



Culturally & Linguistically Responsive Initiatives

- School Action Plan -

School:	#43
Date:	12/3/2019

<i>CLRI Team Members</i>	
Name	Title
Orniece Hill	Principal
Lisa Lavallo- Coyle	Assistant Principal
Deandra Modica	ENL teacher
Jennifer Ray	School Psychologist
Lindsey Milliron	5th grade teacher
Tammy Jerezski	1st grade teacher
Gloria Lassiter	3rd grade teacher
Phillip Armstead	Parent Liaison



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Guiding Questions:

List the accomplishments your school has made in regards to culturally and linguistically responsive initiatives since attending the first set of District Disproportionality Trainings in the 2017-2018 school year

- Team developed and meets regularly (twice a month)
- Provided training for staff in 2 faculty meetings and summer professional development.
- Restorative practices such as restorative circles, uniform guided questions for circles, and crisis situations posted in all classrooms.
- Diverse representation on school walls in posters.
- Students home languages represented in various locations in the building.
- Culturally themed events and activities for select months

Which accomplishments can you grow and/or build upon?

- Monthly culturally responsive activities (lesson)
- Look at social studies curriculum for each grade level to help target projects to implement
- Inform faculty of the 1619 project and timeline in order to utilize it as a resource
- More inclusive guided questions for circles
- Develop a multicultural library for teachers and students to use as a resource.
- Continue to grow holidays around the world/ multicultural night.
- Expand literacy night to include authors of various cultures.
- Infusing culturally responsive music, art and movement in curriculum (share resources and links).
- Getting teachers to “know” their kids. making those connections/wanting to know about their culture and family
- Teachers hang student photos on bulletin boards and in classrooms
- Create a bulletin board as a central hub for CLRT resources and monthly cultural awareness.

What are the barriers and obstacles your school and its CLRI team face in implementing culturally and linguistically responsive initiatives?

- Teacher push back on doing “additional work” to infuse culturally responsive material.
- Lack of resources within the building.
- Teacher recognize their implicit bias



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*Review your school's data by race/ethnicity and list observations about the data.
(Consider suspension, attendance, special education, academic, and graduation data.)*

- **Building Demographics:** Total Population - (669) 326 Male & 343 Female
 - Hispanic/Latino - (101) 15%
 - Asian - (42) 6%
 - Black or African American - (192) 29%
 - White - (246) 37%
 - Two or more races - (88) 13%
- **Suspension September 2019 to November 2019:** Total 38 suspensions
 - White - (11) 29%
 - Black - (17) 45%
 - Multi-racial - (4) 11%
- **Attendance September 2019 to October 2019:** Overall- 91.53%
 - SAT - 46.68%
 - Risk - 21.6%
 - Chronic - 20.39%
 - Severe - 11.33%
 - Asian - 92.81%
 - Black or African American - 89.8%
 - White - 91.08%
 - Two or more races - 91.39%

What supports can you put in place to reduce barriers with implementation and garner staff, student, and parent buy-in?

- CLRI team will do the “heavy lifting” of going through the curriculum and indicating where culturally responsive materials can be embedded.
- CLRI team will compile a list of resources in Schoology that can be easily accessed by teachers.
- CLRI Team will develop monthly initiatives to foster community building, allowing teachers to become familiar with their students’ backgrounds.

What is the heart behind this work – why is this work important for the students in your school?



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- It is important for students to “see themselves” represented in the curriculum. Teachers are often uninformed about the history of their students of color, therefore, students receive misinformation and/or no information about their own cultures and how their cultures have contributed to American society.
- It is important for teachers to become familiar with their students in order to help them make meaningful connections to the curriculum.

Action Steps <i>(For each action step, make the District’s High-Leverage CLRI Strategies it aligns to and the timeframe it will occur.)</i>	Create a Welcoming Environment	Rigorous Instruction & High Expectations for All	Culturally Inclusive Classroom	Culturally and Linguistically Responsive Training	Responsible Persons	Sept. 19 – Jan. 20	Feb. 20 – Aug. 20	Sept. 20 – Jan. 21	Feb.21 – Aug.21
Upload links to schoology for culturally responsive music, art and movement activities.	X		X		Lindsey Milliron		X		
Create and share culturally responsive circles topics and openers (poetry, quotes, images, art)	X		X		Lindsey Milliron	X			



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Resources to make connections with students family and culture (parent invites to circles and other events, family interviews)	X		X		Lindsey Milliron	X			
Expand literacy night to include authors of various cultures.	X				Deandra Modica		X		
Develop “Holidays Around the World” and “Multicultural Night”	X				Deandra Modica & Gloria Lassiter	X			
Action Steps (For each action step, mark (X) its alignment to the District’s High-Leverage CLRI Strategies and the appropriate timeframe.)	Create a Welcoming Environment	Rigorous Instruction & High Expectations for All	Culturally Inclusive Classroom	Culturally and Linguistically Responsive Training	Responsible Persons	September 2019 – January 2020	February 2020 – August 2020	September 2020 – January 2021	February 2021 – August 2021



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Develop multicultural library for students and teachers			X		Tammy Jezerski		X		
Review social studies curriculum for appropriate implementation of culturally responsive resources.		X			Coaches during grade level meetings.			X	
Teachers post student photos on bulletin boards and in classrooms (world map in classroom)	X				Deandra Modica		X		
Action Steps (For each action step, mark (X) its alignment to the District's High-Leverage CLRI Strategies and the appropriate timeframe.)	Create a Welcoming Environment	Rigorous Instruction & High Expectations for All	Culturally Inclusive Classroom	Culturally and Linguistically Responsive Training	Responsible Persons	September 2019 – January 2020	February 2020 – August 2020	September 2020 – January 2021	February 2021 – August 2021



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Create a bulletin board as a central hub for CLRT resources and monthly cultural awareness.	X				CLRI team	X			
Inform staff of 1619 project and timeline in order to utilize it as a resource		X		X	CLRI team		X		