



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: **94**

Culturally & Linguistically Responsive Initiatives

- School Action Plan -

School:	94 West Hertel Academy
Date:	11/13/19

<i>CLRI Team Members</i>	
Name	Title
Cecelie Owens	Principal
Jayne Shamenda	4th grade ENL
Rose Flanagan	Parent Representative
Rebecca Guglielmi	School Psychologist
LaFraya Wilson	Program Coordinator



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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

- Some information has been turn-keyed (e.g. ongoing PD, welcoming environment, high expectations)
- MBK in our school for 2 years
- Focus on mindfulness/Trauma informed school; restorative circles
- Multilingual academic coaches in school every Wednesday
- Increased diverse materials/literature in classrooms
- ENL teacher at every grade level
- Interpreters at parent meetings
- Flags representing student cultures
- Saturday Academy activities
- All About Me project
- PD on disproportionality
- Restorative conferences in lieu of suspensions
- Administration having courageous conversations with staff regarding racial issues

Which accomplishments can you grow and/or build upon?

- Celebrate ELLs and diversity more (multicultural event)
- Increased use of Talking Points
- More teacher training in CLRI
- CLRT strategy in bulletin

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

- Parent involvement
- Teacher buy-in
- Time
- Inflexibility of Curriculum



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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.)*

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

- Trainings for staff (faculty meetings, grade level meetings)
- Communication through parent newsletter and parent meetings
- Multicultural event-Saturday Academy
- Diverse reader week

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

- Awareness of students' culture/history and allowing them to understand their past
- Mindset shift so students aren't being treated in biased ways
- Allows adults to recognize their own internal biases
- Fostering a school climate in which all feel welcome, safe and comfortable
- Reduce stereotypes that students encounter from adults and other students



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<p align="center">Action Steps <i>(For each action step, mark the District's High-Leverage CLRI Strategies it aligns to and the timeframe it will occur.)</i></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>
<p>CLRI information in teacher bulletin (monthly)</p>	x	x	x	x	Miss Wilson, Mrs. Shamenda		x		
<p>CLRI Corner in monthly parent bulletin</p>	x			x	Miss Owens, Mrs. Farrell, Rose Flanagan,		x		
<p>Saturday Academy Multi-Cultural Event</p>	x	x			Community School Navigator, CLRI Team		x	x	x
<p>Multi-cultural read-aloud week/Diverse readers week</p>	x	x	x	x	Instructional Coaches, Librarian		x		



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Showcase of student success/culture-talent(art, music, food-etc.)	X	X		X	CLRI Team, Community Navigator		x-Start small at SA	X-build upon event	
CLRI team meetings-scheduled regularly	X	X	X	x	CLRI Team	x			
Recruit additional team member(s) to CLRI Team	X	X	X	X	Miss Owens	x			



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