



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: #206

Culturally & Linguistically Responsive Initiatives

- School Action Plan -

School:	#206 South Park HS
Date:	12/06/19

<i>CLRI Team Members</i>	
Name	Title
Molly Lynch	School Psychologist
Sterling South	Social Worker
Maggie Wright	ENL Teacher
Julie Taylor	Teacher/ Guardian of Equity
Mike Morris	Principal/ Assistant Principal
Terri Schuta	Principal



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: #206

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

- Staff trainings and staff in-service (from the school based team and outside providers)
- Restorative practices (conferences & circles)
- Student presentations/ activities/ conversations-Social Justice Day
- Disproportionality News for staff
- Classroom based circles

Which accomplishments can you grow and/or build upon?

- Continue to improve practices within the classroom, support teachers with these practices (ex. Continuing to develop restorative practices)
- Continue to have conversations with students and have intentional activities to complete with them.

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

- Time to train teachers and support their efforts on a regular basis
- Time to meet as a team to develop strategies to share with teachers
- Teacher buy in
- Lack of parent involvement
- Common Core standards/pacing guides

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

- Historically numbers have been disproportionate
- September suspension numbers are down- but unsure of full picture



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: #206

Race	School Enrollment 12/06/19			# of Special Ed. Students by Race	Suspension Data Sept 2019- Nov 2019 (Long & Short Term)	Attendance Data Sept. 2019 – Nov.2019
	Male	Female	Total			
				M:137/ F:77	M:24/ F:20	M:79.56% F: 79.83%
Black	179	154	333	79	27	80.98%
White	153	162	315	71	7	79.83%
Hispanic	103	83	186	56	9	77.20%
Multiracial	16	12	28	5	1	83.12%
Asian	17	10	27	0	0	79.38%
American Indian	4	5	9	3	0	69.80%
					11 Students of the 44 are classified as SPED.	YTD: 79.69%

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

- Online resources for teachers (google calendar)
- Teacher Education
- Self- Care/ Burnout workshops and consistent conversations

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

- Engage students in learning
- Help them “see themselves” in the curriculum
- Help students by teaching appropriate ways to have courageous conversations
- Help teachers to learn about themselves and our students
- Shift the mindset of adults to see our students/engage them in learning



**Culturally & Linguistically Responsive Initiatives
School Action Plan**

School: #206

<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>Disproportionate Newsletter (Monthly)</p>	X		X		Guardian of Equity	x			
<p>Implementation of Restorative Practices (Ex. circles, conferences, etc)</p>			X		All school staff	X			
<p>Staff trainings during CPT (Racial literacy Dev., micro aggressions, mindfulness, keynote speaker videos)</p>		X	X	X	CLRI Team & Admin		X		
<p>Implementation of staff check in/self-care circles</p>	X				CLRI Team & Admin	X	X		



**Culturally & Linguistically Responsive Initiatives
School Action Plan**

School: #206

<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>
<p>Saturday training for teachers- restorative practices De-escalation strategies</p>	X		X	X	CLRI Team & Admin	X			
<p>Student Activities (Ex. Social Justice Day)</p>	X			X	CLRI Team, Support Staff & Admin		X		
<p>Integrate Strategies with instruction</p>		X			Admin and Teachers			X	
<p>Provide online access to CLRI materials</p>		X			CLRI Team & Admin			X	



**Culturally & Linguistically Responsive Initiatives
School Action Plan**
School: #206

<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>
<p>Integrate School Wide Tier 1 initiatives w/ CLRI</p>	X				Tier 1/ CC Team		X		