm ntawv nuav yuav tau siv zug khu kom tsim nyog tej ke v qha ntaub ntawv kom txhua tug tub ntxhais kawm ntawv tej ke v toob kaas mas kom tau taag nhro. Nyob rua Lub Kaum Ib Hli Ntuj xyooj 2015, lub ooskaas kws yog Office of Educational Equity txha tau muaj tshwm sim



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lug pib ua tej haujlwm kws yog lus uas tej kev cai tshab rua cov Board, lug paab npaaj lub zeem muag hab kom haujlwm txhua yaam nyob rua EGUSD mas yog muaj kev ncaaj ncees ua lub hauv paug.

Nyob rau lub Kaum Ob Hlis Ntuj xyoo 2016, ib pawg ntawm 45 tug tuabneeg kws yog cov sawv cev huv koog tsev kawm ntawv hab cov thawj coj huv tsev kawm ntawv, cov xibfwb qha ntawv, cov xibfwb kis las, cov nam txiv, cov tswvcuab zejzoz hab cov Board of Trustees, tau sib sau ua ke lug sojntsuam cov ntaub ntawv kws qha txug kev tu ncuas nyob rua huv kev kawm ntawv yog tswm sim lug ntawm EGUSD qhov Kev Pav Qha Txug Kev Kawm Ntawv Kom Muaj Kev Ncaaj Nceeg. Cov ntsab lug ntawm qhov kev pav qha nuav yog: Cov Ntawv Kawm hab Kev Qha; Kev Muaj Feem hab Kev Moog Kom Tau; Kev Kawm Txuj Ci hab Kev Luj Hlub; Kev Pabcuam Tub Ntxhais Kawm Ntawv; Tsev Kawm Ntawv, Tsev Neeg hab Zej Zog Kev Sib Tsaug Zoo; hab Kev Ntshav Neeg Ua Haujlwm, Kev Ndlav, Kev Tsim Khu hab Kev Tuav Pov Hwm yuav nthuav qha cov hauv kev lug tsim cov kev hloov khu hab tsim lub hauv paug lug tsim kev muaj vaaj huam sib luag nyob huv EGUSD. Txuj Kev Pav Qha Txug Kev Kawm Ntawv Kom Muaj Kev Ncaaj Nceeg, yog ua raws les tau npaaj tseg, yuav ua tau ib qhov kev txhawb nqaa rua cov thawj coj, cov xibfwb, cov tub ntxhais kawm ntawv, cov thawj coj kws tuav num, lwm cov tuabneeg kws ua haujlwm hab cov tuabneeg kws muaj feem cuam nyob huv EGUSD kom yuav lug paab tau txhua tug tub ntxhais kawm ntawv kom puab txawm yuav kawm ntawv qeb sab tuaj moog, yua ua haujlwm los yog yuav cas les pib lub neej los kom puab yeej npaaj tau txaus lawm tas tom qaab kws puab kawm ntawv tav.



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ZEEM MUAJ

Cov Tswj Kev Xaiv xaav kom ua tau ib qhov chaw kws txua tug tuabneeg, tsi has tug yuav coj txuj kev lig kev cai twg, kom muaj vaaj huam sib luag kws yuav muaj kev ncaag ncees hab tsi muaj kev ntxub ntxaug rua cov tub ntxhais kawm ntawv tsi has rua puab saab cev nqaj dlaim tawv los rua puab saab ntsuj plig. Cov Tswj Kev Xaiv cog lug tas yuav ua kom txhua tug kws muaj feem cuam txhawb qaab txuj kev kawm ntawv kom muab kev ncaaj ncees ua thawj qhov kev cai nyob rua peb txuj kev qha ntaub ntawv kom nwg yog muab zwm rua taag nrho cov kev cai, cov kev coj ua, cov kev ua num hab kev haujlwm sub txha les yuav muaj kev ncaaj ncees nyob rua kev kawm ntaub ntawv rua txhua tug tub ntxhais kawm ntawv.

TXUJ KEV TSIM TSAA

Elk Grove Unified School District ntseeg tas kev ncaaj nceeg yog ib qhov tseem ceeb rua cov tub ntxhais kawm ntawv txuj kev vaam meej hab kev ua kom tshwm sim tau. Thaum taag nhro cov tuab neeg kws ua haujlwm muab txuj kev ncaaj nceeg txhawb moog ua qhov kws yuav lug dlaws tau cov teeb meem kws yog tsi muaj kev taug, tsi muaj kev ntsug luas moog tau, tsi muaj kev ua tau, tsi muaj kev txhawb nqaa hab tsi muaj kev paab hab qhov kws kev ncaaj ncees hab tsi muaj kev ntxub ntxaug:

- Kev koom ua ke huv kev xaav, kev ua haujlwm hab lub neej ntawm txhua tug tub ntxhais kawm ntawv, xibfwb, hab cov kws ua haujlwm;
- Pum tas yog qhov tseem ceeb ntawm cov tsev kawm ntawv hab qha txug kev xaav, kev cai, hab kev coj kws thoob plawg huv peb cov tsev kawm ntawv;
- Txuam nrug kev kawm ntaub ntawv kom zoo hab lub hom phaj ntawm kev tsim cov thawj coj rua ib haiv neeg thoob nplaj teb.

Tom qaab ntawd, peb yuav ua zoo saib kom cov kev txav txim sab, cov kev cai, hab cov kev coj kom txhawb nqaa cov tub ntxhais kawm ntawv txuj kev kawm, kev luj hlub, kev txhawb nqa ua neej kom tav.

EGUSD KEV KAWM NTAWV KOM MUAJ NCAAJ NCEEG YOG DLAAB TSI

Kev Kawm Ntawv Kom Muaj Kev Ncaaj Nceeg yuav tsum yog tej kev txav txim sab, cov kev cai, hab siv rua peb txuj kev kawm yog kev coj noj coj ua hab muab rua txhua tug tub ntxhais kawm ntawv kom muaj kev nkaag, kev sib hawm, kev txhawb nqa hab cov kev paab cuam tsim nyog rua peb:

- Kom hum tub ntxhais kawm ntawv kev kawm, luj hlub, hab nthuav nyob rua ib qhov chaw kaaj sab lug hab huv si;
- Txhawb txhua tug thawj coj kom muaj feem saib kev tawm tswv yim rua kev ncaj ncees;
- Txhua tug tub ntxhais kawm ntawv muaj feem npaaj kom tau lub neej tav log.

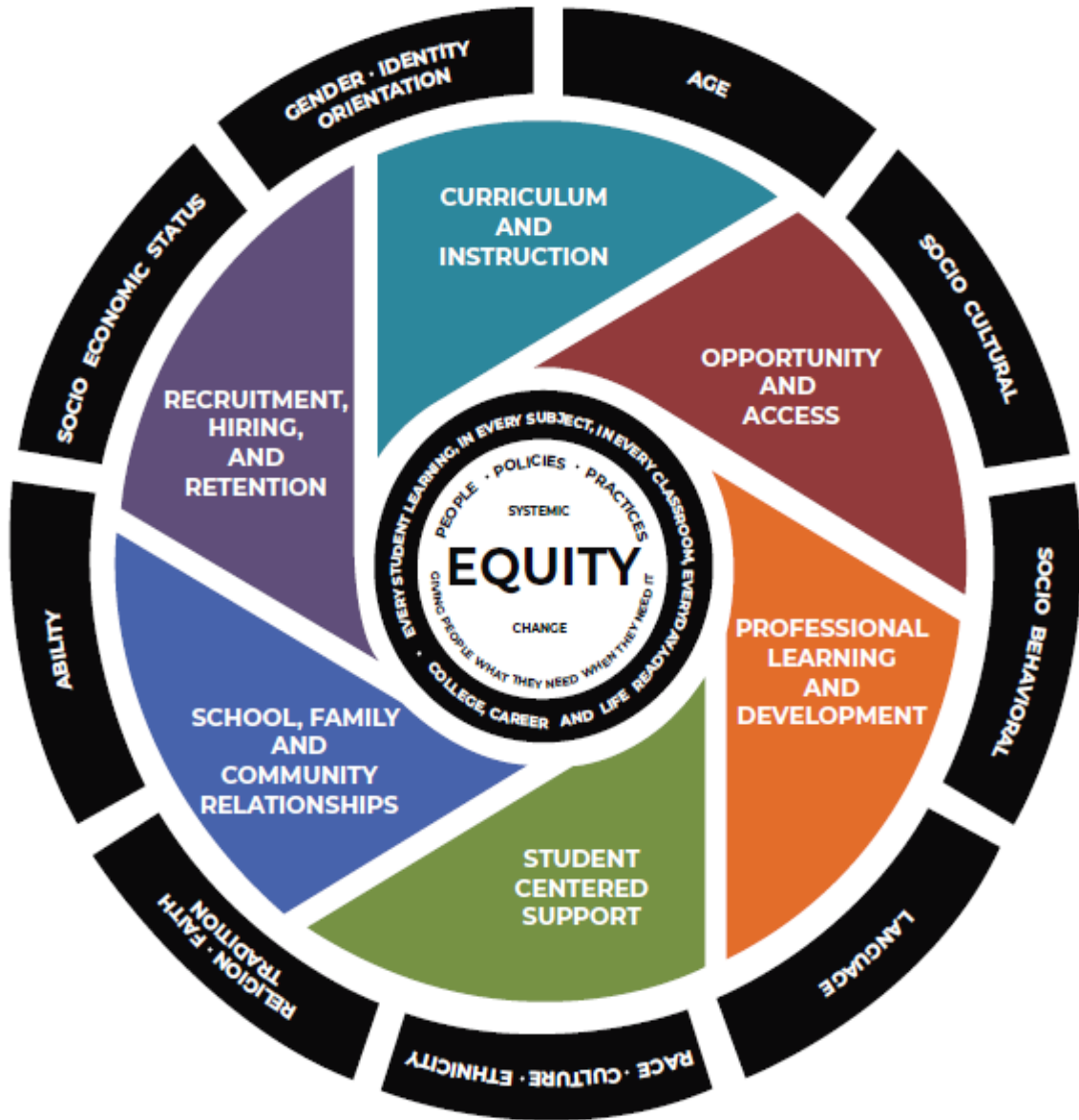
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Unified School District



EGUSD KEV KAWM NTAWM KOM MUAJ NCAAJ NCEEG QAUV





Key Pav Txug Key Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

COV HAUVPAUG NTAWM EGUSD QHOV KEV PAV TXUG KEV KAWM NTAWV KOM MUAJ NCAAJ NCEEG

HAUVPAUG 1: COV NTAWV QHA HAB COV KEV QHA: Cov ntawv qha hab cov kev qha yog ib cov zoo heev hab leeg paub txug txuas tug.

Taag nrho cov tub ntxhais kawm ntawv txawm has tas yuav muaj kev xiam oob khab, yog cov neeg twg, quas puj los txiv neej, qha tas yog quas puj los txiv neej, xaav tas nwg yog quas puj los txiv neej, tuaj txawv teb chaws, has hom lug tug, neeg kws nyob teb chaw twg, yog nam hab txiv, haiv neeg, kev ntseeg, kev nyam quas puj los txiv neej, ua neej nyob qeb twg log yog muaj kev sib tsaug ntsug rua ib tug tuabneeg los yog ib paab kws muaj tej yam les tau has nuav, tau txais kev cob qha zoo rua cov lug qha, hab cov xibfwb muaj txuj hum kev kawm hab kev txhim khu kom zoo tsim hab qhia cov ntawv nyuaj hab kev coj ua zoo.

HAUVPAUG 2: KEV MUAJ FEEM HAB KEV MOOG TAU: Txhua tug tub ntxhais kawm ntawv muaj feem hab kom moog txais tau kev paabcuam lug txhawb puab txuj kev kawm kom muaj yeej hab tej kev txhawj xeeb los kom muaj kev paab.

Txuj kev kawm kom muaj yeej hab tej kev xaav tau ntawm txhua tug tub ntxhais kawm ntawv yog txhawb lug ntawm txuj kev ca sab sab hab kev kws tsi xaiv ib tug twg. Cov kev paabcuam raug npaaj muaj rua kev moog tau rua cov kev kawm xws li Gifted and Talented Education (GATE), Honors, Advanced Placement (AP), International Baccalaureate (IB), Advancement Via Individual Determination (AVID), Pre Scholastic Aptitude Test (PSAT), Career Technical Education (CTE), hab lwm yam., lug ua kom suav dlawg muaj feem sib npaug qhua zog has txug txuj kev ncuw npe kawm ntawv.

HAUVPAUG 3: KEV COB QHA HAB KOM TXAWJ TUAJ: Kev cob qha hab kom txawj tuaj yuav ua kom muaj kev paub, kev tawm tswv yim, hab kev txav txim sab lug txhawb txuj kev kawm ntawv kom muaj ncaaj nceeg.

Kev cob qha kom txawj hab luj hlub txhawb nqaa tej paab pawg kws yog muaj kev feem cuam has txug txuj kev kom kev kawm ntawv muaj ncaaj nceeg, muaj kev sib nav thwm kws tsi xaiv ib tug twg kev cai los kev ntseeg, hab kom muaj kev paub tas yuav tau siv tej tswv yim kws muab kev ncaaj nceeg lug ua lub hauv paug.

HAUVPAUG 4: KEV TXHAWB KWS YEEJ YOG RUA COV TUB NTXHAIKAWM NTAWV: Tej kev txhawb tau tsim lug paab rua tej kev toob kaas ntawm taag nrho cov tub ntxhais kawm ntawv tsi has tug zoo le caag.

Tsev kawm ntawv yog ib qhov chaw lug txhawb mivnyuas kawm ntawv kev kawm hab kev luj hlub sub lub qhov kws nyob ntsuab ntsaab ntawm cov kawm tau hab tsi tau txha le yau tau tuaj.

HAUVPAUG 5: TSEVKAWMNTAWV, TSEVNEEG HABLJMEJ PEEJ XEEM KEV SIB RAUGZOO: Kev sib raug zoo ntsug rua taag nrho cov muaj feem cuam uas rua tsev kawm ntawv, tsev neeg hab laj mej peej xeem muaj kev sib koom teg.

Huv qhov chaw saib tsev kawm ntawv hab cov tsev kawm ntawv yog ib cov chaws kws ua rua cov ua haujlwm, tub ntxhais kawm ntawv, tsev neeg, hab lub zejzog tuaj sib ntsib, sib txhawb, hab tawm tswvyim ua ke lug txav txim.

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HAUVAUG 6: KEV NRHAV, KEV NDHAV, HAB KEV CEEV: Nrhav, ndhav, hab ceev cov tuab neej ua haujlwm kws yeej txawj hab paub tag.

Yuav tau nruag tej kev kws siv moog nrhav, ndhav, hab ceev kom tau cov tuabneeg ua dlejnum koom zoo ntxiv tuaj. Cov ua dlejnum yuav tsum yog cov kws muaj kev txawj ntse hab muaj peev xwm mas txha le tsim nyog lug txhawb tau lub homphaj ntawm cov coj.

HOMPHAJ, KEV NTSUAG, HAB LUG NTUAG

HAUVAUG 1: COV NTAUV QHA HAB COV KEV QHA: Cov ntawv qha hab cov kev qha yog ib cov zoo heev hab leeg paub txug txuas tug.

Taag nrho cov tub ntxhais kawm ntawv txawm has tas yuav muaj kev xiam oob khab, yog cov neeg twg, quas puj los txiv neej, qha tas yog quas puj los txiv neej, xaav tas nwg yog quas puj los txiv neej, tuaj txawv teb chaws, has hom lug tug, neeg kws nyob teb chaw twg, yog nam hab txiv, haiv neeg, kev ntseeg, kev nyam quas puj los txiv neej, ua neej nyob qeb twg log yog muaj kev sib tsaug ntsug rua ib tug tuabneeg los yog ib paab kws muaj tej yam les tau has nuav, tau txais kev cob qha zoo rua cov lug qha, hab cov xibfwb muaj txuj hum kev kawm hab kev txhim khu kom zoo tsim hab qhia cov ntawv nyuaj hab kev coj ua zoo.

HOMPHAJ 1: Txhua yaam ntaub ntawv yog ib cov kws thaam txug taag nrho peb cov tub ntxhais kawm ntawv.

HOMPHAJ 2: Ua kom cov tub ntxhais kawm ntawv muaj kev paub hab kev kawm zoo hab muaj kev kawm zoo dua.

HOMPHAJ 3: Ua kom cov tub ntxhais kawm ntawv muaj kev kawm zoo hab muaj kev kawm zoo dua.

TEJ KEV NTSUAG KWS YUAV LUG QHA TAU TXU KEV LUJ HLUB:

- 1.1 Tug pawsxees ntawm cov ntaub ntawv/cov ntaub ntawv kawm yog ib cov kws qha txug tej haiv neeg, kev cai los kev ntseeg kws yog cov tub ntxhaes kawm ntawv le.
- 1.2 Tug pawsxees ntawm cov ntaub ntawv / cov ntaub ntawv kawm uas muaj kev xav txog haiv neeg, kev coj noj coj ua lossis haiv neeg ntawm cov tub ntxhais kawm.
- 1.3 Tug pawsxees ntawm cov tub ntxhais kawm qhia txog kev qhia ntawv zoo thiab kev coj noj coj ua, thiab feem pua ntawm cov xibfwb qhia qhia kev qhia zoo thiab kev coj noj coj ua zoo.

COV LUG NTUAG NTAUV PAAB KWS TUAV TXUG TXUJ KEV KAWM NTAUV KOM MUAJ NCAAJ NCEEG

- Muab kev cob qha rua cov xibfwb kom puab yuav lug txawb tau cov tub ntxhais kawm ntawv kom muaj kev txawj.
- Muab CPL hab cov chaw kws muaj kev pabcuam hab kev cob qha lug txhawb rau Lub Xeev Tus Qauv Siv.
- Muab CPL hab cov chaw kws muaj kev pabcuam hab kev cob qha lug ua kom pum tseeb ntawm kev tsim txuj kev xaav luj hlub.

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- Txhim khu cov ntaub ntawv kawm: txav txim tau cov pov thawj ntawm kev ncaaj nceeg hab/los yog tsis muaj kev nkaag sab hab hauv cov qauv uas tau hloov cov ntaub ntawv cob qhia thiab txiav txim siab yog cov ntaub ntawv cuam tshuam cov ntau haiv neeg ntawm peb cov tub ntxhais kawm.
- Muab kev cob qha, sijhawm, hab kev paab lug txuas ntxiv rua PLCs txhua lub tsev kawm ntawv lug paab cov miv nyuas kws muaj kev kawm txawv.
- Tshawb nrhav cov xibfwb qha ntawv hab cov tub ntxhais kawm ntawv lug soj ntsuam kev qha hab kev kawm paub.
- Tsim ib qho kev tshawb fawb txug Ethnic Studies kom suav taag nrho cov ntsab muag ncaaj nceeg nrug rua kev ncaaj nceeg rua kev ncaaj nceeg. Hoob nua yog yuav tsum tau kawm kom taav rua txhua tug tub ntxhais kawm ntawv huv EGUSD.
- Muab kev qha hab kev luj hlub rua kev qha hab kev kawm.
- Dclaim ntawv cug lug nrug Sharroky Hollie lug muab kev kawm rua txhua tug kws ua haujlwm (koog tsev kawm ntawv hab chaw) rau CRTL.
- Nce cov khoom siv rua cov tuabneeg kws ua haujlwm kws has txug kev ncaaj nceeg, kev coj tus cwj pwm zoo, hab ntau haiv neeg.
- Tsim qhov kev tshawb fawb kom muaj kev ncaaj nceeg, hab cov txheej txheem kom muaj xws le HAUVPAUG 1, lug soj ntsuam hab saib xyuas txuj kev kawm hab kev ncaaj nceeg ntawm kev siv.
- Ua qhov kev tshawb fawb sib luag ntawm HAUVPAUG 1.
- Cob qha pab pawg ntawm txug kev ncaaj nceeg hab cov txheej txheem tsim nyog kom muaj kev sib tw zoo.

HAUVPAUG 2: KEV MUAJ FEEM HAB KEV MOOG TAU: Txhua tug tub ntxhais kawm ntawv muaj feem hab kom moog txais tau kev paabcuam lug txhawb puab txuj kev kawm kom muaj yeej hab tej kev txhawj xeeb los kom muaj kev paab.

Txuj kev kawm kom muaj yeej hab tej kev xaav tau ntawm txhua tug tub ntxhais kawm ntawv yog txhawb lug ntawm txuj kev ca sab sab hab kev kws tsi xaiv ib tug twg. Cov kev paabcuam raug npaaj muaj rua kev moog tau rua cov kev kawm xws li Gifted and Talented Education (GATE), Honors, Advanced Placement (AP), International Baccalaureate (IB), Advancement Via Individual Determination (AVID), Pre Scholastic Aptitude Test (PSAT), Career Technical Education (CTE), hab lwm yam., lug ua kom suav dlawg muaj feem sib npaug qhua zog has txug txuj kev ncuv npe kawm ntawv.

HOMPHAJ 1: Ua kom muaj kev koom teg ntawm cov tub ntxhais kawm ntawv kw sib txim tsis muaj sawv cev huv GATE, Honors, AP, IB, AVID, CTE, hab PSAT.

HOMPHAJ 2: Txhim khu hab txhim khu kev kawm txhawb rua txhua tug tub ntxhais kawm.

HOMPHAJ 3: Txhim khu hab txhim khu kev txhawb zug rua txhua tug tub ntxhais kawm.

TEJ KEV NTSUAG KWS YUAV LUG QHA TAU TXU KEV LUJ HLUB:

- 2.1 Tus pawsxees ntawm cov tub ntxhais kawm ntawv koom nrog GATE, Honors, AP, IB, AVID, CTE, hab PSAT cov kev paab cuam lug ntawm cov tub ntxhais kawm ntawv, hab kev hloov pauv ntawm lub sijhawm.
- 2.2. Tus pawsxees pua ntawm cov tub ntxhais kawm qha txug kev pab cuam txaus lug ntawm cov tub ntxhais kawm ntawv los yog feem pua ntawm cov tub ntxhais kawm ntawv kws tav cov kev kawm tsis zoo lug ntawm cov tub ntxhais kawm ntawv, hab kev hloov pauv ntawm lub sijhawm.

Kev Pav Txug Kev Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

2.3 Tus pawsxees ntawm cov tub ntxhais kawm ntawv kws qha txug kev paabcuam kev sib raug zoo lug ntawm cov tub ntxhais kawm ntawv, lossis feem pua ntawm cov tub ntxhais kawm ntawv tau txais kev ncuva kev kawm lug ntawm cov menyuam kawm ntawv, hab kev hloov pauv ntawm lub sijhawm.

COV LUG NTUAG NTAWM PAAB KWS TUAV TXUG TXUJ KEV KAWM NTAWV KOM MUAJ NCAAJ NCEEG

- Ua raws IE cov txheej txheem hab cov txheej txheem lug ua kom nkaag sab hab muab tau ntawm GATE, Honors, AP / IB, PSAT offerings, AVID, hab lwm cov kev pabcuam thiab cov kev pabcuam, uas tau qhia tias tsis muaj kev txwv tsis pub muaj kev pabcuam raws li cov tsis txaus siab / targeted subgroups.
- Txo cov me nyuam loj hauv cov tsev kawm ntawv theem qis.
- Soj ntsuam thiab hloov cov neeg ua haujlwm ntawm cov tsav xwm hauv tsev kawm ntawv los muab kev pab txhawb ntxiv rau Title I cov tsev kawm ntawv.
- Tshab xyuas kev txhawb nqa kev txhawb zog / kev tuav pov hwm hauv koog tsev kawm ntawv thiab txog cai / kev tawm tsam rov qab los txiav txim seb cov cai raug qauv zoo li cas rau kev tshawb fawb los ntawm kev tshawb fawb thiab siv nrog kev ncaj ncees rau txhua qhov chaw.
- Ua ib qho kev tshawb nrhiav (Pawg Neeg Saib Kev Thauj Mus) ntawm tuaj tos thiab tuaj txog seb puas muaj cov tub ntxhais kawm tuaj tos thiab tuaj lig.
- Muab cov kev pab thiab kev txhawb zog rau kev noj qab haus huv, PBIS thiab Restorative Practices.
- Txhim khu kev noj qab haus huv thiab kev txhawb tswv yim pab kom zoo dua rau cov kev xav tau ntawm kev sib raug zoo thiab kev xav ntawm cov menyuam kawm ntawv uas tsis tau kawm.
- Npaj muaj kev kawm zoo thiab / los yog nkag mus rau cov kws ua haujlwm rau cov neeg ua haujlwm los txhim kho cov neeg ua haujlwm kev kawm tshwj xeeb ntawm kev xav tau ntawm kev xav hauv kev kawm, MTSS thiab kev noj qab haus huv rau txhua tus tub ntxhais kawm.
- Ua kom nkag tau mus rau cov dej num kawm sab nraud ntxiv rau cov tub ntxhais kawm theem nrab thiab theem nrab.
- Saib, tshuaj xyuas, thiab txhawb qhov kev siv PBIS cov tswv yim (Tier I, II, thiab III) ntawm txhua qhov chaw. Thaum twg ib qhov chaw tsis muaj kev sib koom tes, kev pab yuav muab los txhawb kev txhim kho.
- Tsheb nqaj hlau, sojntsuam hab siv Kev Txhim Kho Ntxiv ntawm txhua qhov chaw.
- Koom tes nrog FACE thiab lwm lub hauv paus tsev kawm ntawv tsom kwm rau tsev neeg thiab zej zog kev sib koom tes los ntawm kev muab cov ntaub ntawv thiab kev kawm kom tsis txhob poob siab.
- Muab cov kev pab cuam los txhawb qhov kev nce qib ntawm kev mus xyuas tom tsev uas yog tsom tham txog kev sib txuas lus rau cov menyuam kawm ntawv thiab cov tsev neeg.
- Tag nrho cov tsev kawm ntawv yuav tsim kom muaj kev sib koom tes nrog tsev neeg sib txuas lus txog kev sib txuas lus tshwj xeeb rau GATE, Honors, AP, thiab IB cov txheej txheem los txhawb cov niam txiv thiab tub ntxhais kawm ntawv kev kawm thiab kev npaj.
- Ua kom cov niamtxiv thiab cov tub ntxhais kawm ntawv tau txais kev pab ntxiv los ntawm kev muab cov ntaub ntawv thiab cov ntawv nthuav tawm los ntawm GATE, Honors, AP, thiab IB.
- Tsim qhov kev tshawb fawb sib luag, rubric thiab cov txheej txheem los xam HAUVPAUG 2, los mus soj ntsuam thiab soj ntsuam kev kawm thiab kev ncaj ncees ntawm kev siv.
- Txhim Kho Lub Sij Hawm Tshawb Nrhiav Nyiaj Equity 2.
- Tsheb nqaj hlau ntawm pab pawg ntawm kev sib foob thiab cov txheej txheem tsim nyog kom muaj kev sib tw zoo.

HAUVPAUG 3: KEV COB QHA HAB KOM TXAWJ TUAJ: Kev cob qha hab kom txawj tuaj yuav ua kom muaj kev paub, kev tawm tswv yim, hab kev txav txim sab lug txhawb txuj kev kawm ntawv kom muaj ncaaj nceeg.

Kev cob qha kom txawj hab luj hlub txhawb nqa tej paab pawg kws yog muaj kev feem cuam has txug txuj kev kom kev kawm ntawv muaj ncaaj nceeg, muaj kev sib nav thwm kws tsi xaiv ib tug twg kev cai los kev ntseeg, hab kom muaj kev paub tas yuav tau siv tej tswv yim kws muab kev ncaaj nceeg lug ua lub hauv paug.



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HOMPHAJ 1: Txhim khu cov neeg muaj txiaj ntsim raws li kev lag luam.

HOMPHAJ 2: Txhim khu cov neeg ua haujlwm hauv kev ua haujlwm nce qib kev lag luam.

TEJ YAAM KWS YUAV LUG QHA TAU TXUJ KEV LUJ HLUB:

- 3.1 Cov naj npawb ntawm kev muaj vaaj huam sib luag nrug kev kawm zoo, lossis ib feem pua ntawm kev kawm txuj ci nrug kev ncaaj ncees.
- 3.2 Tug pawsxex ntawm cov neeg ua haujlwm es tau moog koom kev kawm ncaaj ncees.

COV LUG NTUAG NTAWM PAAB KWS TUAV TXUG TXUJ KEV KAWM NTAWV KOM MUAJ NCAAJ NCEEG

- Muab kev kawm sib txawv hab kev luj hlub rua txhua tug neeg ua haujlwm lug txhawb nqaa txuj haujlwm ntawm Keu Ncaaj Nceeg.
- Yuav tsum kom caij nyoog siv tseem ceeb rua kev ncaaj nceeg hab siv lub hauvpaug ncaag nceeg taag nrho rua cov tuabneeg ua haujlwm nyob rua huv EGUSD.
- Muab cov tsev kawm ntawv muaj peev xwm lug tsim kev cai lij choj kom ua raws li cov tswv yim, cov cai, hab cov kev coj ua.
- Tsim kom muaj ib paab saib txug kev ncaaj nceeg nyob rua txhua lub tsev kawm ntawv los loov rua huv hauv paug luj. Npaaj kom muaj caij moog kawm hab xyum ua ncaaj nceeg (cog lus nrug rua Generation Ready hab ACSA).
- Npaj cov sibhawm rau cov neeg ua haujlwm tuaj koom nrug kev kawm haujlwm nrug National Equity Project.
- Muab sibhawm rua cov neeg ua haujlwm moog kawm hab cob qha lug ntawm Arbinger sub txha le zwm rua lub hlwb.
- Siv hab cob qha cov neeg ua haujlwm ntawm txhua feem ntawm EGUSD Foundations of Equity Training Modules taag nrho txhua qhov chaw thiab cheeb tsam chaw ua haujlwm.
- Tsim hab siv kev Sims Keu Ncaaj Nceeg (NYC Leadership Academy) rua cov xib fwb hab cov thawj coj.
- Tuav lub tswvyim ntawm kev Ncaaj Nceeg huv txhua txuj kev kawm hab kev luj hlub, hab kev tsim txhua yaam kev siv lub lub zeem muag Ncaag Nceeg lug ua ib qho tseem ceeb rau txhua qhov chaw ua haujlwm.
- Qha txhua tug neeg ua haujlwm ntawm lub qhov muag thiab EGUSD qhov kev vaaj huam sib luag yog lub hauv paus rau txhua txuj haujlwm.
- Tsim kom muaj sibhawm lug has txug kev ncaaj ncees rua huv txhua koog tsev kawm ntawv cov kev kawm hab kev txhim khu.
- Ua ntej lub sibhawm ntawm cov chaw ua haujlwm huv kev txhim khu cov neeg ua haujlwm nrug rua kev ua laag luam.
- Npaaj cov tsev neeg sib txig sib luag huv txhua koog tsev kawm ntawv cov rooj sib tham hab huv kev tsim kho
- Txhawb nqaa kev koom teg paab lwm tug tuab neeg kws tsi yog has lug Aaktiv xwb.
- Txhawb nqaa kev koom teg ntawm Elk Grove Association kom muaj ooskaa qha rua cov dlob.
- Tsim kom muaj ib lub koom hum sawv cev rua tsev kawm ntawv thoob plawg huv txhua lub tsev kawm ntawv.
- Cim tau hab muab qhov tseem ceeb tshsaj plawg lug tsim cov kev qha ntawv zoo rua lub tsev kawm ntawv.
- Muab kev paabcuam hab kev paabcuam rau cov chaw los paabcuam rua kev tsim khu hab ua raws li lub tsev kawm ntawv cov kev npaaj.
- Cov Tswv Cuab Ua Haujlwm Paab Sib Koom teg yuav txhawb txuj haujlwm ntawm kev ncaaj nceeg lug ntawm kev tsim cov tswv yim siv rua huv puab lub tsev kawm ntawv hab muab kev tawm tswv yim mus rua lub koom hum kev kawm.
- Cov Ntawv Kawm hab Keu Kawm Haujlwm hab Cov Neeg Kawm Lus Askiv (English Learner Services) yuav muab kev kawm nub pub rua cov xibfwb qha ntawv rua cov ELD / SDAIE.
- Npaaj sibhawm sib txawv rau kev qhia tshwj xeeb.

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- Muab kev kawm ncaj ncees rau txhua tus kws qhia ntawv thoob plaws hauv koog tsev kawm ntawv kom ncaj qha txhawb tsev kawm ntawv.
- Tsim qhov kev tshawb nrhav kev ncaaj nceeg, kev txheeb xyuas hab cov txheej txheem kom muaj xws li HAUVPAUG 3, lug mug soj ntsuam kev kawm hab kev ncaaj nceesg ntawm kev siv.
- Txheeb xyuas kev ncaaj nceeg ntawm kev kawm txuj ci hab kev luj hlub.
- Qha cov qhabnab has txug kev ncaag nceeg hab yuav ntsuag le caag txha le meej pem.

HAUVPAUG 4: KEV TXHAWB KWS YEEJ YOG RUA COV TUB NTXHAIKAWM NTAWV: Tej kev txhawb tau tsim lug paab rua tej kev toob kaas ntawm taag nrho cov tub ntxhais kawm ntawv tsi has tug zoo le caag.

Tsev kawm ntawv yog ib qhov chaw lug txhawb mivnyuas kawm ntawv kev kawm hab kev luj hlub sub lub qhov kws nyob ntsuab ntsaab ntawm cov kawm tau hab tsi tau txha le yau tau tuaj.

HOMPHAJ 1: Txhim khu tsev kawm ntawv kom muaj txujkev sib ntseeg, sib fwm, hab sib hlub.

HOMPHAJ 2: Txhim khu cov cais kom zoo es mivnyuas txha le kawm tau ntawv.

HOMPHAJ 3: Txhawb cov mivnyuas kawm ntawv kom muaj txuj kev sib thaam.

YUAV TAU NRUAG TXUG COV HOMPHAJ:

- 4.1 Tug pawsxees kws cov mivnyuas kawm ntawv nyam rua kaab lig kev cai/kev sib fwm, hab tug pawsxees kws cov tub ua dlejn nyam rua kaab lig kev cai/kev sib fwm.
- 4.2 Tsev kawm ntawv hab koog tsev kawm ntawv yuav tsum ntsuag MTSS hab PBIS, lossis tug pawsxees ntawm cov tub ntxhais kawm ntawv kws xaav tau kev paab cuam lossis tug pawsxees ntawm cov tub ntxhais kawm ntawv ceeb toom tas puab muaj kev nyuaj sab ntxhuv plawv nyob rua Social-Emotional Learning Survey.
- 4.3 Tug pawsxees ntawm cov mivnyuas kawm ntawv muaj teebmeem es tsaug txwv tsi pub tuaj kawm ntawv lossis tug pawsxees ntawm cov mivnyuas kawm ntawv kws kawm zoo es pheej tau tuaj kawm.

EDUCATIONAL EQUITY STRATEGIC PLANNING TEAM RECOMMENDATIONS

- Npaaj kom ua tau phoojywg nrug zejzog, nrug mivnyuas thaam, hab tsim lub tsev kawm ntawv kom muaj kev puajphais, kev txhawb, hab ntxim nyam.
- Npaaj kom muaj kaab lig kev cais zoo nyob rua huv lub tsev kawm ntawv.
- Koom teg nrug mivnyuas kawm ntawv tejaam tseem ceeb has txug kaab lig kev cais hab kev kawm.
- Kawm hab xyum qhov zoo tshaaj lug ntawm cov xibfwb kws tuab txawj qha hab ua tau zoo lawm.
- Koom rua huv cov chaav kawm thoob plawg huv koog tsev kawm ntawv lug muab sibhawm rua kev sib koom teg hab txhawb nqaa qhov chaw.
- Siv cov tswv yim coj lug siv xws li cov rooj sib tham huv chaav kawm, cov voj voog huv zej zog hab lwm cov tswv yim kev ncaaj ncees kom tshem tawm tsis pum zoo huv cov ntaub ntawv qhuab qha.
- Tsim kom muaj ib cov cais kom zoo hab muaj lub hom phaj kom mivnyuas kawm ntawv kom tav.
- Nce kev paab rua cov tub ntxhais hluas, tsi muaj vaaj tsev, hab txhawb rua SWD.
- Tsim kom muaj ib pawg thawj coj tub ntxhais kws tsi yog Mekas Dawb.

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- Txhawb nqaa txuj kev ua zoo kws cov mivnyuas Mekas Dlub nyob taag nrho txhua lub tsev kawm ntawv high school.
- Muab tswvyim paab rua cov xibfwb kom txhob pum ze ze hab nqaim nqaim.
- Txhawb nqaa nrug rua MTSS kev tsim hab kev siv.
- Paab tswvyim rua cov xibfwb lug tawm kom tau tswvyim paab rua cov tub ntxhais hluas kaws kawm tsi tau ntawv.
- Txhawb mivnyuas kev noj qaab haus huv lug ntawm kev has lug, sib paab, ua tug cwj pwm zoo.
- Siv tej nyaj kom tseem ceeb moog paab cov mivnyuas kawm ntawv kom tsim nyog nyob rua Site LCAPs.
- Siv lub zejzog kom muaj tej pawg lug txhawb mivnyuas tej kev kawm kom luj hlub hab tswm sim tuaj.
- Coj cov mivnyuas kawm ntawv moog koom kev kawm nyob rua huv Unity Center ntawm California Museum hab nyob rua Museum of Tolerance sub mivnyuas txha le txawj saib suavdlawg muaj nuj nqe ib yaam.
- Muab cov tsev kawm ntawv tej ooskaas koj lug siv ua ke xis le (PBIS, Leadership, Equity, etc.).
- Pub cov caij nyoog rua cov mivnyuas koom tau nrug rua cov tawm tswvyim huv District kom suavdlawg muaj suab ib yaam.
- Tsim kom muaj kev tshuaj nruag txug kev ncaaj nceeg los loov rua Hauvpaug 4 lug moog luj txug kev kawm hab kev siv.
- Txhawb nqaa lub tswvyim kev ncaag nceeg pub rua cov mivnyuas kawm ntawv.
- Qha cov qhabnab has txug kev ncaag nceeg hab yuav ntsuag le caag txha le meej pem.

HAUHPAUG 5: TSEV KAWM NTAWV, TSEV NEEG HAB LAJ MEJ PEEJ XEEM KEV SIB RAUG ZOO: Kev sib raug zoo ntsug rua taag nrho cov muaj feem cuam uas rua tsev kawm ntawv, tsev neeg hab laj mej peej xeem muaj kev sib koom teg.

Huv qhov chaw saib tsev kawm ntawv hab cov tsev kawm ntawv yog ib cov chaws kws ua rua cov ua haujlwm, tub ntxhais kawm ntawv, tsev neeg, hab lub zejzog tuaj sib ntsib, sib txhawb, hab tawm tswvyim ua ke lug txav txim.

- HOMPHAJ 1: Khu cov thawj koj kev has lug, sib thaam, hab kev phoojywg.**
- HOMPHAJ 2: Nce tsev neeg kev kawm ntaub kawm ntawv kom muaj ntxiv.**
- HOMPHAJ 3: Nce kev ntau phoojywg huv lub zejzog.**

TEJ KEV NTSUAG KWS YUAV LUG QHA TAU TXU KEV LUJ HLUB:

- 5.1 Tug pawsxees kws tsev neeg qha tas nyam tsev kawm ntawv hab yog ib qhov chaws suavdlawg nyam.
- 5.2 Tug pawsxees kws tsev neeg qha tas muaj ntau lub caij kws nam txiv muaj kev phuas phaa lossis nam txiv kev kawm ntawv.
- 5.3 Tug naabnpawb ntaus kev phoojywg.

COV LUG NTUAG NTAWM PAAB KWS TUAV TXUG TXUJ KEV KAWM NTAWV KOM MUAJ NCAAJ NCEEG

- Ua kom tsev neeg muaj kev koom teg ntau ntxiv hab txhawb nqa. Muab kev paab ntau yaam pub rua tsev neeg rua txhua qhov chaw.

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- Tsim kom muaj kev koom teg nrug rua ntau lub koom hum nyob rua zejzog lug paab rua tsev neeg hab cov tub ntshais kawm ntawv.
- Tsim kom muaj cov nam txiv kws nyag has nyag ib yaam lug kom lug ua haujlwm ua ke txhawb nqaa cov nom tswv hab paab pawg yau.
- Nce ntxiv rua tsev neeg kev kawm hab kev txhawb nqaa kom ntau tuaj.
- Tsim kom muaj cov nam txiv kws nyag has nyag ib yaam lug kom lug ua haujlwm ua ke txhawb nqaa cov nom tswv hab paab pawg yau.
- Nrug tsev kawm ntawv thaam hab cov nom tswv kws muaj feem saib txug kev kawm ntawv kom txhawb cov tub ntshais kawm ntawv kom muaj qhov kawm kom tau zoo.
- Txhua lub asthiv tsev kawm ntawv yuav tau qha tas ua txug le caag.
- Taag nrho cov tsev kawm ntawv yuav tau nrug tsev neeg thaag tsawg kawg nkaus plaub zag tuaj ib xyoo txha le txhuas tau kev phoojywg zoo.
- Taag nrho cov tsev kawm ntawv yuav tau nrug tsev neeg thaag tsawg kawg nkaus plaub zag tuaj ib xyoo txha le txhuas tau kev phoojywg zoo.
- Yuav tau nrhav ib txuj ncauj kev lug nruag txug kev ncaaj nceeg saib puas ua tau tsaws le tau teev tseg nyob rua HAUVPAUG 5.
- Yuav tau nruag txug kev ncaaj nceeg ntawm tsev kawm ntawv hab lub zejzog txujkev phoojywg.
- Yuav tau qha paab kws ua dlejnum nruag txug kev ncaaj nceeg nuav kom puab paub taug qaab moog nruag txha le ua tau zoo.

HAUVPAUG 6: KEV NRHAV, KEV NDHAV, HAB KEV CEEV: Nrhav, ndhav, hab ceev cov tuab neej ua haujlwm kws yeej txawj hab paub tag.

Yuav tau nruag tej kev kws siv moog nrhav, ndhav, hab ceev kom tau cov tuabneeg ua dlejnum koom zoo ntxiv tuaj. Cov ua dlejnum yuav tsum yog cov kws muaj kev txawj ntse hab muaj peev xwm mas txha le tsim nyog lug txhawb tau lub phomphaj ntawm cov coj.

HOMPHAJ 1: Qha ntxiv kom muaj kev ua thawj coj lug ntawm cov xibfwb, cov thaajkhu, hab cov ua dlejnum.

HOMPHAJ 2: Ntxiv kev txhawb nqaa rua cov xibfwb taamsim nuav lossis cov nyav tuaj ua haujlwm.

HOMPHAJ 3: Yuav lwm tug kws has lwm yaam lug tuaj ua dlejnum hab txha le sawvcev tau cov tubntshais kawm ntawv kws has lwm yaam lug.

TEJ KEV NTSUAG KWS YUAV LUG QHA TAU TXU KEV LUJ HLUB:

6.1 Tug paw xees ntawm cov ua dlejnum kws yog ua thawj coj hab lossis tau nce ib theem.

6.2 Tug paw xees ntawm cov ua dlejnum kws tau txais kev txhawb nqaa rua saab lu j hlub.

6.3 Kev sib piv txug ntawm cov ua dlejnum coob npaum le caag piv rua cov tubntshais kawm ntawv kws kws yog nwg lwm haiv neeg.

PAAB KWS TUAV TXUG KEV NCAAJ NCEEG XAAV KOM MUAJ

- Tsi khu vaaj tsev hab kev cob qha rua kev ua thawj coj.



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- Tsim CTE ib txuj kev rua ECE kom cov nyam ua xibfwb qha ntawv txha nkaag tau tuaj nyob rua huv EGUSD.
- Tsim hab txawb kev ua yaam ntxiv zoo/ua haujlwm nrug lwm tug nyob rua cov tub ua dlejnum.
- Tsim kom muaj ib qhov kev thawj koj nyob rua huv cov tuab neeg muaj xim txawb kom tuaj nkaag tau ua thawj koj nyob rua huv EGUSD.
- Yuav tsum muaj kev cob qha hab ntxawb nqaa lug kawm txug kev paub kaab lig kev cais txawv hab kev ncaaj nceeg nyob rua cov ua dlejnum.
- Cob qha cov ua dlejnum kom paub txug kev ncaaj nceeg hab kaab lig kev cai txawv ntawm tej paab pawg neeg es suav dlawg txha le txawj sib txhawb.
- Muaj tej qhov chaw lug qha kaab lig kev cais.
- Npaaj hab tsim kom muaj kev cob qha rua cov thawj koj kws nyav txais haujlwm tshab has txug kev ncaaj nceeg.
- Txhua xyoo yuav tau qha txug tas muaj pis tsawg hom tuab neeg ua haujlwm hab pis tsawg hom mivnyuas kawm ntawv.
- Siv caij nyooq moog rua cov tsev kawm ntawv qeb sab luj kws muaj ntau hom neeg tuaj kawm ntawv hab ntshav kev txais tog ntau tug tuab neeg kws txawv xim tuaj ua haujlwm.
- Tsim kom muaj cov ooskaas cob qha kom muaj tuabneeg nyam ua xibfwb qha ntawv.
- Npaaj kom muaj kev phoojywg ntxiv rua lwm hlub koomhum tuab lub sib hawm yuav tsum tuav kom tsuaj khov rua kev ua phoojywg rua (tsev kawm ntawv qeb sab, koomhum, hab koomtxoos) nrug rua txuj kev nrhav hab ndlav tuab neeg kws yog cov tawv dlawb lug ua haujlwm.
- Npaaj nruag txug kev ncaaj nceeg, yuav tsum saib moog rua HAUVPAUG 6, kom muaj cov lug saib hab nruag txug kev kawm hab cov qha kom ua tau.
- Yuav tau nruag txug kev ncaaj nceeg nyob rua HAUVPAUG 6.
- Cov qha cov qhabnab kws nyob rua pawg saib kev ncaaj nceeg kom ua tau kev ncaaj nceeg.

Kev Pav Txug Kev Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

SIBHAWM RUA KEV UA NUM TXHUA XYOO

<u>HAUVPAUG 1</u>	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023
Cov ntawv qha hab cov kev qha yog ib cov zoo heev hab leeg paub txug txuas tug.						
Txhua yam ntaub ntawv qha yog qha txug peb cov tub ntxhais kawm ntawv sib txawv.						
Ua kom cov tub ntxhais kawm ntawv muaj kev kawm zoo hab muaj kaab lig kev cais nyob rua huv.						
Ua kom cov tub ntxhais kawm ntawv muaj kev sib hum xeeb hab kev coj noj coj ua zoo.						
<u>HAUVPAUG 2</u>	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023
Txhua tug tub ntxhais kawm ntawv muaj feem hab kom moog txais tau kev paabcuam lug txhawb paub txuj kev kawm kom muaj yeej hab tej kev txhawj xeeb los kom muaj kev paab.						
Txhim khu kev koom teg ntawm cov menyuam kawm ntawv kws tsis muaj sawv cev hauv GATE, Honors, AP, IB, AVID, PSAT, thiab CTE cov kev pab cuam.						
Txhim kho thiab txhim kho kev kawm txhawb rau txhua tus tub ntxhais kawm.						
Txhim kho thiab txhim kho kev txhawb zog rau txhua tus menyuam kawm ntawv.						

Kev Pav Txug Kev Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

<u>HAUVPAUG 3</u>	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023
Kev cob qha hab kom txawj tuaj yuav ua kom muaj kev paub, kev tawm tswv yim, hab kev txav txim sab lug txhawb txuj kev kawm ntawv kom muaj ncaaj nceeg.						
Txhim khu cov neeg muaj txiaj ntsim zoo tshaj plaws rau kev txhim kho kev lag luam.						
Txhim khu cov neeg ua haujlwm hauv kev ua haujlwm nce qib kev lag luam.						
<u>HAUVPAUG 4</u>	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023
Tej kev txhawb tau tsim lug paab rua tej kev toob kaas ntawm taag nrho cov tub ntxhais kawm ntawv tsi has tug zoo le caag.						
Txhim khu lub tsev kawm ntawv kev nyab xeeb.						
Txhim khu cov kev txhawb nqaa lug txhawb kev kawm ntawm cov menyuam kawm ntawv.						
Nce tug menyuam kawm ntawv kev koom tes.						

Kev Pav Txug Kev Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug

<u>HAUVPAUG 5</u>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Kev sib raug zoo ntsug rua taag nrho cov muaj feem cuam uas rua tsev kawm ntawv, tsev neeg hab laj mej peej xeem muaj kev sib koom teg.						
Txhim khu cov neeg muaj feem xyuam kev sib txuas lug, cov kev sib koom, hab kev sib raug zoo						
Txhim khu tsev neeg txuj kev kawm txuj.						
<u>HAUVPAUG 6</u>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Nrhav, ndhav, hab ceev cov tuab neej ua haujlwm kws yeej txawj hab paub tag.						
Txhim khu kev cob qha txug kev coj ntawm kev qhia ntawv, kev thawj coj, hab cov neeg ua hauj lwm.						
Txhim khu kev txhawb rau kev luj hlub ntawm cov neeg ua haujlwm qub hab cov neeg ua haujlwm tshab.						
Txhim khu cov tuab neeg ua hauj lwm kom muaj ntau haiv neeg kom zoo dua tuaj sawv cev ntawm cov menyuam kawm ntawv.						

Kev Pav Txug Kev Kawm Ntawv Kom Muaj Ncaaj Nceeg Cov Ntsab Lug



Yog xaav paub ntiv, hu tau rua:

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