

UBUDASA MW'ITEGURWA RY'UBUREZI

Mu kwezi kwa Kigarama mu mwaka 2015, Dr. Jim McIntyre, Umuyobozi Mukuru w'amashuri ya Knox County, n'abagize akagwi kabitegu ariko bita DEO Task Force, baratumiye abanyeshuri, imiryango, abarezi n'abagize Kominoti kuza mu nama ya Kominoti kugira ngo barabire hamwe ivyiyumviro bafise, ivyo bagezokoye vyiza n'ivyabagoye bakurikije ivyo bagiyeye bibonera canke ivyo bagiyeye bacamwo ku giti cabo bijanye n'ubudasa mu ngeso (discipline) n'uburezi bishobora kuba bifitanye isano nuko umuntu asa canke ubwoko bwawe (race /ethnicity), uko umuntu yakuzwe ameze, ururimi, igitsina, hamwe/canke n'ubumuga.. Ibi vyemezo bikwirikira vyafashwe hakurikijwe ivyagiye bivugwa, inama zatanzwe n'ivyiyumviro vy'abari baje muri icyo nama.

UWUBABARA NI NDE?

Abanyeshuri bose. Ubudasa mu ngeso no kwitwara biba mu mashuri ya Knox County mu buryo butandukanye, ibara/ubwoko, aho umuntu yakuriye nuko yabayeho, ururimi, igitsina, canke ubumuga.

KUKI TUVYITWARARIKAKO?

Hari isano rinini cane hagati yo gutsinda amashuri no guhagarikwa mw'ishuri (suspension). Iyo abana bataza mw'ishuri iminsi yose nkuko bitegetswe, babura ubumenye bw'ingenzi mfatigwako kandi ntibagire n'akamenyeroye keza ko kuja kw'ishuri kazobafasha bagiyeye muri kaminuza canke mu kazi.

TWOKORA IKI?

Dushobora gutegura kazoza nziza y'abanyeshuri bacu iyo dukoresheje ubuhanga, n'ivyiyumviro duhabwaga na kominoti hamwe no gufatanya n'abagize kominoti yose.

INTUMBERO IGARAGARA

- Gusubiramo amategeko ya Discipline no kuyashira mu bikogwa:**
 - gukuraho sisiteme y'itandukanya muri discipline bishingiye kw'ibara, ubwoko, amahera aronkwa (income), ururimi, ubumuga, aho uba (Zip Code), canke iyindi migwi yose ijanye n'ivangura;
 - Gushiramo canke kwita ku bikorwa vyubaka/kuraba icosubirira kwirukamwa vy'iminsi mikeya canke burundu;
 - Gushiraho abashinzwe gufasha abana kwitwara neza, ariywo bita Positive Behavior Intervention and Supports (PBIS), bakaba mw'ishuri ryose;
 - Kumenyereza abana kubana neza mu bw'umvikane no guhanurana
- Gufasha abarimu mu gutera imbere mu buryo bwo gutanga inyigisho nziza no kumenya uko bifata neza mu bijanye n'ibibazo vy'indero n'imyifatire mu mashuri yabo
- Gukoresha sisiteme y'ubucamanza buhana igihe biri ngombwa gusa
- Kumenya neza ko abanyeshuri bose bagomba gutera imbere kandi bakarangiza amashuri, cane cane abana badakwirikira neza

IVYEMEZO VY'INGENZI VYAFASHWE

Abanyeshuri usanga bafise ibintu bifuzwa kandi vyaturutse hanze y'ikigo c'ishuri. Intumbero ya yako kagwi ka DEO Task Force n'ugushiraho umwuka mwiza mu kigo c'ishuri, ahantu abarimu bashobora kwigisha neza, abanyeshuri bakiga neza bakamenya kand kominoti yose ikaba imeze neza.

Ihugugwa	Gutanga ihugugwa rihoraho kubirabana n'imico itandukanye ku bakozi bose ba KCS (abigisha n'abatigisha) no kubifatanyamwo kugirango hashobore kugira igihinduka; gutanga ihugugwa rihoraho mu buryo bwo kwigisha mu mashuri harondewe uburyo bwose n'ubushobozi bwo gufasha bose; guhora turondera gukora neza cane. gutandukanya inyigisho z'abakeye gufashwa mu ngeso zitandukanye, guhugurwa kwabashinzwe umutekano, ariywo bita SRO, bituma bamenya ibijanye n'ubusabane n'abandi, ibijanye n'ivyiyumviro hamwe n'ibibazo vy'ubushobozi (emotional and mental health issues) vy'abanyeshuri; gukora raporo ya bururi kwezi kubijane no gufungwa canke discipline kugira dushobore kumenya ahakenewe ihugugwa rihoraho.
Programa	Gushiraho abashinzwe gufasha abana kwitwara neza (PBIS) mu ma shuri yose ya KCS; kongera amashuri akorana na kominoti, no kongera ayandi mashirahamwe akorana n'amashuri mubijane na kominoti, ibijanye n'ukuntu abana bitwara n'ibibazo vy'abatameze neza mu mutwe, bagakorana n'ayandi mashuri adakorana na kominoti; gushiraho icyo bita "Handle with care" bivugaga kubungabunga, ni programa y'amashuri ikogwa n'abashinzwe umutekano ku mashuri kugira barinde impanuka kandi bafashe n'abanyeshuri; gushiraho kandi tukongeraga abajana bafasha abanyeshuri kurondera ibisubizo ku bibazo bafise (kuja tubaza abanyeshuri ivyiyumviro vyabo, bakaganira hagati yabo/bagafata icyemezo/bakagira abajana muriho); Gukomeza no gushiraho ama programa yo gufasha abanyeshuri (mentoring programs) muri middle na high schools
Ibizokogwa	Gusubiramo/Gusaba kongera kwihweza amategeko n'imigenderere bijanye ni vya Discipline kubirabana nivyosubirira guhagarikwa n'ikosogwa rwogira akamaro, bigatanga gukogwa mu mashuri yose; gukuraho "kurangaza ukabuza amahoro abandi" mu mpamvu zo guhagarikwa; gukurikirana ama raporo ya discipline/amanota y'umunyeshuri mu mashuri yoye kandi ku giti ciwe; gushiraho abashinzwe kuvyubahiriza kandi hagashirwamwo abanyeshuri, abavyeyi, abarimu, n'abayobozi; kugabanya kujana abana mu rukiko bari kw'ishuri; Gukoresha impanuro, kumujana gufungwa bigakogwa ubwa nyuma aruko yananiranye; kutanga ibisobanuro hakwirikijwe umuco w'umunyeshuri, gufasha mu bijane n'ubwenge bw'ishuri n'uburyo bwo kwiga hakurikijwe uko abanyeshuri batandukanye; kugerageza guha abanyeshuri ababitaho bumvikana nabo; gukomeza umubano mwiza w'imiryango/kominoti n'abavyeyi/abajana mu banyeshuri ba bakigisha kumenya kwifatanya no gufashanya; kumenyeshya imiryango itavugaga icongereza ibikogwa ku mashuri/no mu karere kabo (district)
Abakozi	Kugira umwete wo guha akazi abo mu bwoko bwose (inkehwa); gukora imirimo iteza imbere kandi izana kominoti/gukomeza abarezi bo mu bwoko bwose (inkehwa); gushiraho abantu bafasha abanyeshuri bava mu nkehwa (minority) mu vyigwa no mutundi turimo tunyuranye; kongera abagisha b'abagabo, cane cane mu mashuri yo hasi (elementary schools), kumenya neza ko abana bafise ingorane zo kwiga bahawe abarimu babishoboye neza; kongera abajana mu mashuri yose, n'abasociari (social workers), abafasha abana mu mwifatiye kw'ishuri (behavior liaisons), n'abandi bantu bose bakenewe mu gufasha mu mashuri

TUZOJA TUVUGANA GUTE?

Gutegura uburyo buzotuma hakogwa ama raporo igihe cose; gushiraho uburyo buhoraho butuma amashuri agumana imishikirano na kominoti; gukorana na kominoti mu bintu bitandukanye; kugira uburyo bwiza butuma abatawaga ururimi rw'icongereza bamenya ibiba vyose ku mashuri no mu karere kose k'amashuri yacu (district).



TUZOBIGERAKO GUTE?

Ababitegura aribo bita DEO Task Force bazobicisha muri komite yo kuvyihweza bakabinonosora mbere yo kubitungura, bakazojya bavugaga aho bigeze, umwete, bakanashiramo abandi. Uburyo bwiza na programa yumvikana neza ikoranye ubuhanga kandi ifise igihe bagomba kuyitangira, ibintu vyinshi bigomba kugegwako, na ma raporo yerekana ibiri guhindugwa nibiri gukogwa, hazoba n'umuntu ashinzwe kuraba ko ibikogwa bigenda hagati y'imiryango, amashuri na kominoti, azokora nk'uwuri hagati (liaison) yumvikanisha abashinzwe kurangira icyo gukigwa (Task Force), agatanga raporo k'umuyobozi mukuru (Superintendent), kandi akaza mu nama y'ubuyobozi bukuru bw'uburezi iterana rimwe mu mezi atatu.



Nimba mufise ivyiyumviro mwokongerako, musabwe kubitunga kuri educationtaskforce@knoxschools.org Icyiyumviro canyu gifise akamaro gose muri iki kiganiro kandi turakeneye gose kumva icyo mwotubarira.