

Through a commitment to equity and excellence, all students will receive a rigorous instructional program which prepares them to compete successfully and contribute responsibly in a global society.



BUFFALO PUBLIC SCHOOLS
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Office of Culturally & Linguistically Responsive Initiatives

– Theory of Action –

2021 – 2022 High-Impact Strategies

If we improve teacher, administrator, and staff capacity to motivate and inspire our students:

- Providing current, relevant, and high-quality professional development to implement culturally and linguistically responsive instruction:
 - Facilitating Disproportionality Sessions
 - Facilitating district-wide book studies to engage in courageous dialogues on systemic racism, implicit biases, identities, historical and current events, and their impact upon educational practices
 - Facilitating ongoing CLRI and anti-racist based PD
 - Hosting high-quality speakers focused on CLRI and anti-racism
- Providing embedded coaching support on CLRI best practices
 - Establishing a Guardian of Equity at each school in the district
 - Providing stipends to each Guardian of Equity
 - Hiring two CLRI Instructional Coaches for the Office of CLRI
- Monitoring and supporting implementation of CLRI best practices through school CLRI-focused learning walks
- Hiring a Supervisor of CLRI to support professional development, school-based CLRI supports, and school CLRI-focused learning walks

And enhance instructional access, equity, quality, and opportunity to diverse curriculum content:

- Creating additional emancipation curriculum lessons aligned to culturally relevant texts and anti-racist and culturally and linguistically responsive pedagogy
 - Leading curriculum committee opportunities and providing funding for curriculum committee members to develop and update the emancipation curriculum
- Increasing access to engaging, enriching, and culturally responsive texts and resources representative of the demographics of the students:
 - Providing liberating classroom libraries with books written by diverse authors and featuring diverse characters, stories, cultures, and histories
 - Purchasing texts aligned to the emancipation curriculum
 - Purchasing the Rising Voices Book Series
 - Purchasing classroom materials that are CLRI-aligned

“Putting children and families first to ensure high academic achievement for all.”

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- Creating lessons for new **1619 Project** Literature (*Born on the Water* and *New Origin Story*)
- Creating CLRI Hub Schools to serve as model classrooms
- Creating an innovative single-gender MBK Male Leadership Academy High School program
 - Hiring a principal for the planning year of high school program

And elevate scholar voice while engaging scholars in high leverage culturally and linguistically responsive enrichment programming:

- Hiring a Director of CLRI Instructional Programs and Supervisor of CLRI Instructional Programs to lead CLRI instructional programs
- Providing enriching scholar programming and opportunities, with a focus on CLRI and social justice connections:
 - Big Sister Little Sister (High School)
 - Global Scholars
 - My Brother's Keeper Male Academy (7-8)
 - MBK Fellows (High School)
 - Our Story Project (High School)
 - Scholars for Social Justice (High School)
 - Providing funding for staff involved in after school and Saturday programming
- Providing internships and mentorships to students to increase access to career exploration opportunities, with a focus on STEM and social justice advocacy
- Expanding the musical theater program to include diverse theater works performed by students
 - Purchasing licenses, costumes, props
 - Providing PD and stipends to teachers
- Creating a CLRI student-led social justice newsletter and podcast to bolster scholar voice around current events and social justice issues impacting our youth
 - Purchasing technology devices
 - Providing funding for staff involved in after school programming
- Creating a digital archive of events, programming, and CLRI enrichment opportunities that can be used in conjunction with future scholar programs and professional development:
 - Purchasing additional recording and technology devices
 - Purchasing digital archive storage and photography services
 - Providing scholar opportunities to document CLRI enrichment opportunities through the LTG Grant

Then we will be able to level the playing field for all of our scholars, specifically those from historically marginalized backgrounds, to provide equitable access to a high-quality education, which is every child's civil right.

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