

Cultural Proficiency Philosophy

The Dubuque Community School District is committed to developing positive relations in all its operations as an essential outcome of the learning process and to providing leadership in improving the environment for all protected classes in our schools and in the community.

This will be achieved through the following measures using a proactive approach:

- Professional learning opportunities for staff centered around cultures and cultural proficiency
- Increased communication with parents and the community to enhance relations
- Use of appropriate language that respects all cultures

Protected classes of the Iowa Safe Schools Law:

Color, creed, national origin, race, religion, marital status, sex, sexual orientation, physical attributes, physical ability/disability, mental ability/disability, ancestry, political party preference, political belief, socioeconomic status, familial status.

Adopted: April 9, 1990
Revised: October 14, 2013
Reviewed: June 8, 2020
Revised: April 14, 2025