

Lakeridge Elementary School Diversity Initiatives

Commitment	Activities	Description	Completion
Creation of School Diversity Team	Recruit staff, staff and students	The school diversity team's charge is to guide the implementation of initiatives outlined in the School Commitment to Diversity, Equity and Inclusion document	Initial team created Sept, 2015. Step one was to recruit staff. Next step is to define and solicit parent/student participation.
Continuous staff development around issues of diversity, equity and inclusion	<p>1. Article Study, "Simple Interventions Boost Self-Esteem" and "The Caring Teacher's Manifesto" from Educational Leadership, March 2015's Cultural Diverse Classroom Edition.</p> <p>2. Professional Development through guest presenters.</p>	<p>1. Through the reading and discussion of books and articles, participants are made aware of current practices, research, and trends, as well as able to examine their own preferences, biases and professional practices</p> <p>2. Invitation to Ben Ibole, WEA diversity trainer, to conduct a staff workshop on Culturally Responsive Instructional Strategies.</p>	<p>Continuous</p> <p>Awaiting confirmation (Spring 2016?)</p>
Collection of pertinent diversity-related data	<p>1. Collect and examine demographic information to examine trends as they related to diversity and equity</p> <p>2. Survey LR student population to determine the depth of their understanding regarding diversity issues</p>	<p>Use survey data from yearly Educational Effectiveness Survey (EES) and district/state/national as a springboard for discussion and possible action steps</p> <p>Classroom teachers survey their students through interviews and written prompts to elicit current understanding around issues of diversity</p>	<p>Continuous</p> <p>Winter 2016</p>

Lakeridge Elementary School Diversity Initiatives

Commitment	Activities	Description	Completion
Teaching of Second Step Curriculum school-wide	Staff teaches weekly lessons from the Second Step curriculum and reinforces skills through practice and discussion.	Second Step is a district adopted elementary/middle school curriculum that teaches skills for social and academic success. It includes lessons on empathy, anti-bullying, understanding different perspectives, listening, and respecting similarities and differences.	Continuous
Hold assemblies that incorporate issues/themes around diversity	Have school-wide assemblies conducted by students and outside agencies that provide exposure to and instruction around issues of diversity, equity and social justice.	Sample Assemblies: <ul style="list-style-type: none"> <li>• Anti-bullying (Tap Root Theater)</li> <li>• Martin Luther King Jr. B-day</li> <li>• Tiko Drums</li> <li>• Opera</li> <li>• Veteran’s Day</li> </ul>	Continuous
Community-wide Celebrations	Culture Fair  International Night	3 <sup>rd</sup> grade Culture Fair project where students study and present information on their heritage.  Family event where foods and traditions representing many countries are shared and celebrated. Includes cuisine, traditional costumes, dances and educational kiosk.	December 2015  January 2016
Classroom Activities	<ul style="list-style-type: none"> <li>• Potlatch celebrations</li> <li>• Name/Identity Poems</li> <li>• Explorer reports</li> </ul>	Throughout the school year, students will learn about and reflect upon cultures, traditions, their own uniqueness and other aspects of	Continuous

	<ul style="list-style-type: none"> <li>• Women in History Reports</li> <li>• Black History Month Reports</li> <li>• Family Timelines and Traditions</li> <li>• Artwork reflecting diverse cultures</li> </ul>	<p>diversity through artwork, writing, technology, personal presentations and other classroom projects.</p>	
<p>Curriculum that addresses diversity issues</p>	<ul style="list-style-type: none"> <li>• K-5 Mondo Literacy</li> <li>• 2<sup>nd</sup> Step</li> <li>• Music</li> <li>• P.E.</li> <li>• Library</li> <li>• Classroom book collections</li> </ul>	<p>Our new literacy curriculum contains stories and units of study that embrace diversity (e.g. 4<sup>th</sup> grade unit on Traditions). 2<sup>nd</sup> Step teaches skills for social and academic success including lessons on empathy, anti-bullying, understanding different perspectives, listening, and respecting similarities and differences. In music, students learn songs and musical genres of various languages and traditions (e.g. Spanish, gospel) and play instruments that are indigenous to other world locales (African --- drums, steel drums and ukuleles).</p> <p>Our library and classrooms continues to grow their book collections through the purposeful acquisition of picture books and novels that reflect,</p>	<p>Continuous</p>

---

Lakeridge Elementary School Diversity Initiatives

---

		through illustrations and text, the demographics of our society and student body while addressing age appropriate issues of diversity, equity and social justice.	
--	--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------	--