



Culturally & Linguistically Responsive Initiatives
School Action Plan
School: Waterfront Elementary # 95

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School:	Waterfront Elementary #95
Date:	2019-2020

<i>CLRI Team Members</i>	
Name	Title
Terence Jenkins	Principal
James Cullen	Teacher & Guardian of Equity
Mark Renzoni	School Psychologist
Debbie McCarthy	Literacy Coach



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Guiding Questions:

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

- Our middle school teachers have an International Heritage Day where students showcase the food, dress and holidays of their culture. Students present to their classmates and culture collages are posted throughout the building.
- We highlight Black History Month culminating in a schoolwide performance.
- Young Audiences have worked with us in highlighting cultural dance, writing and historical events highlighting the accomplishments of people of color.
- We adorn our junior high hallways with quotes by international celebrities to encourage students to be all that they can be.
- We have a “Clothes Closet” available to our families that they can access at any time.
- We utilize a document that is written in our top 8 languages, notifying parents to have attached important information read to them.
- We utilize the Journey’s End interpreters to provide our ENL parents free translation every third Thursday of the month as well as when needed on other Thursdays.
- We host an ENL Parent/Teacher Conference Day at the 10-week mark with interpreters that represent our 8 top languages.
- We are implementing Phase I of Trauma Informed Care in our primary grades by focusing on mindfulness activities and developing class-wide Restorative Justice Circles.
- Have worked with Read to Succeed Buffalo to expose students to authors of color.
- Hold an ENL Graduation Celebration for the students who test out of the ENL program.
- We work in conjunction with our physical education department to incorporate mindfulness activities such as yoga and meditation to develop coping skills

Which accomplishments can you grow and/or build upon?

- Develop a CLRI committee to introduce the CLRT concept schoolwide as well as to develop other initiatives for the future.
- We want to get an ENL social worker designated for our building to better meet the needs of our students and the trauma they face.
- Adding to the success of Black History Month, we would like to expand to Women’s History and Spanish Heritage Month in the future.
- We will host a school-wide Culture Night.
- Label items in the school in our top 8 languages.
- Increase accessibility of the work/assistance Journey’s End provides our parents.
- Extending Phase I of Trauma Informed Care to our 3rd-5th grades by focusing on mindfulness activities and developing class-wide Restorative Justice Circles.
- Murals, posters and artifacts are planned to represent the many cultures at Waterfront
- Implement the All About Me extended lesson with photos of students holding their country’s flag. Below picture will be information about the student.
- Expanding teacher/staff knowledge of Restorative Practices beyond Restorative Circles.
- Educating the staff on CLRI and finding the meaning of it within our building.



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- Incorporating CLRI into instruction

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

- Time for PD as well as time to implement programs with students
- Funding for materials and PD
- Lack of staff buy-in
- Lack of support staff for implementation of training

*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:

853 Total Population
 Male - 436, Female – 417

Special Education Students:

175 Total Population (20.52%)
 Male – 113 (64.6% of SPED population),
 Female – 62 (35.4% of SPED population)

English as a New Language Students:

209 Total Population (24.5%)
 Male – 116 (55.5% of ENLs)
 Female - 93 (44.5% of ENLs)

Race	School Enrollment 10/2/19	Attendance	
		Severely Chronic	Chronic
Total	853 M-436 / F-419		
Black	425 - 50%	35	58
White	196 - 23%	26	21
Asian	189 - 22%	10	21
Multi-Racial	34 - 4%	3	6
Hispanic	44 - 5%	16	27

- Attendance Sept-Nov 2019: Overall = 92.2% Attendance data is severely skewed due to the lack of consistent nurse and the immunization issue.



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

- Staff - Continue Professional Development on classroom management and Restorative Practices to decrease short and long-term suspensions and increase student attendance.
- Staff - Engaging PD (modeling strategies, such as how to use QR codes to link to cultural images) that correlates with our Waterfront population.
- Staff and Students - Whatever we choose to do, it needs to fit into what we are already doing in our curriculum and not make it a new add-on.
- Administration – Send letter of invitation to get the position of Parent Facilitator filled
Administration - Open lines of communication with parents. Coffee Chats in the morning once a month to provide time to share the CLRI.
- Students – Culture collages developed, presented and posted

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

Waterfront’s mission statement reads that we at Waterfront are a supportive, diverse and creative learning community. Through our CLRI Plan, we will continue to develop both our students’ social emotional needs as well as their instructional needs to become 21st century learners.



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<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>	<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>The CLRI Team will support teachers in creating a more welcoming environment that is reflective of the students in the classroom. Teachers will submit student photographs to CLRI Schoology folder for printing on poster paper.</p>	x		x		CLRI Team		x	x	x
<p>Purchase Culturally Responsive books to create “Grab and Go” baskets for teachers to use in their classrooms. Each grade level will have access to a selection of appropriate books.</p>	x	x	x		Mrs. Mulholland (Librarian)			x	x
<p>Translate the language of the Waterfront PRIDE program (PBIS Initiative) into the top 8 languages of our students.</p>	x		x	x	Mr. Jenkins, Cultural Resource Specialists		x	x	x



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<p style="text-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 style="writing-mode: vertical-rl; transform: rotate(180deg);">Create a Welcoming Environment</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Rigorous Instruction & High Expectations for All</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Culturally Inclusive Classroom</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Culturally and Linguistically Responsive Training</p>	<p style="text-align: center;">Responsible Persons</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">September 2019 – January 2020</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">February 2020 – August 2020</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">September 2020 – January 2021</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">February 2021 – August 2021</p>
Honor and celebrate more of the holidays represented by various cultures within the school.	X				Guidance Counselor, Administrators, Announcement Crew and Art Teachers		X		
Develop a CLRI committee to introduce the CLRT concept schoolwide as well as to develop other initiatives for the future.	X	X	X	X	Various Staff		X	X	X
<ul style="list-style-type: none"> Implement the All About Me extended lesson with photos of students holding their country's flag. Below picture will be information about the student. 	X	XX	X	X	After School Teachers		X		