



Culturally & Linguistically Responsive Initiatives

- School Action Plan -

School:	Roosevelt Early Center #65
Date:	11-12-19

<i>CLRI Team Members</i>	
Name	Title
Michelle Hope-Barnes	Principal
Amy Chavez	Asst. Principal
Rachel Lis	Teacher
Sarah Parker	School Psychologist
Laura Kupiec	Literacy coach
Temothy Peart	Teacher
Sarah Lockhart	Teacher
Elizabeth Zilliox	Teacher
Amanda Jordan	Teacher



*Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65*

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

- Culturally relevant classrooms (some)
- Freedom Wall
- Privilege Wall conducted during 2018-19 faculty meeting
- Multicultural library
- Monthly Cultural Readings
- Development of HOT questions aligned to Monthly Cultural Readings
- A Celebration of Cultures International Family Feast (2019-2020)
- International Night (2018-2019)
- Black History Month Door Decorating Learning Wall (2017-2018)

Which accomplishments can you grow and/or build upon?

- Integration of Multicultural resources
- Development of HOT questions aligned to multicultural library
- Extension of Freedom Wall
- Freedom Wall to include Native American, Women's, and Asians Americans History
- Quarterly cultural celebrations allot
- Monthly Cultural Readings
- CLRT instructional tool creation in One Form
- Faculty meeting trainings: History Wall, *Black Male(D)*, Chapter Study: Chapter 2, etc.
- Increase multicultural book selection within the library

Additional Action Steps gained after the Gallery Walk of CLRI plans:

- Monthly African American speakers and/or speakers of color
- Facilitate the Implicit Bias test with staff
- Increase awareness by having visible images placed around the school
- Labeling around the school
- Create a library of CLRIal strategies (to include think central, Amistad, teaching tolerance, etc)
- Implement Town Hall meetings for students in grades 3 and 4
- Review short and long term suspension data with staff

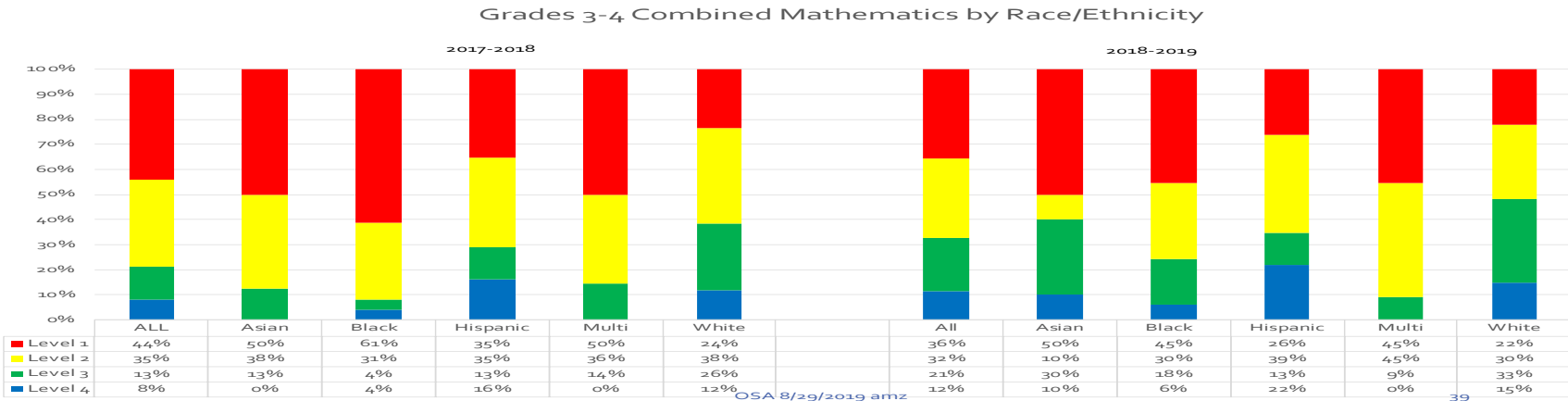
What are the barriers and obstacles your school and its CLRI team face in implementing culturally and linguistically responsive initiatives?



**Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65**

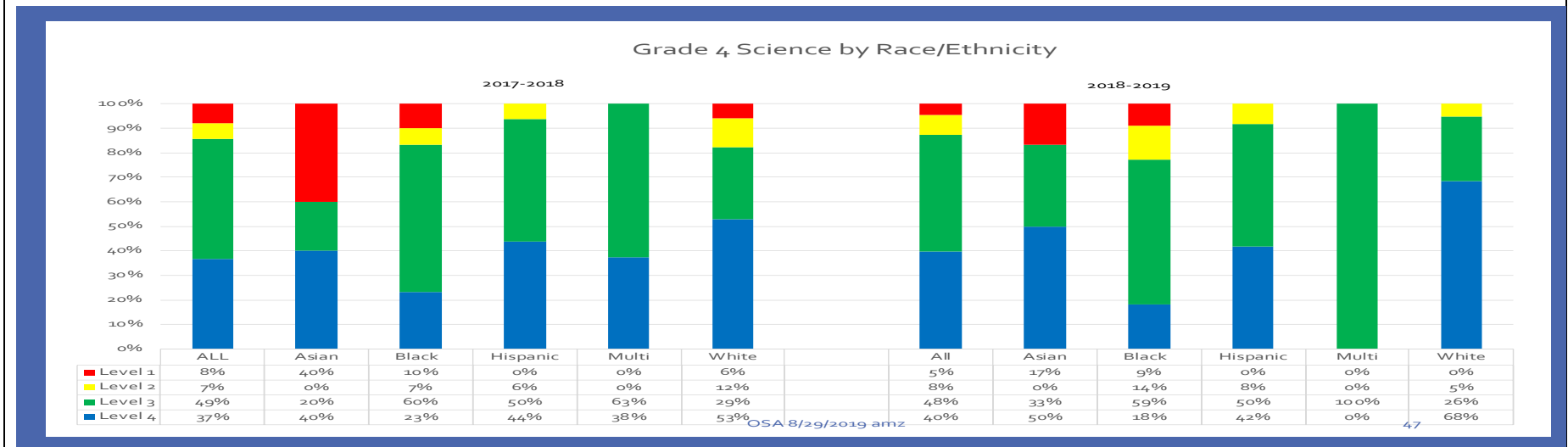
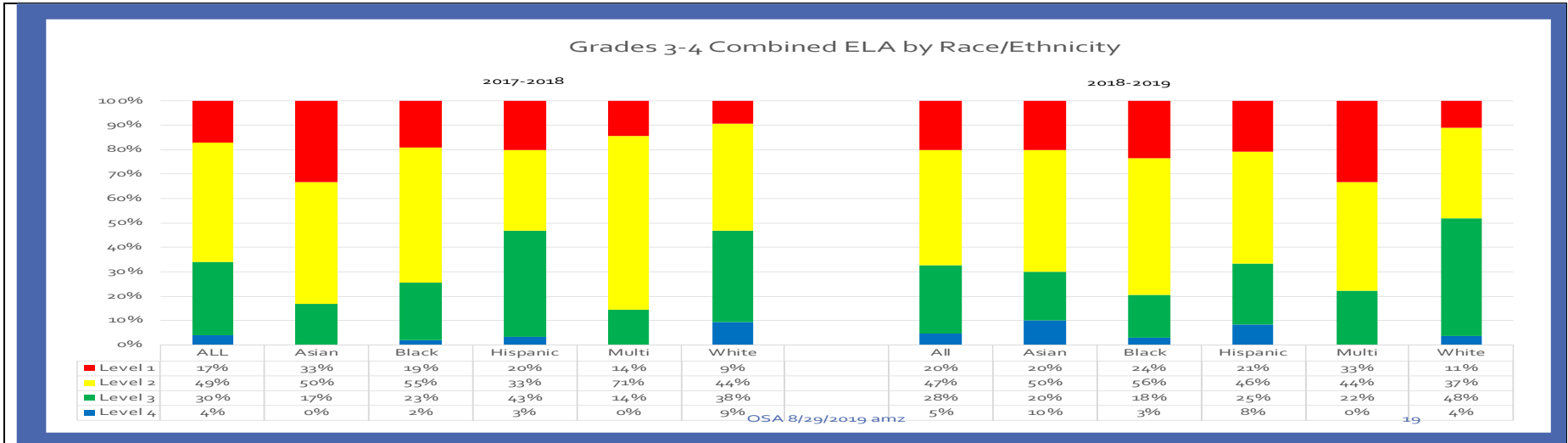
- Time allotted for PD on CLRT during school meetings
- Teacher acceptance that we all have personal bias
- Personal and cultural understanding of CLRT

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





**Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65**



Short-Term Suspension

- 14 Male
- 1 Female



*Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65*

- 15 Total (6 Black, 6 Hispanic, 3 White)

Long-Term Suspension

- 1 White Male, Special Education

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

Provide the time at faculty meetings to share CLR strategies. Make this work a priority.

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

This work is important to me personally and professionally because too many people are proud to say they are color blind and they treat all students the same. With this statement, they fail to realize that they are not providing their students with the differentiation and diversity exposure they need. We are all individuals with our strengths that we bring to the work. We this acknowledgement, we can move students.



**Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65**

<p align="center">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></p>	<i>Create a Welcoming Environment</i>	<i>Rigorous Instruction & High Expectations for All</i>	<i>Culturally Inclusive Classroom</i>	<i>Culturally and Linguistically Responsive Training</i>	Responsible Persons	<i>September 2019 – January 2020</i>	<i>February 2020 – August 2020</i>	<i>September 2020 – January 2021</i>	<i>February 2021 – August 2021</i>
Create a CLRI Action Plan				X	CLRI Team	X			
Hold an International Feast	X				November Planning Team	X			
Provide PD to staff (Book Study, History Wall) on Culturally and Linguistically Responsive Teaching				X	CLRI Team	X			
Add to a CLRT library for staff and students	X		X	X	Laura Kupiec Librarian Michelle Hope-Barnes	X	X		



**Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65**

<p align="center">Action Steps (For each action step, mark (X) its alignment to the District's High-Leverage CLRI Strategies and the appropriate timeframe.)</p>	<i>Create a Welcoming Environment</i>	<i>Rigorous Instruction & High Expectations for All</i>	<i>Culturally Inclusive Classroom</i>	<i>Culturally and Linguistically Responsive Training</i>	Responsible Persons	<i>September 2019 – January 2020</i>	<i>February 2020 – August 2020</i>	<i>September 2020 – January 2021</i>	<i>February 2021 – August 2021</i>
Multicultural Monthly Readings		X	X		CLR Team		X		
Share CLR strategies during faculty meetings	X	X	X	X	CLR Team	X	X		
CLR Instructional Look For Tool creation via One Form		X			CLR Team	X	X		
Freedom Wall to include Women's History	X				CLR Team	X	X		



**Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Roosevelt ECC #65**

<p align="center">Action Steps (For each action step, mark (X) its alignment to the District’s High-Leverage CLRI Strategies and the appropriate timeframe.)</p>	<p align="center"><i>Create a Welcoming Environment</i></p>	<p align="center"><i>Rigorous Instruction & High Expectations for All</i></p>	<p align="center"><i>Culturally Inclusive Classroom</i></p>	<p align="center"><i>Culturally and Linguistically Responsive Training</i></p>	<p align="center">Responsible Persons</p>	<p align="center"><i>September 2019 – January 2020</i></p>	<p align="center"><i>February 2020 – August 2020</i></p>	<p align="center"><i>September 2020 – January 2021</i></p>	<p align="center"><i>February 2021 – August 2021</i></p>
Freedom Wall to include Native American History	X				CLR Team	X	X		
Freedom Wall to include Asian American History	X				CLR Team	X	X		
Quarterly Cultural celebrations	X				CLR Team	X	X		