



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

Culturally & Linguistically Responsive Initiatives

- School Action Plan -

School:	NEWCOMER ACADEMY AT LAFAYETTE
Date:	11-25-19

<i>CLRI Team Members</i>	
Name	Title
TEENA JONES	PRINCIPAL
STEPHANIE VERTALINO	SOCIAL STUDIES TEACHER
AYODELE OJUMU	LIBRAIAN
DIANA BUCCHOLTZ	SCHOOL PSYCHOLOGIST
MARCIA NOEL	ENL TEACHER
ELENA WOZNAK	ASSISTANT PRINCIPAL
MELAT NGUSE	STUDENT
LIONEL NIYONKURU	STUDENT



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

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

- Welcome signs in native languages of students
- Rules in native languages of students
- Word wall in native languages of students
- Use of Talking Points to communicate with parents in languages
- Parents meeting and partnership with parent center
- Posted flags of students' culture
- Seal of Bi-literacy
- Infuse personal narrative essays (counter-story telling)
- Partnership with BOCES
- Integrating Bridges Curriculum: including identity storytelling and creation of book
- Mental Health/First-Aid certifications for teachers (PD)
- Wellness Committee: dentist, mindfulness, etc.
- SST coordinating faculty meetings etc.
- August Wilson monologue competition (Paul Robeson theatre)
- Library collection includes resources that have been evaluated based on language, pictures and stereotypes; written by members of culturally and linguistically diverse communities; offer multiple cultural perspectives and viewpoints; represent the diversity of our culturally and linguistically diverse school community
- Librarian collaborates with teachers to plan instructional activities to teach students how to navigate and use the library as well as develop search strategies, identify information needs, and evaluate authority that is inclusive and sensitive to students' cultural perspectives, backgrounds, and languages

Which accomplishments can you grow and/or build upon?

- Use of Talking Points to initiate and improve parent involvement
- Professional development for community-based support
- Integrate Bridges curriculum into other content areas classes
- Continue offering health and wellness opportunities for students and families
- Further develop use of personal narrative essays (counter-story telling)
- Integrate CLRT initiatives into Global and Art curriculum
- Create library signage to reflect the students' native language



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

- Create a culturally and linguistically responsive bulletin board that displays relevant information, activities and events from the surrounding Buffalo community
- Increasing our use of restorative circles in the classroom to increase student voice and enhance student/student and student/teacher relationships. Giving another platform for students to share their experiences and learn from each other.

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

- Empowering parents to actively participate and be a voice in our school
- Curriculum: meeting the module demands
- Meeting the demands of Regents exams due limited English proficiency of students
- Need for mental health counseling and professionals who reflect the culture of students

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

- 2019-20 school year **Total Enrollment: 204 students** Male 114 (56%) Female 90 (44%)
 - Asian 56 (27%)
 - Black 119 (49%)
 - Hispanic 3 (1.4%)
 - Indian 0
 - Multi –Racial 1 (.4%)
 - Pacific 0
 - White 25 (12.2%)
- Additional Demographics
 - FARMS 183 (89.07%)
 - ESL 169 (88.17%) of the student population who are still identified
 - SPED 3 (1.4%) 1 male and 2 female
 -
 - **Attendance:** 204 Students for 2019-2020
 - Grade 9 90%
 - Grade 10 93.7%
 - Grade 11 85.9%



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

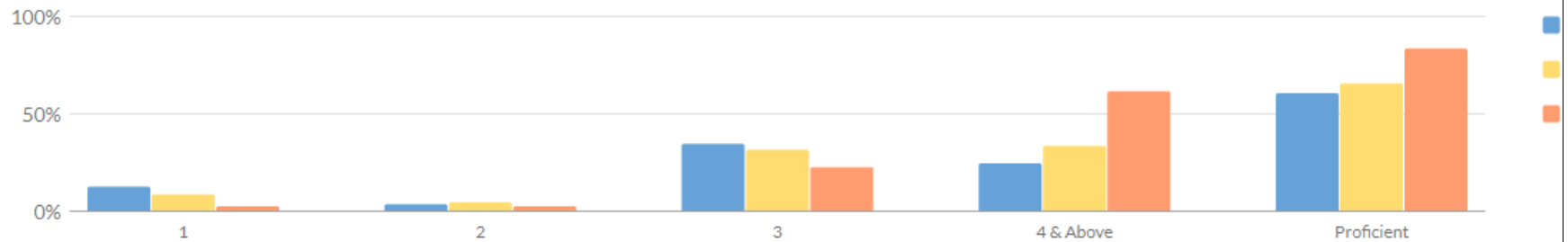
→ Grade 11 89.3%

- 32 students are identified as Severe Chronic
- 40 students are identified as Chronic
- 50 students identified as are At-Risk
- 82 students are identified as Satisfactory

- **Suspension Data:**
 - 1 out of school suspension 2019-20
 - 1 out school suspension 2018-19

- **Graduation data:** Cohort 2015
 - 71 students in the cohort
 - 56.3% graduation rate

2015 TOTAL COHORT REGENTS EXAMINATION IN ELA

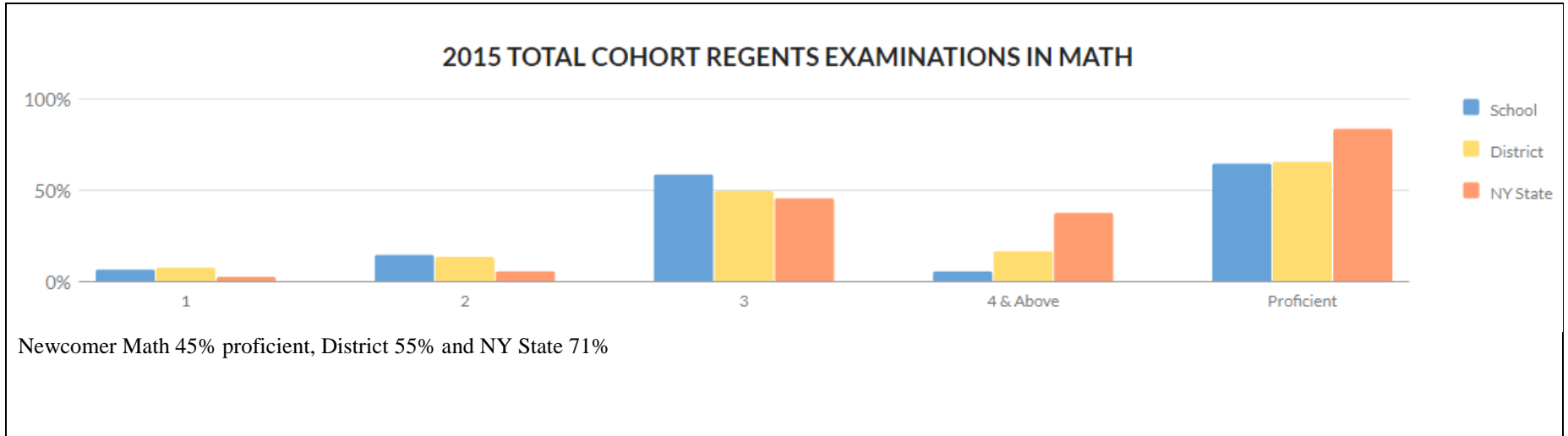


Newcomer ELA 64% proficient, District 73% and NY State 84%



*Culturally & Linguistically Responsive Initiatives
School Action Plan*

School: 353 NEWCOMER ACADEMY AT LAFAYETTE



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

- Have on-going conversations with staff and students to ensure we are demonstration a CLRT School
- Team building activities during Advisory Period with both students and teachers (have themed topics)
- Find curriculum materials for class instruction. Have students share their stories.

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

- Our school recognizes the importance of including students’ cultural
- To promote student achievement
- To have a sense of belonging to the school environment
- Understanding how cultural differences might affect student academic performance
- It’s a way for teachers to knock down their own biases and improve relationships (get to know their students)



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

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

<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>Implement at least 2 multicultural events for students and parents.</p>	X		X		Inter-High Students and Teachers	X	X	X	X
<p>Continue with Restorative Justice Practices</p>	X	X	X	X	SST Team	X	X	X	X
<p>Continue communicating with families via Talking Points</p>	X	X	X	X	Administration, teachers and other staff members	X	X	X	X
<p>Students will decorate the school building (classrooms and hallways) that represents their cultures. This can include signs in their languages.</p>	x		x		Art and Classroom Teachers	x	x	x	x



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

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

<p align="center">Action Steps <i>(For each action step, mark (X) its alignment to the District's High-Leverage CLRI Strategies and the appropriate timeframe.)</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>November 27th we had our 1st Parent Teacher Conference “Friendsgiving” pot luck. The next will be held in March for our International Day of Celebration</p>	X	X	X	X	CLRT/Inter-High students	X	X	X	X
<p>Continue inform Restorative Justice Practices with staff during CPT and Faculty meetings</p>	X		X		Administration, teachers and other staff members with support from CLRT Team	X	X	X	X
<p>Continue communicating with families via Talking Points. Have teachers share effectiveness.</p>	X		X		Administration, teachers and other staff members	X	X	X	X



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

School: 353 NEWCOMER ACADEMY AT LAFAYETTE

<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>